

ARTHUR J. REBROVICK, JR.

Compass Executives, LLC – Nashville Management Group
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QUALIFICATIONS SUMMARY

Senior general management executive with strong turnaround capabilities, combined with organizational and analytical skills. Key strengths include strategic planning, operational management, and issues specific to family-owned businesses. Possesses a broad background in manufacturing, distribution, sales and marketing, and consulting, with both domestic and international operating experience. Significant community and industry leadership.

SELECTED ACHIEVEMENTS

Family-Owned Businesses

- As VP of Sales, directed growth from \$34 million in 1980 to \$51 million in 1984.
- As CEO, negotiated and completed the sale of four operating units of family business.
- As General Manager, directed and completed the merger of a family business unit and a Fortune 500 company within six months - ahead of schedule and under budget.
- As Adviser, provided ongoing advisory and management services for a family Inc 500 business and guided the development of an Advisory Board of Directors.
- As Adviser, guided the sale of a family printing business.

Turnaround Experience

- Following disagreements that arose with key suppliers, restructured existing business to pay down \$25 million in debt and create a smaller and profitable business entity.
- Provided interim management for a leasing company during a management transition that helped stabilize and then double business in each of the next 2 years.
- Refocused and repositioned an area non-profit resulting in one year profitable revenue growth from \$335,000 to \$1,025,000 through strategic collaborations and new initiatives.
- Assessed the viability of a troubled business for a bank.
- Served as Interim COO for a healthcare practice and led the business development.

Business Development

- Founded a consulting business that worked with over 40 companies from 1993 to 1998.
- Developed and led an effort that raised \$1.4 million in equity and debt for a firm servicing the corrections industry whose annualized business doubled within a 6 month period.
- Developed and implemented a plan for a Denver based technology company to enter a new industry through a joint venture that provided capital and a manufacturing/distribution partner.
- Served as Adviser to a start-up entertainment business in its acquisition of a music catalog.

PROFESSIONAL EXPERIENCE

COMPASS EXECUTIVES, LLC, **2001 to present**
NASHVILLE MANAGEMENT GROUP and MEMPHIS MANAGEMENT GROUP
Chairman and CEO Founder of these affiliated management consulting practices that have worked with over 200 organizations since 2001.

WARNER STREET COMPANY, INC., Nashville, TN **1988-2001**
President Founded this consulting organization and directed all services to client firms. Projects included work with over 40 clients in the apparel, corrections, energy, entertainment, and healthcare industries.

SSMC (SINGER SEWING MACHING COMPANY), Trumbull, CT **1987-1988**
Vice President, General Manager, North American Industrial Products Organization
 Directed the merger of the operations of Cutters and Singer ahead of schedule and under budget.

CUTTERS EXCHANGE, INC., **1973-1987**
President **1985-1987**
 Named President (revenues of \$51 million and 450 employees) in 1985 after two international distribution agreements had collapsed and had resulted in extensive litigation and the company's bank group calling its loans. Developed and implemented a plan to pay down debt of \$25 million, resulting in a smaller but more profitable company. Negotiated and completed the sale of four operating units, culminating with the catalog business sale to Singer in 1987.

Executive Vice President of Sales **1980-1984**
 Directed 50% increase in sales over four years from \$34 million to \$51 million.

Sales Engineer **1973-1979**

BUSINESS AND INDUSTRY

The Bank of Nashville, Lead Director (2007 to present).
Turnaround Management Association, Board Member and President (2004 to present).
American Apparel Machinery Trade Association, Past President (1987 to 1990).
American Apparel & Footwear Association, Technical Advisory Committee (1987 to present).

COMMUNITY

Dan & Margaret Maddox Charitable Fund, Board Member and Past Chair (2008 to present).
Nashville Public Television, Board Member (2006 to present).
Legal Aid Society, Advisory Board Member (2005 to present).
Girl Scout Council of Cumberland Valley, Board Member (2003 to present).
St. Luke's Community Center, Board Member and Past President (2003 to 2006).
Metropolitan Human Relations Commission, Member and Past Chair (1999 to 2004).
Renewal House, Inc., Board of Directors, Co-Founder and Past President (1996 to present).
Leadership Nashville, Class of 1995, Alumni Board (2005 to present).
Dede Wallace Healthcare Systems, Inc., Board of Directors and Past Chair (1987 to 1997).

EDUCATION

BS, Georgia Tech, Atlanta, GA
 MBA, Vanderbilt University, Nashville, TN