

MONTY A. HOUESHELL

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SENIOR EXECUTIVE and CHIEF FINANCIAL OFFICER

Hands-on, results-oriented, operational, and strategic B2B executive with a proven record of leadership and accomplishment of increased shareholder value and profitable growth. Competencies include:

- Strategic Planning
- Restructurings and Turnarounds
- Acquisitions (70+) & Divestitures
- Operations Management
- Management / SEC Reporting
- Board Leadership
- Audit Committee Chair
- Investor Relations
- Public Offerings (10+)
- Corporate Governance

HOUESHELL ADVISORS, LLC, Principal Laguna Niguel, CA **2009 - Present**
Financial advisory and general management consulting services focused on operational and strategic business issues; as an interim executive or as an advisor to the company team to complete projects.

AUTOBYTEL, Executive Vice President & Chief Financial Officer Irvine, CA **2007 - 2009**
NASDAQ listed internet automotive research and marketing services provider. Sales \$200 million. Responsible for finance and accounting, BPI, business intelligence, and investor relations.

- Recommendations to the Board were accepted to re-position and downsize the company.
- Initiated cost reductions totaling more than \$28 million annually.
- Implemented financial reporting, and ad ops management systems.
- Reduced finance and accounting staff and costs by 67%; reduced IT staff and costs by 40%.

REMEDY TEMP, Senior VP, CFO and CAO Aliso Viejo, CA **2002 - 2006**
NASDAQ listed provider of temporary staffing services. Sales \$500 million (\$600 million inflation adj.); 240 offices nationwide. Responsible for all financial, HR, legal, IT, facilities, purchasing, and IR.

- Managed turnaround resulting in annual growth in market value of 25%.
- Executed a strategic plan that increased profit margins from 8% of sales.
- Restructured workers' comp program resulting in \$16 million savings annually.
- Reduced corporate administrative costs annually by \$5 million.
- Developed a plan for the outsourcing of all IT systems and infrastructure.
- Managed successful completion of several major litigation matters.
- Re-negotiated bank lines and completed shelf registration.

On Sabbatical **2000 - 2002**
Time off to pursue personal interests after acquisition of Furon by the Saint-Gobain Corporation.

FURON COMPANY, Vice-President, CFO and CAO Laguna Niguel, CA **1988 - 2000**
NYSE global multi-plant manufacturer of medical devices and supplies and high-performance polymer components. Sales \$500 million (\$800 million inflation adj.), 3400 employees. Responsible for strategic planning, business development (27 acquisitions and divestitures), all financial, HR, IT, IR, and legal.

- Led strategic planning process, realizing 12 year compound annual growth in market value of 23%, earnings of 16%, sales of 13%, and doubling return on assets and return on equity.
- Initiated a restructuring that increased profitability by 25%.
- Initiated a world-class manufacturing program, improving margins by 3 percentage points.
- Implemented Economic Value Added (EVA) as the measure of performance and compensation.
- Restructured, decentralized and upgraded the finance team, reducing headcount 23%.
- Redirected the tax function from compliance to planning, reducing tax rate from 51% to 27.5%.
- Executed a \$125 mm public offering, redemption of debentures, and \$250 mm line of credit.
- Created systems to provide real-time sales and profit by market, customer, region, or product.

OAK INDUSTRIES, INC., Vice-President, CFO and CAO San Diego, CA

1984 - 1988

NYSE global multi-plant producer of electronic components, controls, and materials; communications and cable television equipment. Sales \$725 million (\$1.8 billion inflation adj.), 11,300 employees. Responsible for all financial areas, human resources, information technology, investor relations, facilities, and strategic planning.

Led a turnaround of the business and completion of restructuring. Supervised the divestiture or liquidation of more than 25 businesses and four acquisitions.

- Increased net worth from negative \$65 million to positive \$65 million through low-cost plants, product re-designs, new products, purge of products, and inventory reductions.
- Restructured capital through multiple public offerings, reducing annual debt service by \$25 million.
- Negotiated the sale of a major division, raising \$153 million in cash.
- Reduced administrative costs \$30 million annually by restructuring corporate staff.
- Saved in excess of \$10 million annually by restructuring the cable converter business.
- Developed corporate-wide budgeting, forecasting and management reporting systems.
- Established financial reporting that received commendation by the SEC
- Eliminated losses at satellite communications subsidiary by assuming direct responsibility.

OTHER POSITIONS

Oak Media Development, Vice-President Finance

Fox Music Division, Vice-President Finance And Admin., Controller

Twentieth Century-Fox Film Corporation, Manager Acquisition And Investment Analysis

BOARD EXPERIENCE

NELSON FAMILY OF COMPANIES, Director Sonoma, CA

2006 - Present

Chairman of the Board (2012 – Present)

Audit Committee Chair (2007 – 2011)

Privately owned group of companies providing a wide variety of direct placement and contract staffing services as well as software and services designed to organize the workforce management process.

SPERRY VAN NESS INTERNATIONAL CORPORATION, Director Irvine, CA

2006 - 2009

Privately owned and one of the world's largest commercial real estate brokers and franchisors.

EDUCATION

University Of Southern California, M.B.A, Business Development/Entrepreneurship
The Ohio State University, B.S., Finance; Phi Sigma, Phi Alpha Kappa Honorary Fraternities