



MARCUS WHELAN

CEO with 18 years leading mid-market industrial and SaaS businesses through growth, turnaround, and exit. Took a regional manufacturer from \$47M to \$214M in revenue across six years and closed two strategic acquisitions. Board-facing operator who pairs P&L discipline with hands-on time on the plant floor and in customer meetings.

CONTACT



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Charlotte, NC

EDUCATION

MBA

Finance and Operations, University of Michigan Ross School of Business
February 2008

BS

Mechanical Engineering, Purdue University
January 2003

KEY SKILLS

- P&L ownership (\$200M+)
- M&A and post-merger integration
- Board and investor relations
- Operational turnarounds
- S&OP and lean manufacturing
- Executive team recruiting
- Capital raises (PE and debt)
- Long-cycle B2B sales strategy
- ERP migrations (SAP, NetSuite)
- Safety and EHS programs

PROFESSIONAL EXPERIENCE

- **Chief Executive Officer, Bridgewater Industrial Holdings, Charlotte, NC**
February 2019 – Present
 - Grew annual revenue from \$47M to \$214M by repositioning the company from a single-product supplier into a four-line specialty components business serving aerospace, EV, and medical OEMs.
 - Led acquisition and integration of two competitors (combined purchase price ~\$38M), folding both into a single ERP and shared services org within 11 months of close.
 - Restructured a money-losing East Coast plant, moving from third shift to a continuous-flow model and lifting site EBITDA margin from roughly 4% to 17% over two years.
 - Recruited a new CFO, CRO, and COO; replaced three of seven board seats with operators who had scaled comparable industrial businesses.
 - Closed Series D recap with a PE sponsor at a 2.4x step-up in enterprise value vs. prior round.
- **President & Chief Operating Officer, Talon Forge Manufacturing, Greenville, SC**
June 2014 – March 2019
 - Ran day-to-day P&L of \$310M business across four plants and 1,400 employees; reported to founder/CEO and the board.
 - Cut customer lead times from 9 weeks to under 4 by rebuilding S&OP and moving to weekly takt-based planning.
 - Negotiated a long-term supply agreement with a Tier 1 automotive customer worth ~\$78M over five years.
 - Stood up the company's first formal safety program; recordable incidents dropped from 14 to 3 per year.
- **VP, Operations, Caldera Components Group, Akron, OH**
March 2010 – June 2014
 - Owned operations for three plants generating about \$190M in annual revenue.
 - Took on-time delivery from the mid-70s into the high 90s by rebuilding production scheduling and supplier scorecards.
 - Led a \$9.2M capex program for a new finishing line that paid back inside 22 months.
 - Promoted from Plant Manager after 18 months.