

# ANDY F. STECHER

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## ■ SKILLS

### CFO

*Corporate finance leader with extensive industry background in manufacturing processes and manufacturing technologies. Strength in Systems (ERP, CRM), Planning, Analysis and Reporting (FP&A). Proven ability to help build and grow profitable, value producing organizations for customers, stakeholders and shareholders. Continuous growth in domestic and internationally operating companies.*

- Financial Accounting: US-GAAP, IFRS, German GAAP; Audit and Compliance
- Working Capital and Inventory Management
- Rightsizing and Cost Reduction
- Process Streamlining and Performance Improvement
- M&A: Due Diligence and Integration Management
- Implementation of ERP, CRM and Business Intelligence (BI) systems
  - SAP R3, ALEA, Abas, Syspro, Siebel, Salesforce.com
- Capital Raising (Private and Public): Debt and Equity
- Business Strategy Development & Execution
- Balanced Score Card development
- KPI development and strategy alignment
- Planning, Analysis and Reporting
- International Experience, Liaison and Negotiations
- Talent Management and Mentoring
- German Stock Exchange (BAFIN) and Australian Stock Exchange (ASX)
- SHRM (Society of Human Resources) certified – SPHR

## ■ PROFESSIONAL EXPERIENCE

**Pyrolyx AG**, Munich (Germany), Wilmington (DE), Sydney (AUS) – 10/2018 – Present  
*Global CFO*

*Pyrolyx AG is the global leader in end-of-life tire recycling which uses pyrolysis as a manufacturing technology. Pyrolyx is building its first plant in Terre Haute and is staging a global roll-out of plants. The company is publicly listed on the German Stock Exchange (Duesseldorf) and Australian Stock Exchange (ASX, Sydney).*

- > US GAAP local and IFRS on a consolidated financial reporting (Germany, USA, Australia)
- > Implementation of new ERP system: Syspro
- > Acquisition of Indiana business including arranging of 100% debt financed transaction
- > Extensive involvement in debt and equity capital raising (public and private placement)
- > Management of Industrial Revenue Bond issue (Piper Jaffray, Nuveen Investments)
- > Director Human Resources (SPHR)
- > Terre Haute site manufacturing process mapping via CORE and preparation for ISO 9001/14001 audit
- > Rightsizing German manufacturing operation
- > Locations: USA, Germany, Middle East, Australia

**ABHAYAH LLC**, Deerfield, IL – 1/2018 – 12-2019

*Partner*

*ABHAYAH is an investment, management and consulting company that takes equity positions in small local business and helps manage operations. The company accepts board of director appointments and corporate consulting contracts.*

- > Started LLC, performed Due Diligence, acquired existing, performing business, became operator. Passive investor in second small business.
- > Own and manage the daily operation of a franchise business (residential and office cleaning services), staffing, employee management, customer acquisitions and relations, marketing, inventory management, accounting, finance, banking.
- > A-Mark Consulting LLC: Corporate consulting, B2B, Business (Re)Structure and Business Development for Manufacturing Organizations.
- > President of the Board of Directors, German Events, LLC. Organizing 4 independent Christmas markets in total revenue exceeding \$6Million and 20% pretax profits.
- > Merely passive Partner/Investor at current

**PLASMATREAT NORTH AMERICA**, Elgin, IL – 10/2010 – 12/2017

*CEO/CFO/President*

*PLASMATREAT is the global leader for plasma-based surface treatment technology. This technology is applied in manufacturing companies (Automotive, Aerospace, Electronics, Medical Device) within factory automation.*

- > Facilitated cumulative annual sales growth CAGR 35%, >20% EBIT.
- > Machine/factory automation technology company: Established market leadership in the Americas in a variety of industries, sales over 7 years grew from less than \$2M to over \$16M.
- > Full P&L responsibility all operations Americas: Business Development, Finance, HR, Marketing, Technical Support, Customer Service.
- > ERP System Implementation: Abas ERP
- > NAFTA strategy development and execution (Salesforce.com/North American Playbook)
- > M&A: Acquired two plasma companies, fully integrated them into growing operation
- > Opened 2 expansion offices/operations in Hayward, CA and Ancaster, ON

**RATIONAL COOKING SYSTEMS**, Schaumburg, IL – 6/2008 – 9/2010

*Vice President Finance/Operations*

*RATIONAL COOKING SYSTEMS is the global leading manufacturer and supplier of Self Cooking Systems, an innovative, automated way for commercial kitchens Chefs to cook, fry, roast, grill, steam, poach, bake, for meat, fish, vegetables & baked goods.*

- > Managed all finance, administrative and operational functions including accounting and financial reporting, inside sales, human resources, IT, insurance, cash management, pricing, estimating and contracts.
- > Restructured business operations after market collapse (late 2008, sales -20%) ultimately moved the business from NOL in 2008 to EBIT of 11% in 2010. Sales \$65M.
- > Created and implemented pricing estimating to ensure maximum profitability on all new contracts resulting in 25% increase in company margins.
- > Renegotiated operating lease resulting in significant tenant's improvements while reducing rent by 15%
- > Improved warehouse processes (new building, new operational flow) creating operational costs' reductions of 18%.

**HARTING INC.**, Elgin, IL – 3/1999-5/2008

*Managing Director, Chief Financial Officer*

*HARTING develops, manufactures and sells electrical and electronic connectors, device terminations, network components as well as cable harnesses for networks or machinery, or for power and data application in factories.*

- > Led activities of the business and all departments concerning finance, IT, HR and operations to optimize ROI. Sales \$100M.
- > Rebuilt FP&A, complex financial forecasting model (HEFT) with operational tie-in across products and programs
- > Managed company turnaround after near catastrophic business downturn following market crash in 2001. Sales declined 55%, in the first year, we re-aligned operating costs (incl. operational downsizing) to save a breakeven pre-tax result.
- > Established new manufacturing process for backplane electronic board assembly in joint venture with GE Medical (WI). Set up new processes from scratch within less than 6 months.
- > Led SAP R3 ERP system implementation for complete organization and finished ahead of schedule.
- > Helped develop strategy for North American market including implementation of a EVA/Balanced Scorecard model (Yellow Navigator).

**AMADEUS AG**, Frankfurt, Germany – 9/1998-2/1999

*Director IPO*

*Amadeus FiRe AG is one of the leading personnel service companies in Germany. Accounting, Office, Banking und IT services divisions.*

- > Project leadership to gather, prepare and present all relevant financial information for IPO on DAX German stock exchange - Sales: \$50M
- > Main contact for all Due Diligence activities
- > Initial public offering was organized and executed through WestLB Bank, Duesseldorf - March 1999.

**TMI GmbH**, Mannheim Germany – 1/1995- 8/1998

*President/MD Finance, Administration and Operations*

*TMI Top Music International was Germany's leading logistic support and in-store media products rack jobbing company. Prominent customers were ProMarket, Rewe, Brinkmann, and Wegert (Berlin).*

- > Sales grew from \$125M to \$610M
- > Oversee staffing, key projects, processes and performance reports, data and analysis.
- > Increased distribution efficiency by over 20% through new launch of website.
- > Reduced office space by 26% to cut operational costs for the next five years.
- > Reduced IT expenditures by 20% by helping to design a new MRP system – custom built.
- > Developed a new logistics distribution system (highly automated) plus a new distribution center agreement to further improve cost and efficiency.

**TULKOFF PRODUCTS**, Inc. Baltimore, MD – 1/1986- 12/1994

*Director of Finance, Board of Directors*

*USA's largest manufacturer and seller of horseradish-based condiments such as cocktail sauce, horseradish sauce, mustards, prepared garlic. The business was primarily conducted in the foodservice industry through distributors.*

- > Introduced first ERP system on IBM System 36 (Hardware, Software) from manual accounting system.
- > Established first FP&A function for the company. Monthly meetings with shareholder.
- > Discontinued defined benefit pension plan to a defined contribution plan, significantly reducing financial future liability.
- > Renegotiated/restructured complete employee personal benefits system (Health, Dental, AD&D)
- > Sales \$20M.

■ **BOARD OF DIRECTORS**

- > GERMAN AMERICAN SERVICES, Inc. – *Director, Chairman of the Board* – 1/2017 – 3/2019

- > GERMAN AMERICAN CHAMBER OF COMMERCE – *Director, Member Executive Committee, Chairman Finance Committee* – 1/2015 – 3/2019
- > CLIFF DWELLERS CONDOMINIUM LLC – *Director, Chairman of the Board* – 1/2010 – 4/2018
- > SOCIETY OF PLASTICS ENGINEERS – *Director, Plastics Assembly Division Leader Scholarship Committee* – 1/2013 – 12/2017
- > SOCIETY OF PLASTICS ENGINEERS – *Director, Automotive Division* – 1/2015 – 12/2017

## ■ EDUCATION/ PROFESSIONAL CERTIFICATION

BENEDICTINE UNIVERSITY, Lisle, IL  
*MBA International Management, Finance, 2007*

DEPAUL UNIVERSITY, Chicago, IL  
*BS, Business Administration, 2004*

SHRM SOCIETY OF HUMAN RESOURCES, Arlington VA  
*SPHR Senior Professional Human Resources, 2003*

IHK LEMGO, Lemgo, Germany  
*Bankkaufmann, Certified Professional Banker, 1985*

LANGUAGE: **English** Native Proficiency / **German** Native Proficiency

CITIZENSHIP: **USA/Germany**