



Bob Lovely, Senior Vice President is an experienced and accomplished business executive with over 25 years of experience serving businesses in corporate leadership roles including human capital, operations and administration in a wide variety of business segments.

Bob is a naturally effective communicator and manager of committed work teams. His executive leadership experience has included business unit profit and loss responsibility and management of critical business functions such as finance, information technology, re-structuring, business turnarounds, marketing, public and media relations, legal administration, and contract management. The business units that he managed ranged in size from \$7.9 million to \$11.3 million in annual revenue.

Bob is also experienced as a senior-level career transition and executive coach. These coaching experiences focused on career transition, organizational change, human performance, employee relations, leadership development and coaching, talent management strategies, business performance, profitability and operations.

Bob has served as Vice-President of Human Resources for two Wisconsin-based capital equipment manufacturing firms, *De La Rue Cash Systems* based in Watertown, Wisconsin and *APW, Ltd.* based in Waukesha, Wisconsin.

With *De La Rue* Bob contributed directly to a business turnaround from Chapter 11 bankruptcy to record profitability in just three years. Additionally, Bob assumed profit and loss responsibility for the firm's Field Services Operations business unit. During his term of leadership, net profit for this business unit increased by 18% from \$1.9 million to \$2.3 million.

At *APW, Ltd.*, Bob served as a member of a divisional "operations team" which improved annual profitability by 20% based on an annual revenue of \$325 million.

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