

BRIAN H. KASHIR

27000 Pumpkin Street, Murrieta, CA 92562

Telephone: 408-696-0040 / Email: bkashir@aol.com / Cellular: 408-709-5019

SENIOR MANAGEMENT

Environmental Health & Safety ▶ Facilities Management ▶ Technical Services

Bringing World-Class Performance and Compliance to Manufacturing and Production Operations

Infusing global manufacturing operations with advanced, state-of-the art engineering solutions that streamline processes, curtail hazardous waste costs, and elevate environmental and safety standards

EXECUTIVE PROFILE

Forward-thinking, pioneering executive with unwavering record of success in devising manufacturing and plant operating strategies that eliminate redundancies, automate processes/systems, increase production output, and deliver productivity, quality, and efficiency improvements.

Impressive history of developing award-winning initiatives and engineering solutions that saved companies a net total of \$ 34.5 million over course of career.

Proven reputation for designing cutting-edge manufacturing facilities and implementing continuous improvement processes that revolutionize environmental safety and health regulation standards.

Notable Career Achievements & Milestones

- * Architected environment, health and safety programs and policies that became “**benchmark**” and “**world class**” models that were fully adopted throughout the Gillette Company.
- * Expanded Gillette’s product portfolio and annual revenues by developing and launching six new products while **containing \$650,000 in production and operation costs.**
- * Engineered and **designed a \$2.5 million-dollar, environmentally-friendly, state-of-the-art manufacturing facility** that became primary prototype for future facility developments at the Gillette Company.
- * Optimized manufacturing operations to **efficiently generate more than 1 billion (Paper Mates) products**, a monumental feat for the first time in the division’s history.
- * Achieved **zero lost time and 100% staff productivity** during 12 consecutive months for first time in operating history at the Stationery Products Group, a former division of Newell Rubbermaid.
- * Earned **National Safety Council’s prestigious Sweepstakes Trophy** for maintaining the best safety records and programs for seven straight years, an unmatched feat in the manufacturing industry
- * Delivered **\$1.2 million in cost savings** for Gillette by recruiting, training, and directing an international team in transferring high-precision/high-speed metal forming technology to manufacturing plant in Chennai, India.

EXECUTIVE PERFORMANCE HIGHLIGHTS

Newell Rubbermaid, Sanford North America

2001—2007

DIRECTOR, Environmental Health & Safety – Shelbyville, TN (2005 to 2007)

Hand-picked by North American Operations to oversee the overall compliance of thirteen manufacturing, distribution, and R&D operations in Mexico, Canada, and the United States. Charged with recruiting, hiring, and training a qualified environment, health, and safety (EHS) team. Conducted additional safety and awareness training for up to 5,000 employees.

- ▶ **Environmental Health & Safety Management:** Decreased occupational injuries 400% by developing and implementing world-class EHS and risk management policies, programs, and practices.
- ▶ **Cost Reduction & Savings:** Identified \$3.5 million reductions in worker compensation costs through business-wide checks and balance systems.
- ▶ **Facilities & Logistics Management:** Delivered \$5.8 million in savings by strategically managing the closures of company’s California and Wisconsin manufacturing facilities.

DIVISION MANAGER, Technical Services – Santa Monica, CA (2001 to 2005)

Retained as a key executive member of the transitioning team following Newell Rubbermaid's acquisition of the Stationery Product Group, a division of Gillette Company. Challenged to execute 100-day operational plan and fully integrate manufacturing operations for Paper Mate products. Managed environmental, health and safety standards for entire operations.

- ▶ **Asset Management:** Verified more than \$120 million in company assets, processes, and equipment transfers to support division's sale to Newell Rubbermaid.
- ▶ **Environment, Health & Safety Programs:** Collaborated with Los Alamos Lab to implement state-of-the-art technology that purged hazardous materials from production operations. Efforts resulted in a "Clear Air Award" from California's South Coast Air Quality Management District.
- ▶ **Manufacturing Engineering:** Realized \$4.75 million in annual cost savings by orchestrating relocation strategy to transfer environmentally-challenged manufacturing facility to new facility in Mexico.

The Gillette Company, Santa Monica, CA

1987—2000

DIVISION MANAGER, Technical Services (1996 to 2000)

Promoted to lead and direct all engineering and facilities management activities for Stationery Products Group. Integrated technology/engineering solutions that produced efficient, cost-effective operating processes. Performed routine audits of company's facilities in India, UK, and Germany.

- ▶ **Strategic Planning & Direction:** Demonstrated expert technical and administrative leadership role in responding to 1994 California Earthquake; salvaged materials and restored business to normal operations in only two weeks.
- ▶ **Operations Reengineering:** Reduced annual hazardous waste 12% and captured \$4 million in savings by instituting effective operational standards.
- ▶ **Manufacturing Technology Integration:** Introduced state-of-the-art air pollution control technologies and innovative engineering solutions that reduced factory air emissions 90% and saved company \$250,000.
- ▶ **Cost Savings & Avoidance:** Shrunk annual utility and energy expenses more than \$2 million by renegotiating vendor contracts/purchases and instituting energy conservation policies.
- ▶ **Customer Relationship Management:** Increased and maintained customer satisfaction rating to more than 98% by establishing customer awareness programs and customer focus strategies.

MANAGER, Chemical, Environmental & Safety Engineering (1987 to 1996)

Tasked with revamping and restructuring manufacturing facility plagued with poor health and environmental safety standards. Assumed directive to streamline operations, eliminate occupational hazards, and decrease levels of manufacturing waste and air emissions.

- ▶ **Turnaround Management:** Upgraded division's safety and manufacturing standards to highest, best-performing operations in entire company while generating \$1.2 millions in savings.
- ▶ **Manufacturing & Operations Reengineering:** Reduced operating costs by \$1.4 million and lowered occupational and environmental hazards by incorporating \$2.5 million in equipment and process improvements.

EARLY COMPANY EXPERIENCE: Delivered significant contributions to company's revenue growth and production output through **Manager of Engineering & Maintenance** and **Project Engineer** positions. Top position achievements included **triple-digit increases** in process, equipment, and operational efficiencies plus **more than \$5 million in operating cost savings**.

EDUCATION

BS, Chemical Engineering – University of Illinois, Chicago, Ill
BS, Chemistry – University of Gujarat, Gujarat, India