

Karash Turpin

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A business oriented technical professional with demonstrated career success building manufacturing operations and developing profitable systems, solutions and products. Possessing a broad foundation of technical, organizational, interpersonal, and creative skills, complimented with diverse national and international professional experience. A proven track record leading revenue growth through opportunity extraction, strategic planning, financial organization, customer management and manufacturing execution. Emphasizing solutions, customer service and creating strong relationships and organizational reputation.

EXPERIENCE

Performance Plastics, Inc. – San Diego, CA

October, **2014** – Present

Chief Operations Officer

Head all operational activities and functional areas of a growing and developing composite structures manufacturing organization. Providing strategic guidance/planning for business development, manufacturing planning/building, technical production/process improvement/development. Develop and manage operational budgets, expenditures and corporate growth investments. (full P&L responsible)
. Fostering growth, improvement and cultural transition through the deployment of LEAN principals and flexible automation.

- Manage all cost, quality and delivery performance for the San Diego and Poway based operations activity
- Coordinate activity and interactions for all San Diego based departments and activities.
- Lead capacity expansion, automation and site improvement projects.
- Lead problem-solving teams in resolving manufacturing process issues.
- Lead continuous improvement effort and implementation of lean manufacturing (shop floor visual management, metrics, standard work, 5S).
- Operational leader in implementation of a new ERP (SAP) System.
- Ensuring compliance with all corporate, health, safety and other statutory regulations.
- Develop and deploy organization structure to establish groups, teams, leads managers and supervisors.
- Support parent corporation management with strategic planning and growth plan implementation
- Develop budgets and financial forecasts for operational activities
- Lead recruitment, retention, training and development of PPI personnel

Quatro Composites – Poway, CA

June, **2006** – June, **2014**

VP of Engineering & Operations

Set the corporate direction for a technology based OEM manufacturing organization. Establish structure and lead a 50 person team of program managers, analysts, engineers, designers and technicians to develop processes and components for volume manufacture of composite structures, assemblies and components for the aerospace and medical industries. Using LEAN principals as a guide “ground up” facility, systems, methods and processes have been and are being developed resulting in a 25% year on year increase in corporate revenue through new technical developments and reengineering of existing products/processes.

- Developed and launched a foundational position for commercial aerospace market penetration with multiple proprietary, analytical, and empirical based design through manufacturing processes.
- Daily and long term strategic management of the Quatro Development Center in Poway CA with P & L responsibility focusing on process/product develop manufacturing planning/systems, LRIP, manufacturing technical support and contracted research and development.

- Developed the overhead structures and costing/estimating tools used for both NRE and recurring proposal pricing targeting a minimum 50% direct margin.
- Establish Operational Systems for Engineering, QC/QA, Customer Service, ERP/MRP, Purchasing, Inventory Product Identification and Tracking, Product and Operational Cost management
- Assumed the lead management role for a multi-year \$13.7M corporate expansion effort encompassing a 50,000 ft² manufacturing floor addition and reconfiguration of process and workflow through the primary manufacturing operations. A separate facility reconfigured for emerging thermoplastic product processes.
- Spearheaded the development, commercialization and automation of thermoplastic compression molding technology for commercial airframe interior components. (BAC5090)
- Lead the implementation of AS9100 and NADCAP for the Poway based operations with a focus on qualification to customer composite processing specifications (BAC5578, RPS24.14)
- Manage program management staff through on going multiple product development and commercialization project from concept through validation through to ramp up and efficiency confirmations in the manufacturing division.
- Established a corporate internship program as a team talent development vehicle as well as a horizon 2 and 3 technical advancement building block method.
- Building a technical team through the creation of an internship program targeting specific scholastic areas of excellence
- Established a corporate training and mentoring programs for new employee in-load as well as existing employee promotion and development.

The BOC Group – Murray Hill, NJ (assigned: West Palm Beach, FL) Aug, **2003** – May, **2006**
Operations & Engineering Manager

Head the Operational activities of a newly formed venture equipment business launched by BOC Gases to expand revenue generated from an existing bulk gas customer base. Commercialize and integrate newly acquired and developing technologies/products into the new business portfolio targeting UV and Ozone food safety sectors. Establish a manufacturing operation to build, sell and support capital equipment for the US based food processing/packaging industry.

- Establish Operational Systems (QC/QA, Customer Service, ERP/MRP, Purchasing, Inventory Product Identification and Tracking, Product and Operational Cost management)
- Lead multiple product and product line commercialization efforts from concept through commercialization and on to long term customer support.
- Manage team development efforts of application equipment and systems for utilization of aqueous ozone in food processing sanitation processes. (*3 application patents filed*)
- Guide product development efforts for UV, Ozone, and Chemical based business objectives.
- Developed, launched and commercialized equipment products include:
 - 5 model line of UV based fluid sterilizer units
 - Modular line of UV base belt and surface sterilizer panels
 - 4 model line of Aqueous ozone based Deli-log/loaf product surface sterilizer units
 - Scalable line of Aqueous ozone based general product surface sterilizer tunnel units
 - Scalable line of ozone off-gas management and destruct units

Pacific Ozone Technology, Inc - Benicia, CA June, **1998** – May, **2003**
Director of Engineering & Operations

Created, implemented, and maintained a manufacturing and development operation that delivered a continuously improving product for an emerging company with an established product technology. Managed and provided technical expertise and guidance to the Engineering, Production, and Customer Service sectors of the company, focusing on profitability.

- Assembled an operational and technical team based on the best principals of Six Sigma and Lean Manufacturing for leading daily production, service, quality, and engineering activities.
- Developed and implemented a “pull through” “component based” manufacturing system.

- Established an integrated a manufacturing floor management system for product, inventory, and order tracking
- Established a Vendor/Supply network to support continuous production of custom engineered and standard electro-mechanical products.
- Established a QC-QA inline testing protocol and program for continuous 100% product qualification and certification based on industry standards and IOA guidelines
- Established a component “core exchange” based Service Program for the entire capital equipment product line to ensure 24-hour national and 48-hour international customer response for all equipment failure modes with minimal cost impact to the end user.
- Developed and launched a higher capacity line of ozone generator equipment. Revenue from each new model exceeded all prior annual sales numbers.
- Implemented in house a CNC part production machine shop as a result of supply chain cost analysis.

Hexcel Corporation - International R&D Center - Dublin, CA

Sept, **1987** – June, **1998**

Development Engineer

- Primary project manager for composite materials application development, characterization, and process development.
- R&D member of a Marketing/Manufacturing/R&D team established to identify new customers and demonstrate composite materials product feasibility for non-aerospace composites applications.
- Developed and Designed Production and Pilot Production machinery for continuous fabric impregnation (ultra-low FAW-UD tape, D&C prepreg), matched metal molding, vacuum forming, and composite machining.

EDUCATION

University of Wyoming – BSME program - 1987

AFFILIATIONS

Society of Manufacturing Engineers (SME)

Society for the Advancement of Material and Process Engineering (SAMPE)

Personal Details

US citizen (born in Montana)

Father of two