



Tim Bailey & Associates Inc.

MANUFACTURERS REPRESENTATIVE

# Corporate Resume

# Corporate Overview

“Don’t confuse activity with accomplishment.”

Quote from Tim Bailey, President & Founder

Tim Bailey & Associates Inc. was founded in 1973. Since our inception we have grown from one entrepreneur to 38 employees. Our sales organization is comprised of 30 experienced professional salesmen, six administrative personnel, and two promotional specialists.

Offices are maintained in two locations; the corporate headquarters in Northridge, California and a regional office in Clackamas, Oregon.

The sales force is comprised of manufacturer’s representatives with extensive backgrounds in all levels of sales including distributor, retail, and manufacturing.

The territory we cover includes 29 western United States, all Canadian Provinces, and the Pacific Rim.

TBA offers our manufacturer partners the most comprehensive opportunity to not only meet but exceed their sales objectives offered in the sporting goods industry.

# Why TBA Inc.?

## Tim Bailey & Associates Inc. Brings

- Experienced sales and support personnel
- Proven success within the outdoor sports arena
- Unparalleled coverage and resources
- Consistency of one message, one organization
- Contingency planning
- Innovation in sales representation
- Professionally trained and monitored sales
- Relationships
- New customer contacts
- Investment into the future
- Support from West, Midwest, Canada, MINK, and TALO areas
- National retail promotion efforts
- Training mentorship program
- Planning
- Implementation and execution

# A Step Above!

We can provide sales and service opportunities for the manufacturer to the mass merchant at an unparalleled level . . .

## How?

- We have the resources
- We are strategically located
- Our people are professionally trained and motivated
- Our sales people have retail experience
- We offer our customer's employee training
- We offer sales seminars
- Inventory integrity checks
- Order writing capabilities
- Merchandising
- We understand the goals and initiatives of today's mass merchant retailer

# Leadership & Direction

- Our organizational chart speaks to the support structure we have developed within the TBA Inc. sales organization.
- Our president and owner, Tim Bailey, provides the “big picture” direction for our company. Tim is in communication with our regional sales managers and manufacturers on a daily basis. He also retains account responsibility with Big 5 Corp.
- Senior vice president, Scott Schalliol, drives the TBA sales initiative. Scott’s responsibility is to keep the company focused on reaching our sales goals. He challenges the RSMs to constantly work with their respective reports to meet and exceed each salesperson’s established sales goals on an individual basis.
- Vice president, Jon Moore drives national account direction and marketing concepts within the company and with our manufacturers.
- Our regional sales managers; Mick Cunningham, Ray Harms, Michael Mooney, Jon Moore, Scott Schalliol, and Tim Willett communicate daily with their respective reports as they
  - Review sales objectives
  - Disseminate new sales opportunities
  - Review sales calls and results
  - Track YTD sales versus projection
  - Field training and development
  - Gather key market trend information

# Action Plan

## **Benefit:**

Offering manufacturers the most comprehensive sales and service level in the sporting goods industry

## **Accomplished by:**

- Having the largest, most skilled, and professionally managed sales force in our industry with 30 sales personnel, five regional managers, and seven office support staff.
- Representatives strategically placed within each territory to maximize frequency of calls on customer base.
- Multiple offices and showrooms with support staff in place to back up all operational sales and promotional efforts.
- Communication with our factories to create incremental sales opportunities
- Consistent reporting to our factories on territorial trends, competition, promotional results, events, advertising, and opportunities
- Contingency planning for major accounts. We purposefully have more than one TBA sales associate servicing major accounts

## **Service Levels:**

- Distributors – bimonthly calls or more frequently depending on opportunities
- Chains – weekly to bimonthly calls depending on opportunities or needs
- Individual chain locations – quarterly for new product education and promotions
- Dealers – depending on sales activity or need, monthly to quarterly
- Law Enforcement Agencies
- Military – as bids or opportunities become available

# Action Plan – Cont'd

## **Promotional Efforts:**

- Actively working in conjunction with our distributors to make regional product and new product selections
- Making product presentations with distributor salesmen at the key account and dealer level to insure proper product selection and placement
- Direct calls on all viable dealers to insure proper presentations on products, promotions, and opportunities are understood
- Teaming with our factories to create incremental product, promotional, and or sales opportunities for our customers; based upon our customer's needs for turns, margins, promotional time lines and open to buy restraints
- Production of promotional advertising calendars so sales events are planned early and customers open to buy dollars are committed to us before competitors.
- Attendance and display at all applicable distributor, buying group and consumer shows
- Participation in all retail sales events with key accounts
- Production of regional dealer listing ad programs to assist the pull of merchandise off of dealer's pegs or shelves
- Spiff programs for distributor sales forces and dealer sales personnel
- In-house production of sales or new product introduction flyers to promote sales at the distributor and retail level
- Participation in law enforcement seminars, shoots and shows

# Show Coverage

## **Show/Event**

AcuSport  
Ace Hardware  
ATA  
Bass Pro Classics  
Big 5 Employee Shoot  
Big Rock-CSI-Inland Sports  
Bill Hicks  
Cabela's Classics  
Fred Hall Shows  
GAS Show  
Great Alaskan Sportsman  
Heritage Trading  
Hill Country-Camfour  
ICAST American Sportfishing Assn.  
IWA European SHOT  
Izuo Bros  
Maurice National Sales Meeting  
Mid-States Distributing  
Minnesota Consumer Show  
NASGW  
Nations Best Sports  
National Hardware Show  
NRA  
Outdoor Retailer Expo  
Portland Sportsman's  
Puyallup Sportsman's  
Robinson Wholesale  
SHOT  
SafariClub Expo  
Sports Inc.  
Sports Specialist  
Sportsman's Supply  
True Value  
V.F. Grace  
W.L. Baumler  
Wheatbelt Inc.  
William's Shooter Supply Show  
Worldwide Distributors

## **Month**

January  
September & October  
January  
April & August  
July & August  
January-October-December  
January  
Quarterly  
March  
August  
April  
February & August  
January  
July  
March  
January & August  
January  
February & August  
March  
October/November  
February & Aug/Sept  
May  
April/May  
January & July  
February  
January  
October  
January  
January  
February & August  
October  
September  
August  
October  
January  
February & September  
February  
February & Aug/Sept



# What TBA Inc. Offers Manufacturer Partners

Stability of quality sales representation  
provided year after year

1989	Ande Monofilament
1994	Flambeau Inc
1978	Mag Instrument Inc.
1973	Master Fishing Tackle Co.
1987	Rapala/Normark Corp.

The opportunity to jumpstart their sales  
initiative with immediate results

2017	DDupleks
2014	Dickinson Arms
2015	Lancer Systems
2014	Meade Instrument
2012	SOG Knives & Tools
2013	Walther Arms

# Accomplishments

Having been in the Manufacturer's Representative business since 1973 has afforded TBA Inc. the honor of receiving many industry sales achievement awards. We are honored and humbled each and every time we receive such accolades from our respected business associates.



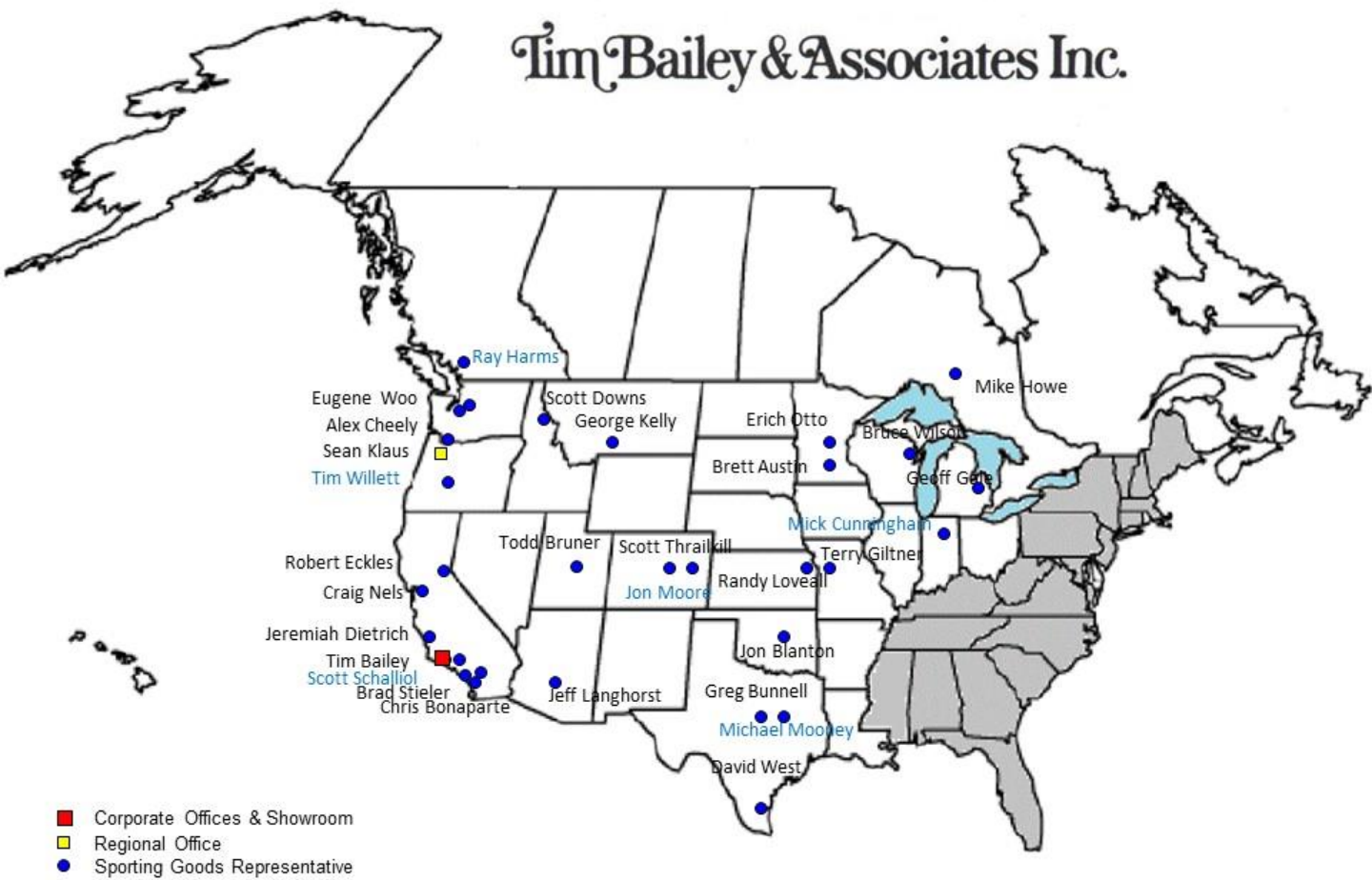
# Factories Represented

<b>Ande Inc</b> Joe Antonacci, Sales Manager	(561) 842-2474
<b>Anderson Manufacturing</b> Tom Steffner, V.P. Sales	(615) 427-5777
<b>Cebeci Arms</b> Kamil Cebeci, Owner	(727) 493-2007
<b>Coleman Company Inc</b> Fred Bailey, Sales Manager	(303) 376-6520
<b>DAC Technologies Group Intl Inc</b> James Buie, Vice President	(501) 661-9100
<b>Danielson Company Inc, The</b> Doug Jenner, V.P. Sales	(253) 854-1717
<b>EZE Lap</b> Ralph Johnson, Vice President	(775) 888-9500
<b>Flambeau Inc</b> Chris Gurreri, President Retail Division	(440) 632-1631
<b>Jarden Consumer Solutions</b> FoodSaver-Margaritaville-White Mountain-Rival	(877) 777-5452
<b>LCI Brands</b> Ray Roos, Vice President of Sales	(312) 455-0500
<b>Mag Instrument Inc</b> Scott Field, V.P. Global Sales & Marketing	(909) 947-1006

# Factories Represented

<b>Master Fishing Tackle Co</b> Pat Schlauch, Sales Manager	(310) 631-5188
<b>Pautzke Bait Co., Inc</b> Chris Shaffer, Sales Manager	(818) 368-6516
<b>Rapala Corp</b> Zack Swanson, V.P. of Sales	(952) 933-7060
<b>SOG Specialty Knives &amp; Tools</b> Patrick Carland, Director of National Sales	(425) 771-6230
<b>Sun Optics</b> Jim Gekeler, Sales Manager	(817) 783-6001
<b>Trumark Mfg Co Inc</b> Mark Ellenburg, Sales & Marketing Manager	(303) 442-1880
<b>Umarex USA</b> Neil Dickinson, National Sales Manager	(479) 646-4210
<b>UDAP Industries</b> Tim Lynch, General Manager	(406) 494-9292
<b>US Peacekeeper Products</b> Julie Galbraith, Sales Manager	(262) 573-7220
<b>Walther Arms</b> Cyndi Flannigan, V.P. of Sales & Marketing	(479) 646-4210

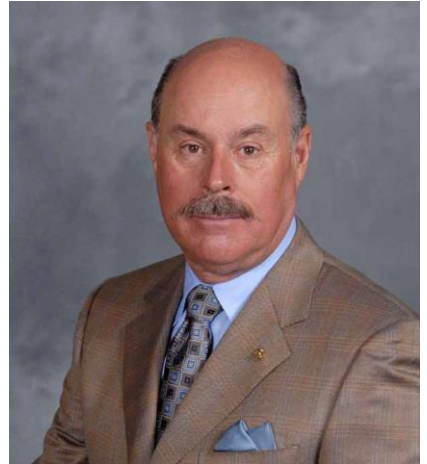
# Tim Bailey & Associates Inc.



# Organizational Structure

Tim Bailey President	Chris Bailey Executive V.P.					
Scott Schalliol Senior V.P. Sales	Jon Moore V.P. Marketing	Tim Willett Regional Manager	Mick Cunningham Regional Manager	Ray Harms Regional Manager	Michael Mooney Regional Manager	Rhonda Barnes Director of Communication
Chris Bonaparte Representative	Todd Bruner Representative	Alex Cheely Representative	Brett Austin Representative	Mike Howe Representative	Jon Blanton Representative	Lacey Langford Commissions Payable
Jeremiah Dietrich Representative	George Kelly Representative	Scott Downs Representative	Geoff Gale Representative		Greg Bunnell Representative	Cherrie Makay Administrative Assistant
Robert Eckles Representative	Jeff Langhorst Representative	Sean Klaus Representative	Terry Giltner Representative		David West Representative	Kim Smith Office Manager
Craig Nels Representative	Scott Thrailkill Representative	Eugene Woo Representative	Randy Loveall Representative			JeriLynn Thrailkill Sales Administrator
Brad Stieler Representative			Erich Otto Representative			
			Bruce Wilson Representative			

# Tim Bailey



Tim Bailey is a native of California. He worked in various Southern California gun shops from the age of 14. After graduating Beverly Hills High School in 1962, he attended Santa Monica City College. Employed at Olympic Wholesale, he rose in position from warehouseman, to field salesman, to sales manager. In March of 1973, he left Olympic to form Tim Bailey & Associates, Inc..

Tim presently supervises the overall operation of Tim Bailey & Associates, maintains specific working relations with several key accounts, and communications with all factories. Helping factories develop new programs, sales strategies, and products has been key to our growth.

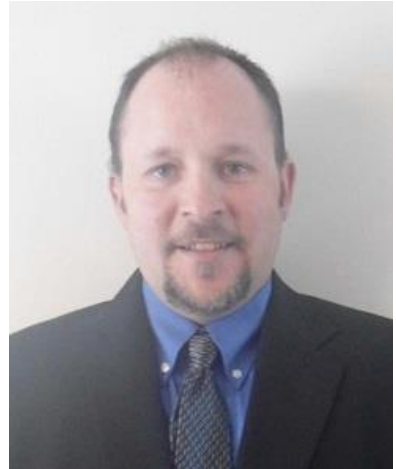
# Chris Bailey



Chris Bailey is a native of California. After graduating from Santa Monica City College as a liberal arts major she completed two years of stenotype school for court reporting. Chris is an owner of Tim Bailey & Associates Inc. She holds the positions of executive vice president and CFO as well as being the secretary and treasurer of the corporation. Chris is also in charge of accounting and the 401(k) plan.



# Brett Austin



**Date of Hire:** April 2013

Brett comes to us with a strong background in all outdoor categories; in a personal as well as professional level. His work experience started with Strike Master as a factory sales rep then with Double Bull Archery where he was responsible for national account sales. In 2007 he joined Ferguson-Keller Associates covering accounts in Minnesota and South Dakota and from 2008 to present he has worked for CSI as an outside sales representative. His coverage area for our company is Iowa, South Dakota, and eastern Nebraska.

# Jon Blanton



**Date of Hire:** January 2013

Jon Blanton comes to us with over 25 years of sales experience in the marine and outdoor products markets. Jon has served as district and regional sales manager in the TALO states area during this time. His strengths are realized at the dealer level where he has been involved with direct dealer contact for his entire sales history. His individual interests lie in fishing and boating activities. Jon's coverage for our group is Oklahoma and Arkansas.

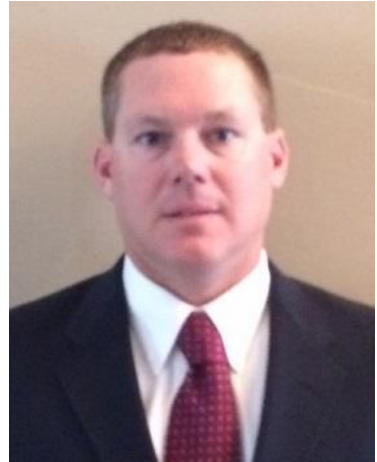
# Chris Bonaparte



**Date of Hire:** August 2014

Chris comes to us with a wealth of outdoor knowledge, from a personal use background as well as professional. He has worked at the retail level for one of Southern California's leading tackle and marine retailers and also spent four years working for Shimano America. His territory is Santa Barbara south to the Mexico border calling on all outdoor channels.

# Todd Bruner



**Date of Hire:** September 2015

Todd comes to our company with a strong business background having operated his own company in the home improvement business. He started his retail sporting goods experience at Scheels in Utah as their specialty shop manager during which time he developed customer service skills and follow through. Todd's personal interests revolve around fishing and hunting. He is a merit badge counselor for Boy Scouts of America in the fishing and shooting sports categories. Todd is also an NRA certified instructor in the disciplines of rifle, pistol, and shotgun. Todd earned his Bachelor's of Science degree in business management at the University of Utah.

# Greg Bunnell



**Date of Hire:** June 2010

With twelve years at Western Hoegee Company, the largest distributor of its time in Southern California, Greg began his sporting goods career as an assistant account executive. After two short years he was given his own account responsibility where he was responsible for developing business plans for this account base and implemented plan-o-grams for Sears, Sport Chalet, Wal-Mart, and Oshman's. After relocating to Texas, Greg worked for Folsom of Florida covering independent tackle dealers in the TALO states, which has tremendously helped us with our entrance into this market. Greg covers eastern Texas for our company.

# Alex Cheely



**Date of Hire:** December 2014

A sporting goods buyer with over 28 years experience, Alex spent ten years with Turner's Outdoorsman in a sales and purchasing position. After Turner's, Alex spent the next eighteen years in a purchasing and then a merchandising management position with Big 5 Sporting Goods. Alex's product knowledge and retail experience is welcomed by our Northwest accounts and our factories.

# Mick Cunningham



**Date of Hire:** May 2010

Mick's sporting goods experience began in 1988 with Outdoor Sports Headquarters being hired as key accounts sales manager. In 1993, Mick joined Faber Bros as senior buyer and merchandise manager, a position he held for nine years. In that position Mick was point man and contact person with Meijers and Bob Coffin. After Faber Bros closed, Mick took a position with Maurice Sporting Goods as senior merchandise manager in their hunting, fishing, and camping departments. Mick's addition to our sales force gives us a salesman with a vast knowledge of the account base and great relationships with the accounts in Illinois, Michigan, Indiana, and Ohio. Mick is our regional manager for the upper Midwest territory.

# Jeremiah Dietrich

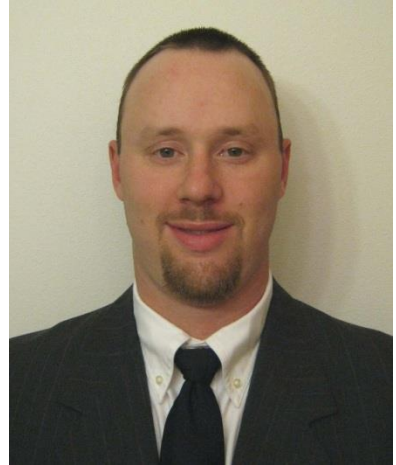


**Date of Hire:** January 2006

Jeremiah graduated from California State University with a Bachelor of Arts degree in business management. His previous work experience ranges from retail sales, to property manager, to insurance underwriter. His professionalism and great follow through are only two of the reasons why his account base is so loyal to him. Jeremiah's territorial responsibility includes the California central coast and valley to the Sierra foothills.



# Scott Downs



**Date of Hire:** January 2011

Scott is a native of Eastern Washington, graduating from East Valley High in Spokane; he furthered his education at Eastern Washington University. Scott began his sporting goods career with Sportsman's Warehouse as fishing department manager for three of their locations. As part of their Store Set Team, Scott worked in ten different States to ready their grand openings. He continued with Sportsman's through their ownership change in 2009 to Wholesale Sports. His outdoor knowledge is a strong point with regular contribution made to regional publications such as *Spokesman's Review*, *Wichita Eagle*, and the *CDA Press*.

# Robert Eckles



**Date of Hire:** September 2010

Robert came to us with a varied background in regards to types of products sold. His most notable accomplishment in the sporting goods industry was the founding of Sierra Mountain Archery Pro Shop in Sacramento, California. His store was one of the nation's top dealers in high-end archery products. In the economic downturn, sales suffered and he had to close the business. Robert covers the dealer base in Northern California and Northern Nevada for our group.

# Geoff Gale



**Date of Hire:** April 2016

Geoff Gale is a native of Michigan. His career in the outdoor industry began in 1984; he worked with an independent retailer where he served in roles as salesman, manager, and buyer. In 1994 Geoff joined Gander Mountain as firearms manager, fishing manager, and was promoted to assistant store manager. Cabela's recruited Geoff in 2000 as mentor/product specialist in eight departments. He was promoted to boat sales manager then to store training administrator. In 2011 Geoff pursued entrepreneurial opportunities closer to home and in 2013 opened a small retail firearms and accessories . He has a diverse knowledge in the outdoor category and services the state of Michigan for TBA Inc.

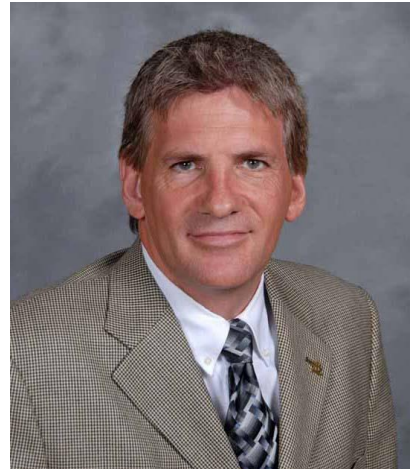
# Terry Giltner



**Date of Hire:** October 2016

A native of Missouri, Terry completed his education at Kansas State University earning a Bachelor of Science in business marketing. He comes to us with a wealth of sporting goods experience having over 22 years experience of selling outdoor products. His most recent employment was with another representative agency where he managed over 100 Midwest accounts including Bass Pro, Cabela's, and Midway USA. His territorial coverage with our company is southern Illinois and eastern Missouri.

# Ray Harms



**Date of Hire:** June 2001

A native of British Columbia, Ray joins our organization with 21 years of combined experience in retail and wholesale distribution of outdoor and sporting goods products. His sporting goods employment record began at a leading retail chain of hunting and fishing supplies in the Vancouver area. Ray moved on to Inland Pacific Distributors initially as their purchasing manager and graduating to field rep. Redl Sports Distributors sought him out and hired him to cover the Vancouver Islands area. Ray is also an accomplished fisherman and hunter and is well known for his professionalism. He is our regional manager for Canada.

# Mike Howe



**Date of Hire:** September 2015

Mike joins our company after spending the better part of his working career for Canadian Tire. During his tenure there, Mike created the pro shop concept which has since been adopted by the chain. Mike is a local guide, avid hunter and angler, and has a passion for the outdoors. He also is involved with several derbies and tournaments for kids in his area. Mike will help us grow our manufacturer's product line in the Eastern Canadian market.

# George Kelly



**Date of Hire:** October 1992

George is a native of Montana and a Vietnam veteran, having served in the Air Force attaining the grade of E-5. George attended Eastern Montana College in Billings studying business and economics. Sportsmen's Supply Inc. hired George where his capacities escalated from order filler, to salesman, to sales manager, to operations manager, to national account manager in a 21-year time period. George's strong background in sporting goods sales throughout the Rocky Mountains makes him a very valued member of our staff.

# Sean Klaus

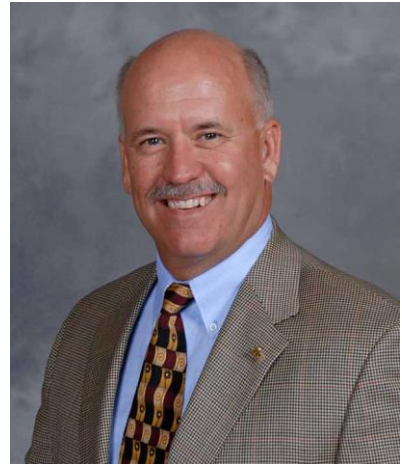


**Date of Hire:** April 2006

Sean started his professional career as a deputy sheriff for Multnomah County Oregon. He transferred to the Portland Police Bureau where he spent five years as a reserve lieutenant. His sporting goods career started at a Portland based dealer, Three Bears Guns. The company had stores in Vancouver and Portland which Sean was buyer and manager. After three years Sean joined G.I. Joe's where he spent the next eight years as department manager and part of Joe's pro-staff. Sean brings a wealth of practical knowledge to our company covering Southern Washington and Northern Oregon.



# Jeff Langhorst



**Date of Hire:** December 1985

After receiving his Bachelor in business administration, Jeff was hired by Remington Arms Co. handling their full line in the upper Midwest then reassigned to the Southwest states. Commissioned thereafter by the L.H. French Company - a California based manufacturer's representative group covering the Rocky Mountain area. Jeff joined our company in 1985, his current territorial responsibility is: Arizona, New Mexico, and El Paso County, where he has been very influential in turning these Southwest states into a very profitable territory.

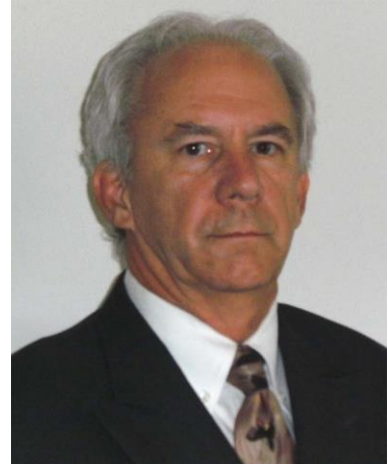
# Randy Loveall



**Date of Hire:** December 2012

After serving six years in the US Army, Randy's work experience was comprised of management and buying responsibilities for hunting, fishing, and camping disciplines. His 32 year sporting goods career was spent with Jerry's Sports Center, a leading nationwide distributor in Kansas; beginning as warehouse assistant manager, working his way up to purchasing, then manager. Randy's hobbies and love of the outdoors have put him in the fortunate position of buying and selling the products he personally uses. Randy is known for his professionalism and excellent follow through.

# Michael Mooney



**Date of Hire:** August 2011

Michael Mooney is a native of Louisiana and is a graduate of Louisiana State University. He received his sporting goods education in the swamps, bayous, and playing fields of his home state. Michael worked at Steinberg's Sports Center in Baton Rouge before relocating to Fort Worth, Texas to work for Nations Best Sports as a buyer for hunting, fishing, camping, water sports, and rugged outdoor footwear, later becoming director of merchandising. In 1999 he became national sales manager for Nash Manufacturing before leaving to become vice president of the outdoor division of Alliance Sports Group. Michael has previously traveled the TALO States as a manufacturer's representative. He will utilize his vast experience in the industry to help marry the interest of the customers in his territory and the factories we represent. Michael is also our regional manager for the TALO area.

# Jon Moore



**Date of Hire:** December 2003

After receiving his Bachelor's degree in communications from the University of Northern Colorado, Jon began his professional career with Maurice Sporting Goods as salesman covering seven western States. During the twelve years there he held various account management positions both on regional and national levels. He was then promoted to general manager of the West Coast division in Reno Nevada. Jon and his family moved back to Colorado where he became the fishing buyer for Gart Sports moving on to divisional merchandise manager over hunting, fishing, and camping. Two years later Wright & McGill Company hired him as vice president of sales and marketing. With experience in distribution, retail, and manufacturing Jon brings a unique perspective of customer service to Tim Bailey & Associates. He is vice president of national accounts and is our regional manager for the Rocky Mountains.

# Craig Nels



**Date of Hire:** June 2012

Craig is a graduate of Ithaca College earning a Bachelor's degree in environmental studies. His work history includes Bass Pro from 2004-2011 where he was their fishing and marine department sales leader. He then joined Fisherman's Warehouse in 2011 as assistant store manager and has come to us from this regional chain. Craig also has obtained a U.S. Coast Guard Captain's license and established a professional guide business. His personable nature allows him to communicate easily with his Northern California customer base.

# Erich Otto



**Date of Hire:** February 2009

Born and raised in Minnesota, Erich completed his education at St. John's University and St. Cloud State with a double major. During those years he was enlisted in the Naval Reserves and was cross-trained in both medical and aviation ordinance. He has over 20 years of experience in the outdoor industry. His hiring by H & H Sport Shop was his beginning employment into the hunting and fishing world. Erich then worked for Bill Hicks and Company in sales and customer service and later for CSI Sports/Big Rock Sports where he spent a couple of years in sales prior to twelve years in the purchasing department. Early fall of 2008 saw Erich transferring to the Cullerton Company as a territory representative in the Midwest. The merger of the Cullerton Company and Tim Bailey & Associates brought Erich to cover Minnesota accounts for our group. His extensive product knowledge and attention to detail, as well as his well-rounded retail and distributor knowledge, complement his account base very well.

# Scott Schalliol



**Date of Hire:** April 1991

Scott is a native of Indiana. He received a Bachelor of Science degree after attending Indiana State University in 1972. Scott began his sales career in 1973 as a distributor salesman for Munson Sporting Goods Company in Costa Mesa, California. Scott received numerous sales awards during his career at Munson; Top Sales Volume 13 years in a row, Salesman of the Year 8 times, first salesman to reach \$1 million in sales, and the only Munson salesman ever to sell over \$2 million, which he did twice. After leaving Munson in 1988, Scott became sales manager for the W.B. Furnish Co, a manufacturer's representative group covering California, Arizona, Nevada, and Hawaii. In 1991 Scott became a territorial salesman for TBA Inc.. exhibiting an incredible work ethic. Scott earned the position of senior vice president and is regional manager for our Canadian and Southwest area representatives.

# Brad Stieler



**Date of Hire:** May 2004

Brad began his sporting goods experience in 1976. Western Hoegee Company hired him and he spent twelve years calling on the San Diego area account base winning several Salesman and Million Dollar Sales awards. In 1989 he was promoted to regional sales and national accounts manager. For the next few years he worked for Pure Fishing (Berkeley) to manage regional chain business in the western United States. Brad's educational background is in business administration and marketing and he has attended various training and management seminars. Brad is an asset to TBA Inc., with his coverage in the Inland Empire and San Diego market areas.



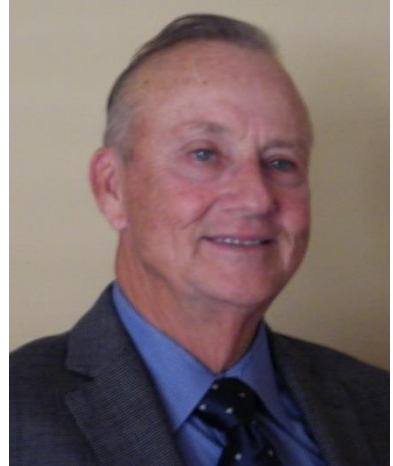
# Scott Thrailkill



**Date of Hire:** August 2016

Scott Thrailkill is a native of Colorado where he attended the University of Northern Colorado receiving a Bachelor of Science degree in business management and marketing. His sporting goods career began as sales manager at Olin Corporation Winchester division, and Pentax Sports Optics, then worked for a local rep group for eleven years. He is known throughout his territory for his outstanding follow up and attention to detail. Scott covers Colorado, Nebraska, eastern Kansas, and Wyoming

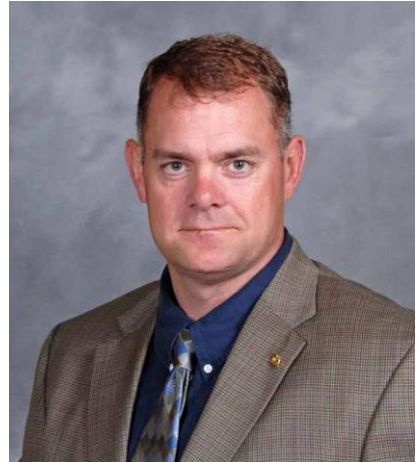
# David West



**Date of Hire:** February 2017

David comes to us from Del Mar Distributing Co., Inc. where he has been a purchasing agent. David has a long and varied background in the sporting goods industry starting with Del Mar as an outside field sales manager and buyer. From there he was employed by Dave Holder & Associates, a factory rep group. Various outdoor video enterprises, including host and producer of *Fishing Texas*, host and producer of the nationally syndicated *Cabela's American Outdoors* occupied David's working efforts. With David we are able to increase frequency of call with our key dealers in the southern Texas and southern Louisiana areas.

# Tim Willett



**Date of Hire:** June 1998

After receiving a Bachelor of Science degree in Management and Marketing from the University of Oregon, Tim worked for a sporting goods representative firm. He is extremely familiar with the account base in the Washington and Oregon markets having worked for that group for six years. Tim's duties include calling on all dealers and chain stores in the southern Oregon market going from the Coast to eastern Oregon. His addition to Tim Bailey & Associates allows us to offer a far greater frequency of call in a rapidly growing area of our territory and one of the fastest growing regions in the country. Tim is the regional manager for the Pacific Northwest and Alaska.

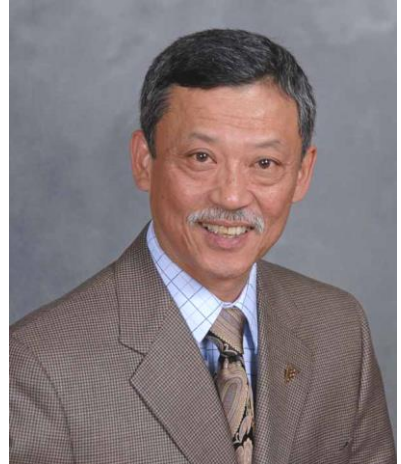
# Bruce Wilson



**Date of Hire:** February 2009

Bruce Wilson was born in Green Bay Wisconsin and started his sales career in 1984 as a divisional sales manager for Interstates Brands Corporation. Bruce successfully managed the sales activities of thirteen route salesmen and two retail outlet stores. In 1992, Bruce was hired by Bill Hicks & Company to work with their management to develop an outside sales force. During his three years with BHC, Bruce was responsible for opening 40 new accounts in Wisconsin, including a regional and national chain. In the same three year period sales in Wisconsin increased over 200%. In 1995 Bruce accepted a position with The Cullerton Company. Over his fourteen years with The Cullerton Company, Bruce has called on or assisted other Cullerton salesmen with training and support at every key account within the territory. Over the years Bruce has been recognized for outstanding sales achievement by his customers and the factories he represents.

# Eugene Woo



**Date of Hire:** July 2007

As a native of the Pacific Northwest, Eugene comes to us with 33 years of experience in the sporting goods business. His product knowledge extends into all types of fishing and hunting and includes tryouts for the Olympic Shooting Team in International Skeet. Eugene brings a wealth of experience to us, covering the dealer base in the state of Washington.

# Rhonda Barnes



**Date of Hire:** November 1980

Rhonda is a native of Oregon. She attended Pierce College where she majored in marketing then joined us as receptionist, secretary, and office manager. During her tenure Rhonda has continually grown in stature within our firm. She now holds the title of director of communications, which requires her to handle all aspects of communication in our sales department between our office, our sales force, and the factories we represent. Her position also requires travel to all major trade shows and factory sales meetings ensuring she has first hand information to dispense. Rhonda is also our information technician assisting the sales force and office staff on all computer-oriented questions.

# Lacey Langford



**Date of Hire:** September 2009

After completing her Associate of Arts at College of the Canyons and furthering her education at California State University at Northridge, Lacey started her employment with us. She began as receptionist and administrative assistant with our Northridge office staff and advanced to handling our sales commission structure for our sales force. Lacey was born in Pampa, Texas and was raised in Southern California. Her hobbies include those in the outdoors; camping, hiking, and fishing.

# Cherrie Makay



**Date of Hire:** September 2012

A native of Southern California, Cherrie comes to us after 23 years at a local manufacturer in the automotive industry where she supported their project design engineers and maintained the intranet support system. She has a wide variety of computer skills including strong knowledge of MS Office applications; Excel, Word, Power Point, Outlook, Project, and various database applications. Cherrie is the voice of Tim Bailey & Associates at the Northridge office.

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# Kim Smith



**Date of Hire:** August 1994

After attending Pierce College for two years, Kim transferred to the Fashion Institute of Design and Merchandising studying graphic design and marketing. This background has allowed Kim to create all our customer's flyers and sales sheets in-house as they are requested. Kim is our office manager for the Northridge office.

# JeriLynn Thrailkill



**Date of Hire:** January 2013

JeriLynn comes to us as junior assistant buyer at The Sports Authority in the hard lines categories. She is well versed in retail operations in the sporting goods industry with over ten years experience. Her background level offers our group a person who can assist our sales force with seasonal ad planning, reporting, forecasting, and plan-o-gram creation.



# Northridge Office and Showroom





# Clackamas Office and Showroom

