

Proven top performer who delivers rapid sales and business development growth with measurable, sustainable multimillion-dollar outcomes across multiple industries, including the highly competitive eCommerce, gaming, semiconductors, software, and, most recently, the industrial gas industry. Formulates and executes strategic and tactical plans to build global sales, brands, and strategic partnerships and establish market and industry leadership to improve top and bottom-line performance. Able to articulate direction, negotiate large complex business deals, turn around underperforming organizations, build cohesive, multi-national, cross-functional teams, and build customer loyalty. Built & managed high-volume global manufacturing operations as COO / CEO. Currently running a \$400 million helium business.

Noted for...

- **Decision Making Under Duress:** Managing multiple crises with Air Liquide's helium business in the Americas during Covid-19, supplier plant outages/explosions, weather and supply chain chaos.
- **Sales / Business Development / COO / CEO Growth:** Built Peak International to become a global market leader in the highly competitive electronics and semiconductor industry.
- **Business Consulting for Start-Ups and Growth Companies:** Experienced in technology, gaming, and healthcare with sales, operations, business development, M&A, and organizational optimization.
- **Advising Industry Organizations and Government:** Air Liquide advisor to the Compressed Gas Association Task Force on the Federal Helium Reserve and Air Liquide Government Affairs Advisor to the Federal Government on the future of the Federal Helium Reserve
- **Team Building:** Built Sales, Business Development, and Customer Service Organizations at numerous successful enterprises from startups to mid-sized companies in the semiconductor, software, capital equipment, materials, and eCommerce industries.
- **Tackling New Markets:** Led ePAK's entry into new products and markets, driving a 40% CAGR with 50+% gross margins and building sales to more than 50% of total company revenue in just 4 years.
- **Business Development:** Expanded pipeline of new customer-driven products to more than 5,000 SKUs while achieving 40% CAGR and 50+% gross margins.
- **Innovation:** Invented and licensed a novel wagering method for the Sports Book Industry; Designed and developed new products for scuba divers; built an online eCommerce business to support the sale of products. Worked closely with customers to design custom solutions to address complex technology problems.
- **Experienced Manufacturing Technologist:** Operated high-volume semiconductor-related manufacturing in China and Malaysia. Managed NPI and materials programs for Texas Instruments' global factories.
- **Gaming Consultant:** Gaming-related operational and legal issues for Sports Books, Video Poker, Slots, along with Federal and State legal requirements and compliance
- **Solving Highly Complex Supply Chain, Sourcing, and Operational Issues**
- **20th Century Military and Holocaust Speaker:** Public Speaker on WW1, WW2, and the Holocaust.

Critical Competencies for Tangible Business Outcomes

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| ▪ Strategic/Tactical Planning for Sales and Biz Dev | ▪ Sales/Marketing/Global Branding |
| ▪ Innovative solutions to real problems | ▪ Joint Ventures/Strategic Partnerships |
| ▪ Operations Management | ▪ Initial Public Offerings (IPOs) |
| ▪ P&L Management | ▪ Sales growth and Business Development Success |
| ▪ Business Development / Deal Negotiation | ▪ Organizational Change Management |
| ▪ Product Development/Inventions & Patents | ▪ Supply Chain Management |

- Cross-functional Team Leadership, Mentoring, and Coaching
- eCommerce strategies including SEO, Facebook, and Twitter focus on driving sales and building brands
- ISO9001, ISO14001, and TS16949 experienced
- High volume manufacturing experience building semiconductors in 8 TI factories around the world
- Experienced global NPI for TI and others.
- Package engineering with several patents.
- In-depth understanding of operations and legal compliance matters for various industries, including Semiconductors, Gaming, and Industrial Gases

Achieving Leadership through Strategy, Insight and Execution

Garrison Ventures, LLC, Austin, TX

Consultant to the Industrial Gas Industry.

PRESIDENT, GARRISON VENTURES

09/2024 – Current

- Brokering deals for those with excess helium in a down-market and assisting customers who need additional helium to support their businesses
- Using global connections to assist those in need of support for other molecules, including Helium-3, LPG, CO₂, Silane, Xe-129, Para-Hydrogen, and others
- Utilizing my extensive technology and global business experience to solve problems for customers around the world
- Design and marketing of a helium cryogenic cooler to solve key issues in the industry

Air Liquide, Houston, TX

Managing the growth of Air Liquide's helium and other gas business in the Americas.

PRESIDENT, AIR LIQUIDE HELIUM AMERICAS, INC

1Q2021 – 09/2024

- Managed our way through the global pandemic and the associated port congestion situation without having to declare force majeure, unlike our main competitors, with a focus on resolving bottlenecks and innovation
- Accelerated new customer acquisitions in the Space, MRI, Airbag, and Airship market segments
- Increased Sales and GM in a period of tight supply and tremendous supply chain stress
- Added several new novel product ideas to grow sales and customer loyalty
- Upgraded the group's maintenance and spares management, reducing significant costs and improving asset uptime
- Government Affairs Advisor on the future of the Federal Helium Reserve and Advisor to the Compressed Gas Association, an industry trade association comprised of the major industrial gas companies
- Secured a long-term agreement with the world's only non-military source of helium-3
- Rare-Gases sourcing and business development for new products and markets; pH₂, ¹³C enriched CO₂, ¹³⁶Xe, ¹³⁹Xe, ²⁰Ne, ²²Ne, ¹⁵N, plus various medical isotopes.
- Expert knowledge of the Federal Helium Reserve
- Experienced with Carbon Capture business, technology, including 45Q tax issues

Develop new Helium sources throughout North America and around the world.

HELIUM SOURCING DEVELOPMENT, THE AMERICAS

2019 – Present

- Solved Air Liquide's US sourcing issues by working with Oil and Gas Industry to find more than 1.4 BCF/year of potential new sources of helium in North America.
- Signed contracts for > 250 mmscf/year additional capacity to date for 10-year exclusive arrangements

- Found and developed a new non-military source of Helium-3 for, adding more than 30% to entire global supply
- Built a business strategy around supplying turnkey separation plant solutions with Medal Membranes and PSA's for industries needing solutions to extract helium from natural gas.
- Patent filing for novel approach to prospecting for Helium with minimal seismic requirements

Grosvenor Partners, Austin, TX

Consulting and developing new business ventures, innovations and interests.

MANAGING PARTNER / VP SALES

2010 – Present

- Start Up Consulting
 - Assisted an ER Doctor group close a \$12+ Million/year deal to place 30+ ER docs in 5 new hospitals
 - Worked with Virtual ER Doc to start a business that connects Urgent Cares to ER Docs to disrupt current industry practices
 - Worked with CareDIRECT to start a business that connects uninsured hourly employees with a virtual doctor for low-acuity care
 - Worked with Snap-Giving to start a business that connects charities with their donors through a Smartphone APP using iBEACON Bluetooth technology
 - New Product Development through Indiegogo – Assisting with NPI with startups using crowd funding
- Merger and Acquisition and IP activities centered on gaming in Las Vegas.
 - Along with a partner in the Company, acting as advisors in M&A activities in Las Vegas
 - Formed a group in an attempt to acquire gaming assets from MGM in 2012, as they struggled to avoid bankruptcy
 - Rounded up private equity from Boston and NY with several Billion \$ interested in the deal
 - Partnered with an experienced Vegas management team to run NewCo
 - Patented a novel new type of wager for Sports Books to offer to their patrons; filed and received 3 US Patents and 1 ITC patent
 - Marketing and sale of licensing rights to Vegas and International Sports Books
 - Consulting on State and Federal Regulatory and Compliance issues in Las Vegas surrounding Sports Books, Video Poker, and Slots

ePAK International, Austin, TX

Leading full-service global provider of materials in the semiconductor industry

VICE PRESIDENT OF BUSINESS DEVELOPMENT

2002 – 2014

Drove growth and innovative product strategy and development for the company's entrance into \$800M annual market opportunity for semiconductor wafer products. Formulated customer-driven product development priorities, global sales plans, and all tactical and strategic plans to accelerate growth.

- Drove new business growth to 50%+ of total company sales in 4 years.
 - Developed global Marketing and Sales plans and strategies.
 - Implemented novel supply chain solutions to support customer forecasting challenges.
 - Made ePAK a respected global powerhouse in its market space; providing customer delight to an ever-expanding customer base.
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- Built and trained sales force to effectively sell products in Asia, Europe, and the US.
- Co-developed numerous custom products with customers to solve highly complex problems that result in proprietary solutions that strengthen long-term relations between the customer and the company.
- Developed sales agents and distributors to support global sales goals
- Designed customer support solutions that worked for customers around the world.
- Built C-Level customer relations to accelerate growth and product acceptance.

Brook and Associates, Austin, TX

Provider of business advisory and management consulting services

BUSINESS AND MANAGEMENT CONSULTANT

1999 – 2002

Sought out by venture capitalists to turn around and rebuild high-tech companies following the dot.com bust. Took on interim leadership positions to drive operational improvements and cost-cutting initiatives and refocused product development, sales, and marketing strategies. Each of the following companies has continued to grow and thrive.

- **President/Chief Executive Officer, Tanisys Technology:** Achieved break-even cash flow within three months for the nearly bankrupt provider of test equipment for the global semiconductor DRAM memory market. Enacted headcount reductions, refocused engineering efforts, and drove sales to resolve poor global distribution in Asia and Europe.
- **Executive Vice President, US Operations/Chief Operating Officer, Trading Technologies International:** Attained immediate 15% month-over-month sales growth and accelerated global customer acquisition for a provider of trading software. Instilled a customer-driven focus in sales, marketing, product development and global support.
- **Senior Vice President, Wayport, Inc.:** Developed strategy and rationalized inefficient business practices that tripled installation rate with 40% reduced CPE costs for providers of Wi-Fi products to the travel and hospitality industries.

Peak International Limited, Austin, TX

Industry leader in engineered plastics and packaging for semiconductor and electronics industries

PRESIDENT, CHIEF EXECUTIVE OFFICER/CHIEF OPERATING OFFICER

1992 – 1998

Co-founded and built company from near start-up to global industry leader with 40 %+ market share. Directed growth to 2,000+ employees with a global sales/service organization and manufacturing sites in China, Malaysia, and the US.

- Drove sales from \$100K to \$ 7 M+ monthly, 45% gross margins, and 28% net income at a 30% top and bottom-line growth rate.
- Created a global branding strategy that made Peak's name synonymous with "speed of delivery, quality, and customer service."
- Established Peak as the fastest growing, most profitable company in its space by instituting a sales strategy that provided premium service for premium pricing.

Texas Instruments, Dallas, TX

Third largest developer of semiconductors, worldwide

ENGINEERING MANAGER, DIGITAL LOGIC DIVISION

1984 – 1991

Implemented new back-end packaging material and product changes at TI's worldwide manufacturing facilities. Directed a team of engineers accountable for the mechanical integrity of semiconductor packages for 40% of the company's unit volume output.

- Managed a group implementing NPI and new materials into TI's global manufacturing operations.

- Delivered cost reduction and new package designs for 150 million units/month semiconductor operations.

Education

MS, Engineering Management, Southern Methodist University, Dallas, TX, 1988

BSc, Mechanical Engineering, University of Saskatchewan, Saskatoon, Canada, 1984

Activities and Societies: SAE Engineering Students Society
External Vice President, University of Saskatchewan Students Union
CEO, Canadian Federation of Student Services (2 years)
Director, Travel CUTS (Canadian University Travel Services)
University of Saskatchewan Senate (2 years)

Other

Affiliations

Austin Technology Council
SEMI® (Semiconductor Organization)
FAO (Fab Owners Association)

Personal Interests

Military History Speaker
Scuba Diving

Patents

US Patent 8,647,195 Gaming Patent
US Patent 8,475,267 Gaming Patent
US Patent 8 398 483 Gaming Patent
US Patent 5 346 858 Semiconductor Patent
US Patent 4,993 622 Semiconductor Patent

Public Speaking Events

Community Center Groups
University of Texas Normandy Scholars Program
Ft. Hood Holocaust Service 1st Air Cav. Brigade
The University of Texas OLLI Program over many years
Military History Blog: www.richardmbrook.com
University of Texas Guest Lecturer on Entrepreneurship
