**Thomas B. Fister**

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*Employment History:*

**New York Life – Agent** *Oregon*  2010 – Present

*Responsibilities*

* Consult with individuals, families, and businesses to promote long-term financial independence by maximizing opportunities and mitigating risk.
* Build a client base and develop my business through contacts, networking, and marketing.
* Achieve and maintain Life, Health, and Financial certification for Oregon and surrounding states through advanced continuing education.

**Danaher Tool Group – Area Sales Manager** *NorthWestern U.S.* 2005 – 2010

*Responsibilities*

* Managed and grew $2.5M territory for the Hand Tool division of Danaher thru sales and marketing programs to Industrial Distributors in the region.
* Found and established new business through End User Presentations, Open Houses, Trade Shows, and Hand Tool Safety Presentations, driving it all through distribution.
* Developed new users and relationships with our brands through Technical Schools and Educational Programs.

*Results*

* Increased sales and exceeded goals every year except 2009, when the economy faltered and we dropped a major hand tool line. Was on pace to exceed 2010 goals.
* Expanded Distributor base by over 20%.
* Achieved President’s Club (top sales award) in 2006 and received National Sales awards in 2006 & 2007.

**TruServ Corp – Industrial Sales Manager, M.R.O.** *Western U.S.* 2004

*Responsibilities*

* Managed the western region of the U.S. for the MRO Division of TruServ by promoting Commercial / Industrial programs, products, and services to Co-op members.
* Made end user presentations with distributors to construction, industrial, and other customers to drive their business.
* Created marketing tools, buying programs, e-commerce, etc. to grow distributors’ businesses.
* Advanced automation and created new programs to attract different types of Industrial distributors and enhance the overall buying and marketing power of the group.

*Results*

* Increased sales over 10% for the year, despite being in the territory permanently only about 5 months.
* Added 5 new members with several others scheduled to join in January 2005.

**TruServ Corp – Industrial Sales Manager, M.R.O.** *NorthEastern U.S.* 2000 – 2004

*Responsibilities*

* Managed the northeastern and mid-atlantic regions of the U.S. for the MRO Division of TruServ by promoting Commercial / Industrial programs, products, and services to Co-op members.
* Made end user presentations with distributors to construction, industrial, and other customers to drive their business.
* Created marketing tools, buying programs, e-commerce, etc. to grow distributors’ businesses.
* Advanced automation and created new programs to attract different types of Industrial distributors and enhance the overall buying and marketing power of the group.
* Trained and mentored all other Regional Managers.

*Results*

* Exceeded annual goals every year.
* Increased sales 40% despite the down economy.
* Enhanced membership in the region (1 of 5) to 35% of the total members and over 50% of total sales in 3 years.
* Awarded top Regional Manager for 2002 in the initial year of the award.

**TruServ Corp – Field Manager** *Entire U.S.* 1996 – 2000

*Responsibilities*

* Selected, evaluated, and recruited Industrial Distributors across all 50 states for the Commercial / Industrial Division of TruServ, creating new automation and marketing programs for this process.
* Trained all employees of new members on the program and all of its elements.
* Made end user presentations with distributors to construction, industrial, and other customers to drive their business.
* Assisted members in developing Preferred Sourcing and Integrated Supply Contracts, especially utilizing our program elements and strengths.

*Results*

* Exceeded annual goals every year.
* Recruited over 100 new members into the program.
* Expanded into 16 new states and covered the majority of the Industrial market areas targeted.
* Greatly improved the membership structure by moving retail members into a separate program and making the Induserve Supply program consist of more Industrial distributors.
* Brought more than 60% of total membership into the program.

**Industrial Systems Assoc – Director of Corp. Purchasing** *Feasterville, PA* 1995 – 1996

*Responsibilities*

* Created and managed overall Purchasing structure and improved the buying opportunities for all In-Plant Stores.
* Negotiated national contracts for all MRO commodities and services with a concentration of OEM’s.
* Assisted in prospect recruitment and new contracts.
* Trained personnel at the store level on systems and procedures.

*Results*

* Achieved over $2M in cost savings from negotiated programs for customers.
* Laid the foundation for connecting all Purchasing functions nationally on a WAN.
* Helped the business more than double in size in less than a year.

**Ferguson Enterprises – Regional Purchasing Manager** *Cincinnati, OH* 1991 – 1995

*Responsibilities*

* Manager of Purchasing and Product File Departments.
* Monitored all purchasing activity for the Integrated Supply Division.
* Liaison between users and programmers for all system enhancements and changes.
* Built infrastructure for division to accommodate new Integrated Supply contracts.
* Coordinated start-ups and trained employees of new contracts to maximize efficiency and minimize disruptions for the customers.
* Member of the Executive Systems Committee which determined divisional strategies and goals.

*Results*

* Greatly increased the percentage of business bought directly from manufacturers while minimizing inventory, resulting in over $4M in cost savings to the customers.
* Instrumental in creating and growing the internal Quality Control process that drove the business.
* Reorganized both the Purchasing and Product File departments to increase efficiency and productivity.
* Division grew from one location with sales of $20M to 12 locations and $100M+ in sales in 4 years.

**Ferguson Enterprises – Branch Manager** *Dallas, TX* 1989 – 1991

*Responsibilities*

* Managed staff of 12 Sales and Operational associates, running a Plumbing/PVF Supply with a high-end showroom geared towards $1M+ homes in the Dallas-Ft Worth metroplex.
* Expanded sales of Plumbing, Builders Hardware, and Appliances to all Builders, Contractors, and Designers throughout the region.
* Assisted 10 other branches in the region with marketing and selling the high-end product lines.
* Created a training program for all employees in the metroplex on Showroom products and new lines.

*Results*

* Exceeded sales and profit goals both years, increasing gross profit over $200,000 in the first year alone.
* Achieved the first profitable year for the Dallas-Ft Worth operation in 5 years.
* Grew Industrial business almost 300% in 2 years.
* Created program to sell Builders and Designers in addition to the Plumbing contractors to expand business.
* Became the #2 regional distributor for both new product lines of Builders Hardware and Appliances.

*Education:*

**Miami University** *Oxford, OH* 1981 – 1985

B.S. in Business

Majors: Finance, Business Economics

Minor: Decision Science

*Business & Community Activities:*

* Youth League Coach of Basketball and Soccer 1996 – 2004
* Member of the Young Executive Forum of the IDA 1998 – 2002
* Piano Accompanist for Church and Community Events 1998 – Present
* Administrator and Teacher of Sunday School 2000 – Present
* Member of Church Council 2002 – 2004
* Officer of the Neshaminy, PA chapter of P.A.G.E. 2002 – 2004
* Active in Building Several Homes with Habitat for Humanity 2007 – Present
* Built and Maintained Community Garden for Local Food Bank 2008 – 2010
* Member of Stand For Children 2009 – Present
* Member of Wilsonville Rotary 2011 – Present

References furnished upon request