

PATRICK DECONINCK

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PROFILE

Visionary Global Corporate Executive and Entrepreneur, President of 3M West Europe and board director with four decades of experience driving revenue growth organically and through profitable, synergistic acquisitions for the 3M Company and recently for his own company, Deconinck Incorporated. Adept at streamlining the efficiency of global operations, improving margins by reducing costs, and developing long term, region-specific corporate strategies. Exceptional leadership and interpersonal skills with a strong background working with international professional teams and clients. Broad-based expertise includes strategic planning, finance, market analysis, sales team development, operations and logistics, supply chain management, negotiating and integrating mergers & acquisitions, crisis management, cost reduction and P&L oversight for up to \$9B. Dedicated to building effective relationships, delivering shareholder value and providing support to investors, executive teams, and board of directors.

EXPERIENCE

Deconinck Incorporated (DBA as Machining Technology & MT-RSR)

Owner / President - Chairman

2019- Present

In 2019, Together with my son Laurent we created Deconinck incorporated, Laurent is the CEO.

Deconinck Inc. operates Machining Technology and MT-RSR as DBA's. Laurent is the CEO.

- At Machining-Technology, we operate a large variety of milling, turning, swiss, and CNC EDM's. We offer plating, heat-treating, welding, and painting services. We also design, engineer and manufacture molds for die-casting and plastic injection.
- MT-RSR is a precision parts manufacturer specializing in the automotive parts market. We have passion for the tire and auto shop equipment industry. We manufacture locally in the USA and are a direct supplier of a full line of spare parts.

3M COMPANY, St. Paul, MN

1976 – 2015

A \$30B multinational manufacturing conglomerate, producing over 55,000 products and materials.

Corporate Senior Vice President and President West Europe (2011 – 2015)

Responsible, as leader of the executive team, for growing the entire 3M business in Western Europe, including oversight of regional operations for all product lines, R&D, manufacturing and distribution, operations management, vendor negotiation, M&A, long-term corporate strategy, and risk assessment and mitigation with P&L oversight for \$ 9B, 55 manufacturing sites and roughly 16,000 employees.

- Overhauled the underperforming Western Europe business in two years by delivering organic volume growth at 2.5 times the industrial production index and improving margins by 350 basis points.
- Successfully installed an innovative supply chain organization throughout the EMEA region, which delivered over \$1.5B of cumulative cash in five years.
- Developed and mentored global key executives who have become valuable corporate assets.

Global Vice President & General Manager, Industrial Adhesives and Tapes (2005 – 2011)

Leadership responsibility for global operations of the company's largest division, managing corporate strategy, R&D, manufacturing and distribution functions, risk management, geographical expansion, M&A, finance and operational efficiency with P&L oversight for \$ 4B.

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- Rebuilt the global Industrial Adhesives and Tapes business through development of innovative business strategies, successful acquisitions and geographical expansion.
- Expanded manufacturing operations by building greenfield manufacturing locations in Wroclaw, Poland and Pune, India, now generating over \$500M in manufacturing output.
- Doubled global sales and achieved 23% operating income.

Global Vice President & General Manager, Personal Care (2003 – 2005)

Full oversight for the global, personal care division, including the development, manufacturing and distribution of diaper closure systems, braces and supports materials, while performing strategic planning, financial management, risk analysis, market research, operations management, cost reduction, vendor negotiation, M&A, and product development with P&L oversight

- Led a technological change in the manufacture of adhesive materials used in diaper manufacturing.
- Oversaw production in our Plants in Knoxville, USA – Kitakami, Japan and Hilden, Germany.

General Manager, Converter Markets (2001 – 2003)

Managed the global converter markets division, overseeing the manufacturing and distribution of products, facilitating the conversion of raw materials to complex merchandise using die cutting, graphics printing, and adhesives, market research, product development, vendor negotiation, R&D, quality and operations with full financial management and P&L oversight

- Coordinated the acquisition of a \$120M pressure sensitive tape manufacturer and grew the business to \$1B

Business Director, Europe, the Middle East, and Africa (EMEA) (1998 – 2001)

Led the Industrial Tapes and Adhesives division throughout Europe, the Middle East and Africa, drawing on prior expertise, with oversight of sales and marketing functions, anticipating customer needs and experience, generating new business opportunities, drafting strategic proposals and setting corporate objectives with full P&L responsibility for the most profitable division in the region.

General Sales and Marketing Manager, EMEA (1993 – 1998)

Oversaw all sales and marketing activities related to the identification materials business in Europe, the Middle East and Africa, including market research, financial planning, sales team recruitment and development, pricing strategy, client relations, forecasting, supply chain management and consulting with regional experts including full P&L oversight

- Built a digital printable pressure sensitive label business through organic development and a bolt-on acquisition of \$15M and grew the business to be a \$100M market leader.

Sales and Marketing Manager (1976 – 1993)

Drove sales revenue and effective marketing strategies for various industrial and safety product lines including analyzing market information and trends, forecasting sales figures, managing department budgets, developing product marketing platforms, establishing pricing strategies, interfacing with clients and managing and building strategic relationships throughout Belgium and the Netherlands.

- Built strong, engaged sales teams with challenging financial goals that delivered results.

PROFESSIONAL

Chairman of the Board, Deconinck Inc. (DBA as Machining Technology & MT-RSR) (2013 – Today)

Board Member, Real Industry Inc – NASDAQ: RELY (2015 – 2017)

Executive Committee President, EU American Chamber of Commerce (2014)

Board Member, EU American Chamber of Commerce (2011 – 2014)

President of the Board, Pressure Sensitive Tape Council (2010 – 2012)

Board Member, Pressure Sensitive Tape Council (2006 – 2012)

Chairman, Venture Tape Company Board of Directors (2008 – 2011)

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Chairman, Alpha Beta Company (Taiwan) Board of Directors (2010 – 2011)

Board Member, Second Harvest Heartland (2008-2011)

Board Member, Breakthrough Twin Cities (2015- Today) - **Chairman** June 2017-May 2020

Keynote Speaker, Europe World Investment Conference (2013)

Speaker, Drucker Forum (2013)

Elected to Pressure Sensitive Tape Council Hall of Fame (2012)

EDUCATION

Industrial Sciences, 1976

Fluent in English, Dutch, French, and German
Dual Citizenship, USA and Belgium

Certified Six Sigma Belt