

Charles C. Pineo, III
3404 Doral Lane
Woodstock, Georgia 30189-6142
Telephone: (404) 520-2716 • Email: ccpineoiii@aol.com

OBJECTIVE

Operations management for a growing international technical services or manufacturing organization

AREAS OF EFFECTIVENESS

Core Skills

- Cross-functional team management
- Corporate strategic planning
- Relationship management
- Project management
- International / cross cultural team builder
- Financial planning & capital budgeting
- Business development
- Multi-lingual

Key Management Characteristics

- Committed to delegation/empowerment
- Customer/client focused
- Strong analytical & computer skills
- Cross-cultural business leader
- Experienced negotiator
- Demonstrated cross-functional leader
- Bridge technical/non-technical groups
- Accomplished public speaker & writer

PROFESSIONAL EXPERIENCE

Management Consultant Woodstock, Georgia. 2001 – Present
Providing business strategy, planning & budgeting, business development and engineering services.

Vice President & Chief Operating Officer SoftSols (North America), Inc. 1999 – 2001
Woodstock, Georgia. Corporate director and shareholder. SoftSols (North America) was the importer and business development company for *IMPACTxp* international mid-market (SME) maintenance management software: channel development; dealer/reseller training; high level product promotion; contract development and negotiation. Company closed in November 2001.

- Developed business plan, founded and led North American operations
- Doubled installed users of *IMPACTxp* in USA, Canada and Mexico in first 12 months
- Developed and negotiated reseller and dealer contracts for North America

Management Consultant Compliance Technologies, Inc. Woodstock, Georgia 1997 - 1999
Compliance Technologies is an engineering services company and software developer/reseller specializing in maintenance management plus process improvement and environmental, health, and safety compliance in the chemical and food processing industries.

- Increased client base over 20% in two years. High-tech business development
- Initiated international and US software agent/reseller programs
- Project Consultant on process safety management and risk management programs

Regional Marketing Manager Terra Vac Corporation Marietta, Georgia. 1994 - 1996
Terra Vac provided innovative environmental engineering services for soil and groundwater clean-up. Office closed.

- Identified > \$3 million in new business proposal opportunities
- Member of negotiating team for sale of French joint venture company
- Supervised project engineering for French joint venture

General Manager Terra Vac European Operations Colorado & the Netherlands 1990 – 1994
Terra Vac Europe provided management direction and coordinated resources for Terra Vac's French, Dutch and UK joint venture environmental engineering companies. Lived in the Netherlands 1992 – 1994.

- Founded and directed three joint venture companies within new European Union
- Represented all Terra Vac business interests in Europe. Managed JV relationships
- Grew business from zero to > \$2 million within three years. P&L responsibility

President & Founder Orion International & Company Littleton, Colorado. 1986 – 1990
Orion International was an export management company providing trade development, manufacturer representation, and financial analysis services to US and international companies.

Sr. Marketing Advisor & Sr. Planning Advisor Exxon Minerals Co. Houston, Texas 1983 – 1985

Managing Director Esso Erz GmbH, Nürnberg, Germany 1981 – 1983

Planning Coordinator Exxon Company USA (Uranium Mines) Casper, Wyoming 1979 – 1981

Senior Planning Analyst Exxon Corporation New York, New York 1977 – 1979

Technical Advisor Mobil Corporation New York, New York 1976 – 1977

Exploration Geologist Mobil Oil Corporation Denver, Colorado 1975 – 1976

Teaching Associate Institute for International Mineral Resources Development,
Institute for International Studies & Training (Boeki Kenshu Center), Fujinomiya, Japan 1974

U.S. Army Service in USA and Republic of Korea. Awarded Army Commendation
Medal for meritorious service 1969 - 1971

EDUCATION

- Stanford University. Graduate School of Business, MBA 1975
- Stanford University. School of Earth Sciences, Master of Science 1973
- Dartmouth College. Bachelor of Arts *cum laude* 1969

PROFESSIONAL REGISTRATIONS & LANGUAGE SKILLS

REGISTRATION

- European Engineer (Eur Ing) - EU
- Chartered Engineer (C Eng) - UK

LANGUAGES

- English – Fluent
- German – Speak & Read
- Spanish, French & Dutch – Read