

RICHARD J. BIGAOUETTE

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SUMMARY

Results oriented Research and Development Executive with General Management experience and a track record of success managing and improving product development organizations. Skilled at forming product strategy; building and driving a team; working with a wide variety of people and developing and/or optimizing processes to reduce time to market, reduce cost and improve design quality. Combines business savvy, excellent technical and general management skills and experience covering the entire product life cycle to grow and manage innovative, responsive product development organizations.

PROFESSIONAL EXPERIENCE

HEWLETT-PACKARD

2007 – 2011

Fortune 10 US public, multinational information technology company based in California with net sales of \$126B in 2010. (The Digital Printer Division of Mac Dermid was purchased by Hewlett-Packard in November of 2007.)

Director Research & Development & Facility Manager:

(2007-2011)

Reported to GM of Wide Format Printer Division in Barcelona, Spain. Responsible for integration of team into HP at the local level, Wide Format UV product strategy, research and development team of more than 35 people and associated budget. Direct reports include managers from several departments including Software Development, Electrical Engineering, Mechanical Engineering, Configuration Management, User Test, Procurement and Documentation as well as Program and Product Development managers.

- Reduced overhead and operating costs by transitioning to a worldwide distributed business management model.
- Reduced product build costs by relocating manufacturing to Asia
- Improved product success and customer acceptance by collaborating with partners from Europe (Marketing, Accounting, Support), Asia (manufacturing, continuation engineering) and the Americas (Sales, Support)
- Drove increases in sales and profits by releasing first two successful Wide Format UV Flatbed products in HP's midrange category, exceeding reliability (AIR) goals, build cost goals and sales projections.
- Successfully transitioned balance of all local functions off-shore resulting in significant savings in overhead.

MACDERMID-COLORSPAN, INC.

2000 – 2007

Public (taken private in 2006), global specialty chemicals company focused in Electronics, Industrial, Offshore and Printing industries based in Colorado with net sales of \$1B in 2006. (The printer division of LaserMaster was purchased by Mac Dermid in June 2000.)

Co-General Manager:

(2002 – 2004)

Reported to President of Mac Dermid. In addition to Research and Development responsibilities, assumed responsibility for worldwide General Management during a period of sharply falling revenues and employee discontent.

- Stabilized/improved employee morale.
- Returned the company to profitability while still in a declining revenue situation.
- Led the company back to a period of significant revenue and profit growth (\$22M to >\$70M).
- Identified and successfully hired a new General Manager in November of 2004.
- Presented ColorSpan to multiple potential buyers after Mac Dermid had made a decision to sell its digital printer division.

Vice President Research & Development: (2000 – 2007) Reported to General Manager or President of Mac Dermid. Responsible for all technical aspects of the ColorSpan Division including research and development team of more than 50 people, the associated budget and strategic planning for the Mac Dermid-ColorSpan Digital Printer Division. Direct reports included managers from several departments including Software Development, Electrical Engineering, Mechanical Engineering, Configuration Management, User Test, Procurement and Documentation as well as Program and Product Development managers and MIS.

- Increased overall development efficiency by creating formal multiyear product strategy plan.
- Maintained market leadership position by successfully executed more than 10 major product releases and product extensions.
- Improved communication and coordination between business unit(s) and corporate office by participating in regular business reviews.
- Significantly downsized organization during a market downturn to return the division to profitability, then reorganized to retain higher efficiencies during proceeding growth period.
- Led the development team to new ink delivery technologies (Thermal/TIJ/PIJ) and ink chemistries (aqueous/solvent/UV) enabling significant revenue and profitability growth and increased market presence.
- Introduced the first successful UV based products in the wide format market space (contributing to the company's ability to more than double its revenue in approximately three years).
- Responsible for in-house MIS group that provided computer, phone and security support to the Mac Dermid-ColorSpan division with >99% customer satisfaction rating (>225 people in the US & Europe).

PRIOR HISTORY

Previously, at **ColorSpan** as Vice President of Research & Development; at **LaserMaster Technologies**, as Vice President Quality & Manufacturing Engineering; at **Phenix Biocomposites, Inc.** as Director of Operations; at **Mitor Industries** as Vice President of Operations; at **Control Data Corporation** as Senior Component Technology/Failure Analysis Engineer; and at **Medtronic, Inc.** as Scientist. Significantly broadened operations experience implementing automated manufacturing processes and quality control systems; while negotiating purchase of transformer manufacturing line in start up business realizing a new source of revenue; creating and leading engineering group focusing on development and implementation of electronic ballasts for CFL's; addressing and resolving failure analysis directing key laboratory, and leading a corporate product Assurance Laboratory.

EDUCATION

- M.S.– emphasis Physics (8 credits remaining) – Mankato State University
- B.S.– emphasis Electronics Engineering Tech. & Computer Science – Mankato State University
- Certificate – Electronics: Instrumentation and Control – Mankato Technical College

PUBLICATIONS / PRESENTATIONS / PATENTS

- **"DEGRADED DEVICE DETECTION"**; EOS/ESD SYMPOSIUM
- **"ASIC FAILURE ANALYSIS"**; Semi-custom Microcircuits Conference
- **"L-SHELL X-RAY PRODUCTION CROSS SECTIONS OF LEAD BY PROTON BOMBARDMENT"**; Physical Review
- **"LASER HOLOGRAPHY"**; Test and Measurement World Exposition
- **"STUDY OF ADHESION FAILURES BETWEEN LAYERS OF CO-FIRED CERAMIC SHEETS"**; ASM Conference
- **US Patents Granted** – 9947029 (Media Dryer), 11704509 (Ink Jet Printer), 11249864 (Dynamic Creation of Printing Elements)