

Matthew S. Bican

3966 Forrest Circle
Apple Valley, MN 55124

Cell: 612.669.1243
Email: m.bican@aol.com

Senior Executive Summary President / CEO

Results oriented leader with a strong track record of success in turnaround and high paced organizations. Experienced in driving product, process, and customer service improvements while building partnerships with key business decision makers. Talent for proactively identifying and resolving problems – reversing negative sales trends, controlling costs, maximizing productivity, and delivering multi-million dollar profit increases.

- Sales and Marketing Leadership
- Productivity Enhancement
- Organizational Restructuring
- Budgeting & Sales Forecasting
- Profitability & Cost Analysis
- Project Management
- Turnaround Situations
- Contract Negotiations & Relations

Professional Experience

CHARTER INC., Minneapolis, MN 1999-Present
President/CEO

Lead operations and strategic direction with full responsibility for bottom line factors, including long range planning, global product management, and software. Provide fiscal, strategic and operational leadership to reduce indebtedness and improve operating results.

Notable Accomplishments:

- Led the company in a turnaround effort that took the company from near bankruptcy and declining sales to profitability (sales growth of 45% or \$55M).
- Gained approval from Board of Directors and executed capital expenditures plans of \$10 million per year with an average ROI of 2 years.
- Opened new marketing channels and established strategic alliances in Asia & Europe.
- Developed, communicated and educated Product Supply leaders and employees who redesigned and implemented an upgrade product lineup for our number one product line (70% of sales), which achieved improved customer satisfaction.
- Led a team of logistics, operational and purchasing employees who delivered 3-6% in continuous improvement cost savings programs for 4 consecutive years.

FREED TECHNOLOGIES, Stillwater, MN 1996-1999
Director of Sales, Operations

Responsible for regional and national marketing organization, including national, regional and product managers. Directed strategy, vision and execution of business operations. Oversaw staffing, strategic directives and training of national marketing teams.

Notable Accomplishments:

- Conceived innovative sales strategy that increased annual company revenue by 45%.
- Achieved 3 consecutive years of increased gross revenue and franchise growth.
- Designed and initiated start up business from planning phase to full operation.
- Solely interview and negotiated contracts with vendors to achieve operational goals and maintain profitability.

BOSS SOFTWARE, Shoreview, MN

1988-1996

National Sales Manager

Supervised 50 sales representatives involved in generating new business.

Notable Accomplishments:

- Grew sales by 35% for a \$35 million company
- Exceed sales objective in 1993, 1994 and 1995
- Increased revenue 500% from \$10 million in 1991 to more than \$35 million in 1996 due to operational and sales strategies

Regional Sales Manager

Manage business development via cold calling and maintaining existing customer base. Developed proposals and presentations and demonstrated key product features.

Notable Accomplishments:

- Increase sales by 225% in first 6 months and double market share in less than 1 year.
- Surpassed annual sales objective goals 4 consecutive years.

Education

B.A. Economics and Finance, University of Minnesota, Minneapolis
M.B.A Business Administration, Winona State University, Winona, MN