

John R. Phillips II

PRIVATE INDUSTRY AND ECONOMIC DEVELOPMENT LEADER

TOURISM ECONOMIC DEVELOPMENT HERITAGE AND RECREATION DEVELOPMENT

Highly skilled Executive with domestic and international experience, P&L management, company recruitment, operations management, and strategic planning with both start-up and growth organizations. Results-oriented, decisive leader with proven success in new market development, strategic thinking, and problem solving. Proven track record of success in economic development, private industry, tourism, and heritage programs.

CORE COMPETENCIES

- Economic Analysis
- P&L Management
- Operations Management
- State Advocacy
- Marketing Program Development and Implementation
- Strategic Business Planning
- Extensive Knowledge in Developing Tourism Marketing Programs
- Non Profit Organization Mgmt.
- Leading Staff & Volunteer Teams
- Public Speaking/Organization Representation
- Economic Development Program Development and Implementation
- Facility, Industrial Park, Brownfield remediation and Construction Management

PROFESSIONAL EXPERIENCE

OIL REGION ALLIANCE OF BUSINESS, INDUSTRY, & TOURISM
VENANGO COUNTY, PENNSYLVANIA (DECEMBER 2011-CURRENT)

President/Chief Executive Officer

Spearhead vision, strategy, and execution of company expansions to the area for job creation and investment in the area. Directly interact with the state on business issues and advocacy for the region's initiatives. Accountable for fulfilling the mission, by-laws and management of staffing, strategic directives, and training of recruitment staff. Develop and implemented strategic marketing plans, established marketing objectives, and the preparation of annual budgets. See job description.

OIL REGION ALLIANCE OF BUSINESS, INDUSTRY, & TOURISM

VENANGO COUNTY, PENNSYLVANIA

(NOVEMBER 2005-DECEMBER 2011)

Sr. Vice President of Economic Development

Supervisor, Strategic Planner, Marketing

I coordinate a team of professionals that are responsible for assisting existing companies in the region in expanding and making their operations more competitive and marketing the region to bring new expanding companies in to invest capital and employ and develop our workforce. His team also is responsible for downtown revitalization and industrial property management activities. This involves the sourcing of funds and incentives through grant programs at the Federal and State level, applying for and managing those funds.

Selected Results:

- Successfully marketed an existing 118 acre vacant industrial park and sold 108 acres for development in the course of 1 year.
- Retired \$600,000 of debt for the ORA through economic development marketing and resulting land sales.
- Significantly improved ORA owned properties both physical conditions as well as financial performance through negotiation of new leases.
- Developed and coached a team of economic development professionals in the areas of new industry development, business retention and expansion, community development, and property management and development.
- Brownfield remediation and revitalization activities

PINKERMAN & GONZALEZ PSYCHOLOGICAL ASSOCIATES, PC – HIDALGO AND

CAMERON COUNTY, TEXAS 2004

(2004-2005)

Regional Administrator

Business Administrator, Strategic Planner, Marketing

Pinkerman & Gonzalez Psychological Associates, PC is a diverse mental health practice with a staff of over 50 employees. They specialize in outpatient mental health needs of the Rio Grande Valley, Texas, which includes children, adult, geriatric, traumatic brain injury, and chronic pain patients.

I had full responsibility for bottom-line factors, including company vision, office construction and development, clinician and staff recruitment, supervision and development, long-range strategic planning, and project management. I developed and manage all referral relationships and prepare and developed all business commercial contracts.

Selected results:

- Established 3 new offices which included construction, set up, staffing, and
 - Developed new marketing campaign targeting Medical Behavioral Care, which was a totally new concept in this area of Texas.
 - Developed proposals which lead to new state funded contracts lucrative to the organization
 - Developed and managed new internship program with The University of Texas for their Psychological Masters Program
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ENCANTO SNACK PRODUCTS, LTD. – HARLINGEN, TEXAS

(2002-2004)

Executive Vice-President/COO

Served as the United States Executive Vice-President and COO of \$25 million international snack Food Company

Encanto Snack Products, Ltd. is a Mexican snack food company that produces and distributes Mexican salty snacks all over Northern Mexico. I was recruited to help start-up the United States operation. I had full responsibility for overseeing the design and construction of a 43,000 sq. ft state of art food processing plant reporting directly to the President and CEO. I was responsible for overseeing the purchase and installation of the latest food manufacturing equipment from the U.S., Japan, Holland, and Austria. I was responsible for all operations for the production of potato and corn chips. I oversaw the development of all policies, staff, and fiscal responsibility. I provided cross-functional management directed 2 Vice Presidents, 2 Regional Managers; and general oversight of 47 employees.

Selected results:

- Established the company from start-up and assisted in leading it to a strong and sustained bottom-line profitability within the first 3 quarters.
- Developed relations with all raw material suppliers, which included negotiating all contracts and future prices and transportation contracts.
- Introduced process improvements that maximized our per unit profit by decreasing production costs.
- Assisted the President in launching production and sale of new products with first year annual sales projected at \$3.5 million and \$12.0 million by the second year.

MISSION ECONOMIC DEVELOPMENT AUTHORITY – MISSION, TEXAS

(2001-2002)

Executive Vice-President

Served as Executive Vice-President of a Not-for-profit Development Corporation serving the City of Mission, Texas.

Reported directly to the President and CEO. Spearheaded vision, strategy, and execution of company expansions to the area for job creation and investment in the area. Accountable for staffing, strategic directives, and training of recruitment staff. Developed and implemented strategic marketing plans, established marketing objectives, and prepared annual budgets.

Selected results:

- Recruited companies to increase investment and job opportunities in Mission, Texas.
- Assisted the President in creating a new branding campaign that positioned Mission as the new gateway to Mexico.
- Managed the development of an industrial park, including infrastructure negotiation and supervision, as well as recruitment activities.
- Economic Analysis of prospective companies to ensure the best ROI for the community.
- Managed a marketing and finance staff.
- Developed a retention program for local businesses.
- Educated the Mission, Texas community on Economic Development at public speaking engagements.

Was part of a team that attracted a T-Mobile call center. T-Mobile located into a 75,000 sq. ft. facility that employs well over 1,000 employees.

HARLINGEN AREA CHAMBER OF COMMERCE – HARLINGEN, TEXAS

(1998-2001)

Manager of Local Industry Development

Served as Manager of Local Industry for the Harlingen Area Chamber of Commerce.

Directed Local Industry retention and expansion efforts. Assisted the Director of Economic Development in vision, strategy, and execution of company expansions to the area for job creation and investment in the area. Accountable for the development of new programs that boosted the image of Economic Development for local industry, not just for new industry.

Selected results:

- Created programs and negotiated incentives to assist local industry to expand and stay in the area.
 - Extensive Experience in the development of a Manufacturers Association to join the manufacturing community together to act as one voice in government relations, group purchases to reduce costs, skilled labor recruitment, joint marketing. This included the development of a 501C corporation, by-laws, officer elections, and general management of the organization.
 - Developed a Home Office Company Calls Program that organized trips to home offices of major employers in the area by myself and elected officials to increase awareness that the community took an active role in the retention and expansion of that company. Companies such as Lockheed Martin and Gibbs Texas actually expanded as a result of those efforts.
 - Assisted the Director of Economic Development in new industry expansion efforts. This included economic analysis, recruitment, and negotiation of incentives and staff management.
 - Helped in the development of yearly budgets, of all departments with the Director.
 - Analyzed company financial data and developed and packaged financial incentive offers to companies. Assisted in the negotiation of multi-million dollar deals.
 - Was in charge of the department whenever the Director of Economic Development was out of the office.
 - Handled an average of 15-25 local industry projects and assisted with anywhere from 25-50 new industry projects with the Director. This equated to a new or local company arriving or expanding with press coverage once per month.
 - Developed business seminar series for small businesses in the community on Marketing, Accounting and Finance, Finding and Keeping Good Employees, Technology Development, Dale Carnegie Partnership, and Business Ethics.
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EDUCATION

Studied Bachelor of Arts in Economics (BA)

Minor in Entrepreneurship

University of Texas

Graduate of the Dale Carnegie Training Course

CeCD-Economic Development Certification

VOLUNTEER

GROVE CITY/FRANKLIN YMCA BOARD OF DIRECTORS (2010-PRESENT)

GALAXY FEDERAL CREDIT UNION BOARD MEMBER (2006-2012)-BONDED

AVIATION ADVISORY COMMITTEE FOR THE STATE OF PA (2006-2009)-GOVERNOR APPOINTMENT

Venango Training & Development Center Board Member (2006-2009) (2014-Present)

Intermediate Unit 6-Board of Directors/Treasurer (2014-2018)-Bonded

Allegheny Chapter of the Red Cross Board of Directors (2011-Present)

Franklin Area School District Board of Directors (Elected 2014-2018)

Venango College of Clarion University Advisory Council (2015)

Conventional Oil and Gas Industry State Advisory Board (2017-Present) Governor Appointment
