

PAUL D. WELHOUSE

EDUCATION	MARQUETTE UNIVERSITY Master of Science in Engineering Management Degree, August 1996 <u>Majors:</u> management, strategy, technology and innovation. <u>Minors:</u> organizational development and marketing.	Milwaukee, WI
	MILWAUKEE SCHOOL OF ENGINEERING Bachelor Of Science Degree in Industrial Engineering, May 1988 Developed product and process flow systems for Milwaukee Frame Company. Kaukauna athletic association scholarship recipient. College tutor with education 90% self funded.	Milwaukee, WI
	AMERICAN SOCIETY FOR QUALITY CONTROL Certified Quality Engineer, June 1993, re-certified 1996, 1999.	Milwaukee, WI
	UNIVERSITY OF WISCONSIN MILWAUKEE Certification In Supervisory Management, April 1996.	Milwaukee, WI
	NATIONAL ASSOCIATION OF HOME BUILDERS & AARP Certified Aging-In-Place-Specialist (CAPS), February, 2004	Milwaukee, WI
EXPERIENCE	JEROME WELHOUSE & SON CONST. CO., LLC <i>Owner (Welhouse Construction Services, LLC)</i> <ul style="list-style-type: none">Responsible for all phases of the business.	Kaukauna, WI
June 2003		
Aug 2001	Supervisor / Laborer <ul style="list-style-type: none">Responsible for efficient running of jobs, material allocation and bidding.Developed Safety manuals, business policies and practices for the company.On-the-job laborer for all phases of every project.	
	ENGMAN-TAYLOR COMPANY, INCORPORATED Director, Quality Improvements <ul style="list-style-type: none">Responsible for ISO Implementation and Certification for the corporation.Developed new quality initiatives and systems to further strengthen ETCO's offerings.Lead customer and internal continuous improvement, lean, and value streaming teams.	Appleton, WI
Sept. 2000		
1999 – 2000	General Sales Manager <ul style="list-style-type: none">Evaluation of resource constraints and needs of the ETA office and delegation of the hiring and negotiation with all employees with input as needed.Responsible for the ETA office involvement in the reorganization of three major MRO contracts Beloit, Now Valmet Neenah, Harley-Davidson, WI and Svedala, WI.Negotiated and implemented an Integrated Supply Contract with Ansul Incorporated, a Tyco International Company.Responsible for the entire Appleton operation which consists of 5 out side sales people, 6 inside sales people, 4 warehouse people and 3 product specialists.Facilitate interaction with the entire ETCO organization.Establish and up hold policies and procedures.Lead, develop and implement new business ventures.	
1998 – 1999	Sales Manager <ul style="list-style-type: none">Responsible for five (5) outside sales people and their accounts with the general running/overseeing of the Appleton Office.	

- 1996 – 1998 **HARLEY-DAVIDSON MOTOR COMPANY** Milwaukee, WI
Senior Product / Resident Engineer
- Facilitator of test, development, manufacturing, assembly, vendors/suppliers, toolroom, engineering, service
 - Developed Powertrain Operations quality systems profile as well as floor systems measurement.
 - Extensive dealer and customer interaction through demos, service and warranty resolution. Certified ISO9000 internal auditor.
 - Developed, implemented and lead Resident Engineering best practice circle.
 - Chair/Lead Powertrain Operations cosmetic committee and Corporate cosmetic committee.
- 1994 – 1996 **Production Supervisor / Work Group Advisor**
- Lead / managed 26 people daily while directing 70 people across 3 shifts (21 cells). On several occasions managed the entire transmission product plant.
 - Implemented the supermarket and EDI systems in the Transmission product plant.
 - Continuous integration with parts and accessories, toolroom and design engineering.
 - Certified instructor for the Harley-Davidson partnership education program.
 - Implemented 4 work groups which involved outsourcing of most of these components.
 - Co-chair Transmission plant safety/TPM committee and member of the safety steering committee. Partnering trainer – over 200 hourly and salaried.
 - Interview committee for hourly as well as extensive salary interviewing.
- 1992 – 1994 **Quality Engineer**
- Helped implement Quality Engineering Best Practice Circle.
 - Presented measures at the corporate quality review sessions.
 - Re-energized east side quality through consultants and confrontational discussions.
 - Developed, implemented and taught SOC/SPC at the cell level as well as factory wide.
 - Chaired noise improvement committee which instituted the best ever recorded noise percent acceptance rates for the FL and XL engines at Harley-Davidson.
- 1990 – 1992 **OUTBOARD MARINE CORPORATION** Waukegan, IL
Die Cast, Manufacturing, Assembly and Corporate Facilitation
Senior Quality Engineer / Inspection Supervisor
- Lead / managed 6 inspectors covering audit, floor and layout (CMM).
 - Implemented continuous improvement teams throughout the die cast facility.
 - Assisted in the planning and start-up of a new OMC production facility.
- 1989 – 1990 **Quality Engineer**
- Instituted new measurement philosophy utilizing CMM technology and computerized SPC techniques and systems.
 - Lead continuous improvement efforts utilizing DOE resulting in 250K savings in 1989 and 150K in 1990.
- 1988 – 1989 **OMC Corporate Test and Development** Waukegan, IL
Quality Technician
- Assisted in the development of a new state-of-the-art drag finishing process.
 - Resolved V-6 piston manufacturing and seizure problems.
 - CMM programming and print procurement.
- 1978 – 1988 **JEROME WELHOUSE AND SON CONSTRUCTION COMPANY** Kaukauna, WI
- Assisted in the development, planning and construction of over 40 new homes.
- OTHER DATA Extensive process improvement training including SPC, Taguchi, Yates and Design of Experiments (DOE). Attended Dale Carnegie and Steven Covey workshops and have continued utilizing these techniques on a daily basis. Volunteer for several Harley-Davidson functions. Attended numerous seminars and workshops over the past 13 years to stay current in many areas such as leadership, supervision, quality, productivity and technology.