

**THOMAS W. LUSK, Ph.D., CVA**

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**SUMMARY OF QUALIFICATIONS**

A demonstrated executive leader that identifies the root cause of challenges from a high vantage point, formulates creative solutions and perseveres to implement strategies that result in increased organizational value. Effective at developing, implementing and leading teams of engaged members in the critical initiatives that manage risk, create opportunities and change the organization’s long term trajectory. A passionate leader that infuses an understanding of global economics and its influence in the achievement of the corporate vision, the owner’s goals and successful transitions. I have been successful in redesigning organizational structures to support and achieve complex strategies. I am committed to achieving the goals of the owner and the organization. I have a proven track record of addressing complex problems with creative strategies and solutions.

**EDUCATION / CERTIFICATIONS**

**Doctor of Philosophy (Ph.D.) – Organization & Management** Capella University – Minneapolis, MN

*Dissertation Topic: Lean Manufacturing in a Job Shop Environment*

**Master in Business Administration** – Duquesne University of the Holy Spirit – Pittsburgh, PA

**Bachelor of Arts – Economics**, University of Pittsburgh – Johnston, PA

**Certified Valuation Analyst (CVA)** - National Association of Certified Valuators and Analysts (#0991145: Active)

**Certified Purchasing Manager** - Institute for Supply Management (1996-2015: Currently Inactive)

**Certificate of Completion NACVA** – Exit Planning Interactive Knowledge Checks – 15 hours 2017

**PROFESSIONAL EXPERIENCE**

**Second Peak, LLC, Exit Planners and Specialty Consultants** **Present**  
Principle specializing in the development and implementation of strategies that facilitate successful transitions.

**The McQuillan Group, LLC, Certified Public Accounts and Business Advisers** **Present**  
Senior Consultant specializing in business valuations and strategy.

**The Western Pennsylvania Chapter of the National Association of Certified Valuation Analyst** **Present**  
Chapter President

**Global Manufacturer of Mould Equipment to the Glass Container Industry** **2007 – January 2017**

A privately owned group of global manufacturers producing both mould equipment used in the production of glass containers and foundries producing commercial castings used in a variety of industries.

**Chief Operations Officer (2011-January 2017) / Interim Chief Financial Officer (2011 – Summer 2015)**

**Executive Committee Member (2007 – January 2017):** Served on the Executive Committee as an outside advisor (2007-2011)

Responsible for directing the activities of 970 employees and a key management team of 20 in 8 individual companies on 4 continents. Accountabilities include operations, sales and marketing, finance and human resources. Managed all company initiatives related to pricing, marketing, customer service, quality, strategy development, sales management, risk management, cash flow (interim period) and supply chain management. Developed and lead the company’s research and development projects. Full profit and loss responsibility.

**McCroy & McDowell, LLC** - Certified Public Accountants and Advisors, Pittsburgh, PA **2007 - 2011**

A regional certified public accounting and consulting firm with 17 principals and 75 professionals specializing in manufacturing, construction, non-profit and healthcare consulting. The firm is now a part of Baker Tilly.

**Principal / Shareholder/ Director of Consulting Services**

Led the firm's Consulting Division, created an operating model focusing on analytics for clients desiring to maximize their organizational value.

**Regional Accounting Firm** - Certified Public Accountants and Advisors , Johnstown, PA & Pittsburgh, PA **2001 - 2007**  
**Director of Consulting Services / Shareholder** (2006 – 2007)

Responsible for strategic planning, valuations, executive coaching and client organizational turnarounds.

**Chief Operating Officer (2001) / Chief Operating Officer and Shareholder (2001 – 2005)**

Responsible for the day to day operations and profitability of the firm. The firm doubled in size during this period.

**Regional Metal Fabrication Company** – Johnstown, PA and Baltimore, MD **1996 - 2001**

(A steel fabrication company serving original equipment manufacturers. The company operated sister organizations in the petroleum storage/ transmission and powder coating industries.)

**President / Partner/Chief Operating Officer (1999 – 2001)**

Held total management responsibilities for 3 operating companies comprised of 325 employees and over 500,000 sq. ft. of production space. Accountable for profit and loss, strategic planning, operations, finance, sales and marketing, human resources and information systems.

**Partner / Vice President / Laurel Automated Painting Division** (2000 – 2001)

Co-founder. Responsible for the start-up of an affiliate company from conception to operation.

**Senior Vice President / General Manager** (1998 – 1999)

Responsible for the sales, marketing and operating functions of the combined group.

**Vice-President of Sales** (1996-1997)

Responsible for the sales and marketing initiatives of the combined organization's companies which resulted in significant growth in the original equipment manufacturing market.

**Cambridge Lee Industries** - Reading, PA **1992 - 1996**

(A nonferrous metal service center providing copper, brass and stainless products to customers in the US and Europe. countries.)

**Assistant Regional Manager / Industrial Metals Division/ Chicago Region** (1993 – 1996)

**General Manager – Pittsburgh Plant** (1992 – 1993)

(1981-1992) Positions include sales, inventory & management roles at Joseph T. Ryerson and Sons and US Metalsource.

### **ADDITIONAL PROFESSIONAL EXPERIENCE (ACADEMIC)**

**University of Phoenix / Graduate School of Business** – Pittsburgh Campus **2001 - 2011**

**Area Chair / Lead Faculty - Graduate School of Business** (2004 -2008)

Responsible to aid and train instructors in facilitating skills and classroom techniques. Courses: Strategic Planning, Operations Management, Project Management, Strategic Development/Implementation(capstone)

**Member / UOP Masters of Business Administration National Graduate School Curriculum Council** (2007 - 2008)

(A national board charged with overseeing the redesign of the graduate business curriculum.

**Faculty / Graduate School of Business** (2001 – 2003)

**Mount Aloysius College / Undergraduate School of Business** – Cresson, PA **1990-1997**

**Adjunct Faculty** Courses: Economics and Advertising

### **PUBLICATIONS / PRESENTATIONS**

Lusk, Thomas W. (2014), *Purposeful Human Action: Understanding How to Create, Unlock, and Enhance an Organization's Value: A Workbook for the Strategic Thinker and Those Who Wish to Become One* (Self Published).

Lusk T., Sheridan S., Welsh M. (2009). *Navigating Through Turbulent Times: An Analysis of How the Southwestern Pennsylvania Not for Profit Human Services Sector is Influenced by the Economic Environment*. Forbes Fund, Pittsburgh.

Lusk, Thomas W. (2004). *A Measurement of the Implementation of Lean Production in the Industrial Furnace and Oven Original Equipment Manufacturing Industry: A Case Study*. Ann Arbor, MI: Pro Quest Information and Learning Co.

## **COMMUNITY SERVICE**

**President Northeast Region Area 4 of the Boy Scouts of America (Present – May 2019)**

**Executive Board Northeast Region of the Boy Scouts of America (Current)**

**Laurel Highlands Council of the Boy Scouts of America (2011- Present)  
Co-Founder, Vice President of Operations, Executive Board Member, Budget Chairperson**

**Penn's Wood Council of the Boy Scouts of America (2003 – 2011)  
President , Vice President, Executive Board**

**Sexual Assault Response Team of Alleghany County (2007-2010)  
Board Member, Treasurer, Financial Advisor**

**Cambria County Community Action Committee (Head Start & WIC) (1994 – 2003)  
Advisory Board, Board Member**

**Cambria County Habitat for Humanity (1991 – 1996)  
Co-Founder, President, Board Member**

## **AWARDS**

**Power Partner Award (Duke Energy) 2012**

**Silver Beaver Award (Penn's Woods Council of the Boy Scouts of America) 2011**

***Outstanding Faculty of the Year* (University of Phoenix, Pittsburgh Campus) (2007)**

***James E. West Award* (Penn's Woods Council of the Boy Scouts of America) (2007)**

***Heritage Society Member* (Penn's Woods Council of the Boy Scouts of America) (2007)**

***Book of Golden Deeds Award* (Johnstown Exchange Club) (1996)**

***Service Award* (Habitat for Humanity of Cambria County) (1996)**

**Personal: Married, Father of 3 Grown Children, 57 Years Old**