

# Karl R. Zimmer III

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## Chief Executive Officer / President

**P & L / Organizational Development / Operations / Acquisition / Process Improvement  
Cost Reduction / Strategic Planning / Team Building / Performance Improvement / Startup**

Opened new markets, led successful acquisition, launched highly successful startup, built outstanding management teams and exceeded stockholders' expectations at \$50M **Zimmer Paper Products (ZPP)**. Earned increasingly challenging assignments through performance and ability. Implemented strategic plans that improved bottom line. Mastered techniques for developing employees from entry level to front office management.

- **Increased revenues 60% and operating profit 100% through successful acquisition at ZPP.**
- **Restructured levels of management at ZPP, enabling 20% productivity increase.**
- **Introduced world-class hiring and retention best practices for client Anthem Connecticut.**

**Key skills:** Proven record of success. Successful and prudent risk taker. Seasoned competitor. Results oriented. Exceptional people skills. Get things done. High achiever. Articulate leader. Strong oral and written communication. Outstanding team player. Self-motivated. High energy person. Action oriented. Lead by example. Set priorities.

### Professional Achievements

**Increased revenues 60% and operating profit 100% through successful acquisition at ZPP.** Presented with opportunity to acquire primary flexible packaging competitor. Led acquisition process from exploration, through due diligence, to successful closing. Completed complex vertical integration of the two companies. Elected CEO by Board of Directors of newly formed company as result of successfully leading acquisition.

**Restructured levels of management at ZPP, enabling 20% productivity increase.** Eliminated two levels of management and instituted direct, hands-on approach to managing operations within vigorously competitive market. Implemented collaborative style of problem solving by permitting lower level managers to make selective critical operational decisions. Increased productivity and decreased in-process defect rates by 20%.

**Introduced world-class hiring and retention best practices for client Anthem Connecticut.** Organizational development professionals at Anthem Connecticut encountered hiring and retention problems. As an Executive Consultant, identified and provided workable solutions. Profiled weaknesses in company policies and procedures. Provided changes that reflected corporate philosophy and need for employees to feel part of the company as foundation for increased employee performance and retention.

### Career History

**CEO, Karl R. Zimmer III Incorporated & Zimmer Advisory Group International Inc., 2000 – Present.** Created unique consulting service to assist businesses to increase profitability and shareholder value. Coach executives to create and sustain environment of mutual support and cooperation, improving employee loyalty and customer satisfaction.

**CEO, Executive Limousines Indianapolis, LLC, 1998 – 2000.** Startup executive transportation company. Developed niche market for transporting executives and professionals. Clients ranged from business owners to Fortune 500 executives. Built successful business, turning profit in five months.

**President and CEO, Zimmer Custom Made Packaging, 1994 – 1997.** \$50M manufacturer of flexible packaging and pressure sensitive materials. Accepted challenge to lead critical startup. Reduced processing time and labor costs 50% on coating application, saving \$750K annually. Built outstanding senior management team that consistently expanded bottom line.

**ZPP Incorporated, \$30M manufacturer of flexible packaging and pressure sensitive materials.**

**President and COO, 1988 – 1994.** Acquired leading competitor, resulting in significant production capacity increase. Created corporate culture that supported highly successful implementation of Total Quality Control and Statistical Process Control.

**Executive VP and COO, 1986 – 1988.** Reduced management levels for clearer decision making while increasing overall productivity. Improved quality and productivity by installing new printing and coating equipment and processes. Established clear and concise supervisory practices, resulting in 25% productivity improvement. Reduced labor grievances 75%.

**Early Career:** Vice President – Operations, Product Manager, ZPP Incorporated.