

## Associate Biographies



**R. Jack Justilian** has sixteen years of experience working with electrical manufacturers in sales and marketing. He has thirty-three years of experience working with electrical distributors in marketing, sales, and management. Jack has experience leading industrial, commercial, and residential electrical wholesale distributors. Jack has lead two electrical wholesalers in major turnarounds.

- **Turnarounds:** Grew sales from \$6 million to \$40 million per year while growing pre-tax profits as a percent of sales from negative to positive 4.1%.

Grew annual sales from \$ 75 million to \$93 million, while maintaining same employee head count! He grew pre-tax profit as a percent of sales from 0.9% to 3.15%. Increased net worth by \$ 3 million in five years!

- **Marketing:** Developed marketing monthly email newsletter, quarterly magazine, and monthly promotions – all paid using coop funds. Developed multifaceted, customer guarantee, marketing program.

- **Operations:** Achieved ISO 9002 in one year and developed warehouse, office facilities and systems, to handle growth while increasing efficiencies.

Installed new inside sales and management bonus program tied to departmental Profit & Loss statements.

Jack can be reached through Allen Ray Associates (817-704-0068) or (713-398-7837-Cell) or [JACKJUSTILIAN@aol.com](mailto:JACKJUSTILIAN@aol.com)