

Kelly, Nathan

From: Planning Dept
Sent: Monday, August 23, 2010 9:34 AM
To: Kelly, Nathan
Subject: FW: Entrepreneur in residence
Attachments: Tim.resume 2010.Aug. 2010.doc; ISG capabilities Aug. 2010.ppt
Categories: EIR Response

From: Tim Morgan [mailto: [REDACTED]]
Sent: Tuesday, August 17, 2010 12:46 PM
To: Planning Dept
Subject: Entrepreneur in residence

Dear Planning and development department,

I currently own a business in Cleveland, Ohio and have experienced a slow down due to two of our major clients canceling projects we were working on. I am looking to use my vast experience in commercializing products and working with 3rd party factories on a consulting basis.

I think this Entrepreneur in residence would be a good fit with my skills and would be a valuable tool to the Lakewood residents. While I do not live in Lakewood, I am familiar with the area and understand the unique characteristics that make Lakewood such a great place to live and work. I have attached my resume as well as a PowerPoint that outlines some of the strengths in my company.

My goal is to keep my company going during this downturn and continue work on some of the long term projects I am involved with that will not generate income for a few more years.

I would be happy to provide you with a list of references and case studies of projects I have been involved with in the past. We have provided services to a few large customers as well as many start-ups.

If there is any additional information required please feel free to contact me by phone or e-mail.

Best regards,
Tim Morgan

Tim Morgan
International Sourcing Group &
Degree of Shade

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TIMOTHY MORGAN

[REDACTED]
Cleveland, Ohio 44128
[REDACTED]
[REDACTED]

SUMMARY: Serial entrepreneur involved in multiple start-up companies as owner and founding partner.

Skills include:

- Product commercialization.
- Strategy and planning
- Working with 3rd party vendors domestically and internationally
- Sourcing high quality best cost products
- Extensive knowledge of working internationally having lived and worked in Europe and Asia

EXPERIENCE:

2001-present

INTERNATIONAL SOURCING GROUP (ISG)

Founder and Owner

Apply marketing and business strategy skills to products ranging in maturity from early concept to launch ready

- Created and sourced a line of optical accessories that we sell to the largest optical retailer in the world. There are over 12 patented products in the line.
- Partnered with an inventor to take a product called Good Vibrations from concept to reality to help kids with attention issues in the classroom.
- Consult to Kimberly-Clark and Energizer Holdings.
- Long-term sourcing agreement with Wall Street Journal Wine of the Month Club.
- Founder and part owner of High Gear, an outdoor equipment company focused on price point digital equipment. The company had the license for all New Balance digital products. High Gear was sold to Implus in 2009.
- Currently work with a number of start-up companies helping to commercialize new product ideas.

1999-2000

Croakies - Jackson Hole, Wyoming

Product manager for Daggers Sunglasses

- Created a line of mid-priced sunglasses to leverage and grow Croakies existing sales channels. Sourced all components and finished products for the glasses from four countries.
- Managed 20 independent sales representatives and ten international distributors.
- Managed all promotions, advertising and ten trade shows a year.

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1997-1999

NIKE Inc. – Portland, Oregon

Director of Production Equipment Division

- Sourced best in class components and fished goods for Optical group and Timing division.
- Worked with the designers to take their concepts through the production phases to make a finished product.
- Managed logistics and communication between NIKE corporate, the factories and the NIKE affiliates around the globe.

1991-1995

LA GEAR – Hong Kong

Special projects and costing

- Worked with 3rd party factories to ensure that they were properly producing products that lived up to the brands image.
- Traveled extensively throughout Asia working with partners in China, Taiwan, South Korea and The Philippines. Lived in Jakarta, Indonesia to execute and extended project.
- Managed a standardized leather program which required all vendors to purchase their leather from one source to improve quality and reduce costs.

1990-1991

International Education Services – Osaka, Japan

English as a second language instructor

- Taught English and Business etiquette to Japanese business people who were dealing in International trade. Customers included Kawasaki Heavy Industries, Daimaru Department stores, and Sakura Bank.
- Traveled extensively throughout the Kansai region of Japan teaching at different client locations.

EDUCATION:

Case Western Reserve – Weatherhead School of Business


Master of Business Administration, 1997

Erasmus University – Rotterdam, The Netherlands Fall 1996

Lake Forest College

BA, Political Science, 1990

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International Sourcing Group Ltd.

Capabilities Overview : 2010

ISG In brief

- OPERATIONAL, SALES AND MARKETING IN Cleveland
- R&D Office in Portland, Oregon (ROAD)
- FACTORY LIAISON, QC, IAP INSPECTION IS - in Hong Kong / China
- Network of designers, suppliers, and factories throughout the world
- Several strategic product development partnerships including Highgear, DF Consumer Products, New Balance Shoes, Behavioral Therapeutics
- Diversified revenue stream and customer base resulting in consistent sales growth year after year





Tim Morgan

Tim is the founder and managing partner of two complementary firms, International Sourcing Group (ISG) and Degree of Shock (DOS). He created the companies in 2000 to address an unmet market niche need with particular expertise in international sourcing. ISG leads the entire process of taking a product from the idea stage to the retail shelf which includes conceptual development, product design, manufacturing, importing, legal, logistics, sales and distribution.

Tim has been involved in 3rd party sourcing for 15 years. He lived and worked in Asia for 5 years, after receiving an MBA in Logistics. Tim worked with NKE as factory air production, followed by Nike Training and Nike Eyewear.

Tim is also the founder and first owner of Highgear Inc., a company which specializes in digital navigational products geared for the outdoor market, and Bahia Aerial Therapeutics. Tim earned a BA from Lake Forest College and an MBA from Case Western Reserve University.



Gene Yanku

Gene is an avid spruener experienced in juggling design, brand, business and product strategy, resulting in innovative, world-class products.

He is currently a partner at Highgear Inc., an outdoor electronics company founded in 2000 with Tim Morgan. Gene manages all product development from conception to market launch.

Prior to joining Highgear, Gene was one of the original team members in Nike's Training group. In addition to product design and development, he was involved with sourcing and manufacturing. This division went from startup to \$50M in revenue in under 3 years.

His Nike experience also includes Nike Explore, an Advance Concept group with Nike, charged with exploring product opportunities beyond current Nike lines and categories. Gene earned a BS in Product Design from San Jose State University, CA.

Worldwide Product Sourcing

- Combination of direct from factory sourcing and local in-country (Aids and Inks), ensures high quality/low cost goods and personal, responsive service.
- Retailers and customers served include: Target, Wal-Mart, REI, L.L. Bean, Eddie Bauer, Cabela's, Sunglass Hut, Four Seasons Wine, and Energizer.



Custom Product Design & Development

- Ability to assemble a stand, yet break-class team, producing innovative products, often with compressed timelines and tight budgets.
- Valid experience to develop and deliver a product idea from a concept to mass production.
- World-class expertise of packaging requirements and design.
- Valid working knowledge of User Interface and User Guides.
- Products range from simple (water clips) to complex (Active Technology, Good Vibrations and Laptop computers, Micro Star Electronics)




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Product Manufacturing

- Both Tim and Gene lived and worked in Asia, developing close relationships with vendors. In the process acquiring thorough understanding of Asian manufacturing and its processes.
- First tier factories: Because of the close and long-term relationships, ISG is able to secure best factories in South Asia for electronics and outdoor products. All factories that ISG is working with are fully turn-key, fully integrated with skilled engineering staff and manufacturing engineers. Additionally, almost all factories own their tool-making facilities, resulting in tighter control and faster turn-around.
- Once established to and manufacture very recognizable brands, all factories have passed labor compliance inspections.
- Inspections and Product QC are performed both internally by the factories and ISG, using independent product testing labs.

ISG

International Sourcing Group Ltd.

Product Commercialization

- Long-term, multi-year engagements that start with an idea (and often a novice inventor or scientist) and eventually create a viable product that is simultaneously groundswell and grounded in reality.
- The entire process controlled to tightly manage all from development to mass production.
- Frequent travel to Asia for face-to-face meetings facilitates greater response and attention to detail as well as timely deliveries.
- Currently working on confidential products in several categories including clean technology, optical safety, classroom behavior management, and medical devices.
- ISG is also developing relationships with Dayton University Micro Lab and Kent State laboratory for photovoltaic efficiency testing.

ISG

International Sourcing Group Ltd.

Contact

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