

# JOHN P. BRENNAN

◆ C: 774.452.6559 ◆ [linkedin.com/in/johnpaulbrennan6731](https://www.linkedin.com/in/johnpaulbrennan6731) ◆ [johnpaulbrennan@hotmail.com](mailto:johnpaulbrennan@hotmail.com)

---

## SENIOR MANAGEMENT EXECUTIVE

Human Resources ◆ Strategic Planning ◆ Lean ◆ Manufacturing  
International ◆ Mergers & Acquisitions / Integration

---

Versatile senior executive with strong track record in both long-term strategic planning and business implementation. Has made a substantial impact upon the decisions made to drive the business to sustained profitability during both challenging and robust economic times.

Effective business partner, team player, and approachable leader who focuses on strategic and tactical human resource issues. Strong business acumen, excellent judge of talent, with understanding how to create strong cultures and productive work environments. Extensive experience in domestic and international acquisition integration from the perspective of the buyer, the seller, and the acquired organization.

---

## CORE COMPETENCIES

---

- Administrative Services Management
- Budgeting & Forecasting
- Collective Bargaining
- Human Resources
- International Mergers & Acquisition
- Post-Sale Integration
- Strategic Planning
- Talent Management

---

## PROFESSIONAL BACKGROUND

---

DRESSER-RAND (acquired Tuthill Energy Systems), Millbury, MA **2005 – 2009**  
\$2.5 billion NYSE traded company supplying rotating equipment solutions to the worldwide oil, gas, petrochemical, and process industries.

Steam Turbine Business Unit – \$550M, locations in Iowa, Massachusetts, New York, Germany, France, UK & Brazil

**Director, Human Resources – highly, matrix, shared services model**

HR Business Partner supporting Global Steam Turbine Business Unit, Global Finance & Sales. Key member of Integration Office responsible for developing \$10M post-sale synergies and managing successful integration into Dresser-Rand resulting in the President's Award in 2006.

Global M&A lead responsible for HR, Communications, IT, and governance functions throughout the M&A cycle including integration. Business Acumen author and instructor for the M&A module for the internal Dresser-Rand "MBA" curriculum.

Wrote Corporate HR Long Range Plans, Corporate Recognition Program, developed training and development plan to support sales succession planning, and retention, extensive recruiting experience through the executive ranks.

---

TUTHILL ENERGY SYSTEMS, Millbury, MA **1984 – 2005**  
Global \$90M steam turbine company with manufacturing plants in Massachusetts, Iowa and Germany

<b>Vice President, Resource Planning</b>	2002 – 2005
<b>Director, Resource Planning</b>	1994 – 2002
<b>Manager, Administrative Services</b>	1992 – 1994
<b>Risk, Benefits &amp; Tax Manager</b>	1989 – 1992
<b>Risk Analyst, Risk Manager</b>	1984 – 1989

Functioned as chief of staff for President, dealing with multiple global locations, with focus on strategic planning and cultural integration. Managed all aspects of human resources, including recruiting, retention, training, compensation and benefits, collective bargaining contracts, corporate policies, & establishing organizational values domestically and internationally.

---

TUTHILL ENERGY SYSTEMS (Continued)

**Collective Bargaining:** Successfully led negotiating team in two union negotiations, and participated in five successful collective bargaining agreements. Persuaded union to allow the Company to set healthcare plans design and employee contributions for the union.

**Healthcare:** Negotiated healthcare renewals over a 12-year period that maintained a lower cost per employee compared to the corporate parent's healthcare plan.

**Staffing:** Reconfigured evaluation program, and achieved very low staff turnover during two periods when Company was for sale, and during down economic times.

**Cost Containment:** Removed \$5M of overhead and changed business processes when market was down, allowing company to be profitable when market recovered.

**Training Programs:** Authored training grant proposal that resulted in \$224,746 award from the Massachusetts Workforce Training Fund in 2005. Funds were used for training in lean manufacturing, leadership, Solidworks, ATEX, and various engineering courses.

**Mergers / Acquisitions:** Key member of management team which bought, opened and closed companies in Kuala Lumpur, Singapore, Germany, Illinois, and Texas.

**Company Turn-around:** Purchased German turbine company with virtually no systems in place. Re-staffed, and managed operation for successful turn-around.

**Due Diligence:** Integral part of management team which developed Confidential Memorandum for potential buyers. Participated in over 20 management presentations to buyers.

**Post-Acquisition Integration:** Key member of Program Office responsible for developing \$10M post-sale synergies and managing integration into Dresser-Rand in 2005.

**Sales / ROA:** Developed 5-year business plan as member of senior leadership team to grow sales 21% over 5 years, and raise ROA from 8.5% to 20%. Made regular visits to manufacturing sites to keep focus on business goals. In 3 years, sales grew 20% and ROA increased to 22%.

**Strategic Planning:** Key player in decision to invest in R&D during down market while laying off employees and cutting expenses. Five years later that decision paid large dividends, allowing company to increase market share. Key factor in company being sold to largest competitor.

**Technology:** Negotiated contract with R&D house for new breakthrough compressor technology. Managed software selection for sizing and selecting steam turbines.

**Tax Filings:** Managed the Company's federal and State tax filings, successfully discovering an error from prior returns which resulted in a refund of \$250k.

---

**EDUCATION**

---

**Providence College**, Providence, RI  
Bachelor of Science, Economics and Business Management  
Associate of Risk Management (ARM)