

Mike Fritsch

Sales/Operations Executive, President & Chief Operating Officer, Confoe Inc.

Michael.Fritsch@confoe.com

Summary

Michael Fritsch (michael.fritsch@confoe.com) www.confoe.com

Over 25 years of experience in leading large and emerging high technology businesses and organizations across multiple functions. Proven results in growing profitable P&L businesses on a global basis. Broad experience in developing, marketing, selling and delivering new products. Extensive business experience across North America, Asia and Europe. Able to bring structure, results, and revenue to start-up ventures. Expert in building business strategy and governance structures. Proven leadership in alliances, joint ventures, and multi-company projects.

Has appeared in numerous publications including Renewable Energy World, Profit Magazine, the Philadelphia Inquirer, Tacoma News Tribune, Advanced for Medical Laboratory Professionals, Apartment Finance Today, Quick and Simple Magazine, and Counselor Magazine. Has appeared in online publications including AOL Research & Learn, Fast Company, the SHRM Consultants Forum, and BlackTable.com.

Speaking appearances include KLBJ 590AM NewsRadio, Field Service 2007, AFSMI Austin, Interphex2006, the Joint Service Academy Network of Austin, the Round Rock Job Club, the West Point Society of Central Texas, Hire Austin, and the DBM Executive Forum.

Specialties

Strategic Planning, Strategic Alignment, Improving Profitability and ROI, Training and Development, Certification, Program and Project Management, Logistics, Reverse Logistics, New Ventures. Rapid Business Growth, Solar and Semiconductor experience

Experience

President & Chief Operating Officer at Confoe Inc.

March 2007 - Present (1 year)

About Confoe:

Confoe provides a secure, integrated project environment that shortens time to money for Nanotech fab owners and capital equipment makers (CEMs). By avoiding and recovering from delays, fab owners get good wafers out more quickly. CEMs install their equipment faster and cheaper and can run their field service operations more efficiently. Confoe clients include UMCi, ST Microelectronics, Applied Materials, Tokyo Electron America, Hyperion, Intel, Dell, City of San Francisco, and TekSunPV.

2 recommendations available upon request

Chief Operating Officer at Confoe Inc (www.confoe.com)

June 2003 - Present (4 years 9 months)

Established product framework and marketing strategy. Grew revenue 5x over two years. Added key customer accounts to client portfolio. Established operational infrastructure including accounting system and telecom system. Ran key customer engagements.

2 recommendations available upon request

Partner at Prometheus Holdings

January 2003 - Present (5 years 2 months)

Member-Prometheus Performance Systems LLC (SMB Training & Consulting)

Member-Seshet LLC/Sobek LLC (SMB Electronic Funds Transfer services)

Member-ClearVision MPG (motion picture development and distribution)

Limited Partner-The Belmont. The Belmont is an innovative bar/restaruant concept offering various environments in one location. Now open in Austin's popular warehouse district at 305 West 6th Street. The Belmont features several indoor/outdoor areas offering different decors and styles.

General Manager-Field Operations at Applied Materials

July 1998 - June 2003 (5 years)

Established Global Field Operations organization. Operations management of Applied Materials global service business. Strategic Responsibility for over 3000 engineers in 13 countries. Significantly reduced installation and warranty costs through implementation and execution of synchronized operations. Established field governance. Established "in-fab" connectivity for AMAT engineers at customer sites. Created flexible workforce strategy to significantly reduce labor costs and increase ability to respond to changes in customer demand. Lead corporate Reverse Logistics program.

3 recommendations available upon request

General Manager- Global Technical Training at Applied Materials

November 1993 - July 1998 (4 years 9 months)

General Manager of a \$40M+ global training business with eight training centers in six countries. Grew revenue by 300% and increased gross margin by 20 points. Increased ROA by 30 points. Lead an International organization of over 160 engineers, technical instructors, and managers. Directed the development, marketing, and delivery of training services and products. Created and executed a comprehensive certification program for 1000+ Field Engineer workforce.

3 recommendations available upon request

General Manager-Service-Intel Account at Applied Materials

January 1990 - November 1993 (3 years 11 months)

Managed a \$50M service and spares business with six offices in three countries. Lead a technical organization of over 100 engineers, planners, and managers supporting over 240 capital systems. Structured and negotiated multi-year service agreements. Created, marketed, sold, and executed

new service products. Achieved highest service margins in company. Managed Intel Fab 10 200mm start-up in Ireland from greenfield to production. Praised by customer for effectiveness and dedication.

1 recommendation available upon request

Captain at United States Army Reserve

October 1988 - November 1993 (5 years 2 months)

91st Training Division: BN S-4. Company Commander. Aide de Camp to Commanding General

Manufacturing Manager at Applied Materials

September 1988 - October 1990 (2 years 2 months)

Managed Clean Room Manufacturing cells for semiconductor capital equipment maker.

Responsible for Purchasing, Materials Planning, Assembly, and Test. Lead a multi-discipline team of over 60 technicians, engineers, materials planners, and buyers. Reduced cycle time and increased production levels using JIT and KanBan principles.

Captain at United States Army

May 1983 - October 1988 (5 years 6 months)

US Army Officer. Field Artillery. Positions Held: Fire Support Team Chief, Battery Fire Support Officer, BN Fire Support Officer, Article 32 Investigating Officer. Lead various sized military units. Coordinated joint operations for combined forces including foreign allied forces. Worked with US Naval, Marine, and Air Forces. Worked with Japanese, Korean, and Australian army units.

1 recommendation available upon request

Education

University of Phoenix

M.B.A., Technology Management, January 1996 - August 1999

Stanford University Graduate School of Business

AEA Executive Institute, 1994 - 1994

United States Military Academy

B.S., Engineering, June 1979 - May 1983

Activities and Societies: Company F-3

Company G-2

Honors and Awards

Mike has appeared in several print publications including the Tacoma News Tribune, The Contra Costa Times, Philadelphia Inquirer, Chicago Tribune, Renewable Energy World, Profit, Counselor Magazine, Quick and Simple Magazine, Apartment Finance Today and Advance for Medical Laboratory Professionals Magazine. His online appearances have included the Society for Human Resource Managers Consulting Forum, BlackTable.com, and AOL Online Campus.

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12 people have recommended Mike

"Mike and I facilitated a highly successful workshop on trust to a diverse group of business leaders. Mike has the ability to generate consensus among groups and facilitate effective problem-solving sessions. He has vast experience in the semiconductor industry working with senior level executives and down stream. You would hire Mike because you want results."

— **Robert Wickman**, *Partner, BIGideas Group*, worked with Mike at Confoe Inc.

"Confoe's RapidRamp would be highly efficient for project management companies"

— **John Corner**, *Executive, China Singapore Suzhou Industrial Park*, was with another company when working with Mike at Confoe Inc.

"Mike was a consistently superior officer showing leadership, organization, drive, and technical skills at the highest levels."

— **Robert Lucadello**, worked directly with Mike at United States Army

"During the time I worked with Mike, the global training organisation developed tremendously under Mike's clear leadership. He identified and ensured implementation of a number of key programmes to develop professional practice within the organisation as well as increasing our focus on customer satisfaction and revenue generation. Mike was extremely well respected by his team in this role."

— **Sharon Adams**, *Director Technical Training Europe, Applied Materials*, reported to Mike at Applied Materials

"Mike is one of those gifted individuals who possess the ability to be both a visionary as well as comprehend the required operational elements key for success. As such, he is an invaluable asset as part of the leadership team in organizations both large and small."

— **Tom Lipscomb**, *President, Confoe, Inc*, worked directly with Mike at Confoe Inc (www.confoe.com)

"As the Intel Account Manager, Mike demonstrated the leadership and moxie required to build and develop a balanced, customer focused, world class service team. I would highly recommend him as a capable executive with a global experience."

— **Dietrich Gage**, *Engineering Manager, Applied Materials Inc*, worked with Mike at Applied Materials

"Under Mike's leadership, our global training organization achieved global efficiency, alignment, and quality that was unprecedented in our industry. As a result of our operational excellence, business grew dramatically. Mike is an excellent leader with whom I'd be happy to work again."

— **Jerry Gross**, *Business Manager, Applied Materials, Training Services*, worked indirectly for Mike at Applied Materials

"Excellent at pulling together our global team. Lowered corporate costs substantially by "getting everyone on the same page." This include regions of the world that had never implemented things the "same way as everyone else." Very successful!"

— **Philip Cook**, *Project Engineering Manager, Applied Materials*, worked indirectly for Mike at Applied Materials

"Mike's leadership brought together several Product Business groups, Regional Sales and Service management and Manufacturing to agree on their respective roles in managing installation and warranty costs, and set up an effective governance system. This was a radically different way for these groups to work together."

— **Alison Burkett**, was a consultant or contractor to Mike at Applied Materials

"Mike did an outstanding job leading the Global Technical Training organization into high growth. Not only did Mike manage the business growth but the overall employee satisfaction grew and the turnover rate was reduced. Mike truly set up an organization that was built to last with solid business processes. He was a great mentor while we worked together at Applied Materials."

— **Frank Baskovich**, *Senior Manager, Applied Materials*, reported to Mike at Applied Materials

"Mike is very effective in understanding "the whole" of a difficult situation through analyzing it's issues and opportunities against Best - In - Class alternatives; driving to situationally appropriate solutions."

— **Dean Duffy**, worked directly with Mike at Confoe Inc (www.confoe.com)

"Mike is a solid operations professional with a balanced sense of right. He brings objectivity and order to chaos; establishing a focused baseline and situational awareness. Mike seeks high performance and shareholder value in his business endeavors."

— **Dean Duffy**, was with another company when working with Mike at Applied Materials

[Contact Mike on LinkedIn](#)