

JACQUES GERARD JOSEPH MATTEAU

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SENIOR MANAGEMENT EXECUTIVE

Background in Physical Chemistry and years of proven ability to identify, develop, and convert profitable product and market opportunities in various roles as CEO, GM, and VP Business Development. Record of key leadership contributions in start-up, turnaround, and growth situations. Skilled in all facets of the product life cycle from technology development through to market introduction. Thoroughly knowledgeable about the technical, operating, and administrative aspects of managing a business. Expertise includes:

- **Business Development**
- **Marketing**
- **Sales**
- **Technology Development**
- **Customer Service**
- **Material Science**
- **Chemistry**
- **Product Development**
- Production Operations
- Quality Assurance
- Quality Systems
- Human Resources
- International Business
- Board Member
- P/L
- Analytical Instrumentation
- MEMS
- Training
- Semiconductors
- Supply Chain Management

HIGHLIGHTED SUMMARY – Selected accomplishments in Business Development/Marketing, Product Development areas

Indium Corporation- NanoFoil

- Identified developed and deployed the business approach to be used to successfully market NanoFoil product
- Developed R&D path and timeline for this product to enhance adoption and growth of product line
- Evolved techniques for handling the product that resulted in easier customer adoption and acceptance
- Developing new approaches to manufacture the product
- Emphasizing Customer Satisfaction; Guided users to being successful with the product

Lam Research – eDiagnostics Group:

- Formulated technical basis for a product offering.
- Wrote the business plans that secured backing/funding, for this project.
- Evangelized this project to key areas/members of the company. From this, wrote and presented the marketing plan.
- Authored and presented proposals for the evolution of joint development agreements to selected customers.
- Developed the strategy for the evolution of a number of products from the base technology being used.
- Spoke at a number of industry related seminars on the progress and direction of this type of product rollout.
- Played active role in helping to direct the evolution of standards being developed by SemiTech for e-Diagnostics.
- Managed and supported roll out efforts for this product by Lam Account and Service Directors.
- Presented products and capabilities at trade shows, business and engineering forums, nationally and internationally to IBM, Micron, LSI, Logic, ST Microelectronics, NEC and TI and others.

TiNi Alloy Company: (private R&D company involved in the development of thin film shape memory alloy for use in MEMS devices)

- Developed, wrote and presented the organization's business plan to the financial community.
- Initiated contact to the financial community to assist in financing the growth of the company.
- Put together a board of technical advisors to expedite various research programs.
- Set up joint development projects (~\$30K-\$200K) with MKS, Lee Valve, Abbot Labs, Affamatrix, Caliper, Boston Scientific, Molecular Devices, GE, Smart Therapeutics, Unit, Delco, Xros, Microsoft, Perkin Elmer, and Kilovac. End uses included Micro-relays, Fluid and gas valves, MFC's, 1D optical and electrical switches, NXN optical switches, pumps, multi-axis micro-manipulators, micro-stents, Multi-stable electrical actuator for phased array radar applications.
- Jointly set up research programs with NASA, DMDO, Navy, Air force, DOD, DOE (\$250K-\$750K).

- Established exceptional customer satisfaction by developing and implementing a quality systems approach to ensure on time delivery of quality products
- Identified and developed outside suppliers to assist in expediting research.
- Purchased optical and electron microscopy equipment to expedite research.
- Setup clean room capability to ensure product quality.

PROFESSIONAL EXPERIENCE

Vice President – Business Development Protech Materials Inc.

Privately held company involved with providing materials and bonding services to the Vacuum Coating Industry. Though a small company, Protech has strong and well developed capabilities of ensuring being able to conform to all customer requirements no matter how small or large.

Hayward, CA

5/16 – Present

Recruited to drive business development in the support of sputter target materials and bonding of target assemblies. Soon after getting on board the role expanded significantly.

- Engineering and brought on line innovative vacuum deposition systems that vastly improves rotary target bonding process
- Engineered and brought on line; materials and systems for doing Elastomer bonding of sputter targets
- Developed coating and surface modification techniques to improve bonding capabilities
- Responsible for Sales and Marketing of our products and services resulting in growing revenue by 250% over four years
- Increased customer base by 100% over four years
- Developed and published New Web Site, Brochures, and email campaigns
- Lead the implementation and certifications of our quality systems - ISO9001:2015
- Co-Directing manufacturing operations for Bonding and Casting

Global Sales Manager – NanoFoil and NanoBonding

Indium Corporation of America

Privately held company with a complete product line of solders, pastes, fluxes and powder focused on providing the high tech community with materials for joining devices to circuit boards. A 750 person company with annual revenues of >\$250M

Clinton, NY

11/09 – 4/16

Recruited to globally drive sales and technical support for a new product line; NanoFoil. The product, NanoFoil, was the result of an acquisition of an organization called Reactive Nano Technologies. The acquisition was viewed as one of a number of approaches that Indium has looked into to grow the organization.

- Based from my home in California; Managed and supported a worldwide group of representatives by travelling to them on a very regular basis.
- Evangelized globally the NanoFoil product to customers, representatives and internal personnel
- Instrumental in developing all advertising literature, application notes, tech notes, news releases, emails 333
- Developed and Presented papers at MRS, SVC, AVS, ASM, APEX, IMAPS...
- Set-up and managed and attended shows worldwide: Solar (many), Semicon (many), AVS, SVC,
- Mined, filtered and responded to all sales leads and contacts
- Wrote the presentations for both internal external personnel to use in sales situation
- Directly sold to, grew and supported key customers resulting in adoption and increased sales Y/Y.
- Developed many techniques for handling the product that resulted in lowering cost and increasing the value offering
- From home based laboratory; worked with customer samples to evolved applications
- **Role expanded in the last 2 years to include sales and technical coverage of Solar, Metals, Compounds, Solders, Paste and Flux products**

Vice President – Business Development**Thermal Conductive Bonding, Inc.**

Private company involved in providing the service of precision bonding for the Vacuum coating industry with primary focus on Solar and Semiconductor industries. A 60-member company with total current revenues of \$8.5M

San Jose, CA

09/06– 11/09

Brought in to help position and grow the company from existing niche areas of sales into broader and more generalized markets. TCB has provided bonding service and contract manufacturing services since 1998. TCB was founded to provide sputtering target bonding services for the vacuum coating industry.

- Managed to position the company to become no longer reliant on the semiconductor industry by developing a revenue stream that completely offset revenue that had been done with semiconductor. This brought 2.5M new dollars to the company.
- On request of the owners, Developed and introduced the company to 6 M&A opportunities.
- Created, designed and implemented an advertising campaign that increased the customer base by 50%.
- Expanded TCB's visibility through the development and implementation of a new WEB site.
- Managed internal sales force of 3 people and drove outside sales representatives resulting in new customers over a larger geographical area.
- Structured business models and pricing schemes that served to increase profitability by 15%.
- Setup, managed and attended major exhibitions, world-wide, that increased exposure to new sources of revenue by 150%.
- Brought in 5 new techniques of being able to bond that served to help differentiate TCB in the marketplace and increase the customer base.
- With my material science background directly assisted in developing bonding approaches/techniques.
- While owners dealt with overseas developments oversaw and managed operations in San Jose.

Director - Marketing and Sales**Altair Technologies, Inc.**

Private company involved in providing the service of precision furnace brazing for the Communications and Semiconductor industry. A 30-member company with revenues of \$7.5M

Menlo Park, CA

06/02– 09/06

Selected to help position and grow the company from existing niche areas of sales into broader and more generalized markets. Altair Technologies has provided precision furnace brazing and contract manufacturing services since 1991. The company was founded to provide brazing services to manufacturers of traveling wave tubes. The established infrastructure has been applied to positioning Altair to provide brazing services to previously inaccessible market segments.

- Implemented new pricing and quoting guidelines and procedures that increased margins by 10% every year beginning in 2002.
- Improved customer relations by structuring and implement new terms and conditions for doing business.
- Created, designed and implemented an advertising campaign that increased the customer base.
- Expanded Altair's awareness through the development of a new WEB site.
- Managed internal sales force and drove outside sales representatives resulting in new customers over a larger geographical area.
- Enhanced the understanding of value based selling approaches to further differentiate Altair from its competitors.
- Structured business models that increased profitability.
- While still in a serious downturn managed to increase sales 10% in year one of my tenure and 40% in year two.
- Setup, managed and attended major exhibitions that increased exposure to new sources of revenue.

Director - Global Supply Chain Management**Lam Research**

One of the top providers of semiconductor equipment worldwide (Nasdaq LRCX) with revenues of \$1, 520 Mill.

Fremont, CA

12/00– 06/02

Recruited to bring a technical/management dimension to the materials procurement side of the organization. Lam Research is one of the major players in the manufacture of wafer etch processing equipment for the semiconductor industry. With a worldwide presence, in a strongly competitive market, Lam is continuously seeking ways to differentiate itself. This position represents one of many fundamental changes focused on enhancing the way Lam approaches manufacturing. Reporting to the Senior Director of manufacturing, I was responsible for the global purchase strategy, pricing, quality, and delivery of all machined components.

- Implemented a robust supplier selection program with the use of business, quality and technical approaches resulting in up to 20% cost savings.
- Structured and implemented numerous cost saving programs saving \$10M annually.
- Created, designed and implemented a unique process for cleaning of parts saving \$2M in fixed cost annually.
- With a team of 10 Commodity Managers and Quality Engineers managed suppliers representing one third of total annual purchases.
- Enhanced the understanding of value based purchasing approaches, improving Lam's ability to negotiate with suppliers.
- Structured business/purchasing models to assist in the continued profitability of Lam's spare parts Division.
- Negotiated positions with our suppliers to help control third party sales of components to our customers.
- Championed the entire supply base through an unprecedented downturn in the semiconductor industry.
- Participated directly in obtaining ISO-9000 certification resulting in attaining a higher level of customer trust.

Technical Officer (R&D)**Lam Research**

One of the top providers of semiconductor equipment worldwide (Nasdaq LRCX) with revenues of \$1, 520 Mill.

Fremont, CA

11/99-12/00

Recruited to assist in evangelizing and developing e-diagnostics to help end-users make optimal use of the tools they have in their fabs. Reporting to the divisional Director I was responsible for the development of the Group's business architecture, supply chain management process and new product development.

- Found and developed suppliers to assist in product development.
- Created business plans that were used as a guide by the Group.
- Assisted in the evolution of the analytical/mathematical techniques required to characterize fab tools and products.
- Created, presented, marketed and sold programs both internally and externally.
- Developed joint development agreements with customers to help expedite refining product architecture.
- Participated in the SemiTech E-Diagnostic efforts to better strategize product development.
- Created multiple product options thereby increasing customer implementation flexibility.
- Presented products and capabilities at trade shows and technical conferences worldwide.

Executive Vice President**Stratamet Incorporated**

Private company involved in the manufacturing of specialized advanced ceramic custom components for the Laser and Disk Drive industries. A 12-member company with revenues of \$1.2M. Reported to the President

Fremont, CA

9/98-11/99

Hired to reposition and grow the company from existing niche areas of sales into broader and more generalized markets. Responsibilities included marketing, sales, supply chain management, quality, delivery and business development.

- Introduced Stratamet to the Semiconductor, Medical, Disk Drive and Automotive industries resulting in a doubling of sales from \$1M to \$2M.
- Developed the in-house capability to refine Alumina and Zirconia and saved \$0.5M in tooling, manpower and raw materials.
- Presented products and capabilities at trade shows.
- Presenter at trade shows
- Teamed with a number of complementary ceramics suppliers to better respond to customers needs.

- Expanded the customer base 20% by becoming a supplier of near-net-shape ceramic preforms to major ceramic machine shops.
- Structured, implemented and managed a program to develop net-shape ceramic forming capability.
- Optimized Stratamet's ability to expand sales into existing markets and penetrate new markets.

CEO**TiNi Alloy Company, Inc.**

Private 8 member R&D company with revenues of \$2M involved in the development of thin film shape memory alloy for use in MEMS devices.

San Leandro, CA

9/96-8/98

TiNi is a 10-year-old R&D organization funded primarily SBIR grants. The core technology is the creation of MEMS (MicroElectricalMechanical Systems) devices utilizing shape memory alloy thin films as an integral actuator that moves micro-components to controlled positions, repeatably. Examples include proportionally controlled micro-valves, micro-switches and multi-axis micromanipulators. Recruited to position and take the company forward from the R&D realm to commercialization. Reporting to the Board of Directors, responsibilities included business development, marketing, project development, business plan development, investor relations, full P&L.

- Constructed funded joint development technology exchanges with many commercial organizations. Programs typically ranged from \$30,000 to \$200,000.
- Successfully marketed basic thin film shape memory technology to all players in the MEMS community.
- Performed as the key contact for all business deals and new business opportunities.
- Raised \$2.5M from the financial community
- Formed an interdisciplinary technical team to assist in commercializing TiNi technology.
- Improved customer satisfaction by spearheading quality initiatives throughout the organization
- Protected the technology base of the organization by bringing all processing and key analytical techniques in house.
- Uncovered key technology barriers that had to be bridged to expedite commercializing TiNi technology.
- Presented products and capabilities at trade shows and technical conferences worldwide.

President**LCL International Inc.**

Private 28 person subsidiary of LTD Ceramics with \$3M in revenues

Menlo Park, CA

9/91-9/96

LCL is a vertically integrated manufacturer of high purity aluminum oxide precision parts used in electronic component processing equipment. Selected to take on full P&L responsibility for the management of day-to-day business and production operations. Reported to the Board of Directors of LTD Ceramics.

- Developed a cost effective aluminum oxide body that exceeded customer expectations and could be produced with high net profit margins.
- Built sales from zero to an annual run rate of \$3 million while maintaining 70% gross margin.
- Built, managed and motivated a staff of 28 including Managers of Production, Quality, Engineering, Accounting, Marketing, and Administration resulting in a lean yet highly productive organization.
- Established company's strategic direction. Provided technical guidance to manufacturing. Introduced world-class products. Set company's technological direction for the future. The business plan developed during my tenure is still used today.
- Leveraged strategic growth opportunities by initiating and nurturing alliances with Applied Materials and Lam Research and paid down the initial investment in two years.
- Directed all facets of the company's ISO 9000 registration process which lead to ISO 9000 certification and improved customer acceptance.
- Increased profits by identifying and converting numerous productivity, cycle time, and cost improvements to original materials management and production processes.
- Averted possible production problems by developing innovative techniques to ensure consistent product quality.
- Managed the engineering team responsible for continual manufacturing process improvement.
- Presented products and capabilities at trade shows and technical conferences worldwide.

Managing Director**LTD Ceramics, Inc.**

Private 350 person advanced technical ceramics manufacturing facility with \$45M in revenues focusing mainly on the “build to print” supply of components for semiconductor industry wafer processing equipment.

Menlo Park, CA**6/91-9/96**

Recruited by this precision grinding machine shop to raise the level of operating sophistication in order to grow the company to the next level. Reporting directly to President, responsible for production planning, purchasing, manufacturing, quality, process development, assembly, product pricing, finance, technical management, and marketing.

- Co-led company to 60% annualized growth rate – from \$4.5 million to \$45 million in four years.
- Introduced much-needed quality assurance techniques and quality control systems mandated by our major customers
- Developed a method for thermal annealing ceramics and increased yields from 10% yield to 90%.
- At a cost of \$200,000, designed, developed, implemented and managed an assembly facility that reduced assembly cost to 15% of total sales and increased net profitability by 30%.
- Selected, purchased, installed, tested and started up the equipment and materials needed to establish an in-house ceramic powder manufacturing facility. This \$3M investment led to successful vertical integration of the company.
- Raised \$4M from outside investors to help expedite the building of the powder facility and also expand LTD’s precision machining capabilities.
- Established LTD as a dedicated supplier of precision machined ceramic components to a major wafer processing equipment manufacturer
- Designed, implemented and managed a cleaning facility capable of meeting semiconductor standards that became the industry standard.
- Presented products and capabilities at trade shows and technical conferences worldwide.

General Manager**Quantex Corporation, Inc.**

Private 30-person organization with \$5M in revenues.

Sunnyvale, CA**5/89-6/91**

Selected by this manufacturer and developer of Real Time Digital Image Processing Systems to help turn the company around. Starting with Customer Support, reestablished credibility with a group of increasingly disenfranchised customers. Based on this success, asked by the Board of Directors to take on management of new business development, sales, and production operations.

- Revitalized relationships with the previously eroded customer base. Recaptured confidence of accounts in commercial, scientific, and educational marketplaces.
- Increased both morale and performance of the staff in all facet of the business. Empowered personnel to perform jobs better, faster, and smarter.
- Improved cash flow by personally supervising accounts receivable and collection processes.
- Due to market conditions in 1991 the company was forced to shut down. In so doing; I found jobs for the employees, handled all the legal issues, had the Trustees assign assets that enabled the launch of a service business to take care of existing customers.
- Opened, built and successfully managed the service business for 20 years after Quantex shut down.

Group Manager**KEVEX Corporation, Inc.**

Public 120-person organization with \$55M in revenues.

San Carlos, CA**6/79-3/89**

Recruited by this developer and manufacturer of microprocessor controlled chemical analytical instrumentation to help the company grow and ultimately position it for sale. Began in the marketing department and then progressed to management of the entire global customer service operation.

- Revenues increased from \$2 million to \$45 million in annual sales during my tenure.

- Built and managed the interdisciplinary group responsible for handling all customer technical needs. This improved customer satisfaction and created a pathway for new and repeat sales.
- Directly assisted in the development of new market segments including Semiconductor Manufacturing, Petroleum, Aviation, and Automotive. Solving analytical problems for customers and being responsive to their needs resulted in major sales growth.
- Increased sales of services by developing schools for training and orientation of the installed customer base and new product users.
- Presented products and capabilities at trade shows and technical conferences worldwide.

Earlier, gained experience as a **District Sales Engineer** with **Aptec Engineering** a developer, manufacturer, and distributor of Alpha, Beta, and Gamma Ray analytical instruments. And was a **Staff Chemist** at **Atomic Energy of Canada** involved in handling, extraction and purification of radioisotopes.

Education

Physical Chemistry, Material Science

Recent Publications:

NanoBond Assembly – A Rapid, Room Temperature Soldering Process – Authored by Jacques Matteau: Tech paper on Indium Web site and presented first presented at IMAPS 2011

NanoBond Assembly – A Rapid, Room Temperature Soldering Process – rev. 1 Authored by Jacques Matteau: presented at ASM Santa Clara Chapter meeting 2011

NanoBond® Assembly – A Rapid, Room Temperature Soldering Process – rev. 2 Authored by Jacques Matteau: presented at IBSC 2012

A Room Temperature, Low-Stress Bonding Process to Reduce the Impact of Use Stress on a Sputtering Target Assembly – Authored by: Amanda Hartnett, Jacques Matteau, Ronnie Spraker, and Omar Knio: Tech Paper on Indium Web site and presented at SVC 2011.

A Novel Method of Managing Joint Stress, in a Metallic Bond Made Using Reactive Multilayer Foils, at a User Selected Temperature – Authored by: Jacques Matteau, Jon Major, Jim Hisert: Presented at MRS 2012 fall session, SVC 2013 and AVS 2013.

Reactive Metal Nanofilms as Instantaneous Heat Sources: A Review of Theory and Applications – Authored by Jacques Matteau, Andy Mackie: Presented at WCSM-2015 Korea
