

RALPH R. CORTAZZO

EDUCATION

PENN STATE UNIVERSITY - Allentown, PA - Associates in Electronic Engineering

MILITARY

NAVY - Honorable Discharge - First technician on a P2V7 patrol bomber, anti-submarine warfare. Operated and maintained all electronics equipment. Supervised two other technicians.

CAREER HISTORY

AMPAL INC., Palmerton, PA - PLANT ENGINEER - Responsible for overseeing all maintenance activities, capital improvement projects, environmental issues and the safety program.

HRD CO. /HORSEHEAD INDUSTRIES., Palmerton, PA - SENIOR PROJECT ENGINEER - Managed all activities associated with the design, specifications, bidding, awarding and construction of major projects. Last project was a \$26.5 million expansion of our Chicago, IL. facility, where we added a Receiving, Curing and Blending operation for the processing of Electric Arc Furnace dust, a second Waelz Kiln and support facilities.

HRD CO./HORSEHEAD INDUSTRIES., Palmerton, PA - DIRECTOR-LAND RECLAMATION - Directed the activities required in organizing a new department whose mandate was to revegetate a 2000 acre superfund site on the Blue Mountain in Palmerton, Pa. under the scrutiny of the USEPA and the PADEP.

MIAMI EXTRUDERS /HORSEHEAD INDUSTRIES., Miami, FL - EXECUTIVE VICE PRESIDENT Directed the activities of four manufacturing facilities, three in Miami, FL and one in Meridian, Ms. Facilities included two aluminum D.C. casting mills, two extrusion plants, one twenty-four foot vertical paint plant, and one two-step anodizing line.

Mandate was improvements in productivity, quality control, service, purchasing practices, management selection, and long range capital projects.

AMARLITE / HORSEHEAD INDUSTRIES, Atlanta, GA - VICE PRESIDENT OF MANUFACTURING - Charged with the responsibility of streamlining the operations of two manufacturing facilities- one in Atlanta, Ga. and the other in Meridian, Ms. Cut union hourly employee ranks by 25% and 10% respectively. Also cut the salaried ranks at both facilities by 40% and 10%. Reductions were made without affecting production. Improved quality and service of the entire product line through the selection of new and re-assignment of existing personnel. Reduced annualized purchasing costs by 20%. Negotiated new and lower natural gas and electric rates.

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Improved manufacturing rates through implementation of new ideas and techniques.

Decreased maintenance downtime. Negotiated with a strong union for twenty months, while maintaining labor rates and denying two previously negotiated raises. Gained work rule improvements.

HORSEHEAD INDUSTRIES, New York, NY - SPECIAL ASSIGNMENT - Served on a two-man operational due-diligence team which scrutinized the operation of thirty-three facilities owned by ARCO. Facilities were later purchased by HORSEHEAD INDUSTRIES and grouped under the name of Pony Industries. Companies purchased were: Miami Extruders, Amarlite Architectural Products, AlSCO, Chemlink, Speciality Chemicals, and Knight Chemicals. Due-diligence included evaluation of personnel, operations inventory, purchasing practices, and assets.

NEW JERSEY ZINC CO./HORSEHEAD INDUSTRIES, Ogdensburg, NJ - MINE MANAGER
Managed a 2200 foot deep, cut and fill zinc ore mine in Ogdensburg, N.J. Mandate was to cut costs and improve productivity. Challenging the union, enforcing rules and regulations and treating everyone equally increased productivity and yields. The sale of unused properties reduced taxes. Dual assignments and elimination of minuscule duties reduced staff by 30% Staggering power loads reduced electric costs by 20%. Sound purchasing practices cut costs by 15%. The sale of unused equipment, track and rail produced revenues. No sales. Ore was shipped to then processed at our Palmerton, Pa. facility.

NJZ COLORS / HORSEHEAD INDUSTRIES, Brooklyn, NY - PLANT MANAGER - Managed a lead based pigment plant purchased from Reichhold Chemical Co. Product line included 22 shades of chrome yellow and molbdate pigments. Union cooperated totally in helping us increase productivity by 35% while reducing the work force by 25%. Blood level incentives, shift of the month and employee of the month awards helped, as did equipment updating and improved maintenance. Solicited competitive bidding on raw materials, from previously locked-out suppliers reduced raw material costs by \$600,000 per year. Promotion of qualified minorities helped tremendously.

NEW JERSEY ZINC CO./ HORSEHEAD INDUSTRIES, Palmerton, PA - RAW MATERIALS CO-ORDINATOR - Organized a new department responsible for receiving, processing, and distributing secondary zinc products. Also directed the dismantling of a rolled zinc facility and converted same to a zinc alloy facility. Primary product was Zamak ingot. Designed, built and/or purchased all equipment with the aid of a small task force.

NEW JERSEY ZINC CO., Allentown, PA - PLANT SUPERINTENDENT - Selected site, specified equipment, installed equipment, and selected and trained a small workforce required to thermoform, deep draw, and extrude a newly developed product-Super Plastic Zinc. Raw material was Super Z rolledsheet. Finished product was prototype parts, i.e., instrument covers, micro-wave oven liners, and electrical housings.

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NEW JERSEY ZINC CO., Palmerton, PA - DESIGN ENGINEER / AREA SUPERVISOR - Designed equipment systems. Directed the maintenance activities of 90 hourly craftsmen and 7 salaried supervisors.

NEW JERSEY ZINC CO., Depue, IL - INSTRUMENT ENGINEER - Oversaw the construction, installation, debugging, operation, and maintenance of all electrical and instrumentation systems in five new plants.

NEW JERSEY ZINC CO., Palmerton, PA - ELECTRICAL TECHNICIAN - Duties included overseeing the installation of instrumentation systems in a new 100 TPD Ammonia Plant. Trained instrument technicians.