

John Stover's Candidate Statement

Fostering JOAD and other youth archery programs is an integral part of ensuring the depth of talent necessary for the US to maintain a strong presence in international play. Therefore selecting the most effective individual to represent JOAD on the USAA Board of Directors is an important task for the membership.

As a recreational archer for 26 years, parent of three that have competed on the national and international level, Continental Judge, Level 4-NTS Coach, ITS and Co-Chair of a large JOAD program; I have a unique insight to offer our membership. Serving as the JOAD representative on the Board of Directors and on the National JOAD Committee for the 6 years (4 as Committee Chair) prior to that, my presence on the Board provides continuity in the direction the Board is taking the JOAD program.

As some of you already know; while election to the Board is by a specific constituency, Board members represent and vote on behalf of all USAA members. During the past 3 years while on the Board, there have been many important changes in our leadership and procedures within USAA that have laid a solid foundation for our organization.

I appreciate the foundation the current Board has laid. However, I believe there are things that still need to be done to shore up that foundation to further ensure USAA's success in achieving its goals. One of my objectives on the Board has been and will continue to be the promotion of financial and opportunity equality between the classes and divisions. Additionally; I would like to continue to work toward additional opportunities for young archers and to foster para-archery (in general and) within the JOAD program. With that said; our top priority will be to continue to work to ensure a safe and protected environment for our young athletes.

There will be even more important decisions the Board will have to make during the upcoming session. As an archery community we need to make sure we have the right individuals on the Board; individuals with a wide breath of archery experience and business background that can help lead our organization through these opportunities. As a coach, judge, parent and successful business owner I believe I have the right background to help lead our organization in continuing to move forward.

I would appreciate your vote. If you have any questions, please call me at 810-923-7994.

JOHN J. STOVER

6081 Stonegate Dr., Brighton, MI 48116, 810-923-7994 (cell), jjstover@s2salliance.com

PROFESSIONAL SUMMARY:

Goal-oriented international business development and sales management professional, possessing excellent account management of global cross-functional team skills

- ✚ Highly effective in identifying, researching, and securing new business opportunities utilizing prospecting skills and social / business networking
- ✚ Strong ability to discern customer's true need and to focus a plan which ensures customer satisfaction (both internal and external customers)
- ✚ Proficient in business strategy development and deployment of tactical plans to achieve the overall company objectives
- ✚ Heart of a teacher / coach
- ✚ Positive and even temperament
- ✚ Self-directed work style, attention to detail and ability to demonstrate progress
- ✚ Strong understanding of business acumens
- ✚ Aptitude for highly technical sales
- ✚ Strong communication and relationship building skills

CORE COMPETENCIES:

- Business Strategy Development
- Team Building / Relationship Building
- Problem Resolution Methodologies
- Electronic and Electro-Mechanical Design
- Project Management
- Sales/Account Management
- Customer Relations
- Product Development Processes
- Quality Assurance

PROFESSIONAL EXPERIENCE:

Sales Manager

Aug. 2013 – Present Johnson Electric - Plymouth, Michigan

- Recognized leader as part of a cross functional team
- Assess and create business strategic plans
- Contract negotiations
- Customer prospecting/qualifying
- Quote generation and pricing negotiations
- Develop and maintain key account profiles and customer strategies, including objectives and specific actions to maintain and grow profitable business
- Interface with customers and potential customers to understand customer needs and expectations and communicate information to internal customers

Key Accomplishments:

- Managed an average of \$47MM in annual seat motor sales
- Booked \$104MM in new sales (over 5 years) in 2016/17 fiscal year
- Booked \$68MM in new sales (over 5 years) in 2017/18 fiscal year
- Negotiated and won long term contracts with General Motors, Ford, Lear, Fisher Dynamics, Grammer, Leggett & Platt
- Extensive international travel to China and Germany
- Identified and won new customers/seat motor applicataion business

Senior Sales Manager - Owner

Feb. 2009 – Present S2S Alliance LLC – Brighton, Michigan

- Develop sales and marketing strategies
- Assess and create business plans
- Contract negotiations
- Customer prospecting/qualifying

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- Specify project requirements
- Quote generation and pricing negotiations
- Program management
- Coordinate client and customer relationship to ensure customer satisfaction
- Identify global opportunities for strategic alliances and partnerships that further business goals

Key Accomplishments:

- Secured \$20MM in sales in past 12 months
- Negotiated and won representation contracts with five new clients (three international clients)
- Successfully negotiated material pricing adjustment and Long Term Agreement

Senior Sales Manager

Jul. 2004 – Feb. 2009 Gerard Thomas Company - Southfield, Michigan

- Managed business development activities for 10 different clients at select OEM and Tier 1-2 customers
- Developed sales and marketing strategies
- Created 3-5 year business plans
- Directed global cross-functional team activities
- Sales and inventory forecasting
- Contract negotiations
- Customer prospecting/qualifying
- Quote generation and pricing negotiations
- Account management
- Program management
- Engineering, quality, and warranty support
- Coordinated client and customer relationship to ensure customer satisfaction
- Extensive international travel to China, Korea and Mexico

Key Accomplishments:

- Managed \$40MM in annual sales with key customer
- Successfully negotiated over \$2MM in raw material adjustments
- Secured \$8.9MM in new business activities in two years
- Established direct business with Ford Motor Company with initial award of \$4MM
- Developed new business activities with four new customers
- Secured additional \$35MM in new business activities at key customer

Senior Business Unit Manager

Mar. 2003 – May 2004 Panasonic Automotive Systems Company of America – Southfield, Michigan

- Leadership responsibilities in sales and account management activities
- Supervised engineering support activities for international resident engineer
- Contract negotiations
- Quoted generation and pricing negotiations
- Account management
- Coordinated client and customer relationship to ensure customer satisfaction
- Developed sales and marketing strategies
- Created 3-5 year business plans
- Directed global cross-functional team activities
- Sales and inventory forecasting
- P&L responsibility
- Extensive international travel to Japan and Mexico

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Key Accomplishments:

- Exceeded both the 2003 fiscal year sales and P/L expectations while remaining below inventory budget
- Increased sales for division by 5% first year

Senior Sales Manager

Nov. 1994 – Dec. 2002 Mayne-McKenney, Inc. - Bloomfield Hills, Michigan

- Managed development activities for different clients at select OEM and Tier 1-2 customers
- Developed sales and marketing strategies
- Created 3-5 year business plans
- Directed global cross-functional team activities
- Sales and inventory forecasting
- Contract negotiations
- Customer prospecting/qualifying
- Quoted generation and pricing negotiations
- Account management
- Program management
- Engineering, quality and warranty support
- Coordinated client and customer relationship to ensure customer satisfaction
- Extensive international travel to Japan, Brazil, China, and Mexico

Key Accomplishments:

- Increased sales for electronic client from \$15 million to greater than \$125 million in sales within 4 years
- Established client as Ford Motor Company supplier of choice for tri-band and quad-band antennas
- Negotiated sales agreement to have clients product on all light duty trucks at Ford Motor Company worth \$5.7MM
- Helped manage quality activities and drove ppm down to zero for 12 consecutive months

Engineering

May 1986 – Nov. 1994 Delco Electronics Corporation - Kokomo, Indiana

- Resident/Release Engineer
- Systems Engineer
- Manufacturing Engineer
- Customer technical negotiations
- Establish performance specifications
- Perform testing and evaluation
- Quality and cost improvements

Key Accomplishments:

- Generated and/or participated in \$12 million savings and cost avoidance through product/process/improvements.
- Successfully wrote new test equipment software which resulted in significant improved cycle time
- 200+ hours of quality and reliability training

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ADDITIONAL INFORMATION:

- Extensive international business travel and exposure to diverse cultural and business practices
- Highly proficient product development processes and related tools including APQP, PPAP, FMEA, and MS Project
- In-depth knowledge of quality procedures and problem resolution methodologies, 8D and 5-Phase
- Skilled in computer applications such as Microsoft Office (Word, Excel, PowerPoint) and Microsoft Project
- Professionally trained public speaker.

AFFILIATIONS:

- World Archery of Americas – Continental Judge
- USA Archery Board of Directors
- USA Archery Board of Directors – Audit Committee
- USA Archery – Level 4-NTS Archery Coach, National Judge, Past National JOAD Committee – Chair,
- USA Archery 2016 Rio Paralympic Coach
- USA Archery International Team Staff

EDUCATION:

1986	Michigan Technological University Houghton, Michigan	Bachelor of Science Degree
Major:	Electrical Engineering (Specialty: electronics)	
Honor(s):	General Motors Scholar - Two year full tuition competitive scholarship	

MILITARY EXPERIENCE:

United States Marine Corps Reserve	1982 – 1983 / 1986 – 1987
United States Marine Corps	1978 – 1982 Honorable discharge at the rank of Sergeant (E-5)

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Archery Experience:

- Recreational archery target shooter for 26+ years
- **Coaching Experience**
 - o 2016 Paralympic Archery Coach
 - o 2012 – Present: USA Archery International Team Staff
 - o 2009 – Present: USA Archery Level 4-NTS Coach and Coach Trainer
 - o 2001 – 2009: USA Archery Level 2 Instructor
 - o 2001 – Present: JOAD Coach at Livingston Conservation and Sports Association
- **Judging Experience**
 - o 2014 – Present: World Archery Americas Continental Judge
 - o 2003 – Present: US Archery National Judge; (2) years as a Judge Candidate, (2) years as a Regional Judge and (11) years as a National Judge
- **US Archery Experience**
 - o 2016 – Present: USA Archery Board of Directors – Grassroots JOAD Director
 - o 2010 – 2015: USA Archery JOAD Committee Chair
 - o 2009 – 2015: USA Archery JOAD Committee North Region Representative
- **Other Qualifications**
 - o Business owner – Manufacturer's Representative
 - o Electrical Engineer
 - o 26+ years of industry program management experience
 - o 26+ years of domestic and international business development
 - o 26+ years leading cross functional teams including experience in business strategy development and incorporation, price negotiations, budget development and adherence, sales and inventory forecasting, and P/L
 - o Highly proficient in Microsoft Word, Excel, PowerPoint, Project, Outlook
 - o Professionally trained public speaker
 - o Experienced with small and large bore rifles and range safety (consistently qualified Expert in United States Marine Corp.)

Education:

Michigan Technological University
Bachelor of Science in Electrical Engineering

Associations/Extracurricular Activities:

S2S Alliance LLC – President; Co-Owner
Hiawatha Sportsman's Club
Livingston Conservation & Sports Club
USA Archery Member
Stonegate of Brighton Subdivision Board of Directors
Brighton First United Methodist Facilities Planning Chair

References available upon request