**Katrina D. Stone**

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**SUMMARY OF QUALIFICATIONS:**

* Created and executed yearly strategic plans driving toward 100% Quality, 100% OTD, Year over Year Cost Reductions, capital planning, and people development.
* Manufacturing and Quality Manager at TTM Technologies: capacity and capability planning and execution.
* Developed a training and onboarding curriculum for all disciplines: Supervisors, Operations, Engineers, Planners, and Technicians
* Manages indirect budget (labor & nonlabor) and oversees multiple direct contract budgets ranging from $500k to $100m
* Developed team members and succession plan to include technical Subject Matter Experts (SME)
* Demonstrated initiative by founding and establishing an engineering consulting firm resulting in business partnerships with major corporations such as Agilent Technologies and DRS – sold company in 2005.

**EDUCATION:**

**MBA** Organizational Psychology and Development, August 2008, GPA: 4.0, American Intercontinental University

**BS Electrical Engineering**, May 2001, GPA: 3.4, Colorado Technical University

Lean Six Sigma: Black Belt, 2020

**CLEARANCES**:

Current Secret through BAE Systems, Inc. from 2019

Interim Secret through L-3 Communications activated in 2010

Top Secret through US Air Force (1991 – 1993)

**EXPERIENCE:**

**BAE Systems, Inc. *(formerly Ball Aerospace)*, Westminster, CO** ***June 2019-present***

*Engineering Manager IV (Electrical and Electronic Solutions)**Sept 2024 – present*

* Functional management and development of harness, PWA, & box build Mfg Engineers and Planners.
	+ Develop Hi Potential employees and implement succession planning to include technical SMEs
	+ Identify gaps in development learning and functional/technical skills and create training plans
	+ Develop staffing plans based on work area forecasts. Maintain staffing levels and make work assignments to match business needs.
* Compliance to overhead budgets with a -2% challenge
* Implement an objective review process including feedback from internal customers
	+ Establish and implement a plan for recognizing employees
* Develop an internal organization structure that fosters collaboration, authentic and accurate communication and trust building
* Develop metrics to reflect compliance to business needs and drive data decision making
* Improve and foster authentic relationships with external groups
* Align with business strategic plan defining actionable items for team members to assist in achieving company objectives.
* Team ownership of Quality, Schedule, and Cost KPIs. Support initiatives to drive down cost through continuous improvement efforts (Kanban & factory-wide scheduling system).
* Understand and mitigate attrition through Change Management techniques.

*Engineering Manager IV (Tactical Solutions Mfg Value Stream Manager)* June 2019 – Sept. 2024

* Built a team of 199+ across the Mfg Value Stream consisting of Mfg Engineers, Systems Engineers, Operations Engineers, Supervisors, Technicians, and Planners.
* Drive a code of conduct model of Building People to Build Products through Individual Development Plans to provide growth paths, mentor, and coach all employees and new leaders within the organization.
* Created a learning organization through experimenting, learning and adjusting to find best solutions.
* Developed a training and onboarding curriculum for all disciplines: Supervisors, Engineers, Planners, and Technicians
* Year over year reduction in attrition by identifying strengths and challenging people in the right positions for them.
* Hired Systems Engineers to design and produce a home grown, web-based software tool, Compass, which is used to drive us towards our True North of a continuous flow of hardware and knowledge, in sequence and on demand, with zero waste, while having safety and respect for people.
* Collaborated with my team members, Service Centers, and support groups to remove the choreograph schedule and replace it with a Lean Manufacturing Pull system to achieve 100% Quality, 100% OTD, and YoY cost reduction
	+ Stopped kitting and started using Kanban so parts are available at point of use when needed
	+ Increased throughput by 400%, Improved labor efficiency by 300%, and decreased lead time by 50% on programs due to a systems approach to solving problems.
	+ Drove a focus of Putting Problems First by defining RC/CA and returning product to the line
* Annually define, review, and reassess the MVS Hoshin (strategy) plan aligning with MTO AMC Service Centers
* Manage and determine capital expenditures for the MVS through feedback from my team members
* Manage the MVS overhead budget and all program direct charging budgets.
* With support of IO Engineers and facilities, stand up new manufacturing facility in new building

**Unicircuit (TTM Technologies), Littleton, CO** **July 2016 – June 2019**

*Assembly Manufacturing Manager*

* Lead, mentor, and guide manufacturing team across 3 shifts in 2 departments (Assembly and Hole Fill) of 50 employees
* Manage, plan, and implement production floor schedule for all programs ensuring revenue goals are met monthly
* Ensure all employees are properly trained to produce quality products.
* Monitor and provide feedback on processes and procedures to Process Engineers to minimize rework and scrap.
* Manage $3 million worth of assembly inventory
* Interact and work with Purchasing, Quality, Methods Engineers, and Process Engineering daily to prepare for future builds, status current builds, and close out final builds.
* Recommend high dollar equipment for use on the floor as well as everyday tooling
* Influence layout decisions to optimize performance using 5S techniques
* Implement Receiving Inspection process and procedures to improve overall quality of incoming product

**SEAKR Engineering, Centennial, CO** **Sep 2011 – July 2016**

*Manufacturing Manager*

* Manage, lead, mentor, and guide manufacturing team across 2 shifts of 28 Assembly Technicians, 2 Technical Writers, and 4 Manufacturing Engineers daily to achieve the schedule and cost goals of the company
* Interact and work with Purchasing, Property, Quality, Program Managers, Planners, Test, and Engineering daily to prepare for future builds, status current builds, and close out final builds.
* Update SEWI’s (SEAKR Engineering Work Instructions) as required
* Participate in and guide MRB’s as required
* Manage, plan, and implement the production floor schedule for all programs providing status as necessary to Program Management, etc.
* Manage Change Order implementation on the production floor
* Recommend high dollar equipment for use on the floor as well as everyday tooling
* Provide back up for Manufacturing Engineering resources as required

**L-3 Communications Linkabit, Melbourne, FL April 2006 – August 2011**

*Senior Manufacturing Engineer*

* Lead, develop, implement, maintain, monitor, and enforce policies and procedures to support Operations in their effort to achieve the highest quality of products and on-time deliveries at or below proposed costs.
* Support production based on Customer deliverable requirements, master schedule requirements and NPI requirements.
* Ensure that current manufacturing process capabilities are adequate for new product technologies, work with Production Management to improve capabilities as required
* Manage all manufacturing deliverables for the product life cycle (Mfg Verification Build, First Article Inspection strategy, Production Readiness Reviews, determine quality check points, etc)
* Ensure all Quality Release deliverables are met (Drawings and ECNs released, open defects addressed, Qualification Testing complete and FAI complete)
* Participate on NPI cross functional team, being accountable and ensuring NPI team members (Engineering, Quality, Planning, Production Manager, Test Manager, etc.) accountability for their deliverables
* Develop NPI risk assessment and mitigation plans to achieve schedule, cost, and quality goals.
* Actively support product requirements throughout NPI process by planning, implementing and monitoring the product’s build to reach product stability
* Manage communications to report project status, risks, and appropriate escalations to minimize any negative impacts
* Develop and coordinate verification builds and product ramp (Kaizen events, provide time standards to Production Management, tooling, documentation package review, MAP development, Make/Buy decision, Manufacturing Flow, ESS/Vibe Processes and time standards, ATP generation, FAI plan)
* Lead continuous process improvement projects to enhance the effectiveness of the processes used to introduce new products – MRB Process, Redline Process, Crimp Verification Process, Kaizen events, etc.
* Evaluate new product hardware designs for manufacturability and improve product designs
* Provide final part costs, lot sizes, and shrinkage to Upper Management at end of build.
* ISO9000 Auditor in 2010/2011 internal audit.
* Assist in the review and hiring of potential employees as directed by hiring manager.

**Harris Corporation, Melbourne, FL Jan. 2006 – April 2006**

*Software Test Engineer*

* Using UNIX software, run tests on web-based software programs
* Evaluate new product software designs for manufacturability and make suggestions to improve product designs.
* Prepare and conduct Test Readiness Reviews.

**Gigatek Corporation, Colo. Springs, CO May 2003 – Dec. 2005**

*Founder/Co-owner/Design Engineer*

* Budget accounts receivable for all customer accounts for profitability, assets, and cash flow for all company business, $2.2 Million over a 2.5-year period
* Lay out PCBs or Flex circuits using PADS. Provide accurate documentation detailing the assembly process to assist the subcontractor in the build of products
* Ensure that vendor’s current manufacturing process capabilities are adequate for new product technologies. Provide support and training to production Assemblers, Inspectors, and Test Technicians as required.
* Management of Bill of Material and appropriate BOM releases.
* Manage all manufacturing deliverables for the product life cycle (Create Documentation Packages, Perform Mfg Verification Build, Establish Test Requirements, Implement Packaging requirements).
* Participate on NPI cross functional team, being accountable and ensuring NPI team members (Vendors and Subcontractors) accountability for their deliverables
* Perform Supply Chain management (choose vendors based on qualifications and capabilities) – ensure Supply Chain readiness by providing documentation packages, gerbers, etc. to vendor as applicable.
* Evaluate new product hardware designs for manufacturability and improve product designs as applicable.
* As the prime customer interface, maintain a solid relationship between company and customer.
* Create bids/proposals based on RFQs from vendors.

**Northrop Grumman, Colo. Springs, CO April 2003 – Jan. 2004**

*Systems Engineer*

* Reviewed requirements with customer to ensure requirement statements accurately depict the ISC2 system.
* Held requirement reviews with customer to obtain approval from government on changes.
* Evaluate new product software designs for manufacturability and make suggestions to improve product designs.

**JM Engineering, Colo. Springs, CO May 1997 – April 2003**

*Design/Manufacturing Engineer/Production Manager*

* Production Manager to 6 Assemblers and 3 Test Technicians. Achieved on time deliveries by executing tasks by planning, implementing, and monitoring key events/critical path.
* As a Production Manager, provided both encouragement and discipline as necessary to employees in a manner which increases productivity and company support
* Lay out PCBs or Flex circuits using PADS. Provide accurate documentation detailing the assembly process to assist the assembler in the building of products.
* As the prime customer interface, maintain a solid relationship between company and customer.
* Ensure that current manufacturing process capabilities are adequate for new product technologies. Provide support and training to production Assemblers, Inspectors, and Test Technicians as required.
* Management of Bill of Material and appropriate BOM releases.
* Manage all manufacturing deliverables for the product life cycle (Create Documentation Packages, Perform Mfg Verification Build, Establish Test Requirements, Implement Packaging Requirements).
* Development of Supply Chain strategy and plans (choose vendors based on qualifications and capabilities) – ensure Supply Chain readiness by providing documentation packages, gerbers, etc. to vendor as applicable.
* Participate on NPI cross functional team, being accountable and ensuring NPI team members (Assemblers, Test Technicians, and Quality) accountability for their deliverables
* Evaluate new product hardware designs for manufacturability and improve product designs as applicable.
* Create and maintain operations specific company Work Instructions to achieve ISO9000 accreditation.
* Create bids/proposals based on RFQs from vendors.

**US Air Force, Ellsworth AFB, SD** **Aug 1991 – April 1994**

*Missile Maintenance Technician*

* Maintained the Minuteman II weapon system at Launch Facilities and Launch Control Facilities
* Deactivated the Minuteman II weapon system to include the Coolant, Command and Control, Power, and Security Systems.
* Held Top Secret Clearance