



ROPELLA® SKILL SURVEY

LUCAS
Coatings, Sealants and Adhesives

POSITION **CHIEF EXECUTIVE OFFICER**

NAME

DATE

1. How long have you held P&L responsibility? What were the sizes of the businesses (in dollars)?
2. Tell us about your most successful experience where you were personally responsible for building (or rebuilding) a strong senior leadership team (# of people/ functions / titles)?
3. Describe your experience successfully executing a buy and build strategy? What was the most challenging part of post-acquisition integration and which strategies/tools have you found most valuable to enable a successful transition?
4. Do you have experience leading a successful cultural change from a familyowned company to a highperforming, metrics-driven organization?
5. Describe your success creating significant shareholder value in the past. Which initiatives led to your success (e.g. M&A, facility optimization and lean manufacturing, implementation of new compensation schemes, new ERP implementation, establishing new pricing structures with customers, negotiating new supplier relationships/contracts, etc.)? Please provide the measurable results obtained.
6. Do you have prior experience serving as an executive in a Private Equitybacked company? If so, did this result in or lead to an exit? Please include an estimate of the return generated to investors and the revenue/EBITDA at the time of purchase and/or sale.

RELOCATION ACKNOWLEDGEMENT

As evidenced by my initials below, I _____ acknowledge the requirement to relocate to the CITY,STATE area for the specific opportunity with COMPANY and am willing to do so if hired. I fully understand that this acknowledgment is a requirement for the interview process and states that I have already spoken with any necessary parties (i.e. spouse, significant other, children, parents, etc.) who may directly be impacted by my final decision to relocate.

Initials: _____