



## Charlie Lawrence

### Broad Member & Executive Leadership

Charlie was previously an operating board member of private equity backed Knappe and Vogt (KV) manufacturing. He is committed to strong governance as the foundation for healthy companies and lasting results. Charlie has acted as a catalyst in his first board assignment, challenging the status quo, asking the tough questions while implementing best practices, bringing a diverse perspective, encouraging a curious culture; all while helping KV navigate challenging market conditions and difficult banking challenges to ensure the business is successful and the board fulfills its responsibilities to its stakeholders and investors.

Charlie brings deep expertise from his leadership roles at three Fortune 500 companies, GE, Masco and Brunswick and four private companies Shop-Vac, Franke, Coleman and Knappe & Vogt. His extensive operating experiences, best practices, compliance and risk management, and management succession have given him a broad and diverse perspective that has served him well throughout his career. His bias of a customer and market-focused view of strategic alternatives combined with the operating criticality of corporate culture is always his priority.

His executive background is leading business-to-business, and business to consumer design-driven building products companies. As President of both Workrite Ergonomics and General Manager of Franke Consumer Products he grew revenue and enhanced profitability through his ability to quickly adjust and clarify strategy, build a healthy customer focused culture and focus operating execution and performance. His cross-functional experience in marketing, product development, sales, manufacturing, finance and distribution lets him quickly assess a company's assets and create lasting positive change.

Charlie earned his master's degree from Webster University, and a bachelor's degree in Marketing and Psychology from Shippensburg University. He has been a coach, Boy Scout Leader, Member of State Board of the BSA and is active in several Triathlon and Cycling Organizations, is the VP of his HOA and was a director of the Manufacturing, Technology Council of the Sonoma County Economic Board. Currently Charlie sits on the boards of the Lycoming Foundation and the Williamsport-Lycoming chamber of Commerce boards.