

**TIMOTHY A. PINE**  
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Internationally experienced Product Safety and Quality Management Executive in the Toy, Children's Product, and Apparel industries. A proven leader in Quality and Safety Systems Management and Product Liability Prevention.

**TAP INTERNATIONAL, LLC, Denver, NC**

**2007 – Present**

**Founder and Principal, providing:**

- \* Comprehensive assessment of product-creation process effectiveness;
- \* Action plans for prevention processes to achieve product excellence;
- \* Management Training and Expert Witness services.

**HASBRO, Inc., Pawtucket, RI**

**2006 – 2007**

**Senior Vice President Quality Assurance**

Lead the worldwide Quality, Reliability, Safety and Sustainability functions for all divisions including Toys, Games, and Licensing. Resigned from the company to start up a consulting firm.

**NIKE, INC., Beaverton, OR**

**1998 - 2006**

**Global Director Apparel Product Integrity**

Provide the Quality vision, strategic plans, and direction for the Apparel Division. Directly responsible for the worldwide Quality Management organizations, including Europe, Asia, USA, and the Americas.

- Converted the company's focus and practices from Inspection to Defect/Error Prevention, which has resulted in an 80% improvement in the finished product defective rate during the past 8 years.
- Developed and implemented a worldwide Materials Quality Process, which has resulted in a 95% improvement in the raw material reject rate over the past five years.
- In 2001, I was named one of 4 finalists for the Nike *Bill Bowerman award*. This award is presented annually to the Nike employee who "demonstrated strong leadership, shared knowledge, motivated a team and inspired people to get the most out of their raw potential, and displayed progressive results and the ability to overcome adverse circumstances."

**CHAMPION PRODUCTS/SARA LEE, INC., Winston-Salem, NC**

**1994 - 1997**

**Vice President Technical Services**

Directly responsible for Product Development, Process Engineering, and Product Integrity for all internally manufactured and sourced products. Previously held positions of Senior Director, Quality and Process Engineering, and Consultant in Quality Systems Development.

- Reengineered the Product Development process which resulted in reducing the product development lead-time by 50%.
- Installed Quality/Prevention systems which resulted in a 30% reduction in quality failure costs – a savings of \$8 million per year.
- The JCPenney audit rejection rate improved from approximately 20% to less than 4%. Champion won the *JCPenney Best Supplier award* for Quality and Customer Service.

**FISHER-PRICE, INC., East Aurora, NY**

**1991 - 1994**

**Vice President Product Integrity**

Directly responsible for worldwide product integrity including Europe, Far East, Mexico, Canada, U.S. manufacturing facilities, and the East Aurora Corporate Headquarters.

- Initiated Prevention systems that resulted in a 50% reduction in customer defective return rate within 3 years.
- Built a Field Service Department to control defective returns credits and provide a system for returns analyses and corrective action. This resulted in a 25% improvement in the defective return rate in the first year – a savings of \$7 million.
- Established the Quality Assurance Department and Test Laboratory in Hong Kong, which handles product and process qualification and inspection for the Asian manufacturing sources.

**TONKA KENNER PARKER, INC., Cincinnati, OH**

**1973 - 1991**

**Vice President Product Integrity**

Worldwide responsibilities included the Headquarters Product Integrity staffs at Parker Brothers in MA, Tonka in MN, and Kenner Products in OH. Also held positions of Senior Product Safety Engineer; Manager, Product Safety and Reliability; Director, Quality; Senior Director, Product Integrity.

- Achieved more than a 90% reduction in defective returns during 18 years of continuous improvement in product quality.
- Reduced Quality costs from 9% to 1.6% of sales – a contribution of 7.4% of sales to the bottom line.
- Achieved a perfect record of zero product recalls during 18 years which covered more than 3,000 different product concepts introduced into the market place.
- Established the first comprehensive toy safety standard, an industry-wide standard known as ASTM F963, while serving on the TMA and the National Bureau of Standards Toy Safety Committees.

**MATTEL, INC., Hawthorne, CA**

**1972 - 1973**

**Reliability Engineer, Plant Quality Engineer, Product Safety Engineer**

**OTHER QUALIFICATIONS**

MBA University of Cincinnati, 1984

BSME California State Polytechnic University, 1972

Certified Product Safety Manager, International Product Safety Management Board, 1980 - current

Registered Professional Engineer (California), 1978 - current

Certified Reliability Engineer (ASQ), 1979 - current

Certified Quality Engineer (ASQ), 1976 – current

Author: *Enabling Excellence – The 7 Elements Essential to Achieving Competitive Advantage*, Quality Press, Milwaukee, 2007