

## Laura Litzan

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**From:** City of Marco Island Florida via City of Marco Island Florida  
<wadministration@cityofmarcoisland.com>  
**Sent:** Tuesday, May 5, 2020 8:50 PM  
**To:** Laura Litzan  
**Subject:** Form submission from: Online Advisory Board Application  
**Attachments:** gregfolleyfinalresume\_-\_google\_docs.pdf

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Submitted on Tuesday, May 5, 2020 - 8:49pm

Submitted by anonymous user: 198.16.31.177

Submitted values are:

Date of Application: Wed, 05/06/2020

Your Name:

Last Name Folley

First Name Gregory

Middle Name Scott

Address:

Number and Street 940 Cape Marco Drive

Apt. Number 2006

City Marco Island

State FL

Zip 34145

Phone Numbers:

Home 3092560337

Cell

Business

Email Address gf441077@gmail.com

Board or Committee City Council

## Background

How long have you lived on Marco Island? 3-4 Years

Are you a year-round resident? Yes

Have you ever been convicted or found guilty of a criminal offense (any level felony or first degree misdemeanor only)?

No

Would you and/or any organizations with which you are affiliated benefit from decisions or recommendations made by this advisory board? No

Do you currently hold public office? No

Do you now serve, or have you ever served on a Collier County or City of Marco Island board or committee? No

## Qualifications

Please list your community activities and positions held (Example: Civic clubs, neighborhood associations, etc.):

Republican Club of South Collier County

Chairman of the Board, Central Illinois Chapter of the American Red Cross

Board Member, Catholic Charities of Peoria IL

Trustee, Eureka College

Experience/Background:

Worked in all three branches of federal government, including military and White House Staff. Oversaw US, UK and state governmental affairs while serving as a Director and Chief Human Resources Officer for Caterpillar Inc. (see resume, attached).

Education:

US Naval Academy, 1977-79

University of Notre Dame, BA, 1981

University of Notre Dame, JD, 1984

Stanford Executive Program, Graduate School of Business, 2005

Resume [gregfolleyfinalresume - google docs.pdf](#)

The results of this submission may be viewed at:

<https://www.cityofmarcoisland.com/node/1571/submission/2701>

# GREGORY S. FOLLEY

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309-256-6590 · [gf441077@gmail.com](mailto:gf441077@gmail.com) · [linkedin.com/in/gregory-s-folley](https://www.linkedin.com/in/gregory-s-folley)

## EXECUTIVE SUMMARY

Proven global industrial manufacturing executive with experience leading \$10 billion-plus P&L and teams of more than 10,000 employees across multiple facilities and countries. A strategic leader who consistently achieves exceptional results by setting clear and very challenging expectations, and empowering the teams he leads to deliver on them. A proven business executive and board member with deep experience in leading end-to-end businesses, overseeing worldwide manufacturing and logistics, and developing/implementing enterprise-wide strategies from the ground up for major companies in various industries, including the world's largest airline and largest manufacturer of mining and construction equipment. A successful transformation agent who champions a culture of analytics and innovation to stay ahead of global trends and mobilize organizations to capitalize on those changes. Adept at working with top executives, boards of directors and business partners to run a complex, international organization. During nine-year tenure as a company officer, served as a member of the 35-member Chairman's Operating Council, whose members were responsible for setting the strategy of and running the company.

## PROFESSIONAL EXPERIENCE

### Caterpillar Inc., Peoria, IL

**1995 – 2017**

*Caterpillar (NYSE: CAT) designs, manufactures and sells construction and mining equipment, diesel and natural gas engines, industrial gas turbines, diesel-electric locomotives machinery, financial products and insurance globally.*

### **President, Caterpillar Logistics, Inc./Vice President, Industry Solutions, Components and Distribution Division (2015 – 2017)**

*Led largest division, with more than 10,000 employees in more than 60 facilities on six continents. Responsible for design, procurement or manufacture and marketing support of roughly 60% of Caterpillar's service parts and work tools, and worldwide distribution of all service parts. Responsible for U.S. and UK Defense businesses and OEM Solutions group.*

- Delivered more than \$100 million in incremental profit above business plan on flat volume, while achieving all-time record safety and quality performance for managed facilities and supply base.
- Landed \$200 million contract for power packs on military vehicles that massively expands highly profitable UK defense business.
- Delivered second largest profit improvement initiative for 2016 – 2020, ahead of plan by 25% through 2016 and on target to exceed target significantly by 2020, strengthening EBITDA by 20%. This initiative included the fundamental transformation of the worldwide logistics network, already measured as best-in-class according to industry metrics developed by Carlisle & Co.

### **Vice President, Analytics and Innovation Division**

(2015)

*Selected to tackle critical new leadership role as company's first Chief Analytics and Innovation Officer.*

- Created new division, responsible for driving the Enterprise machine health and connectivity strategy and overseeing hundreds of engineers and analytics professionals.
- Established innovation and analytics framework for company.
- Negotiated operating agreement with analytics partner Uptake.
- Drove significant investment into 3D printing of Caterpillar parts.

### **Vice President, Remanufacturing, Components and Work Tools Division**

(2011 – 2015)

*Led one of company's largest divisions, a multibillion-dollar business with more than 6,000 employees in approximately 50 facilities worldwide; responsible for worldwide remanufacturing and reverse logistics network, as well as design procurement and manufacture of parts constituting nearly 70% of Caterpillar's parts.*

- Delivered outstanding performance year over year while steadily increasing levels of safety, quality, delivery, performance and profitability to division, represented by 100% green scorecards between 2011 and 2014.

- Led enterprise in implementing new leadership development program (LEAD), setting benchmark for company by personally teaching more than 60 two-day sessions to all 800 leaders in organization; improved climate of organization from baseline at same level of company overall to level equal to 10 points higher than enterprise.

**Vice President and Chief Human Resources Officer**

(2009 – 2010)

*Core member of the Executive Team; reported to the CEO. Led strategic HR/Talent function to maximize performance capability and labor cost of Caterpillar's 100,000-plus employees globally. Regularly engaged with Board Compensation Committee and Public Policy Committees of Board of Directors as coordinator of agendas and active contributor to committee meetings. Directed Central Agreement labor negotiations with UAW, and designed and administered performance management and merit pay systems; managed U.S. governmental affairs groups in Washington, DC, and Springfield, IL.*

- Saved hundreds of millions of dollars in cash contributions by transitioning U.S. corporate pension plan from defined-benefit to defined-contribution while maintaining value of benefits to employees.
- Oversaw labor negotiations with UAW that assured flat costs over six-year life of agreement, reducing cost by 1-2% over that period.
- Developed company-wide leadership development program (LEAD) in conjunction with Stanford University, benchmarked as one of top programs in country.
- Worked with Congress and Administration to achieve consideration and ratification of South Korea, Colombian and Panama Free Trade Agreements; mobilized Korean and Hispanic employee resource groups to support these agreements.

**Vice President, Core Components Division**

(2008 – 2009)

*Led newly created division of 4,000 employees at 25 facilities worldwide, overseeing Product Management, Procurement and Manufacture for service parts for approximately 40% of all company parts.*

- Delivered nearly \$200 million in bottom-line benefits in a period when survival of company was at stake, reducing workforce and footprint by about 30%.
- Developed strategy to radically reduce cost structure and maximize sales of profitable parts and components during global economic collapse.

**General Manager, Specialty Products Business Unit**

(2006 – 2008)

*Led business unit comprised of 2,000 people at 18 facilities worldwide, responsible for design procurement and manufacture of approximately 25% of Caterpillar's services part numbers.*

- Delivered on all safety, cost and quality targets, driving a 73% improvement in safety year-over-year and achieving all-time record levels of quality.
- Led recovery of Oxford, MS, facility from tornado that destroyed 70% of factory that was sole source for couplings used in manufacture of every machine produced by the company worldwide; directed simultaneous re-establishment of production and rebuild of facility; production resumed in 13 days, 200,000-square-foot facility was rebuilt in four months, no injuries were sustained by either 200 employees or hundreds of construction workers on site, no machine shipments were missed.

**Director, Compensation and Benefits**

(2001 – 2006)

*Coordinated with independent compensation committee advisor and Compensation Committee of the Board of Directors to design and administer executive compensation programs and plan design for all U.S. and global benefit plans.*

- Designed and implemented market-based changes to U.S. benefit plans for hourly and salaried/management employees and retirees, maintaining top quartile benefits while getting much more for each benefit dollar spent, saving the company in excess of \$2 billion and raising enterprise EBITDA 2-3% annually.
- Participated as second chair in UAW negotiations.
- Worked with provider to create Total Rewards website for employees.

**Director, UK HR Shared Services**

(1999 – 2001)

New position to create synergies due to multiple acquisitions that brought UK population of employees from 1,000 to more than 11,000; worked with managing directors and HR managers to provide overall direction to UK HR community.

- Managed legal entity accounting, management development, payroll management, learning programs, compensation and benefits, and relocation administration for all UK-based employees.
- Worked with employee representatives for 11 company-sponsored pension plans to merge all into one, with one Board of Trustees and one administrative group, saving more than \$13 million annually.

**Various roles, with increasing responsibility:**

(1995 – 1999)

- **Manager, Corporate Labor Relations** (1998 – 1999)
- **Lead Human Resources Manager, Track-Type Tractor Division** (1996 – 1998)
- **Senior Labor Relations Consultant, Corporate Labor Relations** (1995 – 1996)

**American Airlines, Dallas/Fort Worth, TX****1994 – 1995**

American Airlines (NASDAQ: AAL) is the world's largest airline.

**Labor and Employment Counsel**

Managed outside counsel in labor and employment-related litigation, and provided advice to internal clients on employment/labor-related issues.

- Oversaw successful resolution to largest (as of that date) interest arbitration in U.S. airline history, with more than \$600 million in dispute.
- Directed successful litigation against the Association of Professional Flight Attendants, obtaining a permanent injunction against the union and its members, prohibiting harassment, retaliation or abuse against any employee who crossed the picket line during the union's 1993 strike against American.

**Labor and Employment Relations Attorney, private practice at several firms:****1985 – 1994**

- **Winston & Strawn, Chicago, IL** **1989 – 1994**
- **Whyte & Hirschboeck, Milwaukee, WI** **1987 – 1989**
- **Maupin, Taylor, Ellis & Adams, Raleigh, NC** **1985 – 1987**

**Law Clerk, Hon. Frank W. Bullock Jr., U.S. District Court for Middle District of North Carolina****1984 – 1985****Summer Associate, Barnes & Thornburg, South Bend, IN****1983****Legal Intern, U.S. Senate Judiciary Committee, Washington, DC****1982****White House Staff, Office of Presidential Correspondence, Washington, DC****1981****EDUCATION****Stanford University Graduate School of Business**

Stanford Executive Program (2005)

**Caterpillar Advanced Management Program (2001)****Caterpillar Advanced Management Program (1999)**

Juris Doctor (1984)

**University of Notre Dame, Notre Dame, IN**

Bachelor of Arts, Economics, cum laude (1981)

**U.S. Naval Academy, Annapolis, MD**

Awarded honorable medical discharge (1979)

**Notre Dame Law School, University of Notre Dame****CERTIFICATIONS****Member, Bar Association**

States of Indiana, North Carolina, Wisconsin, Illinois, Texas

## **BOARD POSITIONS**

### **Caterpillar Logistics Inc.**

President (2016 – 2017)

Director (2016 – 2017)

### **Caterpillar Fluid Systems SRL (Italy)**

Chairman of the Board (2011 – 2017)

### **Caterpillar Work Tools, Inc.**

Director (2015 – 2017)

### **Advanced Filtration Systems Inc.**

*Joint Venture between Caterpillar and Donaldson,  
employing 400 people in Illinois and Czech Republic*  
Chairman of the Board (2006 – 2009, 2011 – 2015)

## **VOLUNTEERING**

### **American Red Cross, Central Illinois Chapter**

Member, Board of Directors (2009 – Present)

Chairman, Board of Directors (2013 – 2015)

Member, Board of Trustees (2010 – Present)

### **Catholic Charities, Peoria, IL**

Member, Board of Directors (2005 – 2007)

### **Eureka College, Eureka, IL**