



Ralph Hockman - Finance

Ralph is a seasoned financial executive with thirty-five years experience in finance, operations, and sales/marketing. He has helped companies achieve sustained growth, profitability, and increased shareholder value. Ralph's experience leading the financial function includes public and privately owned and large and small companies ranging in size from \$5 million to \$4 billion in sales. Beginning late 2008, upon retiring from New Standard Corporation, Ralph began his work as a business consultant, specializing in accounting services and operations. His clients include Frey Lutz, Surtech Industries, Wilton Armetale, Winter Gardens Quality Foods, Inc., Marlin Steel Wire Products, LLC, Investment Real Estate, and others. The projects managed include serving as part-time CFO, evaluating plans to redirect company operations from manufacturing to distribution, developing supply chain strategy, assessing customer and product profitability, developing business plans, interfacing with external auditors and becoming the financial interface with banking partners.

Prior to his consulting career, Ralph was SR VP Finance for New Standard Corporation, a privately held manufacturer specializing in metal stamping, fabrication and assembly. He was responsible for all financial, administrative, IT, and human resources activities and to provide general business advice/insight in other functional areas. Ralph led the acquisition of a "Brownfield" manufacturing site including negotiated economic incentives worth \$1.3 million. He was a member of a two man team which negotiated long-term supply agreements with two key customers worth \$215 million and \$43 million in sales. Ralph assisted the CEO and President to recruit and develop a senior management team to enable ownership transition. He recruited, coached and mentored the company's Controller, who was named CFO during 2008.

In the mid 90's Ralph became VP - Finance/Administration for Tate Access Floors, Inc. where he was responsible for accounting, tax, administration and IT. Within the first year Ralph was appointed VP & General Manager - Operations where he added functional responsibility for all aspects of operations to his previous responsibilities. During his tenure Ralph managed the acquisition of Tate's largest competitor, and a UK based licensee, He also managed the resource plan to double the capacity within three years from less than \$100 million to \$200 million annually. This included a capital plan of \$25 million and increasing employment from 300 to 900 associates. During this time, the company was named one of "Pennsylvania's Best 100 Places to Work". In early 2001 the company completed a sale to The Kingspan Group, PLC, a publicly held building products company headquartered in Dublin, Ireland. At the time of the sale he was named VP - Sales & Marketing.

In the mid 70's through the early 90's Ralph began his career as a CPA with Ernst & Whinney and progressed to Controller and Assistant Treasurer at Lehigh Structural Steel Company, various positions with Bethlehem Steel Corporation including Controller, Sparrows Point Plant, Controller for the Modular Division of The Ryland Group, and VP - Finance at Courtney Industries, Inc.

Ralph Hockman is a Certified Public Accountant and a graduate of Drexel University with a Bachelors of Science in Accounting and a Masters of Business Administration in Finance.

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