



Osprey Packs
Senior Director of Domestic Sales
Executive Recruitment Profile
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“Osprey is more than 40 years young! I fondly recall the moment I selected “Osprey” for the new company, way back in 1974. At that time, this beautiful bird was an endangered species and I thought, if that bird can survive the next few tough years, so can this new company! Like the bird, Osprey Packs has flourished since then, and continues to grow and multiply. Over all these years, we at Osprey have had the pleasure to meet and work with some of the finest, warmest people involved in this wonderful, friendly industry. We are indebted to all of you out there who have supported Osprey along the way, through thick and thin, and have made the last 40 years so fun and rewarding!”

-Mike Pfothenauer, Osprey Founder

The History; Behind the Seams

Osprey Packs founder, Mike Pfothenauer, believes in the personal touch. Literally. From the company’s inception in 1974, Mike has ensured that every product design bearing the Osprey name has passed through his hands, subject to his intense scrutiny and exacting performance demands. Learning how to sew from his mother, Mike created his first backpack at age 16 and went on to market his custom-fitted packs to worldly travelers who learned of his Santa Cruz, CA-based business by word of mouth. Patience was a requirement, as each pack was made to order and could take several days. As these happy customers set off on their journeys, they came to discover it was worth the wait; Osprey Packs, thanks to Mike’s design talents and innovative ideas, were the best in business, a hallmark that continues today.

1987 found Mike focusing his energies on pack design, delegating pack production to a talented group of employees he had decided to hire. Word was getting out about these great packs, and he and his partner/wife, Diane Wren, soon found the need to expand to a larger facility. Their hunt for space led them to an 8,000-square foot building in Dolores, Colorado; interestingly, the facility’s previous life was as a factory for the Gore-Tex fabric company. Leveraging sand painting and blanket weaving skills of sewers from the nearby Navajo reservation, Mike trained these talented individuals in the art of Osprey pack construction and a new cadre of Osprey employees was born. In 1994, again, due to increased demand, Mike and his team expanded sewing operations to a facility in nearby Cortez, and five years later, the entire Osprey operation moved from Dolores to Cortez.

As much as the operation in Cortez was successful, the business was soon under pressure to move operations offshore in order to remain competitive in a global market. The year 2000 found Osprey moving some production to Korea and Vietnam. Mike continued his relentless quest to ensure Osprey Packs quality and integrity were never compromised, requiring thousands of hours in the air; in fact, the trip from Cortez to Vietnam took two full days. He soon tired of the travel and, in 2003, he and Diane moved with their family to a design center in Vietnam where he could more closely manage production; to this day, Osprey maintains a Design and Quality Control Center in Ho Chi Minh City, ensuring consistent high quality and product integrity.



Capitalizing on the local popularity of mountain biking and readily available design talent, Mike, Diane, and their family relocated to Mill Valley, CA in 2007 and soon thereafter established an Osprey design studio for Mike to continue his design drive. 2011 found Osprey operations expanding to include more warehousing, joining the main headquarters and distribution center. A few years later, in a move to create greater efficiencies on the transportation front, the Osprey team committed to moving their distribution center to Ogden, UT in the spring of 2015. Simultaneously, Mike and Diane chose to close down the Mill Valley design studio and relocate back to Dolores, CO. By doing so, Mike has the opportunity to create a customized design studio at his home as well as continue his frequent visits to company headquarters down the road in Cortez. Diane continues to be equally involved in the business, lending her guidance and expertise in human resources and strategic planning initiatives.

In September of 2017, Osprey celebrated the completion and opening of its brand new World Headquarters located on four acres in downtown Cortez nicknamed The Basecamp. This 28,500-square foot, state-of-the-art facility sits at the base of The Ute Mountains to the south and The La Plata range to the east. Its bright, open and inviting accommodations not only serve to offer Osprey employees ideal conditions for productive work but equally rewarding play. In the warmer months, employees can step outside to work at common tables and under a massive iron trellis shaped like the wings of the Osprey logo.

The Product

All Osprey products continue to focus on their legacy of creating the best possible way for individuals to carry their gear. Osprey strives to consistently enhance their packs to meet the latest innovation concepts that make for more comfortable and effective packs, while not compromising quality.

For over 40 years Osprey has built packs with a focus on innovative design, durability and custom fit. Osprey's diverse offerings include gender specific custom fit backpacks, pursuit specific technical packs, daypacks, commute and active everyday packs, hydration packs, and travel packs broken down into the following categories;

Outdoor

Backpacks are at the heart of everything Osprey does. There is no better way to experience the outdoors and Osprey's backpack series are focused on getting any age or experience level into the back country. For anyone carrying large loads on extended trips to casual day hikers, Osprey has designed a perfect pack for each variety of use.

Bike

In pack design, understanding human anatomy is as important as understanding the anatomy of the activity the pack is being used for. This is the impetus behind every Osprey pack style built for cycling. Osprey offers a wide range of versatile packs that comfortably carry everything needed for all types of mountain biking.



Active Everyday

Active Everyday is a reality for each of us. We may not be able to hike or mountain bike every day, but we are all headed somewhere and we need the right gear to do the task at hand. When heading to work, school or traveling you deserve the level of quality, comfort and attention to detail you look for in your technical gear. Osprey offers a range of packs based on your style preference and organizational needs backed by Osprey's 40 years of designing and manufacturing top quality gear hauling packs.

Hydration

The Osprey Hydraulics reservoir has set a new standard in hands-free hydration and there's no looking back. The Osprey Hydraulics reservoirs meet these standards while offering a lighter and simpler feature set perfect for fast and light endeavors and pack styles with internal reservoir pockets.

Travel

Growth in adventure tourism and travel is skyrocketing. The world has become a place where youth and adults see an unlimited variety of experiences and find themselves with a whole new appreciation of life. The outdoor community is embracing this like no other. Osprey has long been a supplier of the most adventurous of international travelers. The Osprey brand, with a legacy of innovation, quality and attention to detail is what those new and experienced travelers will be looking for.

Kids

Inspiring young people to experience and enjoy the outdoors is a core value of Osprey's. In 2008 Osprey changed the paradigm for kid's backpacks. The Sprint Series brought adult custom fit, function and features to a pack line for young people. In 2012, Osprey followed up with their Poco Series, which brought custom fit between disparate size adults and comfort to child carriers. 2015 brings major upgrades to youth backpacks, expanding a truly technical hiking line as well as introducing hydration options for kids.

Accessories

Osprey's accessory line provides a complete solution for everything needed to organize and protect your pack. Osprey pack accessories are complimentary in quality and design detail found in every Osprey pack. The newest additions to the accessory line include rain covers, add-on pockets, camera cases, dry sacks and organizers.

With continual testing and feedback from everyday users to professional athletes, the team at Osprey is committed to continual improvement and innovation in their product. The following list of continuous awards further demonstrates Osprey's commitment to top quality product:

- 1995** – Pika kid's pack receives Backpacker Magazine Editor's Choice Award
- 2001** – Aether pack graces the cover of Time Magazine
- 2002** – Aether 60 receives the Grand GG award from Outdoor Life Network
- 2003** – Aether 75 receives the Outside Magazine Gear of the Year Award
- 2004** – Switch 55+5 is awarded Editors' Choice by Backpacker Magazine
- 2005** – Osprey Atmos 50 is awarded the 2005 Outside Magazine Gear of the Year Award
- 2006** – Osprey Meridian 22 wins the 2006 Outside Magazine Gear of the Year Award
- 2008** – Osprey Packs Inc. awarded REI's Vendor Partner of the Year Award



- 2009** – Osprey Exos 46 awarded Outside Magazine’s Gear of the Year Award
- 2009** – Osprey Ace 48 receives Backpacker Magazine’s Editor’s Choice Award
- 2009** – Osprey awarded REI’s Vendor Partner of the Year-Camping Division
- 2009** – The Osprey Exos 46 wins a 2009 Good Design Award for the World’s Best Design
- 2009** – Osprey Manta 25 hydration pack receives Gold Industry Award for design Outdoor Europe
- 2010** – Raptor 6 receives 2010 Best of Adventure Award National Geographic Adventure Magazine
- 2010** - Men's Journal Magazine 2010 Gear of the Year award for the Raptor 10 hydration pack
- 2010** - Outside Magazine's 2010 Gear of the Year award for Sojourn 25" / 60L travel luggage
- 2012** - The Aether 60 is awarded 2012 Best Buy from Outdoor Gear Lab
- 2013**- Osprey receives Gear Junkie Best in Show for the Portal
- 2013**- Osprey Ariel 65 receives About.com Reader's Choice Award
- 2013**- Osprey receives Outside Buyer's Guide Gear of the Year for the Xenith 88
- 2013**- Osprey Portal receives SGB Gear of the Year
- 2013**- Osprey Verve receives Single Tracks Editors' Choice: Best MTB Gear of 2013
- 2013**- Osprey receives Men's Journal Gear of the Year for the Ozone Convertible 22"
- 2014**- Rev 12 receives Elevation Outdoors Peak Gear Award
- 2014**- Osprey Rev 1.5 receives Trail Runner Gear Guide Tester's Choice Award
- 2014**- Atmos AG & Aura AG receive Gear Institute Best New Gear Award
- 2014**- Osprey receives Gear Junkie Best in Show award for Atmos AG & Aura AG
- 2014**- Exos 58 receives Blue Ridge Outdoors Gear of the Year Award
- 2015**- Atmos AG & Aura AG receive Backpacker Gear Guide Editors' Choice Award
- 2015** - Osprey Atmos AG and Aura AG receives Men's Journal Gear of the Year Award - Best in Class
- 2015** - Osprey Ozone 46L/22" receives Fodors.com 2015 Best Carry-On-Bags Award
- 2015** - Osprey Zealot 15 receives Men's Journal Best for Mountain Biking Award
- 2015** - Osprey Atmos AG and Aura AG receives Gear Junkie Greatest Gear - Best in Show Award
- 2015** - Osprey Atmos AG and Aura AG receives Backpacker Editor's Choice Award
- 2015** - Osprey Atmos AG and Aura AG receives National Geographic Adventure Gear of the Year
- 2015** - Osprey Atmos AG 65 receives Elevation Outdoors Peak Gear Award
- 2016**- Mike Pfothenhauer receives OutDoor Celebrity of the Year from The OutDoor Show, Germany
- 2016**- Farpoint 55 receives Best Travel Backpack from Wirecutter
- 2016**- Manta AG 20 receives Peak Gear Awards from Elevation Outdoors
- 2016**- Atmos AG 65 receives Peak Gear Awards from Blue Ridge Outdoors
- 2016**- Manta AG 26 receives Gear of the Year from Outdoor Gear TV
- 2017**- Osprey Aether AG 70 and Ariel AG 65 receive Outside’s Gear of the Year Award
- 2017**- Osprey Levity 60 receives OutDoor Industry Award for Backpacking Category
- 2017**- The all new Levity receives Editor’s Choice for The Best of OR from Gear Patrol
- 2017**- Gear Junkie also awards Levity with its Best in Show award
- 2017**- The Gear Institute awards Levity with its Best in New Gear Award
- 2017**- Levity receives the Best of Show award from The Manual
- 2017**- Women’s Health gives the Dyna 6 its 2017 Fitness Award
- 2018**- The Outdoor Retailer Show Daily awards the Mutant 22 with its Editor’s Choice Award

In addition to Osprey’s abundant product awards and recognition, Osprey as a company has received numerous recognition and awards over the years from REI. These awards validate Osprey as not only having great product but the full spectrum of business services and acumen that make Osprey a great business partner to outdoor retailers. REI Recognition:



- 2007-** Vendor Partner Nominee
- 2008-** Osprey Packs Inc. awarded REI's Vendor Partner of the Year Award
- 2010-** Vendor Partner Nominee
- 2011-** Vendor Partner Nominee
- 2012-** Vendor Partner Nominee
- 2013-** Osprey Packs Inc. awarded REI's Vendor Partner of the Year Award
- 2014-** Osprey Packs Inc. awarded REI's Vendor Partner of the Year Award
- 2015-** Osprey Packs Inc. awarded REI's Vendor Partner of the Year Award
- 2016-** Vendor Partner Nominee
- 2017-** Osprey Packs Inc. awarded REI's Vendor Partner of the Year Award

Osprey's constant dedication to superior quality, design and craftsmanship backed up by a solid warranty has gained them countless loyal customers and an exemplary reputation for producing long lasting gear. Therefore, Osprey felt it only appropriate as they celebrated their 35th anniversary in 2009 to launch an all-encompassing guarantee; The Osprey All Mighty Guarantee. Osprey will repair for any reason, free of charge, any damage or defect in their product – whether it was purchased in 1974 or yesterday. If the team is unable to perform a functional repair on your pack, Osprey will happily replace it. Osprey proudly stands behind this guarantee, so much so that it bears the signature of company founder and head designer, Mike Pfotenhauer.

Needless to say, you can be assured that Osprey literally creates products built to last a lifetime.

The Culture

Vision:

Osprey enables the unencumbered life.

Purpose

Osprey relentlessly innovates to ease your journey and inspire adventure.

Core Values:

Osprey Team Members from every department have collaborated to develop a comprehensive set of concrete values that represent who they are and inform decision making processes regardless of role:

- **Innovation** - We have no patience for those who say “impossible”.
- **Integrity** - We choose candor, humility and honesty. The path we seek always points positive
- **Quality** - Our promise is built on a bedrock of quality. We believe loyalty is continuously earned and we stand behind what we do.
- **Respect** - Our community is open and inclusive to all. Our differences fuel our discoveries.
- **Stewardship** - We have a duty of care for the people, places, and things we touch; steadfast in our resolve to leave our world better than we found it.

Things at Osprey move full circle, starting with the people, resulting in the product and then back to the people for the lifetime of the product. Osprey is a company comprised of unique personalities, talents and passions. The thread that ties the Osprey team together is their love for the outdoors and passion for making the best custom fit packs on the planet.



Standing behind a mission to create innovative, high performance gear that reflects their love of adventure and devotion to the outdoors, it is easy to see why Osprey has, on multiple occasions, been selected by Outside Magazine as one of America's Best Places to Work.

The team at Osprey truly is part of something authentic and unique. More than anything, what truly defines the Osprey culture is the employees who make up the Osprey team. Their personalities, their shared interests and their passions make Osprey the brand it is today. In the Osprey office, one can simply "be themselves." Differences are accepted and encouraged. All opinions matter. This is a true culture of authenticity and transparency. There is an air of pride throughout the Cortez HQ and at the core of the team. At Osprey, simply put, the company sells good product, and the team stands behind that product. The product and the effect that their product has on end users' lives brings a shared connection of fulfillment to the team and leaves them ever striving to continue to just "do things right."

Partners & Environmental Integrity

You can tell a lot about a company's DNA based on those they surround themselves with. At Osprey, they are committed to supporting organizations working to make our planet a better place for generations to come. While their contributions to these organizations are a small part of a much larger collective, the team at Osprey believes their corporate philanthropy makes a big difference by drawing attention to these partner organizations via marketing programs, promotions and events. For example, for over fifteen years Osprey has been sewing labels listing the principles of the Leave No Trace program into their larger packs. They look at this as a simple, yet friendly, reminder of your responsibility to the environment you enjoy with an Osprey pack on your back.

The following are just a few of the other organizations Osprey partners with and supports that focus on the preservation and safe and responsible use of our outdoor resources and environment: The Access Fund, American Hiking Society, Colorado Fourteeners Initiative, IMBA, Colorado Mountain Club, Colorado Wild, Southern Utah Wilderness Alliance, Colorado Avalanche Information Center.

On a much broader scale, Osprey is also proud to partner with and support the following nonprofit organizations that put an emphasis on wellbeing and a healthy planet while encouraging interactions with the outdoors: Big City Mountaineers, Big Mountain Bike Adventures, Breast Cancer Fund, Colorado Environmental Coalition, Chicks Climbing, The Conservation Alliance, East Meets West Foundation, Himalayan Health Exchange, MoveShake, Outdoor Industries Women's Coalition... just to name a few. Osprey's partner list is quite extensive and you can find more of their proud partners listed on their website.

Overall, Osprey is proud of the strides they have made to reduce their impact upon the planet and tread lightly. Osprey's commitment to be an outdoor industry leader in sustainability, environmental, and social concerns is taken seriously tempered by the honest realization that though they have accomplished much, there is still more to be done.



The Home; Cortez, CO

“Shhh, don’t reveal our secret!” is how many who work at Osprey Packs may describe the company’s location. Situated in Cortez, Colorado (pop. 8,500), in the rugged San Juan Mountains, this beautiful spot in southwestern Colorado provides a constant inspiration and a superb testing ground for Osprey products. Most Osprey employees live in Cortez, Dolores (pop. 1,000), or Durango (pop. 17,500), which offers great access to superb mountain biking, hiking, and fly fishing. The winter months may find them accessing several world-renowned ski areas, including Telluride Ski Resort, a mere 90 minutes from downtown Cortez. Spring and summer pursuits may include backpacking and climbing adventures in Moab and Canyonlands National Park, a two-hour drive, or exploration of ancient Native American dwellings in nearby Dolores and Mancos. And who can pass up the opportunity to visit the world-famous Four Corners region, 19 miles from Cortez, the only location in the United States where the boundaries of four states, Colorado, Utah, New Mexico, and Arizona, meet.

If a craving for the arts presents itself, the area is rich in opportunities. The annual Telluride Bluegrass Festival began in 1974 and continues to bring some of the biggest stars of the Americana landscape including “...virtuosic bluegrass superpickers and soulful songwriters.” Telluride continues its artistic offerings by hosting an annual Film Festival, usually scheduled over the Labor Day Weekend. Not to be outdone, Durango, CO, 50 miles from Cortez, annually offers the famous Durango Blues Train, a moving musical experience aboard the historic Durango and Silverton Narrow Gauge Railroad. Cortez hosts the Notah Dineh Trading Company and Museum providing exposure to superb Native American Art and 10 miles away in nearby Dolores, there is the opportunity for exploration of the area’s history and culture at the Anasazi Heritage Center, managed and operated by the Bureau of Land Management.

Restaurants abound in the area, with Cortez offering everything from sushi, to espresso drinks, to bistro dining. Durango, a larger community, has much to offer in terms of a varied dining experience, with many restaurants and bars clustered in the historic downtown area. If desire for a large metropolitan experience should present itself, Denver, CO is a mere 45-minute flight from the Durango airport, or a scenic 7-hour drive from Cortez.

The Opportunity; Senior Director of Domestic Sales

Reliable. Authentic. Accountable. Innovative. These terms describe Osprey’s product. It shouldn’t come as a surprise that they also describe the values the Sr. Director of Domestic Sales will need to embody. The current leadership department is comprised of an impassioned team with much raw talent, energy, and dynamism. This is a group of professionals who see the inherent value of teamwork. We are seeking a transformational leader who not only embodies the same values that are reflected in the company’s culture, but who also possess a professional skill set that can guide the operations function and the company into the future.



Osprey, by virtue of its success, stands at a crossroads. The age-old question in specialty retail of how to improve a brand's equity and yet expand product and distribution certainly exists. This challenge of creating growth while screaming authenticity will be a significant metric in determining the success of the company. The Sr. Director of Domestic Sales ability to successfully create and execute the vision to meet this challenge will clearly be part of determining the suitability of any candidate.

Osprey packs are synonymous with quality. It has been incredibly hard work and perseverance that have kept the product in such high esteem. These well-minded intentions have brought Osprey forward to this point, but you can't always scale intentions. We need a seasoned leader who will bring best in class process, practices, and policies to the sales department while simultaneously utilizing the unique opportunities that Osprey offers and respecting the current extraordinary culture.

Hard work, determination, and no fear of "rolling up our sleeves" permeate throughout the brand. As a relatively small organization with many demanding timelines, the successful candidate must possess the unique ability to lead on the ground in any given moment and be completely comfortable with global strategic issues the next. This is a group of professionals that sees the inherent value of teamwork. They are hungry to learn and know how to have fun doing it.

In addition, this person must have the highest ethical standards and be one who builds confidence with fellow colleagues through consistent superior performance and individual integrity.

OVERVIEW:

The Sr. Director of Domestic Sales is responsible for the establishment of all sales, marketing, service goals and strategies for all domestic accounts. Additional responsibilities include leadership of domestic sales events and trade shows in collaboration with the VP of Global Sales and Marketing team. The Sr. Director of Domestic Sales provides leadership, coaching and development to the managers assigned to the specific sales channels, as outlined in the organizational chart. Providing market-based feedback on pricing, product and purchasing, to the Sales Leadership Team and the company as a whole is a requirement as well as routinely reporting, up to VP Leadership Team, on market trends and Osprey market performance. The Sr. Director of Domestic Sales is a member of the Osprey Sales Leadership team and is responsible for major contributions toward the success of the company.

DUTIES AND RESPONSIBILITIES:

Setting and Achieving Sales Objectives:

- Communicate a clear, strategic sales vision, effectively training and coaching both veteran and junior sales team members to achieve the vision
- Develop multi-year sales growth objectives for all domestic accounts with VP of Global Sales supporting overall company goals provided by the Board of Directors, Finance and Leadership Team
- Create, track and report preseason and in-season sales metrics and maintain high team awareness of progress towards accomplishing the growth objectives
- Collaborate with Product, Finance, and Sales Leadership Team in determining seasonal product pricing
- Collaborate with Director of Marketing, Retail Marketing Professional, and Director of Sales and Operations in efforts to strengthen customer relationships and develop strategic marketing plans with selected retail partners



- Identify key sales reporting, process improvement and technological needs to support and increase sales for internal and external stakeholders
- Collaborate with IT and BI team to develop and continuously improve in house and in field BI sales reporting

General Sales Administration:

- Extensive domestic travel for key dealer and market visits in order to provide accurate market data to internal and external stakeholders
- Create and validate the seasonal and yearly sales forecasts in collaboration with the VP of Global Sales and the Finance and Planning Teams

Design and Purchasing Contribution / Competitive Awareness:

- Supervises content creation for sales information provided at all line review meetings
- Analyze pre-season bookings and provide guidance to Planning Team to help establish seasonal inventory needs to cover all domestic accounts, any special circumstances, and in-season re-orders
- Provide on-going market contributions to development and design of new/existing product
- Provide relevant and necessary product, sell-through and marketing information from all domestic accounts to VP of Product and Marketing, PLM and Design teams and VP of Global Sales as needed
- Maintain high level awareness of trends, pricing and competitive product activity and communicate to key Osprey stakeholders

Sales Meeting and Trade Show Management:

- Collaborate with VP of Global sales and Marketing Team in planning, content creation and execution of domestic sales meetings and other sales events as needed
- Attendance at national and select regional trade shows as needed

Dealer Relationships:

- Overall responsibility for maintaining and growing Osprey retailer relationships for key domestic accounts
- Foster positive relationships leading to sales growth and loyalty
- Problem resolution as required

Sales Team Leadership:

- Provide overall leadership to each channel manager
- Create a culture of success and ongoing business and goal achievement
- Mentor team members and teach improved processes in order to enhance staff accomplishments
- Define and coordinate sales training programs that enable staff to achieve their potential and support company sales objectives

Budget Management:

- Establish annual Domestic Sales department budget that meets Osprey's overall financial goals
- Manage the Domestic Sales budget and communicate issues with Finance Department
- Evaluate commission percentage and programs for their effectiveness and for alignment with company financial goals

Osprey-Wide Support:

- Active contributing member of Osprey Sales Leadership Team working with VP of Global Sales
- Strong strategic / policy / product / new opportunity contributor to Osprey



AUTHORITY AND WORKING RELATIONSHIPS:

The Sr. Director of Domestic Sales is authorized to take reasonable action necessary to carry out responsibilities consistent with general guidance of the VP Global Sales. The Sr. Director of Domestic Sales is directly responsible to the VP Global Sales.

- **Supervision Exercised:** Supervises Domestic Sales Sr. Manager, Bike Sales Manager and Key Account Sr. Manager
- **Primary Contacts:** Internal contacts include all Sales Team members as well as all other Departments and Managers and the Company Leadership Team. External contacts include Sales Representatives, Dealers, and other business partners as required

QUALIFICATIONS:

Education and Experience:

- Education: BA, MBA or equivalent education preferred
- Experience: Minimum of 5 years previous executive sales leadership required. Outdoor industry, cycling industry and sporting goods experience essential. Relevant sales, retail, and marketing leadership important
- Experience managing key customer relationships and closing strategic opportunities
- Demonstrated ability in all aspects of sales leadership
- Broad range of education and experience-based skills are necessary for success
- Critical thinking, strategic orientation, cultural experience and strong written and verbal communication essential

Travel: Ability to travel as needed

Physical Ability Evaluation: Level I Work Steps (office environment): The Team Member will be expected to: work in an office environment for extended hours of sitting performing PC and other desk-related functions; lift 20 pounds overhead without assistance; perform physical activities involving extended periods of lifting, walking, standing, reaching, and bending over. Ability to handle extended air travel and unusual work timing required.

For additional information, please contact Adam Forest, Mary Maliff or Deb Mason at:

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