

# Audie Penn

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## Executive Bio

Audie Penn is a senior operations executive with more than 20 years of international experience leading large-scale manufacturing, supply chain, and operational transformations across North America, Mexico, and Europe. He has delivered over \$2B in financial impact by driving multi-site operational excellence, spearheading Industry 4.0 initiatives, and creating zero-incident EHS cultures that sustain long-term growth.

As Vice President of Operational Excellence and trusted advisor to global corporations, Audie has partnered with Fortune 500 organizations to implement LEAN and Six Sigma practices, optimize manufacturing footprints, and develop accountable, high-performing leadership teams. His work includes securing \$600M in EBITDA improvement for Summit Building Materials, leading a \$110M EBITDA transformation for CEMEX across 28 global plants, and driving \$350M in revenue recovery while managing billion-dollar operations at Caterpillar Inc.

Audie is recognized for his ability to align corporate strategy with tactical execution, unite cross-functional teams, and lead organizations through complex transformations, including M&A integrations and global restructuring. He has a proven record of balancing operational performance with innovation, customer experience, and workforce development.

He holds an MBA in Management & Operations from St. Ambrose University and a BBA from Western Illinois University. Audie is LEAN Bronze, Silver, and Gold Certified, a Master Black Belt, and a DISC Certified Practitioner. He currently serves on the Committee of the LEAN Certification Alliance and is a member of the Association for Corporate Growth and the Association of Manufacturing Excellence.

Audie's leadership philosophy is rooted in accountability, servant leadership, and the belief that operational excellence is achieved when strategy, people, and technology work in harmony to deliver exceptional financial and customer outcomes. He is scheduled to complete his ILM Level 7 Diploma in Executive Coaching & Leadership in October 2025, further strengthening his ability to develop leaders and guide organizations through transformation.