

MICHAEL SHAWN GRAY

SEASONED SENIOR EXECUTIVE / MANUFACTURING OPERATIONS & P&L LEADERSHIP / GLOBAL OPERATIONS SPECIALIST

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LOCATION Coupland, Austin TX

GLOBAL DEVOP EXPERIENCE

25+ years of direct operations and P&L leadership spanning North America, the Pacific Rim, and the European Union.

- Pacific Rim: Daily cross-time-zone coordination with manufacturing, engineering, and executive leadership across Japan, Taiwan, Korea, China, and Southeast Asia; qualified foundries, IC packaging, assembly, and OEM/ODM partners across the region
- European Union: Managed OEM, distribution, and technical partnerships across Germany, the UK, the Netherlands, France, and India including compliance with EU regulatory, quality, and product-safety requirements
- Fluent across international business norms, consensus-driven decision-making, long-horizon partnership building, and formal governance reporting to multinational parent organizations and boards
- Six years in P&L-owning Director/GM roles at Wacom Technology, a global electronics manufacturer, reporting into international corporate leadership across time zones

OPERATIONAL SPECIALIST

Hands-on operational specialist with a track record of building, scaling, and stabilizing manufacturing and technology operations from the ground up.

- Specializes in standing up new facilities, operating models, quality systems, and leadership teams where no playbook exists
- Builds scalable SOPs, production disciplines, and ISO 9001 quality frameworks that outlast the founder phase and support multi-site expansion
- Comfortable owning end-to-end execution across manufacturing, supply chain, engineering, and commercial operations in a single role

PROFESSIONAL SUMMARY

Accomplished technology executive, entrepreneur, and manufacturing operator with more than 25 years of experience building, scaling, and exiting technology companies across North America, the Pacific Rim, and the European Union. Led the formation and growth of multiple venture-backed businesses, including two ground-up manufacturing facility launches at TouchKO and SigmaSense, while also serving in P&L-owning Director and General Manager roles at Wacom Technology, a global electronics manufacturer with operations across the US, Europe, and Asia-Pacific.

Brings unique experience from both sides of a strategic acquisition. Built TouchKO from startup through acquisition by Wacom, then led post-acquisition integration, operational scaling, and facility expansion as General Manager, working directly with international corporate leadership across time zones. Developed and executed manufacturing, quality, supply chain, and commercialization strategies that supported global product deployment and multi-regional revenue growth.

Combines a deep technical foundation in embedded electronics, capacitive sensing systems, and analog front-end architectures with hands-on expertise in global manufacturing operations. Extensive experience sourcing and qualifying semiconductor foundries, IC packaging and test providers, contract manufacturers, OEM/ODM partners, and complex international supply chains across North America, the European Union, and the Pacific Rim including Japan, Taiwan, Korea, China, and Southeast Asia.

Thrives in high-ambiguity, early-stage environments where infrastructure must be built rather than inherited. Personally established manufacturing operations, quality management systems, and full product traceability processes meeting Department of Defense requirements. Managed full P&L responsibility for a \$35 million business unit representing approximately 20% of divisional revenue, while providing executive-level reporting to boards, investors, and international corporate stakeholders across multiple regions.

Recognized as a highly technical and relentlessly curious innovator, with more than 160 issued and pending patents spanning sensing technologies, electronics, semiconductors, human-machine interfaces, and advanced systems. Known for building organizations from the ground up, developing leadership teams, and translating emerging technologies into scalable commercial operations.

PROFESSIONAL EXPERIENCE

BIZGROOM CONSULTING / Austin, TX

Founder / Fractional Executive, [2024 - Present]

- Operate BizGroom as a venture studio, founding and financing multiple technology ventures in parallel, including HioniQ, CogniSense Labs, and Ionova Labs, while advising other companies on manufacturing operations, ERP transitions, and ISO 9001 certification.

SIGMASENSE, LLC / Austin, TX

Founder / Chief Innovation Officer / Board Secretary [2012–2024]

- Co-founded and built SigmaSense from a start-up concept to an established industry player and \$300M+ valuation over a 12-year run, under ISO 9001-certified production discipline, building embedded sensing and analog front-end electronics as the company's core technology.
- Sourced, qualified, and managed manufacturing partnerships and component-level supply chain relationships with global semiconductor foundries, IC packaging providers, and assembly operations across the US, the European

- Equally effective in zero-to-one founder environments and inside established multinationals requiring disciplined operational leadership

CORE COMPETENCIES

- P&L Ownership: Plant & Business Unit Leadership
- Greenfield & Brownfield Facility Stand-Up
- Founder / Zero-to-One Company Building
- Precision Assembly, Test & Quality Systems
- Embedded Systems & Electronics Design
- Global Component Sourcing & Supply Chain Orchestration
- Workforce Build: Founding Team to Scale
- Board & Executive Reporting (International)
- DoD-Grade Quality & Traceability Documentation
- Strategic Acquisition & Post-Deal Integration
- Capital Planning & Investment Structuring
- Cross-Functional & Executive Leadership

MANUFACTURING KNOWLEDGE

- Embedded Systems & Analog Front-End Electronics
- Component-Level Sourcing & Supplier Qualification
- Global Supply Chain: Foundries, IC Packaging & Assembly
- Precision Assembly & Test Operations
- Engineering Process Design
- CAD & Blueprint Interpretation
- Mechanical Design & Drafting
- ISO 9001 Quality Systems
- Materials Engineering & Process Chemistry
- Fabless / Contract Manufacturing Models
- Lean Manufacturing & Continuous Improvement

AVAILABILITY

Based in the Austin area; available for on-site, hybrid, or relocation-based senior leadership roles. Open to significant on-site presence and international travel in support of global HQ reporting, Pacific Rim operations, and EU partnership coordination. References available upon request.

Union, and the Pacific Rim (Japan, Taiwan, Korea, China, and Southeast Asia).

- Directed operations across multiple concurrent production programs, holding partner performance to the quality, cost, and delivery standards demanded by Tier-1 OEM automotive, consumer electronics, and industrial customers.
- Built and led the leadership bench under a founding role: hired, trained, and managed engineering and operations teams that delivered 300+ patents filed across 35 technology families.

QUANTUM INTERFACE, LLC / Austin, TX CEO / Board of Managers [2010–2015]

- Recruited by the founder to stabilize a company facing legal and operational challenges; within 3 months, settled litigation with an early investor and executed a restructuring plan.
- Secured the company's first angel investment and built and led teams that shipped its first commercialized product within 2 years.
- Expanded the product portfolio into military, medical, space, and industrial markets with strict quality, delivery, and reliability requirements.

WACOM TECHNOLOGY CO. / Vancouver, WA & Austin, TX General Manager / Director of Global Business Development [2007–2013] (Global electronics manufacturer with US, EU, and Asia-Pacific operations)

- Six-year run in P&L-owning Director/GM roles at a global multinational, with full operational responsibility for a business unit generating \$35M in annual revenue, representing 20% of Components Division revenue.
- Coordinated daily, across time zones, with corporate headquarters and regional operations spanning Japan, Taiwan, Germany, the UK, and the Netherlands, including regular evening and overnight collaboration and formal reporting to international engineering, manufacturing, and executive leadership.
- Built and managed the company's OEM/ODM manufacturing partner network and component-level supply chain, sourcing and qualifying suppliers and negotiating manufacturing and distribution agreements across US, European, and Pacific Rim sites.
- Retained by international corporate leadership to direct the Austin manufacturing facility following Wacom's acquisition of TouchKO, leading the buildout and integration of TouchKO's technology and operations into a second production site while sustaining customer continuity and helping expand market share to 90% in the target segment.
- Oversaw facility production scheduling, quality assurance, and delivery performance across five product lines for global OEM/ODM customers in North America, the EU, and the Pacific Rim.

TOUCHKO, INC. / Austin, TX Founder / Vice President and General Manager of Operations [1998–2007]

- Founded TouchKo to design and build embedded sensing electronics from the ground up, standing up production operations, quality systems, and a 50-person team from zero, securing contracts with major Department of Defense contractors on the strength of rigorous quality, reliability, and traceability documentation.
- Designed the embedded sensing electronics and component sourcing behind the world's first viable projected capacitive touch technology (4 patents), positioning the company for strategic acquisition by Wacom Technology, a global multinational, in 2007.
- Led the transaction and post-acquisition planning that transitioned TouchKo's operations into Wacom's global manufacturing organization.