

Scott Basham

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Proven leader who is well versed in strategic planning, engineering innovative new products and managing complex situations. Skilled at working in a dynamic, diverse and global company with a proven track record in meeting business objectives, containing costs and developing personnel in an ever increasingly competitive environment.

Core Competencies

- R&D
- New Product Development
- Project Management
- Highly organized and project oriented with attention to detail and objectives
- Excellent problem solving skills with ability to analyze situations, identify existing or potential problems and recommend solutions
- Strategic Planning and Execution
- Customer Focused
- Capital and Operating Budgets
- People Development
- Productivity and Process Improvements
- Strong team player with the ability to take initiative and work in a fast-paced environment

Professional Experience

The HILLMAN Group – Tempe, Arizona **1998 to 2020**

Manufacturing Engineer **1998 to 1999**
Director of Engineering **2000 to 2014**
Director of Quality **2016 to 2017**
Director of Engineering **2018 to 2020**

- 20+ years' experience in key identification and duplication.
- Received multiple patents for key duplication.
- Extensive understanding of the complexities for key identification.
- Designed and tested different techniques for key identification and duplication.
- Reviewed and evaluated key duplication equipment from other suppliers.
- Directed the design and launch of numerous new products.
- Created and directed validation and testing requirements for new and existing products.
- Worked with sales and marketing to develop/define new product requirements.
- Provide leadership and collaboration on the development and implementation of project plans.

KROY INCORPORATED. Scottsdale, Arizona **1994 to 1998**

Electronic Engineer

- Designed low cost and high-end thermal printers which included desk top and portable battery operated devices.
- Insured all products met FCC and CE certification.
- Helped to establish ISO9001 certification.
- Maintained project schedules from concept to completion.
- Responsible for all design and layout of single, double sided and multi-layer circuit boards.
- Performed cost reduction analysis on existing products for high volume production.
- Designed and programmed automated test fixtures for testing assembled circuit boards from the production line.
- Wrote various application specific programs for customers.

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DH INSTRUMENTS, Tempe, Arizona

1988 to 1994

Engineering Manager

- Established the companies Engineering Department which changed the company from a distributor to a manufacturer.
- Designed high accuracy pressure controllers, flow meters and standards.
- Designed product packaging and layout.
- Designed microprocessor based instruments using 8 bit and 16 bit microcontrollers.
- Designed analog interface circuitry using multi-channel 12 bit and 16 bit A-D and D-A converters.
- Designed high accuracy analog signal conditioning circuits.
- Designed test fixtures for automated product testing.
- Received a patent for developing the company's first pressure controller.
- Wrote extensive software packages for customers requiring automatic calibration of multiple pressure and flow devices.
- Wrote numerous software programs for data acquisition and analysis utilizing both RS232 and IEEE-488 protocols.
- Wrote various software programs for internal production/laboratory test and calibration.
- Used schematic capture software to create and layout double-sided and multi-layer printed circuit boards.
- Wrote numerous internal procedures for production assembly and calibration.
- Wrote numerous operation and user manuals.
- Setup preliminary and final BOM's.
- Worked with Material Control to make sure that parts were defined and ordered.
- Assisted in installation of Novell Network.
- Was responsible for network maintenance and upgrades.

SENSOR TECHNOLOGY, Tempe, Arizona

1984 to 1987

Engineer/Production Manager

- Designed microprocessor based controllers for industrial process control.
- Wrote various software programs for engineering and calibration purposes.
- Traveled to various locations and performed on-site installations.
- Developed quality control inspections and procedures.
- Created complete product documentation including installation and instruction manuals.
- Interfaced with vendors and purchased electronic and mechanical components.
- Supervised production Personnel. Developed production schedules and procedures.
- Coordinated all shipping and receiving.
- Installed computerized inventory control system.
- Performed troubleshooting, repair and maintenance on office machines, computers and peripherals.
- Trained office personnel in computer operation.

EDUCATION

Bachelor of Science Degree: Electronic Engineering Technology
DeVry Institute of Technology - Phoenix, Arizona

1985

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PATENTS

U.S. Patent No. 8,992,145 "Multi-Key Duplication, Identification and Cutting Machine with Clamp"
U.S. Patent No. 9,073,133 "Key Blank and Carrier Adapted for Positioning a Key Blank in a Cutter During Bit Cutting"
U.S. Patent No. 9,149,877 "Interaction Between a Key Duplication Housing and a Key Blank Carrier"
U.S. Patent No. 9,468,982 "Automated Key Duplication System and Method"
U.S. Patent No. 9,556,649 "Key Identification System"
U.S. Patent No. 9,586,272 "Key Blank and Carrier Adapted for Positioning a Key Blank in a Cutter During Bit Cutting"
U.S. Patent No. 9,764,393 "Key Blank and Carrier Adapted for Positioning a Key Blank in a Cutter During Bit Cutting"
U.S. Patent No. 9,895,752 "Automated Key Duplication System and Method"
U.S. Patent No. 10,007,979 "Key Identification System"
U.S. Patent No. 10,846,842 "Key Identification System"