



Gary has over 25 years of experience as a global leader. He recently rejoined TBM after working as Vice President of Operations at ESAB. Gary currently serves as Vice President of Business Development bringing new clients onboard.

Gary Hoover

Vice President
North America

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Prior to rejoining TBM in 2016, Gary was Vice President of Operations at ESAB (a Colfax company). ESAB is a global leader of welding equipment and consumables with over \$2B in annual revenue. In his role, Gary led operations for the \$1B business throughout North and South America. His responsibilities included 12 manufacturing sites, 19 distribution centers, and 2,400 employees throughout 8 countries. He was also President and Chair of the Board of Directors for ESAB's Conarco business in Argentina. Gary originally joined ESAB as Global Vice President of its Colfax Business System and led ESAB's European Equipment operations. Following Colfax's acquisition of ESAB, Gary led the

company's primary policy deployment initiative and was instrumental in improving ESAB's operating profit from 5.2% to 11% in less than 3 years.

Prior to joining ESAB, Gary was a partner at TBM and worked with the firm for a decade. He last led TBM's European and India practice where he was based out of Frankfurt, Germany. Before his overseas assignment, Gary was Managing Director of Business Development for North America. He was also responsible for large global client transformations including Nike, Saint Gobain, and Hubbell Electrical Products. Before joining TBM in 2002, Gary held a number of leadership positions at Intel Corporation and was an officer in the U.S. Army.

Gary received a Bachelor of Arts degree from West Virginia University and an MBA degree from Vanderbilt University.