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Summary **Thirty three years of business ownership focused initially on retail electronics, with a transition into residential and commercial integration of technologies products. Managed and maintained family and personally owned residential and commercial properties.**

- Areas of Expertise**
- Business Development and Scheduling
 - Systems Design and Management
 - Financial Accountability and Planning
 - Personnel Management
 - Fishing (Yea Right©)
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Experience JCS & Associates LLC / Sound Track of North America Technologies Inc. 2003 to Present

CEO / Owner / Manager / Operator

Sensing a change in the retail market, created a multi-year business plan to operate multiple businesses and business applications. Expanded relationships with previous associates to service large and small business applications while maintaining service commitments to previous custom home clientele.

Responsible for every aspect of day to day activities from financial and personnel management, facility maintenance, scheduling, equipment care and maintenance, ordering and at times installing integrated products in the field when demand dictates the necessity.

Developed and marketed new business strategies to enhance growth of the audio/video integration services.

Upgraded facilities, designed efficient employee and client flow patterns to facilitate service.

Managed personal time and resources to maintain the capability to operate multiple successful businesses at the same time, building on the quality and reputation of excellent service, while continuing the outstanding service expected by previous clients.

Carefully analyzed performance and profitability to determine the proper time to discontinue retail activities carried over from the original business and transfer employees and resources to the new business centers.

Accelerated new business growth by forming relationships with local architects and engineers.

Sound Track of Allegany Inc. 1974-2003

Co-Owner / Accountant / Operator / Manager

Envisioned and implemented sound management procedures to ensure the success of a small diverse retail electronics enterprise.

Responsible for all aspects of operation and management of retail electronics businesses as well as commercial and residential property management. As a young entrepreneur Joe fulfilled his dream of self employment beginning with a small shop with limited inventory, building over many years to a successful retail and custom home installation business.

From a start-up business to a successful retail outlet, planned, advertised and managed every aspect of day to day business activities.

Evaluated, determined and marketed the correct products for a diverse market to ensure profitability and success

Developed procedures to determine adequate return on investment in an ever changing market.

Conducted sound financial management practices to ensure success for partners and employees in an exceptionally competitive market.