**PROFILE**

A Senior Executive – CEO/ President / Vice President with 20+ years in the upstream, midstream, and downstream segments delivering high value, market growth, start-up and turnaround excellence in oil & gas, energy, chemicals, specialty chemicals, mining and metals on a global platform.

A dynamic results-oriented leader with a strong record of accomplishment in turnaround and high-paced organizations. Sound technical and business qualifications in strategic planning and sales and business development excellence, business unit start-up, financial management, project management (conception to commissioning), engineering excellence strategies, client development and retention – with a personal dedication to health, safety and environmentally sound practices. Highly adaptable and empowerment oriented for positive response to changing and emerging markets, and motivating staff to peak performance. Reputable in start-up of industry leading multi-discipline engineering organizations, including Plant Engineering Services, a fully owned subsidiary of Fluor (Fluor Daniels) currently recognized as a world leader providing outstanding design-build solutions.

**EDUCATION**

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| **Fluor University Talent Development** | |  | **2007-2008** |
|  | Strategic Account Management, Situational Sales Negotiation, Contracts Negotiation, Client Interview and Review, Strategy to Win | | |
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| **Louisiana State University** | | **MBA** (25 hours completed) | **1995** |
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| **Louisiana State University** | | **Bachelor of Science, Engineering Technology** | **1988** |

**AFFILIATIONS**

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| * **LCIA** | Louisiana Chemical Industrial Association |
| * **NPRA** | National Petrochemical and Refiners Association |
| * **PMI** | Project Management Institute |

**AREAS OF EXPERTISE**

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| * Turnaround / Change Mgmt. | * Shareholder Confidence | * Customer Centric |
| * Start-up / Organic Growth | * Debt Reduction | * Global Work-sharing |
| * Expansion / New Market Growth | * Bid Negotiations & Pricing | * Work Force Optimization |
| * New Services Implementation | * Multi-P&L Analysis / Cost Control | * Competitive Positioning |

**RECENT ACHIEVEMENTS**

* **Transformed inward focused organization** to growth-driven channeled verticals achieving 27% sales increases and EBITDA up 500 points and overall debt reduction over last six months. (2010)
* **Managed one-million** project work-hours achieving **Zero Safety** incidents. (2006-2009)
* **Started-up and branded a new engineering company** that launched Fluor into the small-cap EPCM industrial markets. **Grew, initial, staff** of 80 engineers and designers within one year of start-up of new office peaking at 250 by 3rd year – brought on top tier management with diverse background and strong allegiance networks. (2006-2007)

**STRATEGIC RELATIONSHIPS**

Facilities revamp, expansions, assets betterment and improvements, and alliance partnerships

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| * Exxon Mobil | * Marathon Petroleum Company | * Chevron Corporation |
| * Valero Energy | * British Petroleum (bp) | * BASF Corporation |
| * Shell Motiva Refining & Chemicals | * Baker Hughes | * Alcoa, Primary Metals |
| * Fluor Corporation | * NRG Energy, Inc. | * Halliburton |
| * Shaw Group | * Alumina Partners of Jamaica | * Siemens |
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**PROFESSIONAL EXPERIENCE**

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| **Harsco Corporation** | **Executive Vice President & General Manager** | **2010-Present** |

*Executive leader of a $4B Global Mid Cap 400 that provides industrial services and engineered products to the Energy Generating, Chemicals, and Oil & Gas markets.*

Recruited to assume full P&L responsibility for Harsco’s newly branded Industrial Americas vertical. Challenged to transform business practices from internally driven to a forward-focused customer service platform; turnaround declining sales, profit margins, and ultimately reverse eroding share value. Drive operations, sales and marketing, business development, engineering, and safety through consolidation of 65 regionally based operation facilities to 6 global distribution centers and 18 rapid response fulfillment facilities strategically located throughout North and South America. Executive member of the Global Leadership team chartered to integrate excellence.

**Notable Accomplishments:**

* Created critical Safety awareness of at the corporate level that led to cultural change geared to achieving leading industry EMR and TRIR statistics. Each employee participates in communicating daily key safety and value creation topics.
* Realigned top-down organization to strategic channeled sales and operation verticals resulting in 27% growth compared to peer competitors down 5-10% year over year. 2011 operating profit achieved ***five*** times over 2010YTD. Introduced strategic business development practices which drove increased sales excellence.
* Increased competitive position by establishing alliance partnerships and acquisitions aligned for leveraging strategic growth and implementing product effective management.
* Reduced debt and operating coast by 50% at regional based facilities by optimizing local inventory and leveraging distribution centers for volume demand – 25 cents earnings per share increase.
* Improved P&L forecasting from 60% to 95% accuracy by streamlining financial analysis processes and incorporating key pipeline sales prospects.

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| **Brand Energy** | **Executive Director of Corporate Accounts and Sales** | **2010-2010** |

*Corporate executive accounts manager and business development of specialty services,* *$2B backed by First Reserve Corporation, private equity and infrastructure energy investments.*

Negotiated 11 corporate service agreements focused on continuous presence execution that provides $10 - $65 million, respectively, annuity sales yielding 14% plus margins. Significant recent win with Shell Motiva – a 40% pricing improvement over the customer’s initial offering was achieved.

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| **Fluor** | **Director of Projects / Operations** | **2006-2010** |

*Principal executive and cofounder of a new engineering operating division, a subsidiary of Fluor* – *$25B Fortune 500, to drive diverse revenues in small-cap and sustained markets.*

Recruited to direct start-up, vision and mission, strategic planning and direction, corporate policies and safety procedures, organizational structure, and growth. Created a customer-focused culture and built / led high profile staff of 200 through a core technical project management team of 26. Held full P&L management accountability for all projects up to $100 million executed throughout North America and Caribbean – included multiple project sites.

**Operational & Leadership Accomplishments:**

* Created a Limited Liability Corporation to manage and market turnkey EPCM projects at the facility level, based in Baton Rouge, LA., October of 2006. Branded the company as “PE (Plant Engineering)”, drove accelerated growth to a staff of 80 by end of 2007.
* Developed and executed strategic business plan expected to achieve double-digit revenue growth to $50-$70 million annually and sustained staff of 250-300 by third year of operations.(2009)
* Streamlined corporate practices to align with competitive market drivers that achieved 5 to 10% project under run – achieved stringent design quality and flexible execution practices.
* Attained short-list contention for a $30 million annual EPCM site-based alliance with Exxon Mobil Refining and mid-stream businesses – leveraged Fluor’s core competency and SMEs.
* Closed 40 MSA agreements that achieved second-year revenue projection ($22 million) and sustained less than 5% overhead – one of notable distinction led the start-up of second office in Deer Park, TX.

**Sales and Business Development Success:**

* Leveraged key relationship networks and organically grew customer landscape spanning the Gulf Coast, Midwest, the Pacific Northwest, and Caribbean – established 45 new clients.
* Led executive sponsorship, closed a five-year ($8 million annual revenue) partnership with Shell - Deer Park, TX. Leveraged a second PE office seeded with a staff of 40 and expected growth to over 75 servicing the Houston Ship Channel.
* Co-chaired and negotiated (3) incentive-based alliance partnerships – generated company revenues of $15 million annually and reduced owners operating cost nearly 10%.

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| **CRA Engineering Group (CEG),** LA | **Manager Of Projects** | **2001-2006** |

*Principal through acquisition of Veco to leverage CRA as a world leader in providing comprehensive engineering, environmental consulting, and construction from FEED to start-up and commissioning.*

Directed overall operations for execution of projects up to $50 million. Accountable for safety, budget and schedule achievement, scope development, technical proposals and bids, engineering, quality design, vendor management, and facilities installation. Led oversight of project P&L management, technology leadership, and marketing management. Serviced a diverse customer-base comprising of 200+ active project initiatives by providing leadership and strategic direction to a technical staff of 136 through 8 direct report managers.

**Achievements:**

* Led a selective team**,** and implemented an entrepreneurial plan that increased revenues 50% within six months and 100% at 18 months – resulted in near zero overhead cost.
* Spearheaded project growth from $4 million to $28 million in three years by developing and managing key partnership accounts, expanding services to site-based managed teams, and increasing customer landscape to the Midwest and Caribbean.
* Attained key Caribbean client retention, generated project repeat business $30 million+ – through responsiveness, effective team alignment, and delivered to budget and schedule commitments.
* Won two significant cash flow generating accounts of $5 million each, annually – via strategic contract negotiations and reduced variable overhead costs by 5 - 7%.
* Created a cohesive culture and led the reorganization of a one-dimensional company to a cross-functional collaborative organization.
* Established new project controls competency division, enhanced organizational operations and project success by implementing industry standards of excellence – achieved IPA rating of 450.

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| **BASF (Barbay Engineers),** LA | **Project Controls Manager** | **1995-2001** |

Enhanced project development excellence, established pace setter estimate and schedule benchmarks, increased project approval ratings, and improved schedule completion 10 to 20%. Promoted to senior project controls manager for demonstrating leadership and competitive project results. Achieved distinction for conceptual-project development and master plan collaboration.

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| **Exxon Refinery** (Turner Industries, ltd) | **Project Planning Engineer** | **1991-1995** |

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| **FJM Engineers, Inc.** | **Design Engineer** | **1988-1991** |