

# GARY J. DECKER

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## DIVISIONAL COO - GENERAL MANAGER

### Cutting-Edge Energy Industry Technology Solutions For Domestic & APAC Operations

*Influential Executive Partner Resolving Critical Operations Issues & Producing Multimillion-Dollar Results*

Decisive, Mobilizing Force for Sustainable Quality in Natural Gas / Green Industries, Tech, & Engineering

Northwestern Graduate Recognized for Quick Resolutions to Operational Challenges

#### EXAMPLES OF LEADERSHIP EFFECTIVENESS

- ▶ **28% 2010-2012 rise in revenue as COO** for GVR Energy Solutions; added strategic vision for new operation in China and building infrastructure for sustainable APAC business.
- ▶ 142% net income increase as COO influencing executive team to explore new pharmaceutical market opportunities, with revenue growth from contracts at Merck, Sanofi, and Pfizer.
- ▶ **200% increase in Solara Technologies revenue** by pioneering global markets entry; boosted Amazon sales 1020% by strengthening executive relations, and influencing IP hosting—a first that influenced later sales.
- ▶ Commercial licensing for **Exxon's Resolution Technique** application—a revenue-producing achievement backed by unprecedented turnarounds in client relationship management.
- ▶ **New KPI program** leveraged to reduce drilling costs and ramp up meter exchanges; increased contract volume nearly 90% with quality and efficiency improvements.

#### Leadership Competencies:

Revenue & Profit Growth - Environment Safety & Health - Multimillion-Dollar Budgets - Quality Control - P&L Turnaround & Growth Strategies - SOPs - Financial Oversight - Property Transactions - Client & Municipal Relations  
Global Operations - Technology Utilization - Product Development - APAC Staffing - Offshore Solutions

#### PROFESSIONAL HISTORY

##### **GVR ENERGY SOLUTIONS, LLC, Belleview, MN, 2009–2012**

*Brought firm to peak revenue and client volume – with 40% gross margins – by revitalizing division and driving sales to \$62M. Sourced top talent emerging as new management team, and increased operational efficiency by instituting stringent controls, new emphasis on client responsiveness, and resolutions to safety concerns.*

#### CHIEF OPERATING OFFICER

**Accelerate profitability in energy industry** and manage operations for divisions in the U.S. and China), with charter to build and grow infrastructure to meet demand at provider of traditional gas and alternative energy sources (strategic partner to municipal and state-funded utility companies). Administer \$27M+ revenue and \$3.4M operations budget; supervise QC, Safety, Drilling, and ES&H Manager as direct reports.

#### Market Share & Revenue Improvement

- ▶ **Opened new business opportunities**, including APAC markets, while resolving and turning around loss of client confidence stemming from lack of qualified talent.
  - Rebuilt trust with client executives (adding key quality controls and ensuring adherence among staff through stringent audit procedures) leading to continual work with no competitive bidding.
  - Brought in top talent, recruiting superintendents with solid client reputation to help land new bids.
- ▶ Recovered nearly \$32K in non-compliant fees with New Year's Eve changes to operating procedures, quickly resolving understaffed contract situations forecasted for coming year.

# GARY J. DECKER, OPERATIONS EXECUTIVE

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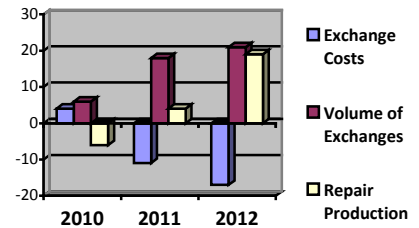
## COO, GVR ENERGY SOLUTIONS, LLC

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### Operational Efficiency

- ▶ **Nearly doubled Construction business unit output** by restructuring teams and adding new talent. Injected rigor into operations procedures, established full management group, and added tools for operations efficiency to quickly land projects at Xcel Energy's new plant.
- ▶ Added Standard Operating Procedures for uniformity, benchmarking, top production, and higher margins.
- ▶ **Improved productivity 25% after designing KPI program.** Created procedures for drilling that eliminated team preparation challenges, and hired Safety expert pivotal in reducing injuries.

Percentage Improvements From KPI Program



### Crisis & Change Leadership

- ▶ Increased revenue volume after turning around troubled client account. Reworked estimating process deemed as bottleneck to contract fulfillment and sourced new talent skilled in all phases of drilling operation.
- ▶ Changed staffing procedures to anticipate shortages and worked closely with Procurement to time arrival of equipment needed for key contracts – eliminating later-phase project issues and delays.
  - Preserved \$87K in contracts with quick action to satisfy client needs for ramp-up staffing.
- ▶ **Influenced 23% drop in negative effects** of severe-incident reporting, managing public communications and revising procedures for employee press interviews after reviewing high-profile incidents with management team.

## SOLARA TECHNOLOGIES, Dallas, TX, 2005–2009

*Continually promoted to drive company transformation and expand market reach, leading company's international expansion by securing key industry relationships; positioned firm as attractive to investors and buyers.*

### COO - 2008–2009

**Positioned company for growth** through analytical business development, solid pricing strategy, and partner relationships that paired offerings with other solutions at SaaS development/subscription management firm targeting regulatory and Standards Development industries and capitalizing on proprietary Web-based platform. Improved product functionality, service, sales, and programming; established distributed computing environment with efficient development procedures. Held P&L authority and supported capital raising, development/IT, content editing, service, and support, plus 6 direct/50 indirect reports.

### Corporate Direction & Growth

- ▶ **Spearheaded 45% improvement in software sales** by guiding shift from single-subscription, commoditized product to gain global clients including NCDA; hosted ISO standards and brought in Exxon intellectual property.
  - Dramatically improved consumer experience via robust collaboration/change management functionality.
  - Secured investor interest, presenting pitches and widening company offerings key to buyout.
- ▶ Augmented core product with improvements that secured clients including **Sanofi and Merck**.

### Product & Market Leadership

- ▶ **Safeguarded intellectual property** for key clients including Amazon, leading firewall/infrastructure development via vendor with IBM-based standards (with later, related acquisition of NetApps). Directed additions (extensible software plus online purchasing, account management, training functions).

# GARY J. DECKER, OPERATIONS EXECUTIVE

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## SOLARA TECHNOLOGIES

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### VP PRODUCT DEVELOPMENT & ES&H - 2005–2008

Earned promotion to expand platform, increase global results, and bring in high-profile accounts after initial recruitment to expand legacy services market share. Managed 4 direct/25 indirect staff in Product Development role, plus 5 direct/35 indirect Environmental Services reports.

- ▶ **Rapidly increased software renewal rate to 86%** through product/process improvements; incorporated Army Corps of Engineers compliance protocols and regulatory content, among other value-adds.
  - Doubled inside sales pipeline and increased VAR results by outsourcing lead generation.
- ▶ Led new-market entry for new solar product, with contracts at COE and lucrative opportunities with Tetra Tech and NASA; closed Alcoa and ENSR International Audit Protocol Consortium.
  - Spearheaded Web Service solution with sales to prominent environmental software solution providers.

### CORBEL GROUP, INC., Atlanta, GA, 2000–2005

*Spearheaded profit turnarounds and changes in strategy that produced 35% revenue increase and millions in savings.*

### COO, CORBEL GROUP - PRESIDENT, CORBEL XFR - 2003–2005

### VP, OPERATIONS & BUSINESS STRATEGIES - 2000–2003

Selected by CEO to break down siloed organization, creating strategy and structure to drive profits at \$20M provider of architecture, engineering, construction management, environmental, and IT services. Pinpointed \$1M-\$3M design/construction niche in life sciences industry, developing clean room/chilled warehouse expertise. Directed 208 reports (CIO, subsidiary Presidents, and Director of HR, plus 200 indirect employees). **Brought in to lead \$3B Armstrong World Industries** Infrastructure Master Plan, coordinated multidisciplinary experts to review NPV scenarios, product strategy, aging infrastructure, energy use, property, labor, and taxes.

### AC TECHNOLOGIES, INC. (Formerly Recycling Industries, Inc.), Shakopee, MN, 1995–2000

*Coordinated preparations for acquisition, including air pollution control upgrades and pharmaceutical disposition services.*

### OFFICER & CORPORATE VP - ENVIRONMENT, SAFETY, & HEALTH (ES&H) - 1999–2000

Chosen to assemble change-ready leadership team, adding compliance measures, handling investor and stakeholder queries, and managing risk. Consolidated 100+ entities and hired M&A firm. Earned promotions from Director, ES&H, Due Diligence Manager, Project/Plant Manager, and Regional Environmental Manager.

## EDUCATION

MASTER OF BUSINESS ADMINISTRATION (MBA)

Iowa State University, Des Moines

BACHELOR OF SCIENCE IN ENGINEERING TECHNOLOGY

Northwestern University – School of Computer Science & Engineering, Chicago, IL

## AFFILIATIONS

Board Member; Committee Chair – Big Brothers Big Sisters of Duluth

Member – Energy Professionals of the Midwest