

EDWARD S. KLUCKOWSKI, PE

610 Stonymeade Drive, Winchester, Virginia 22602
(540) 686-0198 / e-mail: eskvmiball@aol.com

QUALIFICATIONS SUMMARY

An energetic and confident executive with over 25 years of demonstrated success in the construction materials industry with expertise in improving returns on capital employed, enhancing operational efficiencies, and effectively leading people. Provides expertise to pull team together into a cohesive whole and to uniformly apply the strategic direction of the organization. Makes solid decisions, manages sales and operational effectiveness, and builds effective business relationships with customers.

PROFESSIONAL EXPERIENCE

THE SHOCKEY PRECAST GROUP, Winchester, Virginia 2006 to 2009
(A full service precast concrete manufacturer specializing in parking structures, design build, architectural precast, and total precast solutions.)

President

(Provided the vision and passion to lead a newly established task-oriented executive team toward accomplishing company's strategic objectives.)

- Transformed executive team from management focused to leadership focused. Utilized company's "Partner of Choice" vision and value of leadership as impetus to initiate transformational process.
 - Business Plan successes included a positive shift in Safety culture through development of Near Miss process and 73% reduction in Worker Compensation Incurring Losses; Standardization of Precast Embeds incorporated into Engineering design process reducing manufacturing's material costs.
 - Developed and initiated Performance Management Review process throughout company.
 - Established Management Trainee program that attracted new supervisor talent into the company.
 - Initiated development of executive team through a Coaching process based on behavioral performance feedback.
- Provided strategic and operational direction over three year period with sales revenue growing to \$115 million from \$88 million and EBIT increasing by 50%.
- Formulated and executed \$7 million capital expenditure plan increasing Winchester structural plant Double-T capacity by 30%, and increasing prestressing capacity of Fredericksburg architectural plant by 25%.
- Presided over the implementation of the Lean Manufacturing Process throughout the company. Developed strategy, objectives, and included goals with associated timeframes. Aligned with company value of "commitment" and a continuous improvement culture.
 - Increased production efficiencies: Winchester by 33%; Fredericksburg by 26%.

LUCK STONE CORPORATION, Richmond, Virginia 2000 to 2005
(A family owned, privately held business producing crushed stone products, producer and distributor of stone-related architectural, landscaping and home décor materials and services.)

Vice President, Central Region

Led a group consisting of 177 associates located in a two state territory with operations that included five crushed stone operations, two sand and gravel operations, and one environmental land bank. Implemented and executed strategic plan objectives and continuous improvement processes.

- Revamped business planning and forecasting process; developed Region Vision that paralleled company Vision and Mission and supported by the business plan.
- Improved direct return on capital employed from 13.5% to 22.2% by employing a renewed emphasis on operational efficiency and sales price improvement objectives.
- Led team that grew sales revenue from \$34 million to \$51 million by employing new marketing and pricing strategy with a main emphasis on value-add selling.
- Leadership Team member that oversaw company's growth strategy through a task group that successfully reorganized the Construction Aggregates Division to sustain ongoing growth.
- Led diverse team that developed strategy to improve performance of sand and gravel assets that resulted in consolidation from 3 operations to 2 operations.
- Championed implementation of an "optimization model" within a three plant service area that enhanced operational efficiency and improved profitability.

- Leadership Team member that liaised activities between operations and surrounding neighbors resulting in extending quarry capacity by 40 million tons and developing new related user site that accommodated existing asphalt and ready-mixed concrete operations.

ROGERS GROUP, INCORPORATED, Sandusky, OH 2000
(Produces crushed limestone products for customer base located in the highly competitive Northeast Ohio marketplace. Included three rail distribution yards functioning as profit centers.)

General Manager / Strategic Business Unit Manager

Directed sales, plant operations, and two rail distribution yards. Full responsibility for \$30 million in sales revenue for a facility producing six million tons of construction aggregates annually.

- Led management team through a successful contract negotiation (four year contract) with local chapter International Union of Operating Engineers.
- Implemented strategic plan that eliminated contract hauler services that included selling stone products directly to end user customers. Enabled sales team to manage customers better through improved pricing and forecasting of products within marketplace while realizing enhanced profitability.
- Directed analysis of aggregate pricing dynamics by utilizing Business Objects reporting that aided sales team in meeting forecasted sales expectations and ability to manage top 100 customer accounts.

NORTHEAST SOLITE CORPORATION, Mt. Marion, NY 1986 to 2000
(A construction materials company producing lightweight aggregates, sand and gravel, and concrete masonry units, sold to ready-mixed concrete and block producers, general, site, and landscape contractors.)

President (1997 to 2000)

Led this \$15 million privately held company after it was spun-off from Solite Corporation, Richmond, Virginia. Oversaw three operating companies, coordinated and led all functions including production, sales and marketing, human resources, and corporate finance. Maintained overall profit and loss responsibility and decision making authority.

- Developed company strategic plan and business plan; implemented plan through strategic planning process with each operating unit.
- Grew annual sales by 10.5% and increased overall operating revenues by 15% within the first year.
- Developed and executed a capital expenditure program that rehabilitated old equipment and reduced production costs by 27% in the first year of implementation.
- Stabilized production workforce through effectively communicating newly developed vision and mission, improved morale by establishing a monthly committee meeting with supervisors and hourly employees.

Vice President (1996 to 1997)

Parallel responsibilities as District Sales Manager; higher level of involvement with corporate staff in the decision making process regarding operations at the Northeast facility.

District Sales Manager (1991 to 1996)

Managed \$7 million in sales revenue in combination with technical promotion of structural lightweight aggregates.

District Sales Engineer (1986 to 1991)

EDUCATION

Virginia Military Institute, Bachelor of Science in Civil Engineering

The Management Course for Presidents; Strategic Management Course, AMA
Command & General Staff College – Fort Leavenworth, KS

PROFESSIONAL ACTIVITIES

Concrete Industry Board of New York City, Past President (Elected Position)

Member of American Society of Civil Engineers

Member of American Concrete Institute, Committee 213

Member of Precast / Prestressed Institute