

DONALD R. WILLIAMSON

Compass Executives, LLC
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QUALIFICATIONS SUMMARY

Prior to 2005, CEO and CFO of mostly privately held firms, including firm with revenues in excess of \$400M. Significant success in acquisitions, profitable growth and dramatic improvement in employee safety.

Subsequent to 2005, Adviser to President and CEO of a major construction materials firm in North Dakota, Advisory Board Member of large mechanical contractor in California and Adviser/Interim Executive for a major real estate development firm.

SELECTED ACHIEVEMENTS PRE-2005

- As part of strategic plan, added 30 acquisitions to company's core product lines while divesting 3 product lines. Closed 22 of the acquisitions in 22 months
- As CEO, led 45% growth in sales and achieved ROIC exceeding peer group average in last three years of tenure while emphasizing long-standing core values of the company
- Introduced safety program improving employee safety from industry level one to two, the lowest injury rate of major companies in the aggregates industry.

PROFESSIONAL EXPERIENCE

COMPASS EXECUTIVES, LLC

2006 to present

Managing Director of this organization of C-Level Executives who provide management consulting, interim management and leadership development.

ROGERS GROUP INC., Nashville, TN

1986 - 2005

Member Board of Directors

1998 – Present

President and Chief Executive Officer

1998 - 2005

Executive Vice President

1997 - 1998

Senior Vice President, Chief Financial Officer and Kentucky Division Manager

1991 -1998

Senior Vice President and Chief Financial Officer

1986 -1991

SYMBION, INC., Salt Lake City, Utah <i>Executive Vice President and Director</i>	1983 - 1986 1985 – 1986
<i>Chief Financial Officer</i>	1983 – 1985
MANAGEMENT CONSULTANT, Nashville TN	1982 - 1983
ANVIL CORPORATION, Nashville, TN <i>Executive Vice President</i>	1981 - 1982
ALADDIN INDUSTRIES INC., Nashville, TN <i>Vice President Finance</i>	1968 - 1981 1976 – 1981
<i>Vice President and Corporate Controller</i>	1969 – 1976
<i>Budget Manager</i>	1968 – 1969
FORD MOTOR COMPANY, Dearborn, MI & Minneapolis, MN <i>Cost Analyst</i>	1964 - 1968

PROFESSIONAL / COMMUNITY AFFILIATIONS

Leadership Nashville Alumni, Board of Directors
Alexis de Tocqueville Society, Nashville United Way, Campaign Cabinet
National Stone, Sand & Gravel Association, Past Executive Committee Member and Board Member
Alliance of MSHA and the National Stone, Sand & Gravel Association, Former Co-Chairman
The Moles
The Beavers
Nashville Alliance for Public Education, Board Member
Public Radio of Nashville, Board Member
Catholic Diocese of Nashville, Finance Board Member
Boys and Girls Club of Middle Tennessee, Board Member and Past Treasurer
Greenways of Nashville, Board Member
United Way of Middle Tennessee, Former Vice-Chairman
Nashville Area Chamber of Commerce, Former Vice-Chairman
PENCIL Foundation, Former Chairman
Samaritans, Inc., Former Chairman
E.A.R. Foundation, Former Chairman
Kentucky Crushed Stone Association, Former Chairman
Financial Executives Institutes, Former Nashville Chapter President

EDUCATION

BA & MBA, University of Washington, Seattle