

RICHARD A. WARDEN

Compass Executives, LLC
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QUALIFICATIONS SUMMARY

Senior management executive with strong skills in corporate structure and organization. Over 25 years of senior level experience with key strengths in managing leadership teams and directing the overall operation of a business.

SELECTED ACHIEVEMENTS

- Co-leader of safety culture change of a \$200 M leading regional construction company that is now 8 times safer than the average construction company and 4 times safer than the average crushed stone company.
- COO of the ninth largest federal HW Contractor in 2001 and sixth largest crushed stone producer in the U.S.
- Oversaw thirty-three acquisitions of asphalt, construction and quarry operations and opened eight quarry Greenfield sites across three states.
- Responsible for succession planning and training of division vice-presidents for regional construction company.
- Responsible for rehabilitation asphalt paving of the Fort Campbell runway after operation 'Desert Shield/Desert Storm', including laying 170,000 tons of asphalt mix in 57 calendar days. Achieved early completion bonus with no injuries and received the Ohio River Region Contractor of the Year Award from USACE.
- Responsible for construction and development of business for Herbert Marine Terminal on the Cumberland River in Nashville, TN

PROFESSIONAL EXPERIENCE

COMPASS EXECUTIVES, LLC **2006 to present**
Senior Adviser of this organization of C-Level Executives who provide management consulting, interim management and leadership development.

RICHARD A. WARDEN & ASSOCIATES, Franklin, TN **2004 - Present**
President Provide management consulting services to the highway construction and construction materials industries. Senior Operations Advisor to Silica Alumina Materials and the Pacific Resource Research Center, University of the Pacific in Stockton, CA.

ROGERS GROUP, INC., Nashville, TN **1983 - 2004**
Executive Vice President and Chief Operating Office 2000-2003

Responsible for sales and operations of 55 crushed stone quarries, 37 asphalt plants, and all construction of highways and bridges in Tennessee, Kentucky, Alabama, Indiana, and Arkansas for this \$200M company.

Senior Vice President 1992-2000

Responsible for the Southern Region including all sales, production and construction operations in Tennessee, Alabama, Virginia, and Arkansas including 25 quarries, 17 asphalt plants, construction and pre-cast concrete; acquisitions; strategic planning; & safety;

Vice President 1988-1992

Directed sales and operations of the Kentucky/Ohio Division, including 4 million ton Sandusky, Ohio quarry; open pit and underground mines in Kentucky; and 250,000 cubic yards of ready-mix concrete and concrete block operations.

Vice President 1983-1988

In charge of Southern Region operations, including management of crushed stone and sand/gravel plants, profitability, production, cost, scheduling, budgeting, union negotiations, quarry and pit development, lease negotiations, capital expenditure justification, acquisitions, greenfields, and personnel development.

HERBERT MATERIALS, INC., Nashville, TN 1960 -1983

Senior Vice President of Operations 1979-1983

Responsible for sales and operations of sand and gravel river dredging, inland river barge transportation, marine terminal operations, ready mix concrete and building supply sales, including overall supervision, budget plans, preparation, budget costs analysis, service contract negotiations with customers, and service pricing, negotiations with labor unions, and coordination of departments.

Vice President 1971-1979

Responsible for 44 ready-mix concrete trucks, three plants, two sand and gravel dredges with 44 barges on the Tennessee and Cumberland Rivers, on shore processing yards and delivery fleet of 15 dump and boom trucks; and budget preparation, capital expenditures, equipment evaluation and selection and profitability for all operations.

Plant Engineer 1966-1971

Duties included concrete mix design and quality control, plant conveyor and machinery design and installation for concrete, sand and gravel plants, and modifications and machinery design for dredge boats, and towboats; also served as Engineer, Estimator, and General Superintendent in grading and asphalt construction.

Plant Engineer 1963-1966

Primary duties included manufacturing facility expansion; also responsible for field engineering, and supervision of construction for two Harrop Ceramix Service tunnel kiln clay brick manufacturing plants in Tennessee.

Construction Engineer 1960-1961

Responsible for supervision of construction for clay brick manufacturing operation in Nashville, Tennessee.

OTHER

Registered Professional Engineer

U.S. Army, 1961 – 1963, First Lieutenant

U.S. Army Reserves, 1963 – 1968, Captain (Infantry)

EDUCATION

BE, Vanderbilt University

Numerous Management Courses from Schools to include: Harvard, University of Pennsylvania, and U.S. Army Engineer School in Fort Belvoir, VA