**Cory Rogers, mba**

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# Construction Operations: COO, Managing Director, VP

**Over 15 years of experience leading construction operations for built environments, MEP systems, renewable energy, and utility infrastructure, including executive-level responsibilities. Background in leading operating companies totaling over 3GW of energy projects and $3B in revenue activities ranging from startups to mid-sized to Fortune 100 corporations.**

***Award-winning, career-long record of impactful contributions to key areas, including profitability, revenue growth, EPC Cost Control, project management, sustainability, and competitive strategy.***

OVERVIEW:

Versatile leadership career in Operations, Engineering, Technology, and Construction Management. Entrepreneurial executive with a portfolio of success in the Electrical Industry, MEP Sector, Renewable Energy, and Sustainable Organizations. Earned an MBA, licenses, and certifications. Brings cross-functional experience, including Company Founder, Licensed Electrical Contractor, Financial Manager, Strategic Analyst, and Executive Visionary perspectives.

CORE QUALIFICATIONS:

Strategic, Visionary Planning & Execution • Corporate Strategy • Public Policy • Business Modeling & Planning • Operations Management • Technology Implementation • Financial Forecasting & Modeling • P&L Accountability • Budget Planning & Administration • Mergers & Acquisitions • ESG & Sustainability Oversight • Environmental Health • EPC Project Management • MEP Construction Management • Enterprise Risk Management

**Professional Experience**

POSIGEN ENERGY, PBC – Bridgeport, CT – 11/2022-present

*National energy IPP and BESS construction contractor for commercial and residential renewable energy technology projects.*

**Director of Field Operations | Electrical Contractor**

Direct team of operations, project, technology, and service managers. Perform as the market Business Lead. Plan budgets and daily operations for annual 24MW renewable energy projects and BESS. Assure revenue activities, interpret business analytics, and report earned value analysis to the COO. Author M&V performance reports.

* **Create and implement change management processes to improve** QA/QC rates by 15%.
* **Integrate effectiveness measures to clear pipeline bottlenecks** with utilities and municipalities.
* **Oversee $0.25B annual revenue activities** while leading IPO initiatives through funding rounds.

PAUL DINTO ELECTRICAL CONTRACTORS, INC. – Middlebury, CT – 09/2020-11/2022

*Electrical construction operating companies for commercial, industrial, and technology projects with $85M+ in annual revenues.*

**Director of Safety Operations**

Planned and executed ESG, EHS, and risk mitigation strategies for construction, general industry, manufacturing, and life sciences companies. Led a team of ~250 union employees, including mentoring project managers and superintendents. Reported on revenue protection, enterprise risk mitigation, and earned value analysis to the CEO. Oversaw HR functions, including policy creation, recruitment, worker’s compensation, and liability insurance.

* **Performed project risk analysis for $150M** in electrical construction contracts.
* **Led due diligence for M&A activities** for target companies’ financial and performance synergies.

JONES LANG LASALLE – North Haven, CT – 09/2019-08/2020

*Fortune 500 facilities management company for reliability engineering in a 1,000Mft2 Amazon fulfillment center.*

**Operations Maintenance Manager**

Coached and led a team of facility managers, area managers, business analysts, reliability maintenance engineers, and 80 skilled technicians in multiple daily functions. Evaluated RFPs for various initiatives, including electrical capital projects, energy conservation upgrades, and sustainability programs. Directed repair teams in resolving issues of HVAC, electrical, plumbing, pneumatics, boiler, chiller, life safety, elevator, MHE conveyor, and AI robotics. Planned and administered a $40M annual CAPEX budget for MEP, pneumatics, robotics, and conveyance upgrades.

* **Played a critical role in an increase from $10M+ to $20M+ per day** (site revenue capacity) by developing and instituting an Operations Management Risk Matrix to generate $750M in annual revenues.
* **Led the operation to achieve a 100% inventory accuracy score** while controlling a $30M+ OPEX budget through Enterprise Asset Management (EAM) utilization.

ARTIS ENERGY INTELLIGENCE, LLC – Middletown, CT – 02/2018-08/2019

*Leading sustainability company specializing in engineering, installing, and monitoring energy management equipment and SaaS systems.*

**Director of Field Operations**

Led a team of junior directors and operations managers in day-to-day activities. Emphasized process improvement strategies to ensure $50M project pipeline adhered to quality standards for U.L., ANSI, ASTM, FCC, and cGMP. Interpreted ASHRAE audits for 100MW of Fortune 500 companies’ facilities, validated performance of MEP/HVAC/R, boiler, and chiller systems, and wrote M&V compliance reports. Managed a $10M OPEX budget and prepared financial forecasts for both the CEO and the Board of Directors. Led DEI recruitment and hiring initiatives.

* **Achieved 35% to 45% profit margins on energy management technology projects** while pursuing and managing utility incentives portfolios for Fortune 100 & 500 corporations.
* **Decreased wasteful spending by $620K** by renegotiating subcontractors’ agreements.

THE UNITED ILLUMINATING COMPANY – Orange, CT – 08/2015-02/2018

*Electrical utility division of the world’s 3rd largest energy supplier (AVANGRID: IBERDROLA).*

**Supervisor, Electric Field Operations**

Assured statewide grid reliability, scheduled work assignments, managed labor issues, and evaluated the performance of over 60 engineers, medium & high voltage transmission & distribution line crews, and business analysts.

* **Planned and executed the strategic rollout of $52M in Smart Grid/AMI meters** for 1M accounts that generated $1.4B in annual revenues.
* **Oversaw grid reliability of DG interconnection for 17 towns for** solar, wind, fuel cell, and storage.

YALE UNIVERSITY – New Haven, CT – 02/2013-08/2015

*Campus comprised 14,000Mft2 of educational, healthcare, retail, state-of-the-art facilities, and power plants.*

**Senior Operations Supervisor, Electrical Physical Plant**

Oversaw all aspects of facilities maintenance Work Order management, including oversight of LEED certifications for upgrades to multiple historic buildings. Managed, coached, and mentored a team of 20 union electricians, with dotted-line supervision of 85 MEP/HVACR technicians and custodians. Maintained 25MW of cogeneration plants.

* **Managed $10M of endowment-funded capital projects** in electrical energy management upgrades.

FLAGSHIP ELECTRICAL & TELECOM, LLC – Hamden, CT – 03/2008-02/2013

*Construction and maintenance small business contractor for sustainable, renewable electrical and MEP/FP projects.*

**President | COO**

Founded and directed all aspects of the company. Led a team of up to 15 skilled trade employees and subcontractors through full project cycles. Held full P&L accountability for financial performance. Managed budgets, payroll, client portfolios, and all HR functions. Contracted in 1GW+ of energy projects to install, program, and commission electrical, lighting, equipment, generators, fire alarms, robotics, HVAC/R systems, EMS, EV, BESS, and renewables.

* **Achieved organic five-year CAGR of 38% revenue to surpass construction sales forecasts,** with a consistent record of on-time, best-in-class-quality delivery.

**Education**

**Master of Business Administration (MBA), Dean’s Scholar**

THE JOHNS HOPKINS UNIVERSITY – Baltimore, MD

* Specializations: Entrepreneurship, Innovation & Technology | Private Equity & Public Company Leadership

**Bachelor of Science in Industrial Technology, Magna Cum Laude**

CENTRAL CONNECTICUT STATE UNIVERSITY – New Britain, CT

* Specializations: Technology Management | Mechanical Engineering Technology | Construction Management

**Electrical Engineering**

UNIVERSITY OF NEW HAVEN – West Haven, CT

* Specializations: Power Generation & Distribution | Protection & Control | Advanced Circuit Programming

**Licenses**

E1 Unlimited Licensed Electrical Contractor; Licensed Professional Educator (Construction Technology)

**Certifications**

(CTM) Certified Technology Manager, Association of Technology Managers and Applied Engineers (ATMAE)

Authorized OSHA 500 Trainer for OSHA 30, OSHA Institute of Training and Education Center (OITEC)

Certified Electrical Safety Compliance Professional, National Fire Protection Association (NFPA 70E)

(PMP) Project Management Professional candidate, Project Management Institute (exam 12/29/23)

**Professional Affiliations**

**Active Member:** Association of Technology Managers and Applied Engineers (ATMAE), Institute of Industrial and Systems Engineers (IISE), International Association of Electrical Inspectors (IAEI), Institute of Electrical and Electronics Engineers (IEEE), Association of Energy Engineers (AEE), Production and Operations Managers Society (POMS), Project Management Institute (PMI). **Section &** **Voting**-**Member**, National Fire Protection Agency (NFPA).

**Publications/Presentations**

* Presenter / Technology Managers’ Guide to Integrating Project Management into Operations / Central Connecticut State University / 04/27/2022.
* Presenter / Understanding the Operational Impacts and Lessons of COVID-19: Where Executives Failed, and Why it Matters / Columbia University, Columbia Business School / 01/10/2022.
* Presenter / The Construction Executive’s Guide to Optimizing Diversity & Inclusion in Operations Excellence / The Johns Hopkins University, Carey School of Business / 12/20/21.
* Presenter / Building Resilient Operations during COVID-19 / CT Construction Industry Assoc. / 12/10/2021.
* Presenter / Master Your Craft: Electrical Safety and the Construction Manager / CT State Dept of Ed / 07/12/2020
* Author / Reliability Engineering Playbook to Predict Operations Risk in Mechatronics / Amazon SOP / 12/21/2019.
* Co-author / 2017 Guidebook of Requirements for Electric Service / United Illuminating / 03/01/2017.

**Competencies**

* **Management –** LEAN Operations; Engineering; Procurement; Construction; Facilities; Reliability Maintenance; Supply Chain; Investments; Contract Management; Risk Mitigation; Safety Assurance; Projects/Programs
* **Technical –** Finance Technology; Linear Programming; Queuing; Estimating; AIA; BIM; Web-Oriented Architectures; Microsoft Office; Stata; Power BI; Gensuite; SAP; Oracle; SQL; EAM; AWS; ISO 9001; ISO14001; LabView; MATLAB; Automated Systems; Artificial Intelligence (A.I.); Machine Learning (ML); Mechatronics
* **Compliance –** NFPA; NEC; NESC; State Building Codes; Life Safety Codes; Fire Safety; ISO 45001; OSHA 1910; OSHA 1926; DOT; ADA; EPA; WOTUS; RCRA; JACHO Standards; TJC; cGMP; FDA
* **Human Resources –** Change Management; Conflict Resolution; Diverse Team Building; Labor Laws; Talent Recruitment & Hiring; Employee Performance Evaluations; Compensation & Benefits; Total Rewards
* **Customer Management –** Salesforce Admin; Marketing; Portfolio Management; SAP; CRM; Customer KSFs