

Kenneth E. Millsaps

8973 LAKES BLVD., West Palm Beach, FL 33412

HOME: (561) 776-9941 EMAIL: KEN@K-CMANAGEMENT.COM

Summary

Results oriented Construction Executive with over 30 years experience managing multi-site aggregate facilities, asphalt plants and highway construction projects. A decisive, innovative leader with a demonstrated ability to develop strategic plans that increase a company's growth and profits. Applies excellent team management approach in the development of a diverse staff while working within corporate operations, information services, and safety. Excellent reputation working with DOT officials, community leaders, and trade associations.

Accomplishments

General Management

- ?? Managed region of company for 10 years with over 30 locations and 700 employees contributing over half of the company's volume and profits while increasing profits each year of the last 8 years of responsibility
- ?? Instigated and assisted in the negotiation to sell a multi-site non-core business resulting in increased ROE and reduced liability exposure for the company
- ?? Managed turn around of Building Supply Block segment to where profit margin reached the top 10 % of the industry
- ?? Sold two non-core businesses that reduced sales by 15 million while increasing profits over 30% on remaining sales of 120 million

Sales & Marketing

- ?? Involved in expanding the company product line in concert with the strategic plan which changed the company from a production to customer focused business
- ?? Worked closely with employees, community leaders, trade associations, other companies and department of transportation officials resulting in the passage of all time high national highway funding legislation
- ?? Developed a program that encouraged management participation in community activities, which enhanced community relationships and acceptance of business initiatives
- ?? Developed professional aggregates sales team that increased sales volume and market share

Planning & Administration

- ?? Served in a leading role in the development of strategic and business plans for operating locations, regional locations and the overall corporation that increased work volume, and created a better understanding of markets while gaining competitive intelligence
- ?? Created a succession plan that set forth criteria for evaluation and development of potential managers to ensure appropriate staffing and leadership during business growth
- ?? Led committee for corporate establishment and implementation of zero-accident safety program reducing accident frequency rate (AFR) in five years from 20 to 4
- ?? Chaired an oversight committee in the design and installation of a state of the art business information system while maintaining financial stability, enhancing productivity, increasing customer satisfaction and decreasing costs

Experience

RANGER CONSTRUCTION INDUSTRIES, INC. West Palm Beach, FL **1998-2001**
Executive Vice President

Responsible for all operations, and annual sales of \$100million, which included construction activities and asphalt plants from West Palm Beach to Daytona Beach.

ROGERS GROUP INC. Bloomington, IL **1979-1998**
Senior Vice President, Division Vice President, Vice President, and General Manager

Responsible for all construction operations and asphalt plants in Tennessee, Alabama and Kentucky and then in 1988 responsible for the staff, facilities and operations of the Central Region that included over 30 locations of crushed stone, sand & gravel, asphalt, redi-mix concrete and block plants along with building supply stores and coal mines.

MID SOUTH PAVERS, INC. (Known today as ROGERS GROUP), Nashville, TN **1966-1979**
Branch Manager

Responsible for branch operations in several locations in Tennessee.

Education

B.S., Economics, University of Tennessee, Knoxville, TN

Professional Affiliations/Community Service

Indiana Mineral Aggregates Association
Member of Board of Directors, 1997-1998

Asphalt Association of Indiana
Member of Board of Directors, 1994-1998
Vice President, 1998
Treasurer, 1997

Build Indiana Council
Member of Board of Directors, 1997-1998

National Asphalt Pavement Association
Chairman of the Central Region Membership Committee, 1997-1998
Authorized Representative of Rogers Group Inc., 1990-1998
Member of Board of Directors, 1996-1997

United Way of Monroe County
Co-Chairman (Campaign), 1998-1999
Chairman (Campaign), 1997-1998
Member of Board of Directors, 1996-1999

Bloomington Chamber of Commerce, 1989-1998

Member of the Dispute Review Board Foundation

Asphalt Association of Florida
Company Representative, 1999-2001

Ibis Lakes Home Owners Association
Vice President, 2000-2002