

## **Robert A. Albano**

### **Director**

Robert Albano provides the perspective of two decades of high-level internal and external management expertise. A seasoned President/CEO in restructuring and turnaround environments, he also has strong client-relations/building credentials, including sales management experience. A record of progressively challenging management responsibilities reflects his people and profit orientation.

Mr. Albano's expertise includes: Restructuring/turnaround; organizational design; building management teams; development of operational improvement plans; development and implementation of comprehensive targeting plans increasing productivity; sales/marketing; skilled negotiations and clientele base development.

### **Accomplishments**

- Twenty-plus years of senior executive management and personnel motivation experience/expertise in the heavy construction, building, and concrete industry
- Skilled in labor relations and contract negotiations with Teamsters and Operating Engineers
- Excellent communication skills coupled with the ability to establish and maintain rapport up and down the organization

### **Current/Recent Engagements**

Tapped by private equity firm as President/CEO of a \$350 million top 50 specialty heavy civil construction contractor. Company's business included mass grading, underground utilities, civil concrete, aggregate processing, asphalt paving/paving maintenance, storm water pollution control and public works projects. Restructured and retired \$95 million in long-term debt over two year period; instituted S3PI operations incentive plan including expanded personnel base focused on measurable KPI's. Developed and implemented owners closing of business strategies. Successfully negotiated long-term equipment and lease buyouts; liquidated assets to reduce shareholder liabilities; minimized expense and exposure of construction defect litigation covering several hundred cases.

Vice President of \$200 million international heavy building materials company. Developed five-year plan, turning around severely under-performing operations and built profit center within two years. Subsequently increased revenue \$114 million and EBITDA by \$35 million. Successfully negotiated acquisition of competitor in addition to two other acquisitions, and integrated all operations. Exceeded financial targets within six months, and positioned Company to 'first' in all product lines.