

Stephen J. Weissenberger

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Industry Board Position

As a seasoned manager with over thirty years of experience in the construction industry, I would like to use this knowledge and experience to further our industry through government or industry board positions. I have a proven track record for consistently delivering financial and other performance goals. My strengths also include the ability to identify market opportunities, and to build an organization to achieve business goals through attracting and retaining quality staff.

Summary of Qualifications

- Expanded an existing HVAC service company into other geographic areas.
- Successfully integrated two large independent business units into one, with a revised organization of over 250 employees and 6 business sub-units.
- Successfully managed operating system conversion while maintaining a high degree of customer service.
- Able to instill vision and leadership throughout team to achieve corporate goals while maintaining customer satisfaction.
- Entrepreneur willing to take reasoned risk to grow a business.

Professional Experience

Mechanical Contractors Association of Maryland

Executive Vice President

2011 to present

Administer, oversee or execute all aspects of a multi-employer construction trade association. Duties include but are not limited to labor relations, political action, outreach with other relevant associations, networking for industry business opportunities, marketing and promotion for our member contractors, Taft Hartley Health and Welfare Fund and Pension Fund trustee, the daily administration of the association including budgets and personnel management.

**EMCOR Poole and Kent
Business Development and Operations**

2009 to 2011

Assisted a large mechanical contractor in developing negotiated opportunities. Helped the organization create a culture and operational procedures to support negotiated work.

**EMCOR Services Mid-Atlantic
Director of Service**

2007 to 2009

Hired to expand an existing HVAC mechanical service business into a new geographic area by coordinating marketing, sales, vendor relationships and new customer development in the new territory. Recruited trade and sales staff to support growth. Worked with operations to execute secured work. In the first year sold and executed over \$3M in mechanical service work.

**Johnson Controls
Metro General Manager**

2006 to 2007

After the corporate buy-out of York International in 2005, was promoted to Metro General Manager and responsible for all service sales, operations and administration for a \$50M HVAC service business with over 250 employees. Responsible for restructuring and reorganizing the combined companies' Metro teams into an integrated service business, and for training the team to effectively utilize the business operating systems. Maintained high level of customer service, and achieved corporate financial goals and other key performance standards during and after transition.

**York International
District Service Manager**

1999 to 2006

Responsible for managing an OEM service business for Greater Baltimore, Western Maryland and Eastern Shore of Maryland. Developed and implemented annual business plans, provided monthly financial forecasts, oversaw customer development, and managed the service sales, operations and administrative staff. Coordinated customer service with equipment sales. Provided/administered OEM warranty, coordinated contract review, provided inventory management and

oversaw procurement. Responsible for tripling the size of the business during this period to over \$18M in revenue while maintaining a 20% EBIT.

Education

University of California, Santa Barbara
Bachelor's degree in Biology with minors in Chemistry and Geology

Industrial and Management Training Seminars through York International,
Johnson Controls and MCAA

Other Activities

American Society of Association Execs (ASAE) Member
International Foundation of Employee Benefit Plans (IFEBP) Member and Master
Trustee
Mechanical Contractors Association of America (MCAA) Member
MCA of Maryland Past Director and Executive Board Member
Multi-Employer Taft Hartley Trustee for Health and Welfare Funds and Pension
Funds
Labor Management Fund (COUNT) Past Trustee
Chesapeake Bay Yacht Racing Association (CBYRA) Past Vice President
Glenmar Sailing Association Past Board Member
Ednor Gardens Lakeside Neighborhood Association Past President

References

Furnished upon request