

CURRICULUM VITAE

Richard Sharpnack

President

Sharp Capital Consulting, LLC

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Summary

Mr. Sharpnack is the chief executive officer for Sharp Capital Consulting, LLC and has overall responsibility for the financial success of the firm and for its strategic direction. The firm specializes in providing compensation consulting, business continuity planning, and mergers and acquisition consulting primarily for the engineering consulting and construction industries.

Mr. Sharpnack has worked as a consultant for over 40 years in various engineering, construction, and management consulting capacities, and has been involved in compensation, business continuity planning, and mergers and acquisition consulting for the past 27 years.

Consulting Experience:

Sharp Capital Consulting, LLC (President):

Mr. Sharpnack founded the firm in November 2005. He has continued to provide compensation, business continuity, and mergers and acquisition planning services since the firm was formed.

Specific human capital consulting services provided by the firm are as follows:

- ◆ Compensation benchmarking and surveying.
- ◆ Incentive and sales force planning and implementation.
- ◆ Executive compensation planning and implementation.
- ◆ Nonqualified, deferred compensation plan administration.
- ◆ Performance management system development and implementation.
- ◆ Litigation support concerning compensation issues.

Specific financial capital consulting services provided by the firm are as follows:

- ◆ Management succession planning and implementation.

- ◆ Ownership transfer consulting.
- ◆ Mergers and acquisition consulting.
- ◆ Joint venture evaluation and implementation.
- ◆ ESOP planning.

FMI Corporation (National Practice Leader – Executive Compensation):

Mr. Sharpnack was involved with the following consulting services at FMI over his 11 year tenure:

- ◆ Development and implementation of business continuity plans for engineering & construction (E & C) firms. These plans identify the appropriate ownership transfer technique and the issues involved with management succession.
- ◆ Development of incentive compensation plans for construction and engineering firms, including the development of performance management systems used in these plans.
- ◆ Development of executive compensation plans for construction and engineering firms, for example, nonqualified, deferred compensation.
- ◆ Facilitation and implementation of strategic planning for construction, engineering, and construction material manufacturing companies
- ◆ Development and delivery of business seminars for E & C trade associations and individual E & C firms.
- ◆ Public speaking on various industry issues.
- ◆ Writing articles about various topics for industry trade publications.
- ◆ Litigation support for reasonable compensation cases and other compensation-related disputes.

Education

Master of Business Administration (MBA), University of Colorado, Denver, Colorado, 1991. Concentration of studies in the areas of business management and finance.

Master of Science Degree (MS), Stanford University, Stanford, California, 1977. Specialization in the area of structural engineering.

Bachelor of Science Degree (BS), Iowa State University, Ames, Iowa, 1976. Specialization in the area of civil and structural engineering.

Employment

Current:

President
Sharp Capital Consulting, LLC
2005 to present

Past:

Senior Associate and National Practice Leader - Executive Compensation
FMI Corporation
Western Regional Office, Denver, Colorado
1994 – 2005

President
Integrity Engineers and Builders, Inc.
Denver, Colorado
1990 - 1994

Director of Engineering and Construction
GEA/Thermal Dynamic Towers, Inc.
Lakewood, Colorado
1989 – 1990

Construction Project Manager
McDonald's Corporation, Construction Department
Denver Regional Office
1985 - 1989

Professional Consulting Structural Engineer
Various Denver and San Francisco area engineering consulting firms.
1977 - 1985

Memberships and Certifications

Registered Professional Engineer in State of Colorado (Professional License # 17820).

Member – Construction Financial Management Association

Published Articles, Other Print/Web Collateral, and Speeches

Presented Webinars on Compensation Issues for the Construction Financial Management Association

“Sharp Capital Consulting Quarterly Newsletter”, Published Quarterly

Speech Titled “Strategies to Improve Employee Engagement & Recruit Top Talent in the Field & Office”, Presented at the 2015 CFMA National Convention

“Ownership vs NQDC for Key Employees”, CFMA Building Profit, January/February 2013

“New Legislation Complicates Nonqualified Deferred Compensation Plans”, Journal of Financial Planning, December 2006.

“New Legislation Effects Nonqualified Deferred Compensation Plans”, FMI M&A Advisor, December 2004

“Putting on a Top Hat: Using NQDC to Augment Your Business Continuity Plan”, FMI M&A Advisor, August 2002 and FMI Management Letter, September 2002

“Is It Time to Develop Executive Compensation Plans for Your Senior Managers?” The Contractors Management Journal, November 2000

“Retaining Key Employees in this Era of Tight Labor”, The FMI Management Letter, February 1999

"Compensation and Job Satisfaction - How Does Your Company Compare?" The Contractors Management Journal, October 1997

"Comparing Compensation and Job Satisfaction", Journal of Construction Accounting and Taxation, Summer 1996

"An Incentive Compensation Plan Based on Job Results...Can It Work in Your Company?" The Contractors Management Journal, July 1996

"Executive Salary and Bonus Practices of Publicly-Held Contractors", The Contractors Management Journal, December 1995

"Strategic Planning for A&E Firms", Intermountain Architecture, December 1996

"Why Hire a Management Consultant?" Journal of Construction Accounting and Taxation, Summer 1995

"Managing Change - A Critical Success Factor in the 90's", Daily Journal of Commerce, Seattle Washington, April 1994

Contributing author to the Construction Accounting Deskbook, 1997 – 2005 Editions