**MARK R. SLAVIK**

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EXECUTIVE LEADER/PRACTIONER – Rapidly establish and deliver complex programs and projects to drive efficiencies, profitable growth, new product/business unit implement and mitigate organizational risk. Extensive experience in implementation of strategic initiatives requiring relationship building with internal staff, executive teams, and diverse stakeholder groups.

**BUSINESS PLANNING EXPERIENCE**

* Strategic Planning process based on Kaplan Balanced Scorecard and Planning Pyramid
* Strategic Plan for 1,350-person multi-state legal services firm with nine business units
* Strategic Plan for 19,000-student university Facilities Department
* Organizational Audit and Strategic Plan for 2,500-employee specialty-trade contractor
* Department Review Process for Miami University and University of West Florida
* Business Plan and Pro forma to secure $2M investment capital for CutterCroix
* Grant Proposal that secured $100K from the Lorain County Community College Innovation Fund
* Served as a Financial Advisor on team that managed $300M including $80M 401K/PSP plan at Merrill Lynch
* Numerous Operations and Contingency Plans for U.S. Army, State of Ohio, U.S. Homeland Security (FEMA)

**PROCESS IMPROVEMENT EXPERIENCE**

* In 18 months, drove the company’s largest organic product launch ($20 million), seriously behind schedule, to success, while simultaneously transforming and building all core infrastructure to support future growth
* Re-engineered organization and systems to grow the company’s Net Sales by 81.3% and EBITDA by 15.5% and in 4 years
* Reduced Direct Labor by 2% and SG&A by 14% during COVID
* Automated 60% of the residential revenue in four years
* Fixed company’s largest organic product launch ($20MM/annual)
* Department Restructuring (Suit Audit, Client Operations, Office Operations) $1.5M annual
* Six Sigma White Belt for managers and directors at WWR
* Six Sigma Green Belt program for NCB
* Six Sigma White Belt WWRU program (online university)
* New Contractor Training Program for NCB
* Established first homegrown Six Sigma Black Belt in WWR
* Continuous Process Improvement (CPI) program that saved $1M in the first year
* Initiated Total Quality Management program “Partners in Excellence” 19,000-person university
* Client Experience Improvement Plan (Contracts, Onboarding, Service, Scorecard, Visit Program)
* Sale Improvement Plan (Organization, Process, Systems) results in $4M/year
* Consolidated Columbus office into Grove office, $250K cost save/year
* Consolidated Brooklyn campus, $200K cost save/year
* Firm Fee-Rate Program, added addition $1.2M to $1.5M to gross revenues
* Contract Oversight Process (Contract/Addendum/Change Review, New Business Verification)
* Steam Capture Analysis and Improvement Plan for 177-building

**RISK MANAGEMENT EXPERIENCE**

* Chief Risk Officer for $250M multi-state contractor, responsible for enterprise-wide risk management
* Managed all lines of insurance for fourth largest specialty-trade contractor in the U.S.[[1]](#footnote-1)
* Transitioned the companies to “self-insured” for workers’ compensation and health benefits, saving $400,000
* Business Impact Analysis for $33B regional bank
* Information Security Risk Assessment for $33B regional bank
* Security Awareness Program – “Promise” (adopted by Corporate) for $33B regional bank
* Business Continuity Planning for $120M Customer Connection application
* Technology Audit Program for the State of Ohio’s Department of Insurance
* Risk and Business Continuity Assessment (“Risk Radar 360”) for Flight Options
* State Coordinator 1997 Ohio Flood Disaster in Southern OH/Northern KY
* State Coordinator for Guernsey County flood disaster that destroyed 660 homes
* Coordinated external resources for Miami University (Oxford, Ohio) campus water outage
* Homeland Security Plans Officer for the State of Ohio (2003)
* Program Director for the development of the first FEMA Region V CBRN response plans[[2]](#footnote-2)
* Continuity of Operations Plans (Facilities) for 19,000-person university
* Risk Audit of $100M specialty-trade contractor (excavation, demolition, remediation)

**ENVIRONMENTAL / SCIENCE / REGULATORY / COMPLIANCE EXPERIENCE**

* Program Manager for Environmental, Health and Safety (EH&S) for 19,000-person university
* Project Manager for PCB remediation, Petroleum storage and dispensing (AST/UST)
* Environmental Audit of 19,000-person university
* Clean Air Act permit applications, tracking, reporting, and compliance, to include Title V air permit program
* Clean Water Act permit applications, tracking, reporting, and compliance, to include NPDES and SWPPP
* SWPPP for $40M Central-deicing project for the Cleveland-Hopkins International Airport
* Technical Lead for the universities/colleges in Ohio to the Department of Energy Superfund Site (Fernald, Ohio)
* Environmental Inventory of Southeast Butler County
* Safety Program for Miami University’s Facilities
* Implementation of the Public Employer’s Risk Reduction program (PERRP)
* Construction of Hazardous and Radiological Waste Buildings and Gasoline Dispensing Facilities
* Backflow/Cross-connection upgrade on 177 buildings
* Marcum Sanitary Upgrade
* Compressed Natural Gas Vehicle program
* Red Cockaded Woodpecker Space Utilization within Impact Areas for Fort Bragg, NC

**Business Technology Systems EXPERIENCE**

* Transitioned Global Manufacturer from Premise-based to Cloud-based Infrastructure
* Conversion of a 34-year HP3000 (COBOL) system to service-oriented architecture
* Development of ASP-model software application (GiddyUp)
* Document Management System – Prism System (EMC Captiva/AX)
* Secure Sends - High Volume Document Transfer
* Secured Agent Desktop Debit Card Acceptance
* Client Portal (eClientNet)
* Web Payments (ePay)
* Check 21 (PaperFree) Auto Scan Processing
* Electronic Data Interchange (EDI) Normalization Inbound Tool (Profile Manger)
* Electronic Data Interchange (EDI) Normalization Outbound Tool
* High Volume Redaction (Redact-it)
* Time Billing (with LEDES) and Docketing Systems (Microsoft Dynamics and xRM Legal)
* SQL Upgrade from 2005 to SQL 2014 (2015)
* Infrastructure: Network, Security, Back-up, Recovery, Virtualization, Exchange, Data Center
* Microsoft Office Upgrades to 2010 and 2013
* Microsoft Share Point for internal portals and applications
* Attorney Mobility Initiative (iPads)
* $25M video networking project of Miami University
* Miami University’s Satellite Antenna Receiving Facility, completed in 90 days
* $500,000 Cisco Voice/IP implementation for DIGCO
* Ortho-digital GIS mapping initiative for Miami University and City of Oxford
* GPS Base Station implementation for Miami University
* Wireless Implementation (Mobility) for Net Jets
* Information Security Manager for 5,000-person organization in 82nd Airborne Division

**TRAINING AND TEACHING EXPERIENCE**

* Developed online Curriculum in Social Responsibility, Moral Decision-making, Risk Prevention, and Life Planning
* Chief of Training Branch for Ohio Army National Guard - OHARNG (10,500-personl)
* Operations and Training Manager for 216th Engineer Battalion (650-person)
* Operations and Training Manager for 512th Engineer Battalion (500-person)
* Developed course curriculum on “Process Action Teams” for Miami University’s MBA program
* Adjunct Faculty on Process Improvement in Miami University's MBA program
* Developed course curriculum for Platoon Leader Development Course (OHARNG)
* Developed course curriculum for Company Commander Course (OHARNG)
* Developed Consultant On-board Training Programs for NCB
* Developed online Social Responsibility Certification Program for Ensuring Legacy
* Developed online Student Risk Prevention Program for Ensuring Legacy
* Developed Student Life Planning Program for Ensuring Legacy
* Developed Leader Risk Decision-Making for Ensuring Legacy (

**EDUCATION**

Miami University, Oxford, Ohio

Master of Environmental Sciences (Administration)

Kent State University, Kent, Ohio

Bachelor of Science (Area Studies, Russian)

**CERTIFICATIONS & PROFESSIONAL LICENSES**

* Financial Series 7, 63, 66[[3]](#footnote-3)
* Certified Financial Manager
* Certified Business Continuity Professional (CBCP)
* State of Ohio Insurance License3
* Radiological Worker - Level 1
* OSHA-10 hour & 30-hour
* Lead-based Paint and Asbestos Awareness Course
* Registered Environmental Professional (#REM 10180)
* Certified Facility Engineering Professional (#76764)
* Hazardous Waste Operations and Emergency Response (HAZWOPER)
* VIRTUS® certification program
* COPES/ROPES Instructor

**PROFESSIONAL COURSES**

* Physical Plant Administrators Management Program
* Certified Hazardous Waste Managers Course, University of Findlay
* Security Manager’s Course, Webster University
* McNellis Compression Model Planning Course
* Certified Business Continuity Professional from DRI International (#7070)
* Connections Quality Service Training Program
* TRANE Steam Dynamics, Steam Economics Co.
* TEAM Module 1 Training and Sales and Management Training
* Principled Centered Leadership Course by Covey Leadership Center
* Ohio EPA Air Pollution Control, STARSHIP Training
* Lead Abatement and Inspector Courses, University of Cincinnati
* FEMA Courses: ICS-100, ICS-200, NIMS-700

U.S. Army/DOD Schools and Courses Attended & Graduated

* United States Army Composite Risk Course
* Department of Defense Information Assurance Course
* United States Army Accident-Avoidance Course
* United States Army Los Alamos Safety School
* United States Army Armor Pre-Command Course
* United States Army Command and General Staff Officer Course
* United States Army Engineer Officer Advanced Course - Correspondence
* United States Army Combined Arms and Services Staff School
* United States Army Armor Officer Advanced Course
* United States Army M1/M1AI Tank Commander’s Certification Course
* United States Army Military Intelligence – Counterintelligence
* United States Army Military Intelligence Officer Advanced Course
* United States Army Military Intelligence Officer Transition Course
* United States Army Special Forces Assessment Selection Course
* United States Army Airborne School
* United States Army Bradley Fighting Vehicle Commander’s Course
* United States Army Infantry Officers’ Basic Course
* United States Army Officer’s Candidate School
* United States Army Basic Course

**PUBLICATIONS, PAPERS, AND PRODUCTS**

Publications

* The Target Folder (Fiction)
* An Analysis of the Consequences of the August 14th, 2003, Power Outage Business
* Red Sands of Iraq (Fiction)
* Anthropogenic Impacts to the Groundwater for Butler County
* Understanding Science Literacy of the Fernald Community

Papers

* University Risk Leadership – 5-Step Model for Managing Risk
* The Ripple Effect – University Governance and Athletic Risk Management
* Next Generation – Transitioning the Business
* Muddy Boots Series – How to make money in a tough economy (Construction Connection)
* Improving Your New Business Pipeline (Construction Connection)
* Contractor Roadmap to Improvement (Construction Connection)

Products

* Risk Radar-360 Program (Audit Tool)
* Strategic Planning Model
* Department Review Process
* Environmental Audit (1985)
* Steam Plant Safety Manual
* Emergency Procedures Manual
* Leader Risk Decision-Making Program
* Platoon Leader Course and Company Commander Leader Development Courses
* Battalion Commander Digital Handbook

**CHRONOLIGAL ORDER OF ASSIGNMENTS**

Civilian Assignments

* Chief Operating Officer, MCPC, Inc.
* Chief Operating Officer, Beckett Thermal
* Chief Operating Officer, Weltman, Weinberg, & Reis Co. LPA
* *Activated by U.S. Army*
* Chief Administrative Officer/Finance, CutterCroix
* Chief Administrative Officer, DiGeronimo Companies
* Practice Leader, Mirifex Systems
* *Activated by U.S. Army*
* Financial Advisor, Merrill Lynch
* Operations Manager, Miami University
* Student, Miami University Graduate School
* Transition from U.S. Army to OHARNG

Ohio Army National Guard

* *Transitioned to U.S. Army Ready Reserve (Retired)*
* Re-activated: Homeland Response Force Officer in Charge
* *U.S. Army Ready Reserve (Retired)*
* Chief of Training Branch
* Chief of Mobilization Readiness
* Activated by U.S, Army: Commander, 1-148th Infantry Battalion
* Commander, 1-147th Armor Battalion
* Operations Officer, 216th Engineer Battalion
* Operations Officer, 512th Engineer Battalion
* Commander, Troop B, 2-107th Cavalry Squadron
* Transitioned into OHARNG: Plans Officer, State Area Training Command

U.S. Army

* *Transitioned from Active Duty: Graduate Student, Miami University*
* Brigade Intelligence Officer, 82nd Division Artillery
* Counterintelligence Officer, 82nd Airborne Division, SW Asia
* Assistant Brigade S2, 2nd Brigade, 2nd Armored Division
* Executive Officer, Headquarters Company, 1-141st Infantry Battalion, Germany
* Scout Platoon, 1-141st Infantry Battalion, Germany
* Platoon Leader, 1-141st Infantry Battalion, Germany
* Active Duty, U.S. Army: Basic Training, Officer Candidate School, Infantry Officer Basic Course, Airborne, Ranger

**SPECIAL QUALIFICATIONS**

Top Secret Clearance

**COMMUNITY INVOLVEMENT**

* Executive Director, Ensuring Legacy, providing online social responsibility training for students
* Executive Steering Committee, St. Joseph’s Parish, Strongsville, Ohio
* Volunteer, Mission of Hope outreach program, St. Joseph’s Parish, Strongsville, Ohio
* Adult Advisor for Arizona High Adventure, Boy Scouts of America, Troop 226 in Strongsville, Ohio
* Adult Advisor for Zion NP High Adventure, Boy Scouts of America, Troop 226 in Strongsville, Ohio
* Adult Advisor for Maine High Adventure, Boy Scouts of America, Troop 226 in Strongsville, Ohio
* President, Ledgewood Homeowners Association, Strongsville, Ohio
* Vice President, Ledgewood Homeowners Association, Strongsville, Ohio
* Project Director, Mary House Renovation, St. Joseph’s Parish, Strongsville, Ohio
* Trustee, Chamber of Commerce, Strongsville, Ohio

**AWARDS**

Legion of Merit Ohio Distinguished Service Medal (2 Awards)

Meritorious Service Medal (4 Awards) Ohio Commendation Medal (3 Awards)

Army Commendation Medal (5 Awards) Troop Leader Award, 2-107th Cavalry Squadron

Army Achievement Medal (4 Awards) Distinguished Leadership Graduate

Parachutist Badge Citizen & Patriot Awards, City of Cambridge

Ranger Tab Roger E. Rowe Quality Award

Expert Infantry Badge Asia Service Medal with Bronze Service Star-1

National Defense Service Medal Kuwait Liberation Medal- Saudi Arabia

Orders of St. Barbara), St. Maurice Ohio House of Representatives Commendation

1. Equipment (Inland Marine), Auto, Business Interruption, Environmental Pollution, Builder Risk, Property and Casualty, Workers Compensation, General and Professional liability, etc. [↑](#footnote-ref-1)
2. CBRN - Chemical, Biological, Radiological, Nuclear [↑](#footnote-ref-2)
3. Series 7, 63, 66 placed in “Inactive Status”. [↑](#footnote-ref-3)