

CURRICULUM VITAE

Richard Sharpnack

President

Sharp Capital Consulting, LLC

(303) 355-0168

rsharpnack@sharpcapitalconsulting.com

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 executive compensation consulting, business continuity planning, and mergers and acquisition consulting for a number of industries, particularly for engineering and construction companies.

Mr. Sharpnack has worked within the construction industry for 30 years in various engineering, construction, and consulting capacities, and has been involved in compensation, business continuity planning, and mergers and acquisition consulting for the past 14 years.

Consulting Experience

Sharp Capital Consulting, LLC:

Founded firm in November 2005. Mr. Sharpnack has continued to provide executive compensation and business continuity planning services since the firm was formed.

FMI Corporation:

Mr. Sharpnack was involved with the following consulting services at FMI over his 13 year tenure:

- ◆ Development and implementation of business continuity plans for 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 engineering.

Employment

Current:

President
Sharp Capital Consulting, LLC

Past:

Senior Associate and National Practice Leader/Executive Compensation
FMI Corporation
Western Regional Office, Denver, Colorado

President
Integrity Engineers and Builders, Inc.
Denver, Colorado

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

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

Memberships and Certifications

Member – WorldatWork (Formerly the American Compensation Association)

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

Member - American Society of Civil Engineers

Published Articles

“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