

## **John F. Kearney, Jr.**

59 Pondsides Lane  
Rocky Hill, Connecticut 06067  
(860) 721-7069 or (860) 436-2768  
email: jkearney@titanenergyne.com

### **SUMMARY OF QUALIFICATIONS**

**Sales, Marketing, and Business Development Executive** with twenty- five-year career characterized by a record of leadership, vision, consistent profit, market share, sales improvements, and successful business acquisitions and business start-ups. Articulate communication and team building skills, and outstanding customer skills with the ability to communicate at all levels. Strong energy industry marketing and sales development experience based upon an extensive understanding of where the industry is and where it is going. Expert level knowledge on energy commodity marketing and sales, and emerging technical products and applications in all aspects of the energy industry. Market knowledge in natural gas and electricity marketing, distributed energy, electric generating, fuel cells, power quality, co-generation, and heating and cooling technologies and applying these products and applications to specific successful marketing and sales programs.

### **FUNCTIONAL SKILLS**

#### ***Marketing***

Directed numerous market research efforts to identify target markets and potential new product or service applications. Created marketing plans that lead to increased market share and profitability and positioned the company for short term and long term growth. Track record in applying emerging products and technologies to gain market share and a competitive market positions. Experience in identifying and establishing strategic alliances that enhance the profitability of the strategic partnership. Determine specific advertising strategies and media platforms, and launch promotional initiatives to support sales and improve market share. Extensive new business development experience in the energy industry.

#### ***Sales and Sales Management***

Project and forecast sales based upon annual marketing and sales plan. Establish specific sales initiatives focused on expanding market share through both new business development and customer retention. Direct both inside and outside sales personnel in sales and marketing activities and develop incentive compensation programs. Experience in the introduction of new products and services into sales organizations and in sales training.

#### ***Staffing***

Skilled in all aspects of manpower planning to reflect current and projected growth. Recruit and select staff to attract and maintain qualified personnel. Perform annual personnel evaluations to target areas that require improvement and initiate employee development and training programs. Track record of taking under performing organizations and turning them into performance driven organizations that consistently exceed sales goals. Motivate all employees to optimal levels of performance focused on a shared commitment to excellence and corporate goals and objectives.

### **EMPLOYMENT ASSOCIATIONS/BUSINESS VENTURES**

**Titan Energy–New England (TE), Rocky Hill, Connecticut  
President and Co-founder-2001 to the present.**

**Manage all areas of TE from day to day operations, finance, accounting, legal, personnel, to marketing and sales.**

TE is the premier aggregator/broker of natural gas and electricity in commercial and industrial markets in New England, New York, New Jersey, Pennsylvania, and Ohio. Titan Energy was founded in 2001 and has offices in Rocky Hill and Woodbridge, Connecticut, and Kingston, New Hampshire. As President developed a highly skilled team of energy professionals that consistently deliver customers value in a complex, changing, energy industry.

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- *TE has developed into the premier energy marketing company in the Northeastern United States with a high quality customer base.*
- *TE has gas electricity and natural gas supply agreements in place with more suppliers than any other company marketing and selling in the Northeast.*
- *TE has numerous supply agreements/ Strategic partnerships in place with Groups like the Connecticut Alliance for Long Term Care (CALTC- 32 health care facilities), Care Purchasing ( 30 plus health care facilities), Connecticut Auto Retailers Association, Connecticut Restaurant Association*
- *TE has strategic partnerships in place with North American Power, Hoffman Engineering, Fuss & O'Neill, and Carrier.*
- *TE is registered aggregator, broker in Connecticut, Massachusetts, , Maine, New Hampshire, New York, New Jersey, Pennsylvania, Ohio, Illinois, and Michigan*
- *TE has put together natural gas supply contracts for numerous projects including distributed energy and electric generation projects.*
- *TE has put together very complex electricity supply agreement for many customers*

TE clients include: TD Bank, Becton Dickinson, General Electric Company, Fairfield University, Thule, Penske Auto Group, Hartford Hospital, Hospital For Special Care, City of Pittsfield, MA, Town of West Springfield, MA; City of Northampton, MA, Electrical Wholesales, etc.

TE Suppliers include: Constellation NewEnergy, Direct Energy, Hess, Spark Energy, TransCanada Power Marketing, Liberty Power, Gexa Energy ( Florida Power & Light), Sempra Energy, Integrys, British Petroleum (BP), UGI Energy Services, Tiger Energy, Dominion Retail, North American Power, Energy Plus, and ConEdison Solutions.

**Independent Energy Services, Inc. (IES), Windsor, Connecticut  
Vice President and Partner- 1998 to 2000**

IES core focus is to provide customers with energy project definition, design, and HVAC, plumbing, and electrical installation. This integrated focus distinguished IES from the competition by positioning IES to provide turnkey installations and on-going maintenance. This focus has distinguished IES from the competition by positioning IES to provide energy turnkey projects. IES customers typically pay for the installation with positive cash flow generated from energy savings.

- *Partner and co-founder of IES*
- *Wrote the business plan and from this plan created an integrated energy installation company serving the Northeastern United States with a staff of seventy (70) energy professional and trades people.*
- *IES completed fourteen million dollars of projects in 2000.*
- *IES has formed energy partnerships with ABB, Select Energy, Niagara Mohawk Energy, Siebe Environmental, Carrier, Xenergy, and New Energy.*

Customers include: St. Francis Hospital and Medical Center, Hartford, CT; Veeder Place Project, Hartford, CT.; Coltsville Project, Hartford, CT.; Tech City, Kingston, New York; Brass Center Mall,

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Waterbury, CT.; Clinton Crossings, Clinton, CT.; Elm Haven, New Haven, CT.; Putnam Regional Middle School (geothermal), Putnam, New York; Green Mountain College, Vermont; Bridgeport Hospital, Bridgeport, CT.; Middlesex Township Board of Education, Middlesex, New Jersey; Aetna (various location locations); Loomis Chaffee School, Windsor,); and CIGNA (various locations).

#### **OTHER EMPLOYMENT ASSOCIATIONS**

##### **AllEnergy Marketing Company, Waltham, Massachusetts**

##### **Director of Sales, Glastonbury, Connecticut- 1997 to 1998**

Established and directed regional offices in Connecticut, New York and Western Massachusetts. Developed and implemented start up business plan for a natural gas marketing Company owned by New England electric and Eastern enterprises. This involved hiring, training and managing 30 sales representatives and opening sales offices in Norwalk, Connecticut; Syracuse, New York; Albany, New York; and Springfield, Massachusetts. AllEnergy was quickly established as the Northeastern market leader in energy commodity marketing and sales.

##### **Equitable Resources, Inc/ERI Services, Inc.; Pittsburgh, Pennsylvania**

##### **Director of Sales, New England, Hartford, Connecticut –1996 to 1997**

Established the ERI Services natural gas regional office to serve the New England Market. Developed and implemented ERI business plans and identified two major ERI Service's acquisitions in the distributed energy/co-generation and performance contracting markets. Hired, trained and managed ten sales representatives to market and sell natural gas in New England. Established customer base with customers like The Mohegan Sun, Apple Health Care, Wesleyan University, University of Hartford, etc.

##### **Connecticut Natural Gas Corporation, Hartford, Connecticut-1981 to 1988 and 1991 to 1997**

##### **Director of Sales and Marketing-, (1993 to 1996); Manager of Marketing (1991 to 1993); Manager of Market Development (1984 to 1988); Commercial and Industrial Sales Manager (1981 to 1984).**

Held progressive leadership positions in key accounts, marketing, commercial and residential sales, trade relations, advertising, public relations marketing finance, natural gas vehicles, market research, and energy engineering. Developed existing customer retention and growth strategies and prepared and implemented marketing plan and strategies. Leadership established CNG as the most progressive and fastest growing natural gas distribution company in the Northeast. Developed and managed an annual operations budget of 2.5 million dollars and managed o a staff of seventy (70) management and support personnel.

#### **ADDITIONAL EMPLOMENT ASSOCIATIONS**

President, General Manager: AKR Associates, Manchester, Connecticut

District Sales Manager, United Pipe, Ipswich, Massachusetts

Director of Marketing and Sales, Alden Design & Advertising, Glastonbury, Connecticut

District Sales Representative, General Electric Corporation, Silicone Products Division, Waterford, New York

Product Specialist, FRP Division, Owens Corning Fiberglas, Bloomfield, Connecticut

Sales Manager, New Mass. Media/Hartford Advocate, Hartford, Connecticut

#### **EDUCATION**

Eastern Connecticut State University, Willimantic, Connecticut

Bachelor of Arts – History and political science; Graduated cum laude

**Civic Activities, Honors, Professional Affiliations**

**CIVIC ACTIVITIES AND HONORS**

Riverfest , Hartford , Connecticut – Riverfront Recapture, Hartford, Connecticut – Board of Directors (1993 to the present)

Theaterworks, Hartford, Connecticut – Board of Directors – (1990 to present); Chairman – (1992 to 1995)

Eastern Connecticut State University – Alumni Board of Directors – (1996 to the present); President (1998 –2001)

Eastern Connecticut State University Foundation – Board of Directors (1998 to the present), Vice President (1999 to the present)

Eastern Connecticut State University – 1995 Distinguished Alumni Award

Home Builders Association of Hartford County – Associate of the year in 1994

**PROFESSIONAL AFFILIATIONS**

American Gas Association - National Account Chair (1991-1996)

New England Gas Association – Marketing Board of Directors (1992-1995)

Connecticut Energy Advisory Board of Directors - appointed and reports to the Connecticut General Assembly – (1996 to 2001)

Home Builders Association of Hartford County Board of Directors – (1992 to 1997)

## **Michael E. Horton**

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### **SUMMARY OF QUALIFICATIONS**

**Sales, Management, Marketing and Business Development Executive** with twenty- five-year career characterized by a record of leadership, vision, consistent profit, market share, sales improvements, and successful business acquisitions and business start-ups. Articulate communication and team building skills, and outstanding customer skills with the ability to communicate at all levels. Strong energy industry marketing and sales development experience based upon an extensive understanding of where the industry is and where it is going. Expert level knowledge on energy commodity marketing and sales, and emerging technical products and applications in all aspects of the energy industry. Market knowledge in distributed energy, electric generating, fuel cells, power quality, co-generation, and heating and cooling technologies and applying these products and applications to specific successful marketing and sales programs.

### **FUNCTIONAL SKILLS**

#### ***Marketing***

Identify target markets and potential new product or service applications. Created marketing plans that lead to increased market share and profitability and positioned the company for short term and long term growth. Track record in applying emerging products and technologies to gain market share and a competitive market positions. Experience in identifying and establishing strategic alliances that enhance the profitability of the strategic partnership. Determine specific advertising strategies and media platforms, and launch promotional initiatives to support sales and improve market share. Extensive new business development experience in the energy industry.

#### ***Sales***

Project and forecast sales based upon annual marketing and sales plan. Establish specific sales initiatives focused on expanding market share through both new business development and customer retention. Direct both inside and outside sales personnel in sales and marketing activities. Experience in the introduction of new products and services into sales organizations and in sales training.

#### ***Sales Management***

Skilled in all aspects of manpower planning to reflect current and projected growth. Recruit and select staff to attract and maintain qualified personnel. Target areas that require improvement and initiate employee development and training programs, turning them into performance driven employees that consistently exceed sales goals. Motivate all employees to optimal levels of performance focused on a shared commitment to excellence, corporate goals and objectives.

### **EMPLOYMENT ASSOCIATIONS/BUSINESS VENTURES**

**Titan Energy–New England (TEA), with offices in Woodbridge & Rocky Hill, CT & Kingston, NH  
Vice President & Partner -2002 to the present.**

TEA provides consulting services to energy and energy related companies. TEA has extensive marketing and market development experience that assist clients in identifying and closing on profitable business ventures, acquisitions, and development opportunities. TEA tailors specific program for identified client requirements with services ranging from developing business/marketing plans with specific goals and strategies to sales development and sales training. TEA

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also has experience with business start-ups, negotiating gas supply agreements, commodity marketing and sales and custom sales compensation programs.

- *TEA has developed marketing, sales, and sales compensation plans for numerous energy companies.*
- *TEA has identified and assisted in the pre due diligence and formal due diligence process of acquisitions for numerous companies in the energy industry.*
- *TEA has developed and assisted in implementing marketing and market development plans for energy companies.*
- *TEA has put together natural gas supply contracts for numerous projects including distributed energy and electric generation projects*
- *TEA identified and assisted in acquiring a large HVAC in New York City for a major regional energy company.*
- *TEA developed the Titan Energy office in Connecticut. John F. Kearney currently serves as a Partner and President of Titan Energy-New England.*
- *TEA has completed a national market research and LDC rate analysis project for an international fuel cell company*
- *TEA completed a research project on the market value of LNG storage in the deregulated natural gas market for a national energy company*
- *TEA helped to found and negotiated natural gas, oil, and electric supply contracts for a Northeast Energy Partners in Connecticut and Titan Energy-New England. Combined they represent a customer base of 15,000 commercial and industrial customers in the Northeastern United States and will do over one hundred twenty five million in revenue and 25 bcf in natural gas and electric sales in 2001.*

### **NRG New England, Orange, Connecticut Vice President and Partner- 1996 to present**

NRG's core focus is to provide commercial customers with petroleum products.

- *Partner and co-founder of NRG*
- *Wrote the business plan and from this plan created an integrated petroleum product distribution company serving the States of Connecticut and Massachusetts.*

### **First Distribution Energy Consultants, Orange, Connecticut President and Owner- 1994 to present**

1<sup>st</sup> Distributions core focus is to provide clients with consult and professional expertise regarding all aspects of their commercial energy needs including but not limited to petroleum, electric, natural gas and green energy.

- *Owner and Founder of First Distribution Energy Consultants*
- *Wrote the business plan and from this plan created an diversified energy consulting company*

## **OTHER EMPLOYMENT ASSOCIATIONS**

### **BPS Oil Company**

**Vice President of Sales, Branford, CT 1987 to 1994**

Responsible for all aspects of home heating oil sales and marketing.

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**Elm City Oil Company  
New Haven, CT 1977 to 1987**

Trained in all aspects of the company including delivery, administration, sales and marketing.

**Civic Activities and Professional Affiliations**

**CIVIC ACTIVITIES, PROFESSIONAL AFFILIATIONS & PERSONAL INFORMATION**

Woodbridge Fire Department Board of Commissioners (2009 to present)

Woodbridge Travel Basketball-Head Coach (2004 to 2009)

YMCA of Central CT -Director of Executive Board Member (2008 to present)

YMCA- Asset Board Member (2008 to present)

Woodbridge Clean Energy Initiative-Board Member (2007 –present)

Married Sara Olderman of 8 Mulberry Road, Woodbridge on 5/29/1988

3 Children: Jami Rose (DOB 11/24/89), Sydney Fallon (DOB 8/2/93) and Daniel Chase (DOB 5/20/95)

Woodbridge resident since October 1995. All 3 children attended the Beecher Road School in Woodbridge . Currently, oldest daughter Jami (Amity High School class of 2007) attends Keene State University, Keene, New Hampshire. Middle daughter Sydney attends Amity High School and will graduate with the class of 2011. Youngest, son Daniel, attends the Amity Middle School in Bethany, CT and will also graduate from Amity High School with the class of 2014.

**JERRY P. HAWKINS**  
18 Williams Path  
Kingston New Hampshire  
(603) 642-9592 - Home  
(603) 642-95091 - Work

## **PROFESSIONAL EXPERIENCE**

### **Titan Energy Energy Authority-New England Inc., Rocky Hill Ct, 2001-present Vice President/Owner**

Co-founded a privately held energy services consulting company utilizing industry best practices to provide energy demand/supply side management, business process improvement, and distributed energy solutions to industrial and commercial clients throughout the east coast.

### **Surgency (Formerly Benchmarking Partners), Cambridge, MA, 1997-2000 Practice Manager, Industry Consultant**

Responsible for performing business information architecture strategy, directing the integration of supply chain best practice solutions, and developing return on investment business justification. Other responsibilities included the management of strategic planning and coordinated CEO level sales efforts for over 100 market leading companies in the energy/utility industry vertical.

- Track record of increasing new and existing account sales to utility customers such as SMUD, LA Power, PG&E, Puget Sound, and Montana Power. Received Benchmarking Partners Leadership Award by increasing overall industry sales by 250% and generating \$2,000,000 in revenue for a three-quarter period.
- Developed Internet/IT strategic supply chain business plans for over 20 Fortune 500 clients to utilize best practices in their industry markets. Clients averaged over \$3,000,000 in annual savings.
- Developed ERP, billing, and CRM implementation strategy for clients utilizing software such as SAP, Oracle, and PeopleSoft. Directed integrator and vendor selection processes resulting in clients achieving "best fit" and saving an average of 20% in project costs.

### **ALLEnergy Marketing Company, Waltham, MA, 1997 Regional Account Executive**

Directed the market development of value-added energy and information architecture services within the New England business unit. Successfully managed revenue programs to develop return on investment metrics, identify strategic business drivers, and improve performance targets.

- Realized significant benefits by leveraging industry knowledge capital with high profile global companies. Partnered with over 50 clients including Fortune 500 companies such as Aetna, J.C. Penney, and United Technologies generating over \$2,000,000 in sales revenue.
- Developed customer demand side management programs including focus on distributed energy systems to add significant client value within the energy supply chain. These programs increased regional sales by 200%.

### **Connecticut Natural Gas Corp., Hartford, CT, 1988-1997 Key Account Project Manager**

Managed the development and delivery of actionable plans for integration of strategic HVAC, cogeneration, and value added energy products within new and existing key accounts. Other directives included gap analysis of client business processes for best fit within the energy utilization value chain.

- Managed a portfolio of over 100 client relationships for \$30,000,000 in annual revenue. Recognized for outstanding contributions to the organization with the President's Achievement Award and the Key Account Salesman of the Year Award.

- Directed the management of energy procurement for 65 "key account" industrial and commercial customers generating over \$12,000,000 in revenue per year. Received Certificate of Achievement from United Technologies Corporation for developing cost saving demand side management strategies for the UTC Energy Council.
- Industry recognized expert on energy from success with developing value-added business and information system strategies. Testified as Technical Expert for state regulatory hearings focusing on rate of return analysis.

#### **Marketing Energy Manager**

Responsibilities included senior level business mentoring, domain expertise, best in class process assessment and focused return on investment methodologies.

- Directed return based energy audits, computer simulations, and investment life cycle case studies for key industrial and commercial accounts.
- Directed a 26 MW gas turbine installation generating over \$5,000,000 in revenue per year. Project was delivered on schedule and on budget with the highest level of customer satisfaction.
- Developed and implemented an utility energy conservation demand side management program. Project activities included development of strategic business cases, funding requirement documentation, milestone based execution, and end user training.

#### **Stone & Webster Engineering Corporation, Boston MA, 1983-1988**

##### **Start-up Mechanical Engineer**

- Supervised in-service testing for spent fuel purification and cooling systems including pump analysis, fuel pool boration and new fuel receipt. Directed first refueling outage at Millstone and Nine-Mile nuclear power stations.
- Directed pressure and flushing testing, prepared test instrumentation controls calibration reports and performed piping design. Directed mechanical equipment walkdowns for Auxiliary Boiler and Steam Turbine systems.

#### **United Engineers and Constructors, Inc., Philadelphia, PA, 1981-1983**

##### **Mechanical Engineer I**

- Directed the installation and redesign of piping and HVAC systems at Seabrook Nuclear Power Station with emphasis on pipe stress analysis, torquing criteria and environmental protection systems.

#### **LICENSES AND REGISTRATIONS**

Chartered Industrial Gas Consultant – Gas Research Institute  
Certified Level II Test Engineer per ANSI N45.2.6 and ASME Boiler and Pressure Vessel Code

#### **PROFESSIONAL AFFILIATIONS**

Association of Energy Engineers – Senior Member  
American Society of Heating, Refrigeration, and Air Conditioning Engineers – Member  
American Society of Mechanical Engineers – Member

#### **EDUCATION**

Bachelor of Science Mechanical Engineering – 1981  
Rensselaer Polytechnic Institute, Troy, NY