

Cenergistic Spotlight: Veterans Series

65 of our staff, nearly 20%, are Veterans who have proudly represented the United States Air Force, Army, Marines and Navy.

Our goal of this series is to honor and empower all Veterans throughout the month of November and beyond, as they share their stories and insight.

The series begins with a special spotlight featuring Cenergistic Founder & Chairman, and Veteran of the US Army, Dr. William S. Spears.

Cenergistic®

CENERGISTIC SPOTLIGHT: VETERANS SERIES



Welcome to Cenergistic's first ever Spotlight Series, featuring our Veterans. Veteran's Day is Sunday, November 11th, and it's something near and dear to our hearts.

Many of our staff, whether based at our Dallas headquarters or one of our 200+ Energy Specialists across the nation, are Veterans. The United States Air Force, Marines, Army, Navy and Coast Guard are proudly represented within our company.

Our goal of this series is to honor and empower all Veterans, not only on Veteran's Day, but throughout the entire month of November. Get to know our Cenergistic Veterans as they share their stories and insight.

FOREWORD FROM CENERGISTIC FOUNDER & CHAIRMAN, DR. WILLIAM S. SPEARS VETERAN OF THE UNITED STATES ARMY

Q: Provide us an overview of your military background.

A: It began when I was commissioned at Ft. Sill, Oklahoma in August of 1962. I went on active duty in October of 1962, one week prior to the Cuban Missile Crisis, which is often considered the closest the Cold War came to escalating into a full-scale nuclear war. Later, I was stationed in Stuttgart, Germany at Seventh Army HQ previously commanded by General Patton, which was the largest field army in the world. I remained here for two years before returning to the United States where I served in the Army Reserves for five years, the last of which was in Philadelphia while I was at Wharton Business School. (This unit subsequently got called to Bosnia however my schooling kept me in America.)

Q: What does being a Veteran mean to you?

A: It means a lot. I had an opportunity to serve my country and I take a great deal of pride in that; to have served for seven years.

Q: How do you think your experiences in the military have affected your leadership at Cenergistic?

A: It set the foundation of what leadership was all about. As a young lieutenant, I was HQ commandant and was



commanding officer of 70 troops. It was a great leadership opportunity.

Q: Cenergistic currently has 65 Veterans on staff, which is nearly 20% of all employees. What encourages you to hire Veterans at Cenergistic?

A: Firstly, it's a way to give back to our country and honor their service. Secondly, I believe Veterans have a dimension of experience and leadership that is invaluable to Cenergistic, no matter what role our employees serve.

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Read our latest spotlight interview below, featuring VP of Operations in Adjustments, Andy Tillman, veteran of the United States Army.

MEET ANDY TILLMAN

Q: What is your title at Cenergistic?

A: I am Vice President of Operations - Adjustments.

Q: Please provide a short overview of your background as a Veteran, including branch of the military in which you served, field rank attained & years of service.

A: I graduated from the U.S. Military Academy with my B.S. in Civil Engineering. I branched into Army Aviation and served as an OH-58D Kiowa Warrior Helicopter pilot in leadership roles, including a final assignment as an Army Captain and Company Commander. After 7 years of dedicated service, I transitioned into the Civilian Business World and earned an MBA from Harvard Business School.

Q: What does being a Veteran mean to you?

A: Serving in the military was an honor and privilege for me. It was a conduit for leadership development, personal growth, a wonderful network of friends and a source of pride, not only for my own service but even more so for the service and sacrifice that many of my friends and classmates have made over these nearly three decades. Being a part of this great American institution and fraternity has positively influenced nearly every other aspect of my life. Among my fellow Veterans, our shared bond is an everlasting source of camaraderie.

Q: How do you think your experiences being in the military affect your day-to-day job at Cenergistic?

A: I have an especially keen sense of duty and professionalism. I don't try to get by with as little as I can give to our clients and the company. I try to give as much as I can. I not only give of my time, but have what I call an ongoing channel in my mind, which is always trying to think of ways we can do things better; in a process of continual improvement.



Q: Tell us what you find rewarding about your position at Cenergistic.

A: Cenergistic has been a great fit for my natural skills, interest and my educational background. I believe our company also provides a service that has a lot of merit to society.

Q: Describe how your experience at Cenergistic has been able to impact administration, faculty, students or the community within the district you serve.

A: When I served in my local district, we helped bridge budgetary gaps that helped preserved staff and programs in the district. Now, in my corporate role, I seek to do that for every client I touch, and strive to make an impact.

Q: Many current Veterans employed with Cenergistic refer others to join our team. Why would you encourage other Veterans to work at Cenergistic?

A: I had studied Cenergistic before there was an opportunity for me to join the company, and I was determined this was a World-Class Company. As great as it already was, it was still pushing the envelope, striving to be even better. As such, though it was nearly 30 years old at the time, to me, it still felt like a startup company. There was and still is plenty of opportunity for growth, and the company is accelerating its Research & Development efforts to deliver on our promises better than ever before.

Q: Tell us a fun or interesting fact about you!

A: At work, people often only see my serious work-side. But, as many family and close friends can attest, I almost always have a comedic channel running through my mind as well!

CENERGISTIC SPOTLIGHT: VETERANS SERIES



Read our latest spotlight interview below featuring David McAfee, Cenergistic Energy Specialist, and Veteran of the United States Army.

MEET DAVID MCAFEE

Q: What is your title at Cenergistic and the district, university or government municipality you serve?

A: Energy Specialist in Fort Worth ISD, TX.

Q: Please provide a short overview of your background as a Veteran, including branch, years of service, etc.

A: I have served in the Army for 27 years (14 years Active service) and am currently in the Reserves. I served in Afghanistan in 2006 and 2007. I started as an operating room technician and spent many years training soldiers as a Drill Sergeant. I currently serve as an O/CT (Observer-Coach-Trainer). I train Mobilized Reservists and Guardsman that are going overseas to defend our country.

Q: What does being a Veteran mean to you?

A: It's an honor to serve and defend this great Nation.

Q: How do you think your experiences in the military affect your day-to-day job at Cenergistic?

A: It allows me to prioritize and manage my daily tasks and remain resilient when faced with opposition while accomplishing those tasks.

Q: What is most rewarding about your job at Cenergistic?

I feel a sense of accomplishment knowing that I am providing better comfort for student and staff, AND being a good steward of what God has provided for us.

Q: Describe how your experience as a Cenergistic Energy Specialist has been able to impact administration, faculty, students or the community in the districts you serve.

A: The biggest impact we have made in our district thus far has been at the campus level. The office staff and teachers



appreciate that they now have someone they can call and depend on to get their comfort needs taken care of. Also when we conduct occupied audits, the staff is pleased to associate "a name with a face", thus comforting them even further.

Q: Many Veterans employed at Cenergistic refer others. Why would you encourage Veterans to join our team?

A: It's a rewarding job and great company to work for. The employees at Cenergistic are very supportive and welcome you as part of the team.

Q: Tell us a fun or interesting fact about you!

A: I was a successful BMX rider in the mid 80's and currently collect vintage bicycles.

CENERGISTIC SPOTLIGHT: VETERANS SERIES



Read our latest spotlight interview below featuring David Wert, Cenergistic Energy Specialist, and Veteran of the United States Army.

MEET DAVID WERT

Q: What is your title at Cenergistic and the district, university or government municipality you serve?

A: Energy Specialist, USD-475, Geary Co. Schools in KS.

Q: Please provide a short overview of your background as a Veteran, such as years served, rank, etc.

A: I retired from the Army in 2016 as a Staff Sergeant (E-6) with 20+ years of service.

Q: What does being a Veteran mean to you?

A: I am proud to be a Veteran. I gave of myself to my country; my father, grandfather and his father also served. I was honored to follow in their footsteps.

Q: How do you think your experiences in the military affect your day-to-day job at Cenergistic?

A: The skills I learned in the military help me on a daily basis. I am able to work alone or in a group. I used analytics in my military career, and that translated to Cenergistic very well.

Q: What is most rewarding about your job at Cenergistic?

A: I feel that working with Cenergistic and supporting my district continues my service. I enjoy problem solving, and helping people - with Cenergistic I get to do both.

Q: Describe how your experience as a Cenergistic Energy Specialist has been able to impact administration, faculty, students or the community within the district, university or government in which you serve.

A: I took over a well established program about 6 months ago. Myself along with Bill Cooley, have achieved over \$2M



in cost avoidance. This is a huge milestone, giving our district the ability to spend money elsewhere.

Q: Many Veterans employed here at Cenergistic refer others to work here. Why would you encourage Veterans to join our team at Cenergistic?

A: This is a great company to work for. As an Energy Specialist, I have the freedom to run my district, but also have the support behind me if I need it.

Q: Tell us a fun or an interesting fact about you.

A: I build wooden furniture in my free time.

CENERGISTIC SPOTLIGHT: VETERANS SERIES



Read our latest spotlight interview below, featuring Energy Specialist, Dustin Johnson, Veteran of the United States Navy.

MEET DUSTIN JOHNSON

Q: What is your title at Cenergistic and the district, university or government municipality you serve?

A: I am an Energy Specialist at Visalia Unified School District, in Visalia, California.

Q: Please provide a short overview of your background as a Veteran, including branch of the military in which you served, field rank attained, years of service, etc.

A: I served in the United States Navy as an Aviation Structural Mechanic and reached the rank of Petty Officer Third Class. During my 4 years in the US Navy, I was assigned to VFA-22 where I worked on F/A-18E/F Super Hornets, and participated in two deployments aboard the USS Ronald Reagan where we engaged in Operation Enduring Freedom.

Q: What does being a Veteran mean to you?

A: To me, being a Veteran means that I had a once-in-a-lifetime opportunity to serve my country and be a meaningful part of a team that is so much larger than any one individual.

Q: How do you think your experiences in the military affect your day-to-day job at Cenergistic?

A: I believe that my experiences in the military have forever impacted how I view life and how I respond to various situations. Through the Military, I had the opportunity to encounter so many different people, cultures and customs; all of which culminated in making me a much more well-rounded individual. I believe that foundation contributes greatly to my success as an Energy Specialist.

Q: Tell us what you find rewarding about your job at Cenergistic.

A: There are so many rewarding aspects. As an Energy Specialist in a K-12 school district, I have a very direct and



tangible impact on students and their learning environments. It's a real challenge to find another job anywhere, where you get to directly impact the lives of future leaders, all the while knowing your efforts directly results in dollars saved by clients... which means money back into the classrooms for students.

Q: Describe how your experience as a Cenergistic Energy Specialist has been able to impact administration, faculty, students or the community within the school district you serve.

A: Working as an Energy Specialist is a multifaceted position that touches every level in a client organization. During the last five years that impact has resulted in a culture change from where energy consumption was an afterthought, to where energy conservation is embraced, prioritized and valued. Since partnering with Cenergistic, Visalia Unified School District has realized almost \$7M in energy savings!

Q: Many current Veterans employed with Cenergistic refer others to join our team. Why would you encourage other Veterans to join the Cenergistic team as an energy specialist or sales professional?

A: Working for Cenergistic is an amazing opportunity to take the invaluable discipline and tools you learned in the military and put them to use as a part of a team and in an area where you can have a very direct and lasting impact.

Q: Tell us a fun fact about you!

A: For the last two years I've served as a member of my local Selective Service Board.

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Read our latest spotlight interview below, featuring Energy Specialist, Dwight Lewis, Veteran of the United States Marine Corps.

MEET DWIGHT LEWIS

Q: What is your title at Cenergistic and the district, university or government municipality you serve?

A: Energy Specialist at Compton Unified School District.

Q: Please provide a short overview of your background as a Veteran, including branch of the military you served, field rank attained, years of service, and any other info you'd like to provide.

A: I joined the United States Marine Corps after graduating high school. I worked as an avionics technician, Marine Security Guard & Marine Recruiter. I retired at the rank of Gunnery Sergeant.

Q: What does being a Veteran mean to you?

A: I am extremely honored I had the opportunity to serve my country. I will be forever grateful for the many things I was able to experience during my career as well as the brotherhood.

Q: How do you think your experiences in the military affect your day-to-day job at Cenergistic?

A: I feel my ability to adapt to the different situations we encounter is something I learned from the Marine Corps. Without a doubt, my time as a recruiter prepared me for working as an Energy Specialist. I can use the communication skills I learned to help overcome indifference.

Q: Tell us what you find rewarding about your job at Cenergistic.

A: With Cenergistic we have the ability to directly impact the environment by reducing energy usage of our client organizations. It's rewarding to be a part of that process.



Q: Describe how your experience as a Cenergistic Energy Specialist has been able to impact administration, faculty, students or the community the district you serve.

A: In addition to 157% of overall performance to matrix we are able to impact the district by being a go-to resource for them.

Q: Many current Veterans employed with Cenergistic refer others to join our team. Why would you encourage other Veterans to be an Energy Specialist at Cenergistic?

A: I feel that working at Cenergistic is a natural fit for Veterans. Having the ability to work independently is valuable for an Energy Specialist.

Q: Tell us a fun or interesting fact about you.

A: I have worked in Eastern Europe and Northern Africa.

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Read our latest spotlight interview below featuring Jenna Sanders, Regional Vice President of Client Development, and Veteran of the United States Army.

MEET JENNA SANDERS

Q: What is your title at Cenergistic and the district, university or government municipality you serve?

A: RVP Client Development (NC, SC, GA)

Q: Please provide a short overview of your background as a Veteran, including branch, years of service, etc.

A: I graduated from West Point and was commissioned an Army Signal Corps Second Lieutenant. I was in the Army until 2015, when I got out as a Captain. I've been stationed at Fort Stewart, GA, Fort Gordon, GA, and Fort Riley, KS with two deployments (Baghdad, Iraq 2009-2010 and Kuwait/Iraq 2014-2015).

Q: What does being a Veteran mean to you?

A: It makes me proud to be part of a group of people who are willing to defend the Constitution. It also makes me thankful to live in the United States after seeing parts of the world where people have so little.

Q: How do you think your experiences in the military affect your day-to-day job at Cenergistic?

A: Leadership, time management, and work ethic are the three major lessons I've taken away from my time in the Army that help me every day as I'm working for Cenergistic.

Q: What is most rewarding about your job at Cenergistic?

A: I'm motivated everyday by the fact that even though I'm out of the Army, I'm continuing to do work that provides help where people need it - returning money to schools that they would have otherwise gone to the utility company.

Q: Describe how your experience as a Cenergistic Sales Professional has been able to impact administration, faculty, students or the community in the districts you serve.



A: I think both military veterans and life long educators all share a passion to help people and their communities. I think that link is why our program is successful as it relies on many veterans and educators to work together to achieve savings.

Q: Many Veterans employed here at Cenergistic refer others to work here. Why would you encourage Veterans to join our team at Cenergistic?

A: Cenergistic values the leadership and time management skills, along with the hard work ethic that the military instills. The company understands the value that veterans bring to the company, which is difficult to find.

Q: Tell us a fun or an interesting fact about you!

A: I played D1 soccer at West Point.

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Read our latest spotlight interview below, featuring Energy Specialist, Jesse Coulter, Veteran of the United States Army.

MEET JESSE COULTER

Q: What is your title at Cenergistic and the district, university or government municipality you serve?

A: Energy Specialist (ES), Springfield Public Schools.

Q: Please provide a short overview of your background as a Veteran, including branch of the military in which you served, field rank attained, years of service, etc.

A: I joined the United States Army in 1999. Initially, my primary military occupational skill was as an Infantryman serving as a rifleman. In 2000 I was reassigned to a reconnaissance unit and I was trained as sniper in the 101st Airborne Division. I attended many military schools between 1999 and 2003, before deploying to Kuwait in preparation for the Invasion of Iraq. Subsequently, I deployed to Iraq on three different tours ('03-'04, '05-'06, and '07-'09) totaling 39 months running a multi-range of missions in combat. As a Staff Sergeant in 2009 after several injuries and a couple of surgeries I was assigned to train newly commissioned infantry officers until I was medically retired from service in 2011.

Q: What does being a Veteran mean to you?

A: I was able to serve our great nation and protect our freedoms by ensuring we engaged the enemies outside our borders. I was also able to meet and serve with some great heroes who selflessly laid down their lives for their brothers and ultimately for the United States of America.

Q: How do you think your experiences in the military affect your day-to-day job at Cenergistic?

A: Throughout my military career, I had some of the best leadership afforded to me through military courses / schools, deployments and individual mentorship. This has allowed me to be able to adapt to any type of environment. It also gives me the drive to accomplish the mission and think outside the box when opportunities present themselves that need to be resolved.



Q: Tell us what you find rewarding about your job at Cenergistic.

A: I'm able to work autonomously, and the leaders at Cenergistic trust me to accomplish my tasks. In addition, it's great to be able to reach out to my leadership team to get help I need to ensure Cenergistic and my school district is successful in reducing energy consumption.

Q: Describe how your experience as a Cenergistic Energy Specialist has been able to impact faculty, students or the community within the district you serve.

A: As a CES I've been able to build great relationships with numerous building staff members and Principals. The trust has allowed them to reach out to me anytime to address problems they have within their spaces, knowing I'll address the issue quickly and get the right individuals on the problem. Ensuring your customer base feels valued allows for success within the Energy Program.

Q: Many current Veterans refer others to join our team. Why would you encourage other Veterans to join Cenergistic?

A: I've encouraged several of my military brothers to look into opportunities within the company. I do this because the leadership here values not only Veterans, but every CES working to help their clients money. It also allows for strong military leaders to use the skills they have acquired to make real change in their clients' energy consumption through management of systems and staff.

Q: Tell us an interesting fact about you.

A: I'm currently on the board of a newly formed nonprofit Veterans Organization called BattleForged Nation, with the primary goal to stop the 20+ a day suicide rate of Veterans. (www.battleforgednation.org)

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Read our latest spotlight interview below featuring Mathew Guimond, Energy Specialist, and Veteran of the United States Army and Air Force.

MEET MATHEW GUIMOND

Q: What is your title at Cenergistic and the district, university or government municipality you serve?

A: Energy Specialist, Florida State University

Q: Please provide a short overview of your background as a Veteran, including branch, years of service, etc.

A: I am a veteran of the United States Army with four years of service and Honorable discharge as an E-4 Specialist. While active duty I received an Army Commendation Medal, Army Achievement Medal, Army Good Conduct Medal, National Defense Service Ribbon, Global War on Terrorism Service Medal, and Army Service Ribbon. I was a 25-S Satellite Communications Operator/Maintainer for the XVIII Airborne Corps at Fort Bragg. I also served in the United States Air Force Reserve and was stationed at MacDill Air Force Base in Tampa, Florida. I was an E-4 Senior Airmen with the 45th Aeromedical Evacuation Squadron.

Q: What does being a Veteran mean to you?

A: Being a Veteran to me means that I was part of something greater than myself and served the people of the United States to ensure that this country will remain free.

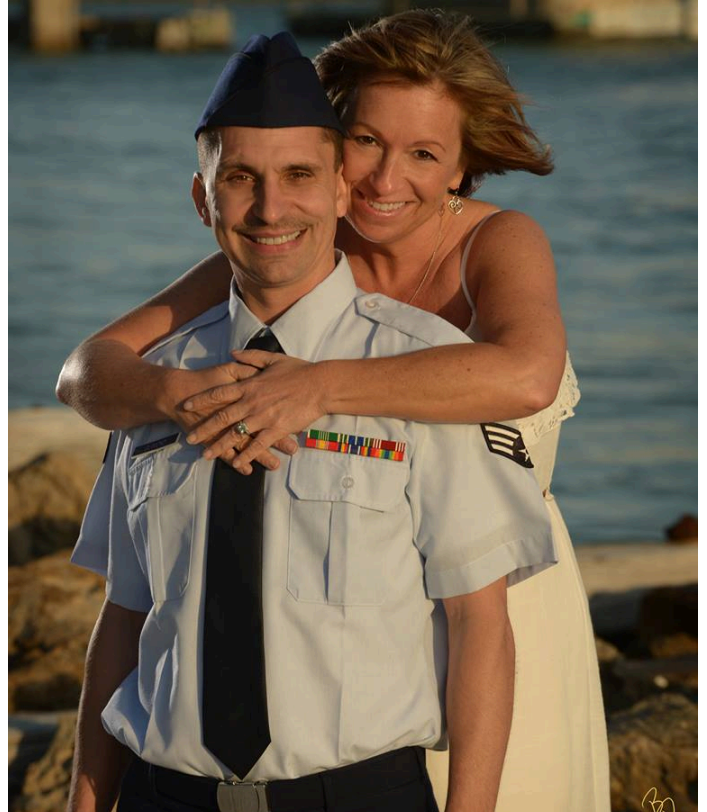
Q: How do you think your past experiences in the military affect your day-to-day job at Cenergistic?

A: My military experience affects my day-to-day job by giving me discipline, accountability, dedication and integrity to provide the best service to our client.

Q: What is most rewarding about your job at Cenergistic?

A: The most rewarding thing about my job is that results can be measured and tracked monthly. By reducing energy consumption, we are contributing to a national need to conserve energy and build a country that can be energy independent.

Q: Describe how your experience as a Cenergistic Energy Specialist has been able to impact administration, faculty, students or the community within the district, university or government in which you serve.



A: I've been able to impact the faculty & staff at Florida State University by showing them that we're a partner in Energy Conservation and respond to their comfort concerns while maintaining energy conservation measures.

Q: Many Veterans employed here at Cenergistic refer others to work here. Why would you encourage Veterans to join our team at Cenergistic?

A: I would encourage other Veterans to seek employment with Cenergistic because it's a great company with a solid foundation to grow and learn with while helping clients save money and energy.

Q: Tell us a fun or an interesting fact about you!

A: Since our two girls are grown and living on their own, my wife Sherri and I are now empty-nesters. We've consolidated all our belongings and moved into a 36' Class A Motorhome (full-time) and travel around every chance we get. We love driving through the Great Smokey Mountains and staying at various state park campgrounds.

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Read our latest spotlight interview below featuring Michael Gaal, Senior Vice President of Services, and Veteran of the United States Air Force.

MEET MICHAEL GAAL

Q: What is your title at Cenergistic and the district, university or government municipality you serve?

A: Senior Vice President of Services, Large K-12 districts.

Q: Please provide a short overview of your background as a Veteran, including branch, years of service, etc.

A: I retired as a Colonel in the USAF after 25 years of service. I spent the bulk of my career as a Mobility Pilot (Cargo and Air-Refueling) and as an Instructor Pilot at several Pilot Training bases. I finished my career in the Pentagon supporting Middle East Policy for the Secretary of Defense and International Training with allied countries.

Q: What does being a Veteran mean to you?

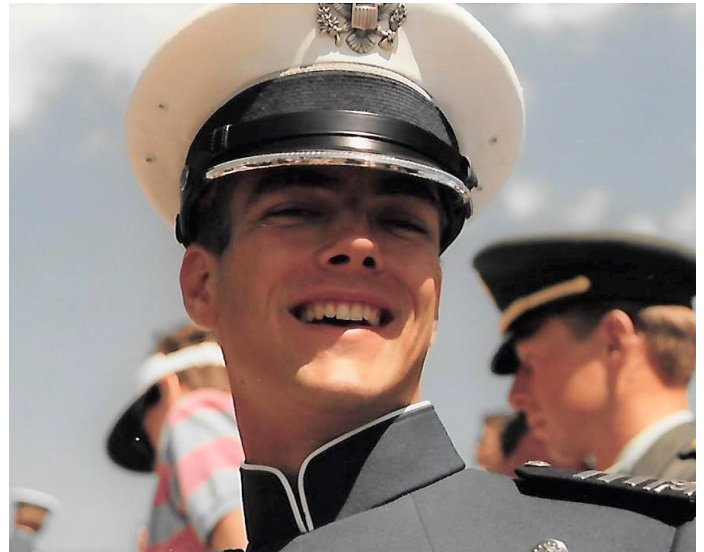
A: Being a veteran to me is about honor and humility. I was honored to support and defend our Constitution. Our democratic experiment is unique in a complex world and deserves to be celebrated, and defended, at all costs. I am humbled when people thank me for my service--my time as an Air Force officer and pilot was like living a dream. I was given the training and responsibility to lead incredible Airmen on the worthiest of causes.

Q: How do you think your experiences in the military affect your day-to-day job at Cenergistic?

A: The military teaches you how to develop a plan and work hard with the help of your team to achieve it. The whole is ALWAYS greater than the sum of its parts. At Cenergistic, we bring together Engineering, Analysis and Boots on the Ground to drive sustainable operations for our clients.

Q: What is most rewarding about your job at Cenergistic?

Cenergistic offers Veterans two compelling "whys". First and foremost, we all know schools struggle to stretch their dollars and place them as close to the student as possible. We also are aware that our climate is changing faster than ever before. Knowing that the plan you are developing and executing is saving energy and in turn placing public funds closer to student achievement is a double win.



Q: Describe how your experience at Cenergistic has been able to impact administration, faculty, students or the community in the districts you serve.

A: Many of my clients have created student and public facing communications on the importance of their sustainability efforts. More direct budget impacts include teacher salary support, technology programs for students, additional instructional supports and upgrades to school equipment to more modernized and energy efficient systems. The list is infinite and up to the district to decide how best to support their mission and vision.

Q: Many Veterans employed at Cenergistic refer others. Why would you encourage Veterans to join our team?

A: There is common language at Cenergistic for Veterans--Excellence, Efficiency and Optimization. All Veterans are able to reflect on their service and see their experiences are focused on these shared values and skills. That makes the transition much easier and more successful for both the Veteran and Cenergistic.

Q: Tell us a fun or interesting fact about you!

A: When I left for college at the Air Force Academy in Colorado, it was the first time I'd been more than 10 miles west of the Delaware River. Since then, I've been to 6 different continents and over 40 countries.

CENERGISTIC SPOTLIGHT: VETERANS SERIES



Read our latest spotlight interview below featuring Nora Scheiber, Regional Vice President of Client Services, and Veteran of the United States Air Force.

MEET NORA SCHEIBER

Q: What is your title at Cenergistic and the district, university or government municipality you serve?

A: Regional Vice President, Client Development (TX, NM, AZ, NE, KS, MO).

Q: Please provide a short overview of your background as a Veteran, including branch, years of service, or any other information you'd like to provide.

A: I am a United States Air Force Academy graduate, and have an MBA from Southern New Hampshire University. I was a Personnel Officer (Captain) in the Air Force for over 5 years with experience in leading large and small teams, project and process management, contract and budget management, continuity, readiness, compliance and resource management, and deployed NATO and AF protocol.

Q: What does being a Veteran mean to you?

A: It means I served and did something bigger than myself.

Q: How do you think your experiences in the military affect your day-to-day job at Cenergistic?

A: My military experience taught me the importance of integrity and teamwork. These are qualities that attracted me to Cenergistic and that affect my everyday interactions at work and in life.

Q: What do you find rewarding about your job at Cenergistic?

A: I get my motivation from making a difference and am passionate about empowering others. At Cenergistic I am able to do that everyday by serving others and putting money back into the classroom where it belongs.



Q: Describe how your experience at Cenergistic has been able to impact administration, faculty, students or the community in the districts you serve.

A: I'm a new Sales Professional, but I hope to impact my territory by helping our clients solve their biggest problems, by freeing up dollars while increasing comfort to ensure the best learning environment for the leaders of tomorrow.

Q: Many Veterans employed at Cenergistic refer others. Why would you encourage Veterans to join our team?

A: Not only is Cenergistic's mission incredible, Cenergistic is an ethical company that values its employees and invests into its employees.

Q: Tell us a fun or interesting fact about you!

A: I am a twin (she is nothing like me) and I spent the first 19 years of my life in Germany.

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Read our latest spotlight interview below featuring Richard Blackmon, Cenergistic Energy Specialist, and Veteran of the United States Marine Corps.

MEET RICHARD BLACKMON

Q: What is your title at Cenergistic and the district, university or government municipality you serve?

A: Energy Specialist

Q: Please provide a short overview of your background as a Veteran, including branch, years of service, etc.

A: Retired Marine Corps First Sergeant with more than 25 years of service. From 1988 to 2013, I served in supply logistics, fuels specialist and senior enlisted advisor. I have served in Desert Shield/Desert Storm, Somalia, Iraq and Afghanistan.

Q: What does being a Veteran mean to you?

A: A difference was made in someone's life because I made the decision to serve.

Q: How do you think your experiences in the military affect your day-to-day job at Cenergistic?

A: Time management, communication and conflict resolution skills; these skills I acquired from my time in the military and I use these skills daily with my client.

Q: What is most rewarding about your job at Cenergistic?

A: Flexibility to manage your program to best benefit your client.

Q: Describe how your experience as an Energy Specialist has been able to impact administration, faculty, students or the community in the district you serve.

A: My client has been able to obtain more than \$2,000,000 in cost avoidance.



Q: Many Veterans employed here at Cenergistic refer others to work here. Why would you encourage Veterans to join our team at Cenergistic?

A: Many Veterans have grown accustomed to and desire a fast paced, rewarding schedule; Cenergistic provides that.

Q: Tell us a fun or an interesting fact about you.

A: My wife and I decided to build a small ranch.

CENERGISTIC SPOTLIGHT: VETERANS SERIES



Read our latest spotlight interview below featuring Ron Bingham, Cenergistic Energy Specialist, and Veteran of the United States Air Force.

MEET RON BINGHAM

Q: What is your title at Cenergistic and the district, university or government municipality you serve?

A: Cenergistic Energy Specialist, Keller ISD, TX.

Q: Please provide a short overview of your background as a Veteran: branch, years of service, or any other information you'd like to provide.

A: I served 25 years in the US Air Force as Manager/Director of Facilities Maintenance Programs in hospitals, retiring in 2000 at the rank of Senior Master Sergeant.

Q: What does being a Veteran mean to you?

A: The military put me on a single path of career progression that translated easily into civilian positions including assisting Keller ISD in getting facilities equipment to work as designed. These successes resulted in better comfort and lower energy bills.

Q: How do you think your experiences in the military affect your day-to-day job at Cenergistic?

A: My military experience prepared me to assist Keller ISD in getting facilities equipment to work as designed, which as mentioned above, results in better classroom comfort for teachers and students, lower energy bills and cost savings.

Q: What do you find most rewarding about your job as a Cenergistic Energy Specialist?

A: When I see equipment working at peak performance and under control I know that the occupants will be comfortable and the district will save money. And I enjoy telling the staff of the millions of dollars the program has saved the district off their utility bills!



Q: Describe how your experience at Cenergistic has been able to impact administration, faculty, students or the community in the districts you serve.

A: I feel like I am listened to when equipment is not working properly. The district does a good job of finding money to make essential repairs so energy-consuming workarounds are implemented for a minimal period of time.

Q: Many Veterans employed at Cenergistic refer others. Why would you encourage Veterans to join our team?

A: I feel Cenergistic has great respect and honor for Veterans and their service to this country. They also put a lot of effort, time and emphasis on training these employees to be successful in their new positions.

Q: Tell us a fun or interesting fact about you!

A: I love lake activities, golf and working on cars.

CENERGISTIC SPOTLIGHT: VETERANS SERIES



Read our latest spotlight interview below featuring Shane Coats, Cenergistic Energy Specialist, and Veteran of the United States Air Force.

MEET SHANE COATS

Q: What is your title at Cenergistic and the district, university or government municipality you serve?

A: Energy Specialist, Champaign, IL Unit 4 School District.

Q: Please provide a short overview of your background as a Veteran, including branch, years of service, etc.

A: 24 year Air Force Veteran. I served 14 years enlisted and 10 years as an officer. Retired as an O-3E (Captain). Worked 8 years in Aircraft Maintenance, 5 years flying on Special Operations helicopter as a Flight Engineer, 7 years in Airfield Operations/Air Traffic Control and 3 years teaching Air Force ROTC at the University of Illinois.

Q: What does being a Veteran mean to you?

A: Giving of yourself so that others may be able to live better. Sacrificing your own time, needs, and in some cases everyday freedoms, to help make our world a better place.

Q: How do you think your experiences in the military affect your day-to-day job at Cenergistic?

A: During my many deployments overseas I learned to manage my time extremely well. I learned that in order to get "the mission" done I may have to work odd hours, odd shifts, weekends and holidays. After doing this for so long it has become second nature and I found the regular 8-5 desk job was not my cup of tea.

Q: What is most rewarding about your job at Cenergistic?

A: I really enjoy working hand in hand with the maintenance team at my school district. I feel I am making a difference when I can help make the teachers, custodians, administrators and school children comfortable in their buildings, while still being able to save the school district money by cutting down on the energy cost each month.

Q: Describe how your experience as an Energy Specialist has been able to impact administration, faculty, students or the community in the district you serve.



A: I have made myself available to everyone in the school district and have made them feel comfortable when reaching out to me with a question about heat, air, lighting schedules and anything that may affect their working conditions and comfort levels in the schools. I think they appreciate how quickly

I'm able to respond and help get comfort issues resolved. Heck, just last week I reprogrammed a lighting panel in an elementary school library so that the lights could be turned off during the day when the librarian was using her smart board. It was something she wanted to get done for 2 years. I did it the next day after talking with her during an occupied audit. She has yet to stop thanking me for helping out. Little things go a long way...

Q: Many Veterans employed here refer others to work here. Why would you encourage fellow Veterans to join our company here at Cenergistic?

A: During my 24 years in the Air Force I could not have done my job very well, nor could I have accomplished "The Mission" without help from my team. I have been out of the Air Force for 6 years now and have worked at a few companies in that time. Cenergistic is the first company that has made me feel part of a team again. There are so many great people in this company that have the TEAM mentality.

Q: Tell us a fun or an interesting fact about you!

A: I am currently taking saxophone lessons with my 10 year-old son and piano lessons with my 7 year-old daughter. They seem to enjoy a little friendly competition with Dad to see who masters each lesson the fastest. I'm trying to show my kids that you're never too old to learn new things.

CENERGISTIC SPOTLIGHT: VETERANS SERIES



Read our latest spotlight interview below featuring Sharon Bittner, Cenergistic Energy Specialist, and Veteran of the United States Navy.

MEET SHARON BITTNER

Q: What is your title at Cenergistic and the district, university or government municipality you serve?

A: I'm an Energy Specialist in Fort Worth ISD in Texas.

Q: Please provide a short overview of your background as a Veteran, including branch, years of service, etc.

A: I served in the U.S. Navy, AME-3, 4 years.

Q: What does being a Veteran mean to you?

A: It shaped me and profoundly altered my path in life.

Q: How do you think your experiences in the military affect your day-to-day job at Cenergistic?

A: It taught me to structure and execute a plan. I do not like to give up on a problem. I work hard to identify causes and find solutions. The desire to do that is an aspect of my personality. The confidence to do it is largely due to my military experience.

Q: What is most rewarding about your job at Cenergistic?

I find solving problems the most rewarding part of the job. I appreciate the gratitude I see in the faces of people when I am able to help them.

Q: Describe how your experience as a Cenergistic Energy Specialist has been able to impact administration, faculty, students or the community in the districts you serve.

A: Not only do we affect immediate or short term change, we are affecting the mindset, behavior and attitudes of people toward energy conservation. And we offer a viable plan of action for long term comfort and conservation. We work to show the customer, and indirectly the community,



that conservation does not mean sacrificing comfort.

Q: Many Veterans employed here at Cenergistic refer others to work here. Why would you encourage Veterans to join our team at Cenergistic?

A: Veterans generally have a service mindset or a desire to affect things for the better. Being an Energy Specialist aligns with that. This job has core similarities that attracted Veterans to military service. It provides an opportunity to have positive influence, offers new experiences and enables the ES to become proficient in an important line of work.

Q: Tell us an interesting fact about you!

A: I love animals!

CENERGISTIC SPOTLIGHT: VETERANS SERIES



Read our latest spotlight interview below featuring Thomas Welsh, Cenergistic Energy Specialist, and Veteran of the United States Marine Corps.

MEET THOMAS WELSH

Q: What is your title at Cenergistic and the district, university or government municipality you serve?

A: Energy Specialist for Moreno Valley School District, CA.

Q: Please provide a short overview of your background as a Veteran: branch, years of service, etc.

A: I served in the Marine Corps from 2004-2014, and earned the rank of Staff Sergeant. I have deployed 5 times overseas and have been to over 15 different countries, to include operation in Iraq, Yemen and Africa. I started off working in the Infantry with 2nd Battalion 4th Marines and then transferred into Field Med, and then finished my time in the Corps with Recruiting Duty.

Q: What does being a Veteran mean to you?

A: It's a deeper feeling of knowing I have defended the country I live in and I have made a difference to a lot of other people all around the world. Being a Veteran to me is one of the biggest honors and I live my life to the standards that I have been taught over time in the Marine Corps.

Q: How do you think your experiences in the military affect your day-to-day job at Cenergistic?

A: Being a Marine has taught me a lot on self confidence and the confidence to address problems knowing that the outcome will be good. I got many communication skills from the Marine Corps, I have taught classes of 100 plus students and I'm working in schools with High School students, which has helped guide me in the way I operate my daily life. Have pride in what you do!

Q: What do you find rewarding about your job at Cenergistic?



A: I enjoy knowing that I am making a difference for the schools and the students. These students are the future, and we need to provide a stable platform for them to grow. Working with Cenergistic, I have the ability to make this all happen.

Q: Describe how your experience at Cenergistic has been able to impact administration, faculty, students or the community in the districts you serve.

A: I have had the chance to talk to the students and the staff within the district and make a change in behavior. This is one of my biggest accomplishments while working with the company. It is amazing to see how a small change can make such a big impact on the district.

Q: Many Veterans employed at Cenergistic refer others. Why would you encourage Veterans to join our team?

A: This is a great job for Veterans because of the opportunity for self growth. Give me a task, tell me when you need it done, and it will always be completed. I have brought in a few other Veterans to the company and I can honestly say that this is a job that fits a lot of Veterans all around the United States, because we live to fulfill the mission at hand.

Q: Tell us a fun or interesting fact about you!

A: Fun fact: I love fishing on the lake with the kids, and getting out on my Harley. Family will always be my first priority.

CENERGISTIC SPOTLIGHT: VETERANS SERIES



Read our latest spotlight interview below featuring Todd McCorquodale, Cenergistic Implementation Consultant, and Veteran of the United States Navy.

MEET TODD MCCORQUODALE

Q: What is your title at Cenergistic and the district, university or government municipality you serve?

A: Implementation Consultant

Q: Please provide a short overview of your background as a Veteran, including branch, years of service, etc.

A: U.S. Navy, Retired Chief Petty Officer, 25 years

Q: What does being a Veteran mean to you?

A: It makes me proud that I have done my part and am proud of our country, having been an active part of the civil liberties we enjoy daily.

Q: How do you think your experiences in the military affect your day-to-day job at Cenergistic?

A: Discipline and self-motivation as well as experience working with a diverse group of people.

Q: What is most rewarding about your job at Cenergistic?

A: I love my job and the people I work with, we have a great bunch of people who are passionate about what we are doing for our country, economy and environment.

Q: Describe how your experience as a Cenergistic Implementation Consultant has been able to impact administration, faculty, students or the community in the district(s) you serve.

A: The time spent in the classroom talking about my job, how much of an environmental impact we are making and how the students can pay it forward make me feel like I am making a difference.



Q: Many Veterans employed here at Cenergistic refer others to work here. Why would you encourage Veterans to join our team at Cenergistic?

A: Because we can continue to serve our country in another way that will have a lasting impact and help ensure our children's children have a safe and sustainable place to call home.

Q: Tell us a fun or an interesting fact about you!

A: I am highly competitive and enjoy all sort of sports and activities, although I am learning that my mind says yes and my body says not so fast dude!

CENERGISTIC SPOTLIGHT: VETERANS SERIES



Read our latest spotlight interview below featuring Tony Gutierrez, Cenergistic Energy Specialist, and Veteran of the United States Marine Corps.

MEET TONY GUTIERREZ

Q: What is your title at Cenergistic and the district, university or government municipality you serve?

A: I'm an Energy Specialist in Moreno Valley Unified School District, CA.

Q: Please provide a short overview of your background as a Veteran, including branch, years of service, etc.

A: I served as an Infantryman in the United States Marine Corps for 15 years and reached the rank of Staff Sergeant.

Q: What does being a Veteran mean to you?

A: It is an honor to serve my country and contribute to it as well.

Q: How do you think your experiences in the military affect your day-to-day job at Cenergistic?

A: I feel like the communication skills and work ethic directly impact my ability to be successful as an energy specialist in our district.

Q: What is most rewarding about your job at Cenergistic?

A: I enjoy the opportunity to continue to make a difference.

Q: Describe how your experience as a Cenergistic Energy Specialist has been able to impact administration, faculty, students or the community in the district in which you serve.

A: My experience has allowed me to continue to teach a younger generation on what our impact may have for the future.



Q: Many Veterans employed here at Cenergistic refer others to work here. Why would you encourage Veterans to join our team at Cenergistic?

A: Any veteran who is looking to continue to serve would take great pleasure knowing that Cenergistic is looking to make both a local impact and a global impact. That is something that any Veteran can relate to.

Q: Tell us a fun or an interesting fact about you!

A: I enjoy riding my Harley and skydiving.

We would like to honor all Veterans who were unable to participate in the series. Listed below are our Cenergistic Veterans' names, position and branch served. Thank you for your service.

Chuck Kreis • Energy Specialist, Univ. of Nebraska–Kearney • Air Force
Craig Sembly • Energy Specialist, Wayne CPS-NC • Air Force
Desirae Rota • Energy Specialist, Edmond PS-OK • Air Force
Jennifer Cumberbatch • Energy Specialist, Pinellas CS-FL • Air Force
William McDowell • Energy Specialist, Boerne ISD-TX • Air Force
Anthony Adams • Vice President, Energy Consultant • Air Force
Eddie Dixon • Vice President, Energy Consultant • Air Force
Nolan Cooper • Regional Vice President • Air Force
Angela Jeffries • Energy Specialist, Atlantic City SD-NJ • Army
Erik Kehrer • Energy Specialist, Visalia USD-CA • Army
Frederick Collard • Energy Specialist, Pitt CS-NC • Army
James Fisher • Energy Specialist, Elgin SD-IL • Army
James Parker • Energy Specialist, Abilene Christian Univ-TX • Army
John Khong • Energy Specialist, Univ. of Nebraska System • Army
John Kiehl • Energy Specialist, Onslow Co SS-NC • Army
Larry Braga • Energy Specialist, Stetson Univ-FL • Army
Michael Jackson • Energy Specialist, Alabama State Univ-AL • Army
Kerry Hogan • Energy Specialist, St. Petersburg College-FL • Army
Dwayne Tampkins • Implementation Consultant Team • Army
Paul Walton • Vice President, Energy Consultant • Army
William “Bill” Cooley • Vice President, Energy Consultant • Army
Mervin Reed • Senior Vice President • Army
Antonio “Tony” Hoover • Energy Specialist, Univ. of Nebraska–Lincoln • Army National Guard
Steve Jones • Regional Vice President • Army National Guard
Cesar Sosa • Energy Specialist, Bakersfield City SD-CA • Marines
Mario Pelletier • Energy Specialist, Edmond PS-OK • Marines
Edward Donahoo • Energy Specialist, Florida State Univ-FL • Marines
George Bognar • Energy Specialist, Wayne CPS-NC • Marines
Robert Caraveo • Energy Specialist, Lynwood USD-CA • Marines
Stephen Haley • Energy Specialist, Pender CS-NC 8/20/2018 • Marines
Thomas Welsh • Energy Specialist, Moreno Valley USD-CA • Marines
Arturo “Art” Dominguez • Vice President, Energy Consultant • Marines
Paul Hamman • Vice President, Energy Consultant • Marines
Bob Hodge • Energy Specialist, Highland Park ISD-TX • Navy
David Hodges • Energy Specialist, Ramona USD-CA • Navy
Eugene Salzmman • Energy Specialist, Belvidere Comm Unit SD 100-IL • Navy
James Ritsma • Energy Specialist, Nassau CSD-FL • Navy
Johvany Medina • Energy Specialist, Charleston CSD-SC • Navy
Neil Fisher • Energy Specialist, Government of Johnson Co-KS • Navy
Scott Muir • Energy Specialist, Berkeley Heights PS-NJ • Navy
Thomas King • Energy Specialist, Bartow Co SS-GA • Navy
Jon Hilton • Client Manager, Univ. of Nebraska System & UN-Medical Center • Navy
Paul Wilson • Vice President, Energy Consultant • Navy
Dean Amsden • Vice President, Energy Engineer • Navy
John Lampas • Vice President, Energy Consultant • Navy
Charles “Drew” Rhodes • Vice President, Energy Consultant • Navy

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