


CHAD BAUER

Providing Proficient Leadership and Reliable Operational Strategies

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PROFESSIONAL SKILL SET

- | | | |
|----------------------------|--------------------------------------|-------------------|
| ✓ Direct Report Leadership | ✓ Tribal Relations Union Relations | ✓ MS Office Suite |
| ✓ P&L Management | ✓ Safety Program Development | ✓ MS Sharepoint |
| ✓ Customer Experience | ✓ Contract Negotiation Management | ✓ Salesforce |
| ✓ Executive Communication | ✓ Business Development Strategy | ✓ Kronos |
| ✓ Government Affairs | ✓ Non-Profit Fundraising Relations | ✓ Govspend |

Operations leader tireless in building workforce(s) capable of flourishing in their roles and their pursuit of objectives. Results-driven professional dedicated to curating positive customer experiences, driving revenue and profitability. Excels at creating strategies and roadmaps aimed at process improvement, cost efficiency, and market growth.

LEADERSHIP EXPERIENCE

Republic Services, Missoula, MT

2016 – Present

An industry leading recycling, waste service, and renewable energy company focused on providing reliable environmental services and solutions for 14 million commercial, industrial, municipal, and residential customers.

Municipal Market Manager

Key Accountabilities:

- Responsible for curating and maintaining relationships with City, County, and State Government stakeholders
- Relied upon to orchestrate all Municipal Contracts with RP and manage Government Affairs with the State
- Conceptualizes and deploys effective state-wide marketing plans for all lines of business
- Accurately and efficiently manages P&L for \$60M+ in annual revenue, including State Contracts and Budgeting

Key Achievements:

- Recognized for ensuring renewal and continuation of Municipal Contracts over the last 3 years, which have resulted in securing \$4.5M in revenue with an average of 3.5%PI year over year
- Successfully privatized 2 Municipalities, securing \$850k in revenue
- Pioneered the development of a comprehensive Government Affairs and lobbying strategy

Gensco Inc., Missoula, MT

2012 – 2016

A successful HVAC wholesale distributor and manufacturer comprised of 800+ employees collaborating to provide value and positive customer experiences to customers throughout WA, OR, ID, MT, and AK.

Branch Manager

Key Accountabilities:

- Responsible providing galvanizing leadership to 11 direct reports and 18 total personnel, which includes training and evaluation aimed at ensuring workforce is capable of championing outstanding customer experiences
- Relied upon for all Warehouse Operations, inventory, bin location, shipping, receiving, freight claims and returns
- Efficiently and accurately managed branch P&L of \$10M in annual revenue, guiding profitability while controlling expenses for Western Montana Region
- Linchpin to quality control of products and deliveries, which included DOT compliance for all drivers

Key Achievements:

- Recognized as essential catalyst to increasing sales from \$2.5M to almost \$8M within 3 years
- Innovated a hyper-effective sales program to increase new business opportunities and customer service
- Leadership proficiencies resulted in the lowest inventory loss rate for any branch while in role

Flaherty Real Estate and Appraisal, Missoula, MT

2013 – Present

Realtor

Key Highlights:

- Responsible for curating a thriving real estate ecosystem capable of enriched client experiences when buying or selling property; Proven record building quality-relationships to ensure future referrals and transactions
- Relied upon to list residential and commercial property for sale
- Compliantly follows all laws and regulations related to real estate transactions

Waste Connection Inc., Hamilton, MT

2010 – 2012

District Manager

Key Highlights:

- Responsible for providing effective leadership to 87 direct report personnel, which included hiring, training, and performance evaluation to ensure a safe, motivated, capable work-force
- Relied upon to manage operations of 2 hauling companies. 2 recycling centers and 1 transfer station
- Proficiently managed full P&L of \$18M in combined annual revenues; Devised efficient budgets and enforced cost controls aimed at improving profitability
- Successfully developed robust safety program that took frequency from low 40's down to low teens in 2-years

BFI | Allied Waste Services, Missoula, MT

1989 – 2010

Operations Safety Manager | Market Development Director

1995 – 2010 | 1993– 1995

Key Highlights:

- Responsible for providing effective leadership to 60+ employees in Missoula and 150+ throughout the state, including hiring, discipline, labor laws adherence, safety compliance, performance evaluation, and scheduling
- Relied upon to direct full-scope operations of multiple hauling companies; Partnered with General Manager to devise and achieve objectives related to budgets, safety targets, revenue, customer satisfaction, and profitability
- Diligently managed and monitored DOT files (compliance), driver training, accident investigations, and negotiated union contracts
- Promoted from role as Driver / General Laborer in 1993 to oversee market development initiatives for 5-state area, then promoted to Operations Safety Manager as a result of top performance as Market Development Dir.
- Recognized for success performing extensive cold calling to identify and secure new accounts and expertly facilitating financial/environmental due diligence for prospective acquisitions

EDUCATION

Environmental Coordinator Certification

Professional Training: Karrass: Effective Negotiating; Leadership Missoula 13 (Chamber of Commerce); Smith System Instructor; Leadership 2000; Servant Leadership; Landfill U; Certified Hunter/Bow Hunter Instructor

AFFILIATIONS | OUTREACH

Chairman of the Board Missoula Chamber of Commerce; Chairman Leadership High school; Chair Missoula Education Foundation; Board Member Montana Chamber of Commerce; Board member Montana Chamber Foundation; Chair Missoula Campfire Board; Chair Missoula Chapter of SCI; Ducks Unlimited; Rocky Mountain Elk Foundation; YMCA Annual giving committee; Board Member Mountain West Bank; Little Grizzly football coach; Youth Baseball coach; Montana Association of Counties; Montana Solid Waste Contractors President; U of M Grizzly Scholarship Assoc. Board Member; Hunter/Bow Hunter instructor; Keep Montana Green Board Member; Region 2 FWP Citizen Advisory Council Member; Governor's Grizzly Advisory Council.