

CASEY PALMER

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EXECUTIVE MANAGEMENT

- \$40M+ Portfolio
- DOD Secret Clearance
- Tribal Entity 8(a)
- Regulatory Compliance
- Facilities Services
- Business Development
- Construction Management
- Mentor Protégé
- Microsoft Office Proficient

PROFESSIONAL EXPERIENCE

PCI-Federal Services (2015-Present)

Director, Infrastructure and Construction

PCI-Infrastructure (2024-Present)

PCI-Support Services (2024-Present)

- Define and implement operational policies and growth directives for a newly developed entity
- Work with Human Resources to create job descriptions and hire competent personnel
- Monitor revenue margins and conduct budget reviews to maximize profits
- Manage procurement and resource allocation
- Meet regularly with construction management team to review project details and schedule
- Meet regularly with clients to report on progress
- Manage and develop vendor relationships and supply agreements
- Comply with safety and corporate guidelines on business ethics
- Oversee permitting/engineering contractors and/or staff
- Oversee management of project approvals and permit tracking systems
- Deal with and mitigate the impact of contract disputes and any issues arising from them
- Discuss, draft, review and negotiate the terms of subcontractor agreements

Vice President, Business Development

Fortis Industries (2022-2024)

Fortis Native Group (2022- 2024)

PCI-Environmental (2023-2024)

- Influenced and collaborated with team members to identify new business opportunities.
- Identified specific agencies for growth opportunities based on past performance and contract placement.
- Established leads with and contacted potential customers, and formulated strategies to close on the opportunities.
- Developed and provided company awareness and capabilities statements and attended business development conferences and seminars.
- Provided information for bid and no bid decision making and oversaw the process to contract award.
- Helped develop and foster team relationships with other companies.
- Developed and presented capture management reports and briefings.

Chief Operating Officer

Fortis Industries (2019-2023)

- Managed operational portfolio of \$40M+ in annual revenue
- Managed additional joint ventures, including Mentor Protégé relationships
- Defined implemented, and revised strategies, policies and procedures that promote company culture
- Worked with CEO and CFO on expansion activities (investments, acquisitions, corporate alliances)
- Oversaw operational activities at every level of the organization; to include quality and safety
- Implemented SaaS software to provide executive oversight at an organizational, regional and site level
- Set comprehensive goals for performance and growth; evaluate achievement using data and metrics
- Spearheaded business development and assisted with proposals, to include pricing and technical writing
- Controlled company costs, and introduced tactical initiatives to address losses
- Performed regular, scheduled reviews of financial performance; assisted with forecasting and budgeting
- Monitored and responded to any operational regulatory issues

Regional Operations Manager

Fortis Industries (2017-2019)

- Oversaw daily project functions via Project Managers
- Assured quality of products, services, and deliverables; participate in reviews, audits, and site visits.
- Assisted business development with preparation and review of technical and cost proposals.
- Oversaw regional financial analysis, budget, quote preparation, cost management, and reconciliation.
- Ensured compliance with relevant corporate and government policies and standards.

Project Manager

Logistics & Technology Services, Inc., Fort Knox, KY (2015- 2017)

- Managed all Project tasks and staff including subcontractors
- Assured quality of products, services, and deliverables, including reviews, audits, and site visits.
- Conducted site financial analysis, budget, quote preparation, cost management, and reconciliation.
- Developed and maintains performance criteria for evaluating and reporting on the contract and sub-tasks.

Corporate Quality / Environmental, Health, and Safety (EHS) Manager

Fortis Industries dba Logistics & Technology Services, Inc., Fort Knox, KY (2015)

- Conducted all necessary reporting to governing bodies (i.e., OSHA, Contracting Officers, etc.)
- Ensured compliance with regulations and monitored and responded to any regulatory issues.
- Developed Quality, Safety, and Environmental programs, including training curriculums.
- Administered training for management and field staff, either in-person or via virtual platforms.
- Designed, implemented, and enforced Accident Prevention Plans (APPs) and Quality Control Plans (QCPs) based upon contractual and regulatory requirements.
- Reviewed and approved all Activity Hazard Analyses (AHAs)
- Performed periodic (both scheduled and unscheduled) audits of processes to ensure compliance.
- Tracked deficiencies and assisted in root cause analysis to identify underlying problem areas and corrective actions.
- Oversaw ISO 9001 audit to maintain company certification.

EDUCATION / PROFESSIONAL MEMBERSHIPS

Bachelor of Science, Financial Management w/Financial Planning Certification

Western Kentucky University, Bowling Green, KY

Graduated Cum Laude

Professional Memberships:

American Society for Quality (ASQ)

Association of the United States Army (AUSA)

Beta Gamma Sigma

Society of American Military Engineers (SAME)

TRAINING AND CERTIFICATIONS

ISO 9001:2008

EM-385-1-1 (40-hour) USACE Safety and Health

Environmental Officer Certification

Lean Six Sigma Green Belt Certification

OSHA 7845 – Recordkeeping Rules

OSHA General Industry, 10-hour course

OSHA Construction, 30-hour course

USACE Construction Quality Management (CQM) for Contractors

Secret Clearance

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March 9, 2025

Dear Mr. Hollingsworth,

I am excited to apply for the Superintendent position. With extensive experience in construction management, team leadership, and regulatory compliance, I have successfully overseen large-scale projects while ensuring safety, budget adherence, and timely completion. This company's values—Safety, Integrity, Trust, and Excellence—align closely with my professional approach.

Throughout my career, I have managed multimillion-dollar projects, overseeing teams, budgets, and schedules to ensure seamless execution. As Chief Operating Officer at Fortis Industries, I led a \$40M+ portfolio, optimizing operations and ensuring all projects were delivered on time and within budget. In my current role as Director of Infrastructure & Construction at PCI-Federal Services, I define operational policies, supervise procurement and resource allocation, and maintain safety compliance across multiple job sites.

Safety is a top priority in every project I manage. I have developed and enforced Accident Prevention Plans (APPs), Quality Control Plans (QCPs), and OSHA compliance programs, ensuring safe work environments for employees and subcontractors. Additionally, my ability to collaborate with clients, regulatory agencies, and subcontractors has been instrumental in fostering trust and delivering high-quality results.

I welcome the opportunity to contribute my leadership and expertise to your company's continued success. Thank you for your time and consideration—I look forward to the opportunity to discuss how my experience can support your team's goals.

Sincerely,

A handwritten signature in dark ink, appearing to read 'C Palmer', written in a cursive style.

Casey Palmer