William E. Schneider

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Chief Executive Officer, President, Executive Vice President

Skilled in multi-state corporate administration, business development and financial leadership

Executive Summary

Skilled senior executive with experience in publicly traded and privately held organizations. Possess extraordinary leadership during challenging economies with focused cash management and asset realignment. Well connected with Wall Street analysts, large associations and government leaders. Have proven ability to keep companies motivated with personalized, focused executive/ personnel development communications programs. Takes pride in being a passionate leader with the abilities to connect to employees at all levels.

Core Competencies

Mergers and acquisitions
Strategic partnership building
Mentorship/leadership planning
Political management/consulting
Executive Development
Asset development/management
Business growth and reorganization
Brand management/image building
Multi-level project management
Safety leadership/safety culture
Crisis management
Motivational speaking

Professional Milestones and Successes

- 39 years of experience in construction materials and contracting business development beginning as a laborer and ending as Chief Executive Officer.
- Successfully led a large multi-state construction company during the great U.S. recession, keeping the organization within the Top 10 aggregate companies nationwide.
- Led growth in the North Dakota Bakken oil fields for a publicly traded organization focused in oil/gas development, construction, electricity generation and contract services.
- Led organization with more than 7,000 employees to fully revamp safety culture and drastically reduce accidents and incident rates.

- Strategically took 70 different company names under the umbrella of one new bold national brand, creating better business strategies throughout the 14 states of operation.
- Developed successful strategy in employee communication through traditional and social media outlets.

Work Experience

Pathfinder Properties LLC, Bismarck, N.D. – President – Current position

June 2013 – present

- Investments in oil industry, real estate development, self storage businesses.
- Charitable-centric business model, developed to donate profits to national and international organizations attentive to funding poor children education and elderly care.
- Motivational speaking geared toward spiritual leadership, personal development and executive team guidance.
- Assisting with business start-ups and entrepreneurs needing leadership guidance and mentoring.

MDU Resources Group, Inc., Bismarck, N.D. – Executive Vice President/Business Development

December 2011 – June 2013

- Development and coordination of new projects that combined two or more MDU Resources business subsidiaries within the Bakken oil fields of North Dakota.
- Political action to help create more opportunities for business operations within the state.
- Industry liaison with companies, vendors, state and national associations and government officials and agencies responsible for setting policy for the energy industry.

Knife River Corporation, Bismarck, N.D. – President/Chief Executive Officer

April 2005 – December 2011

- Thirty-seven year experience in construction materials and contracting business development beginning as a laborer and ending as Chief Executive Officer.
- Grew organization from single plant site to 5th largest sand and gravel producer in the U.S.
- Served on the National Stone, Sand and Gravel Association, in various capacities including s chairman of the board.
- Strong focus on employee safety as the company's No. 1 core value, providing strong resources to help the company become a national safety leader.

- Successfully managed company during financial crisis and construction industry recession, responding effectively and more quickly than much of the competition.
- Strong focus on ethical leadership and managing with integrity.

Knife River Corporation, Bismarck, N.D. – Senior Vice President Construction Materials

1999 through April 2005

- Led business organizational change to adapt small company into a tremendous growth company

- Including sand and gravel, ready mix, asphalt, masonry block, rebar fabrication, precast and soil remediation.
- Developed front-line performance measures and programs to guide the organization into an employee-focused culture.
- Developed financial and asset management scorecard.
- Lead corporate development initiative that grew company from a small coal-mining operation to a nationally-recognized construction and aggregate materials-based operation with 70 companies throughout 14 states, with work performance in 17 states.

Anchorage Sand & Gravel Co. – Anchorage, AK – Vice President/General Manager

1989 - 2003

- Managed assets and personnel for Alaska's largest diversified construction materials operations.
- Established new business lines and unique materials acquisitions to complete the operations business strategies.
- Lead role in the sale of the company to Knife River Corporation (a subsidiary of MDU Resources Group, Inc., a publically traded company) in 1992. Key liaison with employees leading up to the transaction and leader in the successful integration with Knife River subsequent to closing of the transaction.

- **Executive Director, Associated General Contractors of Alaska**

  1981 -1989.

  Represented the construction industry in the 49th state, including government affairs, labor negotiations and training.

- **Peter Kiewit Sons Co.** – 1974-1981

  Held several positions including safety engineer, project engineer, labor foreman and office manager working on several diversified projects in the Midwest, West and Alaska.

EDUCATION

- **University of South Dakota – Bachelor of Science – Communications** – 1969-2003
- **Harvard University, Advanced Business Project** – Spring 2003
- **University of South Dakota, Bachelor of Arts, Communication** – May 1973
- **Wharton School of Business, Financial Management and Accounting Courses**
- **University of Alaska, Accounting Courses**

MILITARY

- United States Navy Reserve, Honorable Discharge 1972

Professional Affiliations – Present and past

- National Association for CEOs/Executives
- National Stone Sand and Gravel Association
- North Dakota Petroleum Council
- Unbound
- Welcome House – Nonprofit organization for helping homeless families
- Associated General Contractors of Alaska