

DENRON TEAM

BOB HOLDEN / PRESIDENT

BOB IS RESPONSIBLE FOR GUIDING THE DIRECTION OF THE COMPANY, OVERSEEING FINANCIAL DECISIONS, AND REINFORCING DENRON'S COMMITMENT TO SAFETY AND EXCELLENCE.

BOB BRINGS TO DENRON OVER **32 YEARS** OF RELEVANT EXPERIENCE WORKING IN HIGH LEVEL MANAGEMENT POSITIONS. PRIOR TO DENRON, BOB SERVED AS CFO OF HAMPSHIRE FIRE PROTECTION, Co., INC. HE HAS ALSO HELD SEVERAL LEADERSHIP POSITIONS AT NASHUA CORPORATION, A MULTINATIONAL ORGANIZATION SPECIALIZING IN A DIVERSE GROUP OF BUSINESS SEGMENTS.

NORM ROY / PARTNER SENIOR VICE PRESIDENT OF PRODUCTION

NORM HAS BEEN WITH DENRON FOR **37 YEARS**, STARTING OUT AS A PRODUCTION SUPERVISOR. NOW, HE IS RESPONSIBLE FOR PROVIDING LEADERSHIP AND MANAGEMENT TO THE COMPANY'S TEAM OF PRODUCERS AND TRACKING THEIR DEVELOPMENT.

NORM HOLDS A MASTER PLUMBING LICENSE IN NH, A JOURNEYMAN PLUMBING LICENSE IN MA, A JOURNEYMAN PIPE FITTER LICENSE IN MA, AND A GAS FITTERS LICENSE IN MA AND NH.

JEFF WARREN / PARTNER SENIOR VICE PRESIDENT OF OPERATIONS

JEFF HAS BEEN WITH US FOR **32 YEARS**, STARTING OUT AS A FIELD FOREMAN. HIS TITLE ENTAILS REVIEWING AND APPROVING PRODUCTION PLANS, COORDINATING WITH OTHER DEPARTMENT HEADS, AND IDENTIFYING TRAINING NEEDS.

JEFF HOLDS A MASTER PLUMBING LICENSE IN NH, VT, AND MA, A JOURNEYMAN PLUMBING LICENSE IN ME, A JOURNEYMAN PIPE FITTER LICENSE IN MA, AND A GAS FITTERS LICENSE IN MA AND NH.

JOE BELLEFEUILLE / PARTNER SENIOR VICE PRESIDENT OF SALES

JOE HAS BEEN WITH OUR TEAM FOR **22 YEARS**, ENTERING DENRON AS A SENIOR PROJECT MANAGER. NOW, AS SENIOR VP OF SALES, JOE IS RESPONSIBLE FOR MANAGING THE SALES DEPARTMENT, PLANNING HOW SALES WILL BE DISTRIBUTED, GATHERING PERFORMANCE DATA, AND CREATING REPORTS FOR MANAGEMENT.

JOE EARNED A B.S. FROM THE UNIVERSITY OF NEW HAMPSHIRE AT DURHAM AND HAS ACQUIRED NUMEROUS INDUSTRY LICENSES INCLUDING A MASTER PLUMBING LICENSE IN ALL NEW ENGLAND STATES, A MASTER HVAC LICENSE IN CT, A MASTER PIPE FITTER LICENSE IN MA AND RI, AND A MASTER FIRE SPRINKLER LICENSE IN CT AND MA.



DENRON TEAM

DICK MORRIS / SALES MANAGER

DICK HAS BEEN WITH US FOR MORE THAN **37 YEARS** AND HAS EXPERIENCE IN BOTH ESTIMATING AND PROJECT MANAGEMENT.

AS SALES MANAGER, DICK IS RESPONSIBLE FOR PROSPECTING NEW CLIENTS, BUDGETING, ESTIMATING, SALES FOLLOW UPS AND CLOSINGS.

DICK IS A VIETNAM WAR VETERAN AND HOLDS A B.S. FROM PLYMOUTH STATE. HE IS FULLY LICENSED IN NEW HAMPSHIRE AND IS ALWAYS FURTHERING HIS EDUCATION THROUGH VARIOUS CERTIFICATION PROGRAMS.

GLENN BERUBE / SENIOR PROJECT MANAGER

GLENN HAS BEEN WITH OUR COMPANY FOR OVER **28 YEARS**. HE IS RESPONSIBLE FOR OVERSEEING A PROJECT FROM BEGINNING TO END, NEGOTIATING CONTRACTS, PRICING AND PROCESSING OF CHANGE ORDERS, AND PROCESSING INVOICES AND SUBMITTALS WITH BOTH THE GENERAL CONTRACTOR AND OUR SUBCONTRACTORS.

GLENN HOLDS THE FOLLOWING LICENSES: NH JOURNEYMAN PLUMBING & GAS FITTER, MA JOURNEYMAN PLUMBING , GAS FITTER & PIPE FITTERS, MAINE JOURNEYMAN PLUMBING, & RI JOURNEYMAN PLUMBING.

JOEL PICKERING / ESTIMATOR

JOEL BRINGS OVER **15 YEARS** OF INDUSTRY EXPERIENCE TO DENRON. AS ESTIMATOR HE IS RESPONSIBLE FOR ASSESSING PROJECTS, PREPARING COST ESTIMATES, AS WELL AS A BUDGET.

BEFORE JOINING OUR TEAM HE EARNED HIS B.S. FROM SOUTHERN NEW HAMPSHIRE UNIVERSITY AS WELL AS AN A.S. IN HVAC SYSTEMS FROM MANCHESTER COMMUNITY COLLEGE.

JOEL IS A CERTIFIED LEED AP AND IS A TRAINED GEOTHERMAL ENGINEER.

STEVE BIENVENUE / PROJECT MANAGER

STEVE HAS BEEN WITH US FOR MORE THAN **33 YEARS** STARTING OUT AS A HIGH SCHOOL INTERN AND WORKING HIS WAY UP THE RANKS.

AS A PROJECT MANAGER, STEVE'S JOB ENTAILS OVERSEEING MULTIPLE PROJECTS, NEGOTIATING CONTRACTS, PRICING AND PROCESSING OF CHANGE ORDERS, PROCESSING INVOICES AND SUBMITTALS, WITH BOTH THE GENERAL CONTRACT AND OUR SUBCONTRACTORS.

STEVE CARRIES A GAS FITTERS LICENSE IN MA AND NH, A JOURNEYMAN LICENSE IN MA, AND A MASTER PLUMBER LICENSE IN NH AND ME.



DENRON TEAM

BILL MURRAY / SERVICE MANAGER

BILL HAS BEEN WITH US SINCE 1996 AND BRINGS WITH HIM **35 YEARS** OF INDUSTRY EXPERIENCE. AS SERVICE MANAGER, BILL RUNS OUR SERVICE DEPARTMENT, MANAGING STAFF, MEETING COMPANY GOALS, AND MONITORING AND MAINTAINING CUSTOMER SATISFACTION FOR THE COMPANY.

BILL GRADUATED FROM NORTHEAST TECHNICAL INSTITUTE OF BOSTON.

MIKE DUVAL / PRODUCTION SUPERVISOR

MIKE IS RESPONSIBLE FOR THE DAY TO DAY MANAGEMENT OF MULTIPLE PROJECTS INCLUDING COORDINATION AND ORGANIZATION OF NECESSARY WORK FORCES, SUBCONTRACTORS, AND MATERIALS.

MIKE HAS BEEN IN THE INDUSTRY SINCE THE AGE OF 16 AND HAS BEEN WITH DENRON FOR **31 YEARS**.

MIKE IS FULLY LICENSED IN THE STATES OF NH, VT, ME, AND MA AND IS HIGHLY EXPERIENCED IN GEOTHERMAL INSTALLATION.

ANN BICKNELL / CONTROLLER

ANN HAS BEEN WITH US FOR MORE THAN **27 YEARS**, STARTING OUT AS OFFICE MANAGER. SHE IS RESPONSIBLE FOR PREPARING FINANCIAL STATEMENTS, BUDGET AND ANALYSIS, MANAGING ALL LINES OF COMMERCIAL INSURANCE, AND OVERSEEING PAYROLL.

ANN GRADUATED SUMMA CUM LAUDE FROM NEW HAMPSHIRE COLLEGE WITH A B.S. IN BUSINESS.

TROY EDMUNDS / PRODUCTION SUPERVISOR

TROY'S TITLE ENTAILS MANAGING MULTIPLE PROJECTS, COORDINATING MAN POWER, SUBCONTRACTORS AND MATERIALS.

TROY HAS BEEN A MEMBER OF THE DENRON TEAM FOR **24 YEARS**, BEGINNING HIS CAREER AS AN APPRENTICE PLUMBER.

THROUGHOUT HIS CAREER TROY HAS OBTAINED PLUMBING AND GAS FITTING LICENSES IN THE STATES OF MA, NH, AND ME.