

Michael S. Meader

Dear RTD Executive Committee,

Public Transit is in my blood and heart. My grandfather drove a streetcar, bus and train; he was a supervisor and Manager for WMATA over a 30-year career. As a young boy, I remember going to work with him, listening to him talk about how important public transportation is to the community. I remember riding the buses and trains with him and even walking through the subway tunnels before the first paying rider ever rode the trains. I grew up seeing how public transit can transform a city and the lives of its citizens. They were fond and formative memories that have led me to RTD and my interest in the GM/CEO position.


I am an Air Force Academy Graduate, Class President, former Air Force Officer/Pilot, dynamic leader of people, problem solver, and innovative executive. I have a knack for finding the proverbial "needle in the haystack" opportunities/ideas and executing those ideas to transform organizations. I thrive in highly complex environments and can adeptly identify critical priorities from a mountain of possibilities. I am a skilled negotiator of long lasting successful partnerships and believe that honesty, transparency and collaboration are at the heart of effective communication. I am accountable and take extreme ownership of every situation.

I am a values driven leader that has successfully led Fortune 500 organizations of 500+ partners, as well as start-up entrepreneurial organizations of less than 100. As the CEO, I would expect to be the most highly compensated employee in the organization - \$260,000 +. I have found the key to success lies in the way you treat and inspire the people you interact with, in all walks of life. I am a leader by example that will set the vision, and then serve and inspire those that will make that vision a reality. I measure my success by how well I engage and develop people/partnerships, and how high we collectively raise the bar for the next challenge.

Through all of the wonderful opportunities I have had in my professional life, I have most enjoyed the last 3 years I have spent as the RTD CSSO and the previous 4 years collaborating with Denver RTD. I am honored to have played a role in making RTD a benchmark agency in our industry and, although we are facing some challenges at the moment, look forward to leading RTD back to that position.

I am confident my life, passion, education, and experience fully qualifies me to lead RTD as the GM/CEO and I look forward to speaking with you soon.

Sincerely,



Michael S. Meader

MICHAEL S. MEADER

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EXECUTIVE PROFILE

Passionate, dynamic and innovative executive with 20+ years of experience managing Customer/Employee Relationships, Sales, Marketing, Operations, and Safety programs for Fortune 500 companies. Possess superior leadership and negotiation skills. Skilled internal and external collaborator creating dynamic partnerships that advance strategic value-driven objectives. Possess an in depth knowledge of the requirements and technology needed to support the operational needs of Public Transportation agencies. Expert in identifying opportunities for improvement and management of risk to support sustained long term growth of the organization.

Key Areas of Expertise

- Strategic Planning / Execution
- Transparent Communication
- Complex Negotiation Skills
- Networking
- Managing Politics/Relationships
- Risk Management
- Technology/Innovation
- Process Improvement
- Sales and Business Development
- P&L Management
- Employee Partner Motivation & Development

PROFESSIONAL EXPERIENCE

REGIONAL TRANSPORTATION DISTRICT, Denver, CO

2016 – Present

Chief Safety and Security Officer, Assistant General Manager

Executive, responsible for the development and strategic leadership of 400+ employee Safety, Security and Asset Management Division of RTD. Oversee the day to day interactions of Safety, Transit Security, Transit Police and contracted Police Officers, with RTD operations and the general public. Develop business strategy, new technology solutions and manage budget for division. Requires in-depth knowledge and solid internal relationships with all RTD divisions. Responsible for external relationships with all RTD home rule jurisdictions.

- First in GM/CEO succession at RTD.
- Strong relationships with ATU leadership, represented and salaried workforce.
- Chief Negotiator of most recent Collective Bargaining Agreement – strong operational knowledge.
- Developing strong local relationships with city councils, county and state EM offices, and Denver Public Works.
- Transportation Safety/Security subject matter expert and speaker at APTA, TRB and Safety/Security conferences.

QOGNIFY SECURITY (Formerly NICE Systems), Denver, CO

2012 – 2016

DIRECTOR, Transportation Solutions

Entrepreneurial Executive, responsible for the creation, development and strategic leadership of a new Transportation Vertical Markets division focusing on Security Management, Safety Management, and Operational/Asset Data Management. Oversee the development of business strategy, new technology solutions and budget for the Public Transportation market. Responsible for the RTD/Qognify relationship.

- Responsible for Business Development and Negotiation of Multi- Million dollar Transportation Contracts
- Led the Qognify Transportation specific team of twenty customer support, marketing, operations and IT experts.
- Developed new Transit Technology and Innovations that led to market altering products and services.
- Strong C-level relationships with many Transportation Agencies including DART, LA Metro, MARTA, WMATA, Sound Transit, Colorado DOT, Washington DOT and Texas DOT.
- Safety / Security Technology and BIG Data subject matter expert and speaker at APTA, TRB and ITE conferences.
- Industry Member of Subcommittee on Transportation Security and Emergency Management (SCOTSEM).

CINTAS CORPORATION, Dallas, TX and Denver, CO**1999 – 2012****Executive Vice President of Global Accounts and Special Programs (2007 – 2012)**

Senior executive for \$350M+ global accounts division of \$3 Billion professional services provider. Oversee the development of business strategy, identification of new opportunities and special programs. Responsibilities included Sales leadership, P&L accountability, strategic planning, safety policy and programs, leadership, training, evaluation, development and mentorship programs for sales, manufacturing, risk management, distribution, and account management partners.

- Expertly led a division of 500+ sales, operations, distribution, admin, IT and marketing professionals.
- Spearheaded development of “NET Promoter” Customer/Employee Satisfaction Process to measure loyalty
- Achieved company’s highest ranking for Management - Employee engagement through improved communication, training, implementation of individual development plans, and establishment of mentoring programs.
- Developed, negotiated and maintained relationships with C-level leaders in partner/customer organizations.
- Led the creation and development of nationally recognized community partnerships / engagement culture.

Senior Global Accounts Manager (1999 – 2007)

Senior Manager, responsible for the sales, development and growth of Global Account Fortune 500 customers and prospects. Managed P&L of \$55+ million annual budget for Global Account region. Oversaw development of business strategy, forecasting, customer penetration, expense control, employee evaluations, and communication, promotion and compliance management programs.

- Ranked #1 Global Accounts Manager in company 5 of 7 years.
- Responsible for the leadership, evaluation and development of 25 sales, operations, and support professionals.
- Developed, negotiated and maintained contracts worth over \$200 Million.
- Spearheaded the development of technology initiatives to create unique Enterprise e-commerce technology - a competitive advantage in the marketplace, responsible for over \$200M in revenue over 5 years.
- 100% customer retention and renewals through innovative strategic partnership programs

CANON COMPUTER SYSTEMS INC, Irving, TX**1995 – 1999****Sales Operations Manager/Regional Sales Manager**

Developed all sales and forecasting processes for Western US. Directed all sales, marketing, distribution, and account management for Canon’s largest national account customers including Wal-Mart, Sam’s Club, and Costco.

- Increased sales from \$70M to \$150M in 3 years, through targeted marketing and merchandising strategies.
- Expertly guided the vendor management of all Wal-Mart and Sam’s Club and Costco sales, led a dedicated management team of 12 and developed market based forecasting and distribution model adopted by Wal-Mart.
- Negotiated, developed and initiated the use of the first clamshell packaging at Sam’s Club and Costco.
- Facilities and Safety Manager for a 125 employee Operations center.

UNITED STATES AIR FORCE – Active Duty**1986 – 1995****Aircraft Commander and Instructor Pilot /Safety Officer**

Safety Officer and Aircraft Commander for worldwide airlift and flight qualification training of Air Force pilots. Directed Air Force/Community Flying Safety Awareness Program and Speakers Bureau. Responsible for the safety, security and management of aircrews of up to 10 people. Flew peace time, humanitarian, and war time missions.

- Earned top Company Grade Officer of the year honors at all duty stations.
- Squadron / Wing Safety Officer and Accident Investigator.
- Led the development of Community Speaker’s bureau, negotiated airspace use agreements with FAA tenants.
- 100% mission accomplishment and 99% student training success rate.

EDUCATION

- **MBA**, Marketing, University of Colorado, Colorado Springs, CO, 1994 – Top Graduate
- **BS**, Mechanical Engineering, U.S. Air Force Academy, Colorado Springs, CO, 1986 - **Class President (Life)**

PROFESSIONAL DEVELOPMENT

- ENO Senior Transit Executive Graduate
- Executive Leadership and Strategic Management Graduate, Southern Methodist University, Dallas, TX
- Diamond and Miller Heiman Negotiation Skills Training and Certification
- Green Belt - Six Sigma Methodology
- Extreme Ownership Leadership Training Certification
- Pursuing World Safety Organization Executive Safety and Security Director Certification
- Voracious reader of Leadership and Executive Development Books