

September 17, 2024

South Dakota Board of Regents
306 E. Capitol Avenue
Suite 200
Pierre, South Dakota 57501

Honorable Regents:

**RE: Letter of Interest
President, South Dakota Mines**

I am submitting this Letter of Interest for your consideration as a candidate for the President of South Dakota Mines (SD Mines). My interest in pursuing this opportunity is simple: SD Mines and the Rapid City community have profoundly impacted my family. The opportunity to evolve and elevate SD Mines would be a privilege.

Our family has been in the Rapid City community for over 100 years. This is home. We are vested in the continual process of building opportunities and enhancing the quality of life that compels the next generation to stay. SD Mines needs to be an integral part of Rapid City's future. My wife Sally, daughter Kaelyn, myself, and eight other family members are SD Mines graduates. The educational foundation we obtained at SD Mines has opened doors and paved the way for an amazing career and life.

There is an opportunity to evolve the University by strengthening its place in the community and industry partnerships that will elevate SD Mines as regional and national leaders in STEM education, strengthening the SD Mines brand. Integrating SD Mines' strong academic resources with proven Industry experience and perspective will provide SD Mines with a unique position to achieve new heights.

My 30-year history of evolving, transforming, and leading organizations of comparable size and complexity, combined with 25 years of engagement with higher education, creates the opportunity to build a leadership team with experience and perspective that represents the academic, industry, and community interests necessary for success.

I look forward to your consideration in setting a vision and strategy for building enduring partnerships and opportunities at SD Mines.

Respectfully,


Todd J. Kenner

TODD J. KENNER

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Rapid City, South Dakota
(605) 877-2377
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CORPORATE EXECUTIVE

Vision – Strategy – Growth – Financial Management – Leadership Development

40+ years of professional experience with progressive and expanding responsibilities. Mr. Kenner excels at organizational transformation, growth, and change management. He has a proven track record for setting organizational vision and strategy with the ability to execute. He has built and led diverse, dynamic teams with a high degree of accountability.

CAREER EXPERIENCE

RE/SPEC Inc., Rapid City, South Dakota

Chief Executive Officer | January 2023–Present

President & Chief Executive Officer | August 2010–December 2022

Executive Vice President | May 2009–December 2010

Led the transformation of a 40-year-old specialized engineering company with 90 employees, 2 offices (Rapid City and Albuquerque), and \$12M in annual revenues into a North America consulting business. Today, RESPEC has 650 employee-owners, 29 offices, 6 market sectors, and \$130M in annual revenues. During Mr. Kenner's 15 years of leadership, the company has strategically grown achieving the following:

- **Transitioned to 100% employee-owned**
- Diversified market growth from \$12M to \$130M in annual revenues
- Expanded professional staff from 90 employees to 650 employees
- Acquired 19 companies
- Expanded geographically from 2 states and 2 offices to 15 states, 2 Canadian provinces, and 29 offices
- Increased the company's Fair Market Value from \$3.8M to \$43.1M
- Expanded global business into 20 countries
- Established the 4th generation of leadership
- Established the RESPEC Foundation
- Established the RESPEC University
- Established the Intern program with 30 annual participants
- Completed the remodel of Corporate 40,000-square-foot headquarters
- Completed the 20,000-square-foot expansion of Corporate Headquarters

- Built national expertise in the following markets:
 - Mining & Energy
 - Facilities
 - Water
 - Data & Technology Solutions
 - Transportation
 - Development Services
- Developed the strategy around "Integrated Solutions Partner," focusing on integrating subject-matter expertise and technology solutions. Created dynamic, real-time engineering and science solutions using technology.

RESPEC celebrated 55 years of business in 2024 and is positioned for growth and success for the next decade.

Clearwater Central Catholic High School, Clearwater, Florida

Coach, Girls and Boys Cross Country and Track & Field | September 2008–April 2009

Coached both girls and boys teams for Cross Country and Track & Field. Designed daily workouts, developed relay teams, motivated individual and team players, and tracked statistics. Led the girls track team to District Championship. Qualified several team members for Florida State meet.

The PBSJ Corporation, Tampa, Florida

Director | January 2000–August 2008

PBS&J (subsidiary of The PBSJ Corporation)– Tampa, Florida, and Henderson, Nevada | October 1992–August 2008

President | January 2005–August 2008

President & Chief Operating Officer | January 2007–July 2008

National Business Development Director | January 2002–January 2005

Regional Director | January 1998–January 2002

Intermountain Regional Manager | October 1992–January 1998

- Led the development of the company's West Region building from a 6-person core team to more than 600 professionals over 8 years. Starting in 1992, built the company's west region presence that included 20 offices in 6 states.
- Integral member of the leadership team, growing the organization from 700 employees and \$140M in annual revenues to 4,500 employees and over \$600M in annual revenues.
- Acquired/integrated 8 companies representing \$50 million in revenues located in 15 markets.
- Recruited/developed a world-class executive management team for key corporate functions (finance, human resources, business development, and technology) along with four major business units.
- Led the strategic planning development team and transformed the company from a functional organization of 6 technical service business units to 3 major market businesses. Strategic Plan set forth the vertical and horizontal integration of 6 service businesses into a client-focused organization.
- Developed market-focused business development teams aligned with the operational units, significantly increasing market hit rates and sales growth.

Church Engineering, Las Vegas, Nevada | September 1989–October 1992 (acquired by PBS&J in 1992)

Project Manager/Office Management

Summit Engineering, Reno & Las Vegas, Nevada | March 1986–August 1989
Project Manager/Office Manager

PRC Engineering, Houston, Texas | May 1984–February 1986
Design Engineer

Simons, Li & Associates, Ft. Collins, Colorado | May 1983–April 1984
Hydraulics/Hydrology Engineer

PUBLIC AND INDUSTRY SERVICE

Current

South Dakota Chamber of Commerce, Board of Directors (2023–Present)
Secretary and Executive Committee, Director, Elevate Rapid City (2019–Present)
Community Health Center of the Black Hills, Board of Directors (2016–Present)
President and Board Member, American Council of Engineering Companies (ACEC) of South Dakota
(2014–Present)

Past

Member, South Dakota School of Mines & Technology, President's University Advisory Board,
2011–2019
Board Trustee, South Dakota School of Mines & Technology Foundation, 2009–2019
Executive Committee, 2013–2019
Chair, 2016–2019
Member, Rapid City Economic Development Foundation, 2011–2019
Member, Rapid City Regional Hospital Advisory Council, 2010–2016
Advisory Board, Step Up for Students, State of Florida, 2005–2007
Board of Directors, Southern Nevada, National Multiple Sclerosis Society, 1995–1996
Civil Director, Florida Institute of Consulting Engineers Board of Directors, 2007–2008
Nevada State Board of Professional Engineers and Land Surveyors, 1997–2006
Chairman, 2004–2005
Vice Chairman, 2001–2004
Appointed 1999, 2002, Governor Kenny Guinn
Appointed 1997, Governor Bob Miller
Engineering Advisory Council, College of Engineering, University of Nevada at Las Vegas, 1999–2006
Vice Chairman, 2003–2006
Clark County (Nevada) Comprehensive Planning Steering Committee, 1998–2000
Citizens Advisory Council, Clark County (Nevada) Regional Flood Control District, 1993–1998
Board of Directors, ACEC of Nevada, 1995–1999
Past President, 1998–1999
President, 1997–1998
Vice President, 1996–1997

PRIVATE CORPORATE BOARD SERVICE

Current

Management Director, RESPEC, Inc., Rapid City, SD (2010–Present)
External Director, Weston & Sampson, Boston, Massachusetts (2017–Present)

Past

Director, PDC Engineers, Anchorage, Alaska (2013–2019)
Director, PBSJ Corp, Tampa, Florida (2002–2008)
Director, PBS&J Inc., Tampa, Florida (1996–2008)

EDUCATION AND PROFESSIONAL REGISTRATIONS

BS, Civil Engineering, South Dakota School of Mines and Technology (1983)
Honorary Doctorate, Doctor of Public Service, South Dakota School of Mines & Technology, (2006)
Finance for Senior Executives, Harvard Business School (2007)
Hold a Top-Level Security Q-Clearance for the Department of Energy, Sandia National Laboratory
Registered Professional Engineer:
Nevada, 07772, 1987
California, 42372, 1987
Arizona, 23172, 1989
Florida, 67259, 2008
South Dakota, 10109, 2009

PROFESSIONAL RECOGNITION AND PUBLICATIONS

Distinguished Alumni, South Dakota Mines (2020)
Keynote Speaker, Honors Convocation, The Howard R. Hughes College of Engineering, University of Nevada Las Vegas (2007)
Commencement Speaker, 2006 Graduation, South Dakota School of Mines & Technology.
Engineer of the Year, Southern Nevada Chapter, NSPE (1998 and 2005)
Fellow, ACEC (2000)
Outstanding Recent Graduate, South Dakota School of Mines & Technology (1994)
Tau Beta Pi, National Engineering Honor Society (1983)
Kenner, T. J., 2006. "Empowerment. Moving Beyond the Rhetoric," *CE News*, June.
Kenner, T. J., 2006. "The Benefits of Examination Before Experience," *National Society of Professional Engineer's PE Magazine*, October.
Kenner, T. J., 2006. "A Nevada Perspective—The State's Licensure Process," *Engineering Times Magazine*, Fall.

Kenner, T. J., 2004. "Effective Leadership Development in a Civil-Engineering Culture: Finding the Balance-Point Between Experience and Experiment, Leadership and Management Engineering," *American Society of Civil Engineers*, Vol. 4, Issue 3, pp. 105–109.

Kenner, T. J., 2004. "Distinction or Extinction? It is a Matter of Involvement," *Georgia Engineering Magazine*, October/November.