

The background of the entire page is a photograph of the United States flag waving against a clear blue sky. The flag is the central focus, with its stars and stripes clearly visible. The text is overlaid on this image.

Cenergistic Spotlight: Veterans Series

**Cenergistic employs Veterans who
have proudly represented the United States
Air Force, Army, Marines and Navy.**

**Our goal of this series is to honor and empower
all Veterans, as they share their
stories and insight.**

*The series begins with a special spotlight featuring
Cenergistic Founder & Chairman,
and Veteran of the US Army,
Dr. William S. Spears.*

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CENERGISTIC SPOTLIGHT: VETERANS SERIES



Welcome to Cenergistic's first ever Spotlight Series, featuring our Veterans. Veteran's Day is Sunday, November 11th, and it's something near and dear to our hearts.

Many of our staff, whether based at our Dallas headquarters or one of our 200+ Energy Specialists across the nation, are Veterans. The United States Air Force, Marines, Army, Navy and Coast Guard are proudly represented within our company.

Our goal of this series is to honor and empower all Veterans, not only on Veteran's Day, but throughout the entire month of November. Get to know our Cenergistic Veterans as they share their stories and insight.

**FOREWORD FROM CENERGISTIC
FOUNDER & CHAIRMAN,
DR. WILLIAM S. SPEARS
VETERAN OF THE UNITED STATES ARMY**

Q: Provide us an overview of your military background.

A: It began when I was commissioned at Ft. Sill, Oklahoma in August of 1962. I went on active duty in October of 1962, one week prior to the Cuban Missile Crisis, which is often considered the closest the Cold War came to escalating into a full-scale nuclear war. Later, I was stationed in Stuttgart, Germany at Seventh Army HQ previously commanded by General Patton, which was the largest field army in the world. I remained here for two years before returning to the United States where I served in the Army Reserves for five years, the last of which was in Philadelphia while I was at Wharton Business School. (This unit subsequently got called to Bosnia however my schooling kept me in America.)

Q: What does being a Veteran mean to you?

A: It means a lot. I had an opportunity to serve my country and I take a great deal of pride in that; to have served for seven years.

Q: How do you think your experiences in the military have affected your leadership at Cenergistic?

A: It set the foundation of what leadership was all about. As a young lieutenant, I was HQ commandant and was



commanding officer of 70 troops. It was a great leadership opportunity.

Q: Cenergistic currently has 65 Veterans on staff, which is nearly 20% of all employees. What encourages you to hire Veterans at Cenergistic?

A: Firstly, it's a way to give back to our country and honor their service. Secondly, I believe Veterans have a dimension of experience and leadership that is invaluable to Cenergistic, no matter what role our employees serve.

CENERGISTIC SPOTLIGHT: VETERANS SERIES



Read our latest spotlight interview below featuring David Wert, Cenergistic Energy Specialist, and Veteran of the United States Army.

MEET DAVID WERT



Q: What is your title at Cenergistic and the district, university or government municipality you serve?

A: Energy Specialist, USD-475, Geary Co. Schools in KS.

Q: Please provide a short overview of your background as a Veteran, such as years served, rank, etc.

A: I retired from the Army in 2016 as a Staff Sergeant (E-6) with 20+ years of service.

Q: What does being a Veteran mean to you?

A: I am proud to be a Veteran. I gave of myself to my country; my father, grandfather and his father also served. I was honored to follow in their footsteps.

Q: How do you think your experiences in the military affect your day-to-day job at Cenergistic?

A: The skills I learned in the military help me on a daily basis. I am able to work alone or in a group. I used analytics in my military career, and that translated to Cenergistic very well.

Q: What is most rewarding about your job at Cenergistic?

A: I feel that working with Cenergistic and supporting my district continues my service. I enjoy problem solving, and helping people - with Cenergistic I get to do both.

Q: Describe how your experience as a Cenergistic Energy Specialist has been able to impact administration, faculty, students or the community within the district, university or government in which you serve.

A: I took over a well established program about 6 months ago. Myself along with Bill Cooley, have achieved over \$2M

in cost avoidance. This is a huge milestone, giving our district the ability to spend money elsewhere.

Q: Many Veterans employed here at Cenergistic refer others to work here. Why would you encourage Veterans to join our team at Cenergistic?

A: This is a great company to work for. As an Energy Specialist, I have the freedom to run my district, but also have the support behind me if I need it.

Q: Tell us a fun or an interesting fact about you.

A: I build wooden furniture in my free time.

CENERGISTIC SPOTLIGHT: VETERANS SERIES



Read our latest spotlight interview below, featuring Energy Specialist, Dwight Lewis, Veteran of the United States Marine Corps.

MEET DWIGHT LEWIS

Q: What is your title at Cenergistic and the district, university or government municipality you serve?

A: Energy Specialist at Compton Unified School District.

Q: Please provide a short overview of your background as a Veteran, including branch of the military you served, field rank attained, years of service, and any other info you'd like to provide.

A: I joined the United States Marine Corps after graduating high school. I worked as an avionics technician, Marine Security Guard & Marine Recruiter. I retired at the rank of Gunnery Sergeant.

Q: What does being a Veteran mean to you?

A: I am extremely honored I had the opportunity to serve my country. I will be forever grateful for the many things I was able to experience during my career as well as the brotherhood.

Q: How do you think your experiences in the military affect your day-to-day job at Cenergistic?

A: I feel my ability to adapt to the different situations we encounter is something I learned from the Marine Corps. Without a doubt, my time as a recruiter prepared me for working as an Energy Specialist. I can use the communication skills I learned to help overcome indifference.

Q: Tell us what you find rewarding about your job at Cenergistic.

A: With Cenergistic we have the ability to directly impact the environment by reducing energy usage of our client organizations. It's rewarding to be a part of that process.



Q: Describe how your experience as a Cenergistic Energy Specialist has been able to impact administration, faculty, students or the community the district you serve.

A: In addition to 157% of overall performance to matrix we are able to impact the district by being a go-to resource for them.

Q: Many current Veterans employed with Cenergistic refer others to join our team. Why would you encourage other Veterans to be an Energy Specialist at Cenergistic?

A: I feel that working at Cenergistic is a natural fit for Veterans. Having the ability to work independently is valuable for an Energy Specialist.

Q: Tell us a fun or interesting fact about you.

A: I have worked in Eastern Europe and Northern Africa.

CENERGISTIC SPOTLIGHT: VETERANS SERIES



Read our latest spotlight interview below, featuring Energy Specialist, Jesse Coulter, Veteran of the United States Army.

MEET JESSE COULTER

Q: What is your title at Cenergistic and the district, university or government municipality you serve?

A: Energy Specialist (ES), Springfield Public Schools.

Q: Please provide a short overview of your background as a Veteran, including branch of the military in which you served, field rank attained, years of service, etc.

A: I joined the United States Army in 1999. Initially, my primary military occupational skill was as an Infantryman serving as a rifleman. In 2000 I was reassigned to a reconnaissance unit and I was trained as sniper in the 101st Airborne Division. I attended many military schools between 1999 and 2003, before deploying to Kuwait in preparation for the Invasion of Iraq. Subsequently, I deployed to Iraq on three different tours ('03-'04, '05-'06, and '07-'09) totaling 39 months running a multi-range of missions in combat. As a Staff Sergeant in 2009 after several injuries and a couple of surgeries I was assigned to train newly commissioned infantry officers until I was medically retired from service in 2011.

Q: What does being a Veteran mean to you?

A: I was able to serve our great nation and protect our freedoms by ensuring we engaged the enemies outside our borders. I was also able to meet and serve with some great heroes who selflessly laid down their lives for their brothers and ultimately for the United States of America.

Q: How do you think your experiences in the military affect your day-to-day job at Cenergistic?

A: Throughout my military career, I had some of the best leadership afforded to me through military courses / schools, deployments and individual mentorship. This has allowed me to be able to adapt to any type of environment. It also gives me the drive to accomplish the mission and think outside the box when opportunities present themselves that need to be resolved.



Q: Tell us what you find rewarding about your job at Cenergistic.

A: I'm able to work autonomously, and the leaders at Cenergistic trust me to accomplish my tasks. In addition, it's great to be able to reach out to my leadership team to get help I need to ensure Cenergistic and my school district is successful in reducing energy consumption.

Q: Describe how your experience as a Cenergistic Energy Specialist has been able to impact faculty, students or the community within the district you serve.

A: As a CES I've been able to build great relationships with numerous building staff members and Principals. The trust has allowed them to reach out to me anytime to address problems they have within their spaces, knowing I'll address the issue quickly and get the right individuals on the problem. Ensuring your customer base feels valued allows for success within the Energy Program.

Q: Many current Veterans refer others to join our team. Why would you encourage other Veterans to join Cenergistic?

A: I've encouraged several of my military brothers to look into opportunities within the company. I do this because the leadership here values not only Veterans, but every CES working to help their clients money. It also allows for strong military leaders to use the skills they have acquired to make real change in their clients' energy consumption through management of systems and staff.

Q: Tell us an interesting fact about you.

A: I'm currently on the board of a newly formed nonprofit Veterans Organization called BattleForged Nation, with the primary goal to stop the 20+ a day suicide rate of Veterans. (www.battleforgednation.org)

CENERGISTIC SPOTLIGHT: VETERANS SERIES



Read our latest spotlight interview below featuring Richard Blackmon, Cenergistic Energy Specialist, and Veteran of the United States Marine Corps.

MEET RICHARD BLACKMON

Q: What is your title at Cenergistic and the district, university or government municipality you serve?

A: Energy Specialist

Q: Please provide a short overview of your background as a Veteran, including branch, years of service, etc.

A: Retired Marine Corps First Sergeant with more than 25 years of service. From 1988 to 2013, I served in supply logistics, fuels specialist and senior enlisted advisor. I have served in Desert Shield/Desert Storm, Somalia, Iraq and Afghanistan.

Q: What does being a Veteran mean to you?

A: A difference was made in someone's life because I made the decision to serve.

Q: How do you think your experiences in the military affect your day-to-day job at Cenergistic?

A: Time management, communication and conflict resolution skills; these skills I acquired from my time in the military and I use these skills daily with my client.

Q: What is most rewarding about your job at Cenergistic?

A: Flexibility to manage your program to best benefit your client.

Q: Describe how your experience as an Energy Specialist has been able to impact administration, faculty, students or the community in the district you serve.

A: My client has been able to obtain more than \$2,000,000 in cost avoidance.



Q: Many Veterans employed here at Cenergistic refer others to work here. Why would you encourage Veterans to join our team at Cenergistic?

A: Many Veterans have grown accustomed to and desire a fast paced, rewarding schedule; Cenergistic provides that.

Q: Tell us a fun or an interesting fact about you.

A: My wife and I decided to build a small ranch.

*We would like to honor all Veterans,
including those who were unable
to participate in the series.*

Thank you for your service.

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