

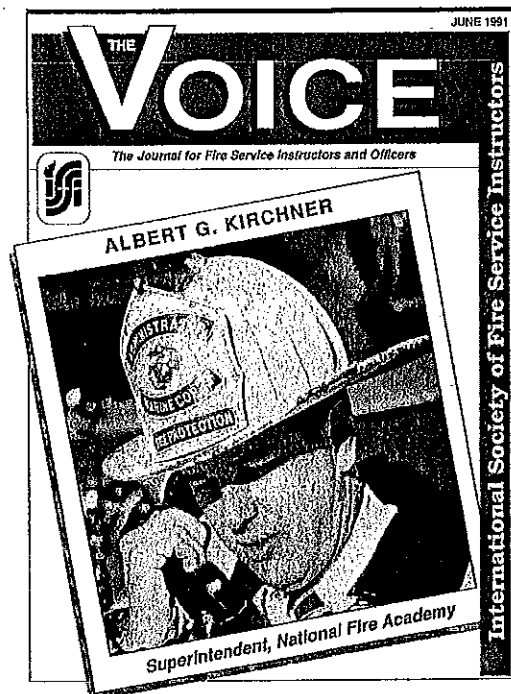
WHO IS AL KIRCHNER?

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Albert G. Kirchner, Jr., is the president of FirePAC International, a consulting group specializing in organizational and leadership development for fire and emergency management executives and executive teams.

Mr. Kirchner has held high-level positions in a wide range of fire, emergency management, security and safety assignments. Just prior to his private sector initiative, Mr. Kirchner served as Deputy Director of Security & Safety for Headquarters, Department of the Army where he was awarded the Superior Civilian Service medal for establishing a robust Continuity of Operations and Emergency Preparedness program. During the previous 14 years, he held a number of senior positions with the U.S. Coast Guard and was awarded the Department of Transportation Superior Achievement medal for his groundbreaking work in performance standards and measurement for merchant marine personnel. Earlier, Mr. Kirchner served as Superintendent of the National Fire Academy, the capstone institution for fire service training in the U.S. and

internationally recognized for its "leading edge" programs of executive development and technical courses for the nation's fire and emergency services.



Before his Academy post, Mr. Kirchner was Chief of Marine Corps Fire & Rescue Services at Headquarters, Marine Corps in Washington, DC. This worldwide program operated 46 engine companies, 6 ladder companies, 18 "flying" squads and 12 hazardous materials/heavy rescue units in addition to numerous wildland and brush fire fighting vehicles, fire/rescue boats and public fire education demonstration trailers. With over 900 personnel, including 49 chief officers, this was the largest civilian personnel program in the Marine Corps and involved representation from five different labor unions. Prior to this assignment, Mr. Kirchner

served as a Deputy Director at the National Fire Data Center and earlier, Associate Superintendent of the National Fire Academy at the U.S. Fire Administration. His fire service experience includes 30 years of career and volunteer experience. He is a graduate of the College of Engineering of the University of Notre Dame. He has a Master of Science in Quality Systems Management from The National Graduate School and a Master of Science in Management from National-Louis University. He has also attended numerous specialized training programs including The Kennedy School, the FBI Academy and the University of Maryland National Fire Service Command and Staff Course. During his tenure with the Marine Corps, he was awarded the Department of the Navy's Meritorious Civilian Service and Superior Civilian Service medals. In 1986, he had the international honor of addressing the General Conference of the International Fire Chiefs of Asia in Hiroshima, Japan. He is a well known speaker in the

national fire and emergency services circuit and has served on a wide variety of national standards making committees and interagency task groups.

Mr. Kirchner retired as a decorated field grade Infantry officer from the United States Army Reserve. He and his wife, Lisa, enjoy sailing in their leisure time.

ALBERT G. KIRCHNER, JR.

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PROFILE

- Extensive senior and executive level public policy and government affairs experience.
- Operational decision making in emergency management and disaster recovery.
- Leader in policy, legislative, international standards-making and technical working groups.
- Numerous awards for innovations to improve outcomes and reduce costs.
- Proven ability leading organizations requiring revitalization or facing significant change.
- Recognized expert in performance excellence management models and quality systems.

NATIONAL SECURITY & EMERGENCY PREPAREDNESS

DEPUTY DIRECTOR FOR SECURITY & SAFETY

Headquarters, Department of the Army, Washington, DC

October 2008-May 2011

Senior management official for day-to-day operations of a 65-person directorate having 4 divisions with a diverse range of critical security, safety, emergency preparedness and continuity of operations missions two organizational levels below the Secretary of the Army. Our missions provide services at a variety of levels from the Army Headquarters, the Department of the Army and the Department of Defense to the White House and the United States government.

Accomplishments:

- Actively engaged the four division chiefs in the development of the Directorate's first strategic planning effort to enable it to have the additional staff and funds needed to perform expanding missions in the time frames required to be effective.
- Implemented quarterly program reviews to focus program goals and improve on-time production and accountability.
- Made process improvements to eliminate human error in the transmission of Personally Identifiable Information and to minimize defects and improve cycle time in the production of our inspection/assessment report product lines.
- Numerous outstanding performance awards and Department of the Army Superior Civilian Service Medal.

CHIEF, OFFICE OF CONTINUITY OF OPERATIONS & EMERGENCY PREPAREDNESS

Headquarters, Department of the Army, Washington, DC

August 2007-October 2008

Focal point for all continuity of operations (COOP) and emergency preparedness (EP) planning for the Army Secretariat. In addition, responsible for shelter-in-place, emergency escape masks, occupant evacuation plans and safety & occupational health programs for the Headquarters involving over 20,000 people at over 40 facilities in the national capital region and across the nation.

Accomplishments:

- Developed a comprehensive COOP & EP program proposal for staffing and \$2.6 million in funding to achieve critical program requirements on schedule; grew organization from 2 to 21 people over a period of 9 months.

CHIEF, BUDGET, ADMINISTRATION & PLANNING DIVISION

U.S. Coast Guard National Maritime Center, Arlington, Virginia

1993-2007

Led a staff of 16 delivering budget, procurement, administration, publishing and technology services to a 120-person unit with a budget of \$20 million and missions in homeland security and maritime regulatory affairs.

Accomplishments:

- Implemented activity based costing and a quarterly budget review process to ensure maximized results, minimum waste and timely budget spend down.
- Applied quality management principles to production of USCG *Proceedings* magazine—increased circulation by over 400% in 3 years, reduced undeliverable magazines by 95%, realized cost avoidances in excess of \$120 thousand per year, and achieved consistent on-time production.
- Senior Examiner, Commandant's Quality Award Program—advisor to units on Total Quality Management, ISO 9000, Baldrige and Balanced Scorecard quality systems and management models.
- Deployed 68 days to manage FEMA Hurricane Katrina recovery for the New Orleans Fire Department.
- Developed mariner performance assessments adopted by U.S. and 7 other nations—awarded Departmental Bronze Medal and Commander's Award for Sustained Excellence in the Federal Service.

FEDERAL SENIOR EXECUTIVE SERVICE

SUPERINTENDENT, National Fire Academy, Emmitsburg, Maryland

1991 - 1993

Chief Executive Officer of an internationally recognized federal academy delivering executive development and technical courses to the nation's fire and emergency services leaders and technical specialists.

Accomplishments:

- Streamlined organization to empower staff at point-of-service to improve workflow and customer satisfaction. New organizational structure improved both customer satisfaction and employee morale.
- Improved course development process to reduce time-to-market by 50 percent and add course offerings.
- Introduced internal controls and budget procedures to eliminate wasteful, end-of-year un-programmed spending.

- Led Academy's first Strategic Plan for Excellence to revalidate its mission, create an exciting vision, set strategic goals, foster organizational alignment and establish milestones for accomplishment.

INTERNATIONAL RISK MANAGEMENT & EMERGENCY SERVICES

ADMINISTRATOR, MARINE CORPS FIRE & RESCUE SERVICES and CHIEF FIRE PROTECTION ENGINEER

United States Marine Corps, Washington, D.C.

1982 - 1991

Responsible for fire, rescue, emergency medical (EMS) and hazardous materials services at 15 Marine Corps bases worldwide with a population of 200,000 and \$12 billion in buildings, contents, rolling stock and aircraft. Operated 71 fire companies with 900 civilian firefighters costing \$35 million annually. Senior technical expert in all policy matters, labor negotiations, litigation and testimony to Congress.

Accomplishments:

- Instituted programs to attract quality personnel and reduce turnover from 50% to 8.5% per year.
- Improved productivity by establishing first EMS program among federal fire service delivery systems.
- Improved fire inspection productivity by 40% through use of hand held computers.
- Developed an innovative deployment model to improve effectiveness and increase productivity 73%.
- Increased fire survivability in family housing from 50 to 98% utilizing new residential sprinkler technology as part of a fire loss management strategic plan.
- Established an Executive Development & Exchange Program to broaden experience of senior fire officers, and advance the careers of women and minorities.
- Built nine regional fire training centers to improve performance and share experience with surrounding localities.
- Purchase of 113 new fire trucks to reduce average fleet age from 13 to 3.5 years, reduce maintenance costs and implemented a more effective resource deployment model.
- Awarded Department of the Navy Superior (Silver) and Meritorious (Bronze) Civilian Service Medals.

NATIONAL POLICY & SCIENTIFIC RESEARCH

CHAIRMAN, FEDERAL FIRE SERVICES INTERAGENCY TASK GROUP

1984 - 1986

U.S. Fire Administration, Washington, D.C.

Streamlined federal fire programs, reduced duplication and recommend improvements to the President and Congress.

(ACTING) DIVISION DIRECTOR, NATIONAL FIRE SAFETY AND RESEARCH OFFICE

1980 - 1982

U.S. Fire Administration, Washington, D.C.

Directed legal and policy research to reform State and local code enforcement practices and be more effective.

Accomplishments:

- Funded a National Center for Community Code Compliance to reform State and local code programs.
- Sponsored legal research for retrospective code enactment; identified "best practices" for transfer to State and local compliance systems; developed code compliance courses for the National Institute of Justice.

ASSOCIATE SUPERINTENDENT FOR ASSISTANCE PROGRAMS

National Fire Academy, Washington, D.C.

1977 - 1980

Manager for 37 Statewide fire service training grants. Built cooperative relationships with top state and local officials to ensure Academy curriculum would integrate with their training programs.

RESEARCH ASSOCIATE & ADJUNCT FACULTY MEMBER

1976 - 1980

International City Management Association (ICMA) and ICMA Institute, Washington, D.C.

INSTRUCTIONAL SYSTEMS ENGINEER, Sperry Rand Corporation, Great Neck, New York

1972 - 1974

EDUCATION

NATIONAL GRADUATE SCHOOL, Falmouth, Massachusetts

Master of Science in Quality Systems • June, 2005

National Graduate School Scholarship and U.S. Coast Guard Innovation Grant

NATIONAL-LOUIS UNIVERSITY, Evanston, Illinois

Master of Science in Management • 2000

THE AMERICAN UNIVERSITY, Washington, D.C.

Public Administration (24 Graduate credits) • 1977-79

International Association of Fire Chiefs Scholarship

UNIVERSITY OF NOTRE DAME, Notre Dame, Indiana

Bachelor of Science in Aerospace Engineering • 1972

Ford Foundation Scholarship and designated a "Notre Dame Scholar"

MILITARY & COMMUNITY SERVICE

UNITED STATES ARMY RESERVE

1972 - 1995

Company Grade Engineer and Field Grade Infantry Command and Staff Assignments; Meritorious Service Medal for first full scale test and exercise of a reserve division mobilization plan.

TEAM LEADER & MENTOR, U.S. SENATE PRODUCTIVITY & MARYLAND QUALITY AWARDS PROGRAM

University of Maryland Center for Quality & Productivity, College Park, Maryland

2004-2005 & 2006-2007

PRESIDENT, Eastport Volunteer Fire Company, Annapolis, Maryland

2010-Present

REFERENCES

Excellent references available from the senior leaders of industry, government, academe and military.