## DENNIS KESSLER

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DennisKessler@earthlink.net

## SUMMARY OF QUALIFICATIONS

Dennis is a seasoned entrepreneur, having worked for public companies, private companies, his own family company, and is currently the founder and president of his family business consulting firm. He has served on numerous boards of directors, including public, private, ESOP, and nonprofit organizations. Dennis is a hands-on leader with a collegial leadership style while building collaborative teams and focusing on continuous improvement.

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| * Strategic planning
 | * Family business succession planning
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| * Corporate governance structures
 | * Team builder and coach
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| * Manufacturing executive
 | * Family office structures
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| * Change management leader
* Technical management
 | * Operations management
* Consensus builder
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## BOARD EXPERIENCE

***W. E. O’Neil Construction Industries, Inc***. January 2001-Present

[ww+w.weoneil.com](http://www.weoneil.com)

* Board of Directors - Fiduciary
* Nominating and Governance Committee-Chair
* Compensation Committee
* Audit Committee

Since its founding in 1925, W.E. O’Neil Construction Company has seen steady growth. It is a partial ESOP company that embraces people as its number one asset. As an award-winning family of construction companies located in eight cities across the country, it has been recognized as an industry leader, bringing an impressive history of customers and projects nationwide. Moving from labor only to heavy machinery to state-of-the-art digital technology, through the Great Depression and, recently, the Great Recession, and having completed multiple projects exceeding 1,000,000 square feet in size, W.E. O’Neil’s focus on corporate values has remained constant for close to a century. Repeat business is the barometer of its success.

***QuesTek Innovations LLC*** April 2015-May 2019

 [www.questek.com](http://www.questek.com)

* Board of Directors - Fiduciary
* Compensation Committee
* Audit Committee
* Nominating and Governance Committee

QuesTek, with operations in the U.S. and Europe, is recognized as a global leader in Integrated Computational Materials Engineering (ICME), QuesTek designs and develops new high-performance alloys based in Fe, Al, Co, Cu, Ti, Ni, W, Mo, and more. They also design alloys for high-performance additive parts, specifically tailored to the unique limitations and challenges of the additive manufacturing processes.

QuesTek offers contract manufacturing management services where the company oversees the production and delivery of completed components based on customer-provided drawings for prototype and production quantities.

***MFRI, Inc. PPHI*** - NASDAQ June 1998-June 2016

[www.permapipe.com](http://www.permapipe.com)

* Board of Directors- Fiduciary
* Lead Director
* Nominating and Governance Committee – Chair
* Audit Committee
* Compensation Committee

PERMA-PIPE International Holdings, Inc. (NASDAQ: PPIH) (previously MFRI) is a global engineered pipe services company offering core competencies in engineering design, material sciences, fabrication, insulation, coating, and monitoring systems.  The Company has over 100 years of product manufacturing and service delivery expertise meeting globally recognized industry standards and ISO 9001 certification.

The Company works with customers to provide innovative solutions to chilled and hot water, steam, condensate and high-temperature hot water, double containment, cryogenic, corrosion under insulation, anti-corrosion, flow assurance, and leak detection lines.

PERMA-PIPE has seven strategically located manufacturing facilities in the USA (2), Canada, United Arab Emirates, Saudi Arabia, Egypt, and India. PERMA-PIPE is recognized for its excellent safety record, industry-leading products and services, the highest quality fabrication, and the lowest life-cycle cost for the most complex piping system challenges.

***Swank Motion Pictures, Inc***. May 2010-February 2019

 [www.swank.com](http://www.swank.com)

* Board of Directors- Advisory Board

Swank Motion Pictures, Inc. is an international, non-theatrical film distributor and licensor. The company was founded in 1937 and is privately owned and operated by the Swank family. It is one of the world's largest non-theatrical distributors of motion pictures for public performance. Previously SWANK distributed educational training materials for medical institutions.

 ***Ideal Industries*** 2003-2013

 [www.idealindustries.com](http://www.idealindustries.com)

* Board of Directors - Fiduciary
* Compensation Committee
* Audit Committee
* Nominating and Governance Committee

This 100-year-old, fourth-generation company evolved from a regional manufacturer primarily known for its Wire-Nut wire connectors to a more diversified maker of contractor-grade tools, testers, and supplies used by electricians, data communications installers, and industrial maintenance professionals. Ideal now offers international distribution that reaches across five continents, manufacturing operations in UK and China, and a product portfolio that numbers more than 6,000 SKUs.

***Universal Automotive Industries, Inc***. - NASDAQ 1997-2005

* Board of Directors – Fiduciary Board

Universal Automotive Industries was a brake pad manufacturer supplying the

automotive aftermarket.

***Oxford International, Ltd***. 1996-2002

* Board of Directors – Advisory Board

Oxford was an audio speaker manufacturer supplying the automotive and music industries.

***Fel-Pro, Inc****.* 1982-1998

* Fiduciary Board Member

Fel-Pro was a Tier 1 manufacturer and supplier to the original equipment and aftermarket service parts industries and the maintenance and repair industries worldwide. It manufactured and distributed gaskets, engine parts, and industrial chemicals.

Fortune Magazine ranked Fel-Pro fourth in their list of best companies to work for in America. Fel-Pro is one of the ten best companies in the book entitled, "The 100 Best Companies to Work for in America." Fel‑Pro was chosen as one of the ten best employers for women in the country by "Working Mother" magazine for twelve straight years. Fel-Pro was also selected as the "Employer of the Year" in Illinois. The Business Enterprise Trust, founded by Norman Lear, awarded Fel-Pro special recognition for its programs that enhance the quality of life for employees.

## PROFESSIONAL EXPERIENCE

***Midwest Family Business Advisors* 1998-Present**

Dennis Kessler is the President and founder of [**Midwest Family Business Advisors**](file:///C%3A%5CUsers%5Cteamr%5CAppData%5CLocal%5CMicrosoft%5CWindows%5CINetCache%5CContent.Outlook%5CIUPB8MJJ%5Cmidwestfamilybusinessadvisors.com), , a firm specializing in helping families overcome the challenges inherent in mixing business with family. He advises clients on family and business governance structures, succession planning, conflict resolution, and strategic planning.

***Fel-Pro Inc.* 1964-1998**

Dennis was Co-President of Fel‑Pro Incorporated when it was sold to Federal-Mogul in 1998.

He was the fourth generation of his family to own and operate Fel-Pro. At the time of the sale, Fel-Pro had revenue of $500 million, 3,000 employees located in 11 facilities in the U.S., and affiliations in 6 foreign countries. At Fel‑Pro, before becoming co-president, he held several managerial positions, including vice president of engineering, operations, and original equipment sales, as well as president of; the ventures group of companies, including Fel-Pro Realty Inc. and Fel-Pro Chemical Products LLP.

***Other employment experiences:***

Prior to joining Fel-Pro, Dennis worked for DuPont, Union Electric, and Orchard Paper Company.

EDUCATION

1964 MEA WAHINGTON UNIVERSITY

 St. Louis, MO.

 Engineering and Business

1960 BSIE WASHINGTON UNIVERSITY

 St. Louis, Mo.

 Industrial Engineering

gOVERNANCE EDUCATION

National Association of Corporate Directors (NACD): Member since 1998

Private Directors Association (PDA): Founding member and chief operating officer