



Rich Selverian is President and CEO at MaGrann Associates, a leading energy/building consulting and engineering firm in Mount Laurel, NJ.

Rich draws on his extensive operational experience and his strong technical and financial background to help the company pave a new path in the energy productivity arena, develop and implement more product lines and effective processes than ever before, and attract and develop the best talent along the way.

Professional Experience

Rich brings 40 years of technical and business education and experience to MaGrann.

He began his career in nuclear power plant operations, where he was responsible for numerous operational and technical functions, including:

- ♦ Plant thermal performance
- ♦ Surveillance testing
- ♦ Facilities management
- ♦ Quality assurance and quality control.

After ten years in operations, Rich advanced utility efficiency and productivity through corporate governance in:

- ♦ Strategic planning
- ♦ Finance
- ♦ Mergers and acquisitions
- ♦ Human resources.

Highly engaged in the utility industry at a pivotal moment in history, Rich led an integration team in one of the nation's largest electric utility mergers which helped set a touchstone course into a deregulated utility world.

Rich launched his own company in 2002, sharing his experience in transforming corporations and corporate cultures with other companies, large and small. MaGrann Associates was one of his early clients.

In 2007, he joined MaGrann as a partner. Entering the company just as the housing market crashed, Rich helped reshape the company to keep it growing through very challenging years. He

continues to help lead the organization in advancing its long-term vision, expanding its scope of markets and product lines, improving its process management, and ensuring a high level of service for its growing customer base.

Expertise

Connecting business needs with people strategies to motivate teams and drive results in process improvement, operations management, performance management, strategic planning, talent development and technology integration.

Certifications

- ♦ Supervisory Assessor
- ♦ Project Management
- ♦ Quality Management
- ♦ Dispute Resolution
- ♦ Lead Auditor
- ♦ Leadership Exchange Series

Professional Affiliations

- ♦ PA Keystone Energy Efficiency Alliance (KEEA)
Board of Directors, Board President;
- ♦ PA Keystone Energy Efficiency Fund (KEEF)
Board of Directors, Board President;
- ♦ Association of Energy Service Professionals;
- ♦ New Jersey Energy Coalition;
- ♦ New Jersey Business & Industry Association;
- ♦ American Society of Mechanical Engineers;
- ♦ Institute of Electrical and Electronics Engineers;
- ♦ Society for Human Resource Management.

Years of Experience

40

Education

Master of Business Administration,
Columbia University, New York, NY

Bachelor of Science in Engineering,
Swarthmore College, Swarthmore, PA