

VICTORY ENERGY OPERATIONS, LLC
10701 E. 126TH ST. N., COLLINSVILLE, OKLAHOMA 7402

JOHN C. VISKUP

PRESIDENT / CHIEF EXECUTIVE OFFICER



Throughout his three decade career in the industrial power industry, John Viskup has brought game changing thinking and actions to every product, sales situation and business operation he's touched. John is known for his healthy impatience, leadership development, strategic planning and lean business principles. A consummate professional and true entrepreneur, his passion for the industrial boiler business was forged early in his years as a sales and marketing professional for an energy related business in Chicago, Illinois.

One of John's dreams as a young entrepreneur was to start a company that would be focused on providing its customers with solutions that provided real value. He achieved that goal in 1999 at the young age of 29. In a mature market with well-established competitors, John saw the opportunity to disrupt and enter the market with a company that delivered on a core brand promise of concept to completion with a "Full Steam Ahead" culture. Victory Energy Operations, LLC was borne out of this keen vision that was manifested in the manufacture and supply of the world's best industrial boilers.

From a humble beginning in his home, functioning as President and CEO, John has grown Victory Energy into an expansive operation with plant locations in Collinsville and Cushing, Oklahoma. Over 250 "best in class" employees work at the company today. More than 600 Victory Energy boilers can be found operating around the globe. Under John's leadership, Victory Energy has become a force to be reckoned with in the industrial power category. It is truly an American manufacturing success story.

Actively involved in all the day-to-day facets of the business, John has a true passion for business development and salespeople. People like working for and with him. His imprint and impact is felt across the Victory Energy representative sales force. Customers value the commitment that he delivers in a project setting. Developing business is in John's blood and it shows.

Currently John is the Chairman of the Board of the ABMA (American Boiler Manufacturers Association). Additionally, John sits on various advisory boards sharing business experiences to assist others in achieving their strategic goals. John lives in Owasso (Tulsa Metro Area), Oklahoma with his wife Daile. They have two sons, both working at VEO.

- 33 Years Experience
- Business Planning
- Business Development
- Policy Direction
- Technical Sales

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JEFFREY S. COALE

VP BUSINESS DEVELOPMENT



Jeff Coale has spent just over 30 years in various management, sales, business development and executive roles in the industrial power industry. Jeff brings relentless passion and dedication to all project engagements by living every detail with the customer.

In his role as V.P. Business Development with Victory Energy, Jeff oversees all facets of sales and marketing for the company. Throughout his career, he's sold and managed project based business that included products, maintenance, construction and engineering services that touch industrial and power sectors. His engineering savvy and project acumen are felt across each boiler project that's sold by Victory Energy. He helps Victory Energy pay off on the "concept to completion" mantra.

He's equally comfortable talking and selling every element of steam generation equipment based on his in-depth insights and experience with industrial boilers, gas turbines, heat recovery boilers and heat recovery steam generators (HRSG's). Few are as knowledgeable and committed to delivering the right solution for the customer. He's always invested in it with them.

Having worked in various project management roles prior to joining Victory Energy, Jeff truly understands the importance of meeting and exceeding customer expectations from the actual bid submission, engineering and manufacturing phases on through to product delivery, installation and the commissioning of the system.

An important current passion of Jeff's is to mentor teams of young sales professionals in order that they might benefit and grow professionally, leveraging his experience and aptitude for strategic selling of complex projects.

Jeff is a graduate of the University of Evansville and holds a BSEE degree. He's an active member of the ABMA (American Boiler Manufacturers Association) and the Lambda Chi Alpha fraternity. He lives in Owasso, Oklahoma with his wife Cindy.

- 33 Years Experience
- Business Planning
- Business Development
- Business Management
- Technical Sales

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MARK WHITE

VP ENGINEERING

Mark is responsible for all of the engineering requirements for the complete product offerings of Victory Energy. In his role as VP Engineering, he touches every facet of fluid mechanics and heat transfer, product development and the construction requirements involved in each and every project engagement.

Mark's been involved in various functions in the boiler industry for well over 30 years, ranging from developing a multitude of heat transfer products to creation of an engineering model that is replicated on all products. He's worked the sales side of the business and helped establish a start-up company. Few know the engineering side of the boiler business as well as Mark. His depth of knowledge and insight from having worked in various capacities informs many of the decisions that he makes regarding the company's heat transfer systems. His imprint is directly felt on many of the new product introductions for Victory Energy, including the new Combustion Solutions product offering that features the Vision® Burner.

One of Mark's strongest attributes is his passion and zeal for delivering flawless execution of engineering requirements and deliverables. Highly respected by those that work for him, he insists upon excellence in the engineering product that is delivered across the variety of boiler systems that are manufactured by Victory Energy.

Mark is a graduate of Wayne State College and holds a B.S. He lives in Tulsa, Oklahoma with his wife Sherri and dog, Pearl.

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- 33 Years Experience

 - Engineering

 - Heat Transfer

 - Project Management

 - Technical Sales

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AL WASINGER

VP OPERATIONS



Al oversees all operations for the company at both the Collinsville and Cushing plant locations. An expert on all things industrial manufacturing, he's intimately involved in delivering on Victory Energy's "Concept to Completion®" customer promise.

Having worked in various executive level and sales management positions, his experience informs many of the operations decisions made at Victory Energy. He has intimate knowledge of the dynamics of project management and the importance that manufacturing plays in meeting and exceeding customer expectations. All throughout the plants you'll see the difference that Al has brought to manufacturing process enhancements at Victory Energy. He's led a company wide effort aimed at significantly reducing man hours per job that have resulted in significant continuous improvement metrics that are felt all across manufacturing.

Under his leadership, lean principles have been implemented across the entire plant. This embracing of lean has led to significant increases in first-pass yield on all manufactured products. Few are as passionate about the manufacture of a product and the people that develop and produce the products of Victory Energy. People value working with Al as he's always engaged in a hands-on manner. He drives the operation extremely hard to achieve established performance and customer satisfaction metrics.

Al holds a B.S. degree and an MBA from Southwestern College in Winfield, Kansas. He is an active member of the American Society of Mechanical Engineers (ASME), the American Boiler Manufacturers Association (ABMA) and the American Welding Society. He lives in Owasso with his wife Terri.

- 33 Years Experience
- Plant Management
- Strategic Planning
- Lean Implementation
- Manufacturing
- Vendor Oversight

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SANAT SHETTY, PH.D.

VP END-MARKET PRODUCT DEVELOPMENT



Sanat Shetty heads up the End-Market business segment for Victory Energy. He has extensive knowledge and experience in fluid mechanics and heat transfer having led efforts in Product Development and Research. Highly respected as an industry expert on the subject, much of his innovative thinking is found in tube designs and heat transfer equipment efficiencies of Victory Energy boilers. His impact is felt across the entire Victory Energy operation.

Under his leadership, the Victory Energy End-Market business has become a core strength of the company. This business segment includes all aftermarket activities, from boiler rentals and spares to field service and engineered-to-order fired or un-fired heat exchangers. As the installed fleet of Victory Energy boilers grows beyond 600, the importance of the aftermarket becomes of increased level of interest for the company.

Sanat is a passionate leader who is always close to the project. His dedication to exceeding customer expectations is infectious. People in the End-Market business value working with Sanat for his insights and expertise. Intellectually curious, he is always exploring ways to improve boiler designs and products.

Sanat lives the boiler business, continually searching out new innovative products and approaches to help lead the development of new heat recovery products and applications. He's touched almost every facet of the Victory Energy business throughout his career with the company. His understanding of market dynamics and requirements has led to the introduction of Genesis, a new high temperature hot water boiler.

A native of India, Sanat holds a Chemical Engineering degree from the University Department of Chemical Technology in Bombay, India. He earned an M.S. and Ph.D. in Chemical Engineering from the University of Tulsa.

Sanat lives in Tulsa, Oklahoma with his wife Anju and daughter, Anika.

- 23 Years Experience
- Fluid Mechanics
- Enhanced Heat Transfer
- Product Development
- Technical Sales

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JIM WILSON

CHIEF FINANCIAL OFFICER



In his role as Chief Financial Officer for Victory Energy, Jim brings 35 years of financial and business experience to the company. He's worked in many different executive-level financial roles in companies that manufacture engineered products serving the industrial and power industry segments. This includes extensive involvement with a global infrastructure and equipment company with a significant global footprint. He's worked with several public companies and he's also been involved with a significant number of private equity investors during his career.

Jim's main role at Victory Energy is as the leader of all accounting, financial and IT areas of the company. He's helped enhance the financial position of the company and led profit improvements across all segments of the company.

He has considerable experience in the many facets of the CFO position, including in-depth knowledge of the intricacies of accounting and finance, human resources, the continually evolving world of IT, and the diverse challenges of risk management. All of these disciplines fall under the leadership of Jim at Victory Energy.

Jim is a graduate of Oral Roberts University and holds a BS degree in Accounting and is a Certified Public Accountant.

- 38 Years Experience
- Certified Public Accountant
- Accounting and Finance
- Strategic Acquisitions
- Human Resources
- Information Technology

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GARY PERSICHINI

VP INDUSTRIAL SALES



Functioning in a key dual capacity for the company, Gary has responsibility for all Victory Energy industrial sales activities including on-going management and engagement with our independent representative sales organization. He also oversees the growing and maturing Combustion Solutions business segment including the market proven VISION® Burner Series.

Gary is relentless in his passion to help salespeople succeed – both within the company and also with our rep partners. He has a keen understanding of what it takes to manage an independent representative sales organization and an ability to anticipate what our reps need in order to be successful. He's well-known and widely respected in the boiler industry, having enjoyed a career that spanned several different executive level sales, business development and marketing roles with companies selling industrial products into diversified industrial markets. He has a degree in Architecture from Triangle Institute of Technology and is a member of NFPA Technical Committee on Single-Burner Boilers and Fundamentals of Combustion Systems Hazards.

Few know boilers better than Gary. He's equally comfortable with all buying level influences up and down and across the purchasing chain. He lives the project and delivers on the Victory Energy concept-to-completion core promise in tangible ways.

Gary lives in Plano Texas with his wife, Jeanine. They have four sons and seven grandchildren.

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- 41 Years Experience

 - Technical Sales

 - Product Development

 - Business Development

 - Sales Management

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VIJAY MANDAYAM

VP COMBUSTION & CORPORATE INNOVATION



Vijay Mandayam is the Vice President of Combustion and Business Innovation for the company. In this vital role, he is in charge of all sales, engineering and manufacturing initiatives for the VISION burner product portfolio – including controls and burner management. Vijay is also being tasked with bringing innovative approaches and thinking to the entire suite of boiler and heat recovery products that Victory Energy manufactures.

He has an extensive background in the combustion business having held several management positions with combustion companies over the past thirty years. Vijay is extremely well respected for his knowledge and overall contribution to advancing combustion and burner technologies to be more efficient from both an environmental and performance standpoint. He's been responsible for several product breakthroughs throughout his career.

Customers always value having him engaged on a project as there is a magnitude of difference when he's intimately involved. He's well respected by everyone in the combustion business, including his competitors. Always the mentor, many professionals can directly point to the impact that Vijay has made on their careers.

Vijay holds multiple degrees with a Bachelor's Degree, Mechanical Engineering from B.M.S College of Engineering and a Masters, Mechanical Engineering from Villanova University.

- 30+ Years Experience
- Product Development
- Boiler / Burner Operations
- Boiler Commissioning
- Burner Management
- Combustion Controls