



VICTORY ENERGY OPERATIONS, LLC
10701 E. 126TH ST. N., COLLINSVILLE, OKLAHOMA 74021



CONCEPT TO COMPLETION®

OUR LEGACY OF EXCELLENCE IS IN THE MAKING.

As a leadership team, our mission is to provide our customers with the world's best and highest quality Boilers, Burners, HRSG's, Heat Transfer Solutions, and Services. It is a credo the entire Victory Energy organization delivers against every day. We live it by delivering innovation and accountability.

Our Concept to Completion® promise is the underpinning of every action at Victory Energy – from our offices to the shop floor. Decades of combined experience guide the company through the growth in our product portfolio to delivering sustainable solutions required in today's complex and environmentally challenged world. We are constantly looking to the future by anticipating what's next.

Our objective is to maintain a relentless pursuit of improvement by continually investing in our people, optimizing our processes, and acquiring the latest equipment for our facility. Lean and continuous improvements are at the foundation of what we do.

We realize the responsibility that comes with being an OEM. One that customers trust. It's why we continue in our quest to be totally vertically integrated across all product initiatives to produce solutions for the life of your boiler and boiler room. We're with you all the time. Victory Energy is a name you can trust for the life of your operation.

At Victory Energy, "**Full Steam Ahead®**" is more than just a mantra; it reflects our proactive approach to building strong relationships with our customers and partners. We are dedicated to creating a legacy of excellence that continues to evolve and inspire.

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JOHN C. VISKUP

PRESIDENT / CHIEF EXECUTIVE OFFICER



Throughout his 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 220 "best in class" employees work at the company today. 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.

John is deeply engaged in the daily operations of the business, demonstrating a genuine enthusiasm for business development and fostering relationships with sales professionals. His approachable demeanor and collaborative spirit create an environment where team members feel valued and motivated to contribute. 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.

John has served as 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.

- 35 Years' Experience
- Business Planning
- Business Development
- Policy Direction
- Technical Sales

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AL WASINGER

VP MANUFACTURING AND CORPORATE STRATEGY

As VP of Manufacturing and Corporate Strategy, of all Victory Energy manufacturing and operations at both the Collinsville and Cushing plant locations, Al is intimately involved in delivering on Victory Energy's "Concept to Completion®" customer promise. Al has responsibility for the growth and expansion of the company's firetube boiler product portfolio.

Based on years of senior executive level experience in the firetube boiler industry sector, Al is viewed as an expert on all things firetube boilers.

He possesses an in-depth 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 the manufacturing plant floor.

Under his leadership, lean principles have been implemented across the entire plant. This embracing of lean has led to significant improvements 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.



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

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SANAT SHETTY, PH.D.

VP TECHNOLOGY AND PROCESS

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.

Sanat is focused on Victory Energy's Engineering and Technology groups as the Company continues to grow its technological leadership with product innovations and applications. He is also focused on the Company's continuous improvement as we scale the business with profitable growth.

Sanat is a passionate leader who is always close to the project. His dedication to exceeding customer expectations is infectious. Team members 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.



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

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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.

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.

Gary 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, and is a member of the ABMA Board of Directors.

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.



- 40 Years' Experience
- Technical Sales
- Product Development
- Business Development
- Sales Management

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VIJAY MANDAYAM

VP COMBUSTION AND CORPORATE INNOVATION

Vijay Mandayam is the Vice President of Combustion and Corporate 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-five 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 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.



- 35 Years' Experience
- Product Development
- Boiler / Burner Operations
- Boiler Commissioning
- Burner Management
- Combustion Controls

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NED KALED

VP CUSTOMER EXPERIENCE AND QUALITY

In his capacity as Vice President of Customer Experience and Quality, Ned is the tip of spear for all Victory Energy customer engagements. He oversees all quality initiatives for the company – from the offices to the plant floor. He actively engages with all departments to ensure seamless project experience.

With close to 40 years working closely with customers, Ned brings an intimate understanding of how to foster a quality relationship. He is the very embodiment of our Concept to Completion® promise. Customers highly value Ned's active involvement in their projects, leading to successful outcomes that meet their expectations. It gets done and done right.

Ned brings a wealth of executive management experience to Victory Energy, which spans across several industry sectors. He's an accomplished professional in operations, supply chain management, logistics and program management. Throughout Ned's career, he's touched every aspect of business. Ned is equally comfortable working to build relationships which span both internally and externally that energize all customer audiences – from the boardroom to the boiler room.

One of Ned's greatest strengths is his ability to drive long-term customer relationships that benefit all entities and turn them into lifetime customers. These partnerships have been a hallmark of Ned's career. He's a guy you want working on your project as countless customers have turned to Ned for solutions, time after time.

Ned is a graduate of GS Institute and attended Oklahoma State University.



- 40 Years' Experience
- Aftermarket Development
- Customer Support
- Technical Sales
- Product Development
- Project Management
- Process Improvement
- Data Analytics

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TOM BELL

VP FINANCE

In his role as Vice President of Finance for Victory Energy, Tom brings over 35 years of financial and business experience to the company. He's worked in many different executive-level financial roles in companies in the manufacturing, distribution, and service industries. He's worked with private and public companies, and he's also been involved with private equity investors during his career.

Tom'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 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 these disciplines fall under the leadership of Tom at Victory Energy.

Tom holds BS Degrees in Finance and Accounting from The University of Tulsa, as well as a Master of Business Administration from Oklahoma State University.



- 35 Years' Experience
- Accounting and Finance
- Strategic Inactivities
- Information Technology

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SEAN McMENAMIN

VP OPERATIONS

Sean is responsible for all project engineering, project management, and supply chain efforts for the company as well as overseeing the Victory Energy service and spare parts operation. He brings close to three decades of sales and operational experience to the position. His career, spanning from design engineer to sales and manufacturing leadership, is a vital element in helping deliver Victory Energy's "Concept to Completion®" customer promise.

Sean has held significant executive level positions, manufacturing and sales management positions in various industries and market segments. This experience impacts all of the operational decisions driving Victory Energy. His intimate knowledge of the coordination between project engineering and project management and the impact that manufacturing plays in meeting and exceeding customer expectations is invaluable. Across the organization, you see the tremendous impact Sean has made on operational process enhancements, including leading a company wide effort aimed at driving throughput by building processes to reduce time on task and man hours per job. This result led to significant continuous improvement in metrics felt throughout the office and manufacturing facilities.

Under his leadership, the company's supply chain and project management initiatives have shown tremendous improvements. Few are more enthusiastic and driven about the implementation of effective processes and clearly defined metrics at every step of the process. People value and enjoy working with him as he is always engaged by leading from the front to realize process improvements by working hand in hand. The goal is to drive the operation to levels where all employees are proud of their contribution in achieving and beating established performance and customer satisfaction metrics.

Sean holds a B.S. degree in Mechanical Engineering from New Jersey Institute of Technology and an MBA from Lehigh University. Professional certificates in mediation and alternative dispute resolution in addition lean six sigma quality training. He served as a Navy nuclear trained electrician and is an active member of the American Boiler Manufacturers Association (ABMA).



- 28 Years' Experience
- Sales and Engineering Management
- Strategic Planning
- Lean Six Sigma Implementation
- Manufacturing Leadership
- Supply Chain Management Leadership
- Field Service Leadership

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OPERATION'S MISSION

CUSTOMER SATISFACTION



As an Original Equipment Manufacturer (OEM), it's essential for us to deliver high-quality products and services that offer substantial value. This focus on quality helps us foster loyalty among our customers and encourages them to return for future business. Our dedication to excellence is unwavering, and we continuously strive to prove this through our work.

In essence, at Victory Energy, we prioritize high-quality deliverables and customer satisfaction as the foundation of lasting relationships. This philosophy drives us to continually improve our processes and offerings, ensuring that we remain a trusted partner in the industries we serve.

Full Steam Ahead!