



Dave Morgan, President and CEO, Cooper/Ports America

With a career spanning more than 30 years within port operations, Dave Morgan is a corporate leader in the maritime transportation industry. Upon graduating from the U.S. Merchant Marine Academy with a Bachelor of Science in Marine Transportation and a U.S. Coast Guard license as a Third Mate - Dave originally sailed on US ocean going vessels as a Third Mate, then he joined TTO (which became P&O Ports, then Ports America) as a superintendent. He quickly moved up the managerial ladder, he demonstrated his skills as a leader who not only met but routinely exceeded client and company expectations. In his current role as President and CEO of Cooper/Ports America, Dave oversees company operations at major ports and terminals in the Texas market. Dave has been in the US South

Atlantic area and US Gulf area for his shoreside career. Dave has served in leadership positions on a number of community and industry Boards, including the National Maritime Safety Association, West Gulf Maritime Association, University of Houston's Technology, Leadership, and Innovation Management (TLIM) program, Houston International Seafarers Center, Greater Houston Port Bureau, Fore!Kids Foundation, Leukemia and Lymphoma Society, and Rotary of Savannah. Dave and his wife Kim have been married since 1998 and have three sons – JD, Jacob, and Jack.

DAVID MORGAN (BS)

EXECUTIVE LEVEL DIRECTOR & CEO

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Executive Level Director & CEO with significant experience that spans over 3 decades primarily within port operations. Recognized as a strong leader who not only meets but exceeds both client and company expectations while increasing revenue and strategically reducing costs. Demonstrated successes training, mentoring, and developing top-performing teams. Ability to communicate with various types of people and personalities which has aided in cultivating professional relationships, diffusing situations, and having positive interactions with colleagues. Proficient at managing multiple business units as well as all office operations such as finance, HR, billing, engineering, and safety. Thrives in environments that require the capacity to prioritize concurrent projects both calmly and efficiently. Extensive background overseeing state operations that include all major ports/terminals and their safety performance. Open to an opportunity as a director level management or CEO within a company that will view my skill set as beneficial and a valuable addition to their team.

AREAS OF EXPERTISE:

Port Operations | Maritime Operations | P&L | Collective Bargaining Negotiations | Forecasting & Budgeting | Safety Procedures | Strategic Planning | Customer Growth & Retention | Team Leadership | Talent Development | International Shipping | Transportation Management | International Logistics | Supply Chain Management | Freight | Business Planning | Committee Building | Union Negotiations | Cost Reduction | Revenue Generation | Strategic Alliances | Acquisitions | Business Development

PROFESSIONAL BACKGROUND:

2016-PRESENT: COOPER/PORTS AMERICA, LLC PRESIDENT/CEO, HOUSTON, TX

- In charge of all operations which includes all major ports and terminals in Texas and Military Contract/Mid-Atlantic.
- Direct reports are CFO, VP operations, general manager of safety, engineering, general manager of CFS, and office manager.
- Recognized for successfully merging locally Cooper/T.Smith and Ports America and purchased Shippers Stevedore and Chaparral Stevedore - integrated IMS (*container maintenance and repair/cy yard*) into newly formed Cooper/Ports America, LLC. new entity is an **\$100-\$200M** revenue company.
- Customer growth in all phases of operations (Container, General Cargo, and Logistics)
- Leading company and all teams during COVID 19 pandemic with no loss of customers or personnel

2013-2016: COOPER/T.SMITH VICE PRESIDENT, HOUSTON, TX

- Directed and oversaw the operations for Texas which encompassed all major ports and terminals.
- Managed all office operations including finance, HR, billing, engineering, and safety.

2005-2013: PORTS AMERICA GROUP (FORMERLY P & O PORTS NORTH AMERICA, INC.) DIRECTOR, PORTS AMERICA STEVEDORING (2011-2013)

- Accountable for overall safety performance at all ports America Stevedoring locations, which included ports and terminals on the west coast, east coast, and us gulf coast.
- Decreased overall lost time incident frequency ratio (*LTIFR*) by **20%** in total
- Spearheaded and employed a behavioral based safety program
- Established and implemented a pilot of observation tracking along with incident tracking in Freeport, TX
- Achieved a reduction in overall insurance premium cost by **10%**

SENIOR VICE PRESIDENT, U.S. SOUTH ATLANTIC REGION, SAVANNAH, GA (2008-2011)

- Selected to manage and oversee a **\$200M** revenue operating budget for Ports America's facilities in the South Atlantic Region, including North Carolina, South Carolina, Georgia, and Florida.
- Accountable for over 12 business units in the region with various types of operations and personnel.
- Increased market share in Savannah from **38%** to **56%**.
- Negotiated a new lease with the Tampa Port Authority to reduce company costs by **\$1.1M** per annum.
- Led region through the recession and retained/added market share throughout.

SENIOR VICE PRESIDENT, U.S. GULF REGION OPERATIONS, NEW ORLEANS, LA (2005-2008)

- Accountable for **\$150M** revenue operating budget for P&O Ports facilities in the U.S. Gulf of Mexico region, including operations in Mississippi, Louisiana, and Texas (*over 15 facilities*).
- Performed succession planning and employee development to build a management team and structure to bring P&O Ports through to next generation of management.
- Produced a strategic business plan to increase terminal capacities and throughput
- Led local and corporate safety initiatives reducing lost time incidents by **20%** annually since 2004.
- Launched team-building programs throughout the region to increase productivity.
- Conducted off-site team building exercises to improve intra-terminal communications.
- Successfully acquired **120,000** tons and **35,000** containers per annum of new business ventures resulting in an increase in revenue by **\$5M**
- Led the region during Hurricane Katrina catastrophe

2001-2005: P&O PORTS

PORT VICE PRESIDENT, NEW ORLEANS, LA (2003-2005)

- Selected to direct and oversee the overall operations of P&O Ports New Orleans operations as team member of P&O Ports Louisiana, Inc. management.
- NOLA operations handled over **1M** tons of general cargo, **200,000** containers, container/chassis maintenance, container stuffing/stripping, and trucking.
- Consolidated operations from two (2) facilities into one state of the art break-bulk and container operations facility, Napoleon Avenue terminal.
- Singlehandedly negotiated with the International Longshoremen Association on a new contract with regard to technology and personnel at Napoleon Avenue.
- Developed and piloted* a behavior safety program in New Orleans which reduced injuries and increasing production and morale via this program.
- Decreased lost time incidents by **20%** per annum, increased overall production by **6%**, and decreased equipment damage costs by **5%**. **Pilot program accepted as procedure for the company and rolled out globally.*

ASSISTANT VICE PRESIDENT, STEVEDORING, NEW ORLEANS, LA (2001-2003)

- As a management team member of P&O Ports Louisiana, Inc., expanded responsibilities of previous position listed below to include the management of containerized operations at the France Road terminal and the Nashville Avenue.
- Added new customer to container operations with **\$18M** of additional revenue per annum.
- Recognized for consolidating trucking, container repair, and container freight stations divisions also achieved cost reductions and increased production efficiencies.

ADDITIONAL EMPLOYMENT AVAILABLE UPON REQUEST

EDUCATION:

UNITED STATES MERCHANT MARINE ACADEMY

Degree: Bachelor of Science, June 1990 - Major: Marine Transportation

License: Third Mate, unlimited tonnage, radar observer (*expired*)

Commission: Lt., U.S. Naval Reserve, (*inactive*) (*Honorable discharge*)

PROFESSIONAL DEVELOPMENT:

Houston International Seafarers Center (Corporate Board Member), Houston International Seafarers 2022 Bronze Anchor

Award Winner, University of Houston's Technology, Leadership, and Innovation Management (TLIM) Advisory Board

(Chair), National Maritime Safety Association (NMSA) (Board Chair), Maritime Association-ILA Pension, Retirement,

Welfare, and Vacation Fund (Board Trustee), West Gulf Maritime Association (WGMA) (Ex Board Chair), St. Anne School

Board (Past Board Member), The Beach House Condominium, Association (Past Board Member), Fore! Kids Foundation

(Former Member), USMMA Outstanding Professional Achievement Award (Recipient), P&O Ports Advanced Leadership

Program (Graduate), P&O Ports Talent Development Committee (Past Member), P&O Ports Marketing/Communications

Committee (Ex-Chairman), Rotary of Savannah (Ex-Member), Ports America Group Investigation Committee (Ex-Chairman),

WGMA Safety Committee (Chairman), Houston Port Bureau (Executive Member)