MATHEW (MAT) POND

Chief Operating Officer | Concrete Operations, Workforce Development & Industry Education

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Curriculum Vitae Prepared for: Texas State University Concrete Industry Management Program — CIM 4330, Management of Concrete Industry Operations

Professional Profile

Construction executive and industry educator with a practical background in ready-mix concrete, concrete construction, workforce development, safety-minded operations, and leadership training. Experience includes executive leadership at both K&M Concrete Construction and Duininck Concrete, progression through plant, area, operations, and general management roles at Duininck Concrete, and development of structured talent pipelines connecting students and early-career professionals to the concrete industry. Teaching and training approach is grounded in field reality, operational discipline, servant leadership, and helping students connect classroom concepts to plant, dispatch, fleet, cost, compliance, and people-leadership decisions.

Teaching Appointment & Course Alignment

Area	Relevant Experience / Fit
Course	Applicant for CIM 4330 – Management of Concrete Industry Operations, Fall 2026. Course focus includes aggregate, cement, and ready-mix production/management; ordering, scheduling, batching, dispatch, cost control, environmental compliance, technology, workforce development, and strategic planning.
Operational expertise	Ready-mix, aggregate, fleet, plant, labor, dispatch, production cost, capital planning, regulatory relationship management, and multi-location operations experience.
Student-centered value	Experience building internships, training programs, apprenticeship pathways, and leadership development programs that connect students and early-career employees to actual concrete industry career paths.
Instructional approach	Practical, field-connected teaching style using jobsite examples, plant and fleet scenarios, real operational decisions, guest speakers, and applied discussions tied to course outcomes.

Education

- Master of Business Administration coursework, University of Northwestern – St. Paul, in progress.
- Bachelor’s degree in Applied Leadership, Minnesota State University, Mankato.

Teaching, Training & Curriculum Development Experience

Industry Expert Guest Lecturer | South Dakota State University Concrete Industry Management Program | Brookings, SD | 2023–Present

- Lectured as an industry expert for South Dakota State University’s Concrete Industry Management Program since 2023.
- Spoke on ready-mix operations, people leadership, and company culture while connecting classroom learning to field execution, workforce expectations, internships, and real-world concrete industry career pathways.

Program Developer / Workforce Development Lead | K&M Concrete Construction Inc. | Edgerton, MN | 2025–Present

- Develops structured workforce pathways, internship tracks, leadership programming, and apprenticeship-related training to support K&M's growth and long-term field leadership pipeline.
- Administers K&M's registered apprenticeship development efforts and related grant documentation, including concrete construction apprentice training, related instruction planning, and workforce support resources.
- Supports development of internal instructors, subject matter experts, and practical adult-learning curriculum for field, office, safety, quality, and leadership topics.

Internship and Training Program Developer | Duininck Concrete LLC | Willmar, MN | 2020–2025

- Established Duininck Concrete's first internship program in partnership with South Dakota State University's Concrete Industry Management Program, successfully hosting three students.
- Created training and engagement initiatives supporting early-career exposure to ready-mix concrete, operations, and concrete industry leadership.
- Developed the Concrete Futures Scholarship program to support local students pursuing higher education in the industry.

Concrete Delivery Professional Program Developer | Ready-Mix / Concrete Industry Workforce Development | Minnesota / Regional | Prior to 2026

- Created a Concrete Delivery Professional Program with support from the National Ready Mix Concrete Association to train and develop certified Concrete Delivery Professional Trainers and entry-level Concrete Delivery Professionals.

Professional Experience

Chief Operating Officer | K&M Concrete Construction Inc. | Edgerton, MN | 2026–Present

- Executive operator for a self-performing concrete contractor focused on large-scale commercial, industrial, and infrastructure concrete work across the Midwest.
- Leads execution, accountability, human capital strategy, workforce development, operating cadence, and cross-functional coordination during a high-growth stage of the company.
- Oversees or supports initiatives across field operations, project management, estimating/preconstruction, safety, quality, finance, logistics, contracts, owner relations, and leadership development.

Business & Talent Development | K&M Concrete Construction Inc. | Edgerton, MN | 2025–2026

- Built strategic partnerships and talent pathways to support the company's growth, recruiting, training, internship, apprenticeship, and leadership development efforts.
- Developed recruiting collateral and early-career internship tracks for project management, field leadership, superintendent, HR/safety, and related pathways.
- Helped design people-development systems connecting entry-level roles to foreman, superintendent, project management, and future leadership opportunities.

General Manager | Duininck Concrete LLC | Willmar, MN | 2023–2025

- Served as executive leadership for a regional ready-mix concrete provider, leading overall operations and strategic direction while managing business functions including production, sales, resource allocation, and community relations.
- Responsible for approximately $50 million in revenue, ready-mix production across nine fixed locations and four portable plants totaling 400,000 cubic yards, and production of 400,000 tons of concrete aggregate at two mines.
- Developed strategic initiatives to maximize growth opportunities while strengthening community engagement and company culture.

Director of Operations | Duininck Concrete LLC | Willmar, MN | 2022–2023

- Directed daily operations across 28 counties in two states, including strategic planning, growth development, customer and vendor relations, operating expenses, capital planning, and labor resources.
- Developed and implemented capital expenditure plans to optimize equipment usage and production asset investment.
- Managed P&L responsibilities while monitoring operational expenses, labor utilization, profitability, and quality standards.
- Rebuilt relationships with state regulatory agencies and addressed prior compliance concerns while maintaining operational capabilities.

Area Manager | Duininck Concrete LLC | Willmar, MN | 2021–2022

- Supervised 50 employees across six production locations covering a 5,000-square-mile area.
- Managed fleet maintenance, plant operations, production scheduling, and labor allocation to improve production and delivery efficiency.

- Reduced operational downtime by 23% compared to a five-year average and decreased cost per yard by 12% through labor management and operational efficiencies.

Plant Manager | Duininck Concrete LLC | Willmar, MN | 2020–2021

- Managed ten employees and oversaw approximately 40,000 yards of annual ready-mix concrete production.
- Focused on team development, regulatory compliance, operational efficiency, production quality, and schedule execution.
- Improved morale and stabilized operations following mid-level management turnover.

Prior Professional Experience | Oil & Gas / Law Enforcement | North Dakota / South Dakota / Florida | Before 2020

- Advanced to Tool Hand in the Bakken oil field, building early experience in field operations, safety, equipment, and production environments.
- Served in law enforcement roles with the Pennington County Sheriff's Office and Melbourne Police Department, strengthening crisis management, ethical decision-making, communication, and community relations skills.

Industry Development, Service & Professional Engagement

- Graduate, National Ready Mix Concrete Association Developing Industry Leaders Program, 2024; focus included low-carbon concrete symposiums.
- Minnesota Concrete Council Little Shoot Committee Member.
- Patron and industry partner with South Dakota State University's Concrete Industry Management Program and Construction Industry Advisory Council engagement.
- Participant and supporter of industry organizations including the American Concrete Institute, American Society of Concrete Contractors, Aggregate and Ready Mix of Minnesota, Associated General Contractors of America, and Minnesota Concrete Council.
- Creator, Concrete Futures Scholarship Program.

Relevant Subject-Matter Expertise for CIM 4330

- Aggregate plant production and management
- Cement and ready-mix operations
- Batching, mixing, ordering, scheduling, shipping, dispatching, and truck demand
- Fleet maintenance, plant uptime, and production throughput
- Mix cost review, cost-per-yard improvement, operating budgets, and capital expenditures
- Environmental and regulatory compliance relationships
- Workforce development, training, internship design, apprenticeship pathway development, and leadership development
- Technology adoption in construction and concrete operations
- Strategic planning for high-growth concrete organizations
- Safety leadership and field execution discipline

Selected Achievements

- Advanced from Plant Manager to General Manager at Duininck Concrete in less than three years.
- Responsible for $50 million in revenue, 400,000 cubic yards of ready-mix production, and 400,000 tons of concrete aggregate production in prior general management role.
- Reduced operational downtime by 23% compared to the five-year average through fleet and plant maintenance protocols.
- Decreased cost per yard by 12% through labor management and operational efficiency improvements.
- Established Duininck Concrete's first internship program with South Dakota State University's Concrete Industry Management Program.
- Developed a registered apprenticeship program framework and grant materials for K&M Concrete Construction's concrete construction laborer-to-foreman pathway.
- Helped K&M Concrete gain NCCER candidate training program status effective June 24, 2026, enabling use of NCCER curriculum and online certification training programs.

Core Competencies

Strategic Planning | Concrete Operations | Ready-Mix Production | Aggregate Production | Dispatch & Fleet Management | P&L Management | Cost Control | Capital Planning | Workforce Development | Adult Learning | Internship & Apprenticeship Design | Leadership Development | Safety Leadership | Regulatory

Compliance | Community Engagement | Industry Partnerships | Servant Leadership | Culture Building | Cross-Functional Execution