POSITION	**CHIEF OPERATING OFFICER**
REPORTS TO	**DUSTIN WEBBER, CEO**
DATE	October 2026
MORE INFORMATION	https://www.megawatt.com/
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COMPANY OVERVIEW

Megawatt Solutions (MWS) is a rapidly growing mission-critical infrastructure provider specializing in the low-voltage, network, and technology systems required by hyperscale data centers and advanced AI computing environments. The company delivers structured copper and fiber cabling, high-density connectivity, rack-and-stack deployment, overhead conveyance, containment, testing, validation, and Day 2 support in facilities where schedule, precision, quality, and reliable execution directly affect customer operations.

MWS operates alongside Megawatt Construction (MWC) under a shared Megawatt identity. The two companies are legally separate and maintain distinct operating economics, while presenting customers with an integrated construction, fit-out, engineering, and cabling solutions partner. Opportunities originate through either business and move across the platform according to customer requirements. The Chief Operating Officer (COO) will own the MWS P&L and operating performance.

MWS has grown approximately tenfold in the past 12 months. Management has direct line of sight toward a substantially larger national cabling enterprise. MWS requires a strategic minded, senior operating leader with the conviction to convert exceptional demand and customer confidence into a scalable, disciplined operating platform.

HISTORY AND GROWTH

Megawatt Solutions was established in February 2024 on the foundation of Megawatt Construction's mission-critical construction and project-delivery experience. Chief Executive Officer Dustin Webber has spent more than 18 years leading EPC and design-build programs, including 16 years focused on data centers. He built the broader Megawatt platform around speed, accountability, transparency, and a willingness to solve difficult customer problems.

The company has expanded rapidly through execution and customer trust. Relationships developed and have led to repeat assignments, larger scopes, and expansion into additional regions. Current and recent programs range from $30 - $55M reflecting increasingly larger,

longer, and scaled customer commitments. The unprecedented growth trajectory continues to expand with large companies with awarded projects representing gigawatts.

Growth Chapter

- Formation and specialization - Establishment of a dedicated low-voltage and technology infrastructure business within the broader Megawatt platform.
- Customer-led growth - Rapid adoption by sophisticated data center and technology customers, followed by larger programs and geographic expansion.
- Institutionalization and scale - The current effort to build the leadership, systems, controls, and capacity required to sustain a national operating platform.

MWS is moving from a founder-led, execution-driven growth chapter into a stage where project performance is predictably repeatable across customers, markets, and increasingly large programs. The next chapter centers on converting commercial momentum into predictable delivery, stronger financial control, deeper leadership capacity, and sustainable profitability without losing the urgency and customer commitment responsible for the company's success.

BUSINESS MODEL AND CAPABILITIES

Mission Critical Low Voltage Infrastructure

- High-density single-mode and multimode fiber, copper cabling, InfiniBand and Ethernet connectivity, splicing, testing, certification, patching, and labeling.
- Rack-and-stack deployment, cabinet installation and seismic anchoring, cable tray, ladder rack, containment, grounding, bonding, and outside plant infrastructure.
- Moves, adds, changes, validation, provisioning, network handover, and Day 2 support.

Integrated Data Center Delivery

- Design-build coordination, permitting, licensed engineering, BIM and Revit modeling, P6 scheduling, QA/QC, commissioning, and project closeout.
- Custom prefabricated hot aisle containment that integrates liquid-cooling piping, low-voltage tray and cabling, power tray and whips, and remote power panels.
- Regional fabrication and sequenced delivery designed to reduce field labor, improve quality, and provide customers with greater schedule control.

Operating Approach

- Self-perform crews supported by scalable labor partners and traveling personnel.
- Seasoned project managers, field supervisors, foremen, certified specialists, schedulers, engineers, and QA/QC and commissioning resources.
- Unit-of-install tracking against budget and schedule, supported by cost- and manpower-loaded program schedules.
- Transparent pricing through GMP and lump-sum structures, with material markups positioned below many industry competitors.

PROJECT AND WORKFORCE SCALE

MWS is already operating at a scale that exceeds a traditional regional cabling contractor, employing 100+ internal technicians and may deploy approximately 500 to 1,000 additional

subcontract technicians through labor partners across active projects. This flexible model provides significant delivery capacity while making workforce planning, supervision, productivity, safety, quality, and subcontractor economics central to operating performance.

The COO is expected to clarify accountabilities, connect commercial commitments to operating capacity, and build an organization in which project and field leaders can act decisively within a consistent management system.

Representative Programs

- A 1.6 GW program in Lubbock, Texas, with more than 225 technicians on site, structured cabling for a RoCE design, ISP splicing, basket tray installation, and deployment of a Vera Rubin GPU cabinet lab.
- A 600-plus MW program in Abilene, Texas, spanning 16 data halls in seven buildings, with more than 350 technicians supporting structured cabling, rack-and-stack work, and GB300 cabinet installation.
- A 64 MW North Carolina deployment involving 700 cabinets and the first production GB300 cluster identified in the company's qualifications materials.
- Additional multi-phase programs in Nevada, Arizona, Virginia, and Oregon involving high-density fiber, InfiniBand connectivity, overhead conveyance, rack-and-stack work, and data hall deployment.
- Current project: 350MW project in TX
- Current project: have various 100MW+ size projects with potential future opportunities being discussed
- Pipeline with new customer: 750MW (currently pursuing these opportunities)
- Pipeline with new customer: 400MW (currently pursuing these opportunities)

The combined Megawatt companies are experiencing this exceptional growth and scale, largely funded through operating cash flow. Management is prepared to invest in people, tools, logistics, technology, and project-specific infrastructure when the investment is supported by a clear operating and financial case.

LEADERSHIP AND CULTURE



Dustin Webber
President & CEO
LinkedIn Profile



Johnny To
CCO
LinkedIn Profile



Laurie Chesney
CFO
LinkedIn Profile



Scott Seaberg
VP of Operations
LinkedIn Profile



Stephen Gleason
VP of Preconstruction & Design



Calvin Doner
VP Operations
LinkedIn Profile



Mitra Tabar
VP Human Resources
LinkedIn Profile

Operating Culture

Megawatt is a demanding, merit-based environment centered on hard work, ownership, continuous improvement, and customer commitment. Leaders are expected to identify problems early, learn from mistakes, and prevent their recurrence. Trust and autonomy grow through sound judgment, transparency, and consistent results. The successful COO must respect the entrepreneurial culture while introducing the discipline required for the company's next stage.

CHIEF OPERATING OFFICER

Reporting directly to Chief Executive Officer (CEO) Dustin Webber, the Chief Operating Officer (C)OO) will assume responsibility for the operating system and daily execution of Megawatt Solutions. He/She will own the P&L, stabilize current delivery, institutionalize labor and project controls, build the organization and leadership bench, strengthen customer execution, and create the infrastructure required to scale toward a significantly larger national business.

This is a visible, hands-on leadership role. The COO must move comfortably among active project sites, customer discussions, leadership team decisions, and detailed financial reviews. The executive must earn credibility with field teams and customers while converting operating information into clear priorities, timely decisions, and reliable financial outcomes.

A central measure of success will be reducing the company's dependence on the CEO for project intervention, labor deployment, resource allocation, reporting follow-up, process adoption, and routine operating decisions. As trust develops, performance is demonstrated, and growth continues successfully, the COO has the potential to grow into an ever-broader leadership position.

The Mandate

- Build an integrated operating platform capable of supporting multiple hyperscale and AI infrastructure programs concurrently.
- Protect safety, quality, schedule, customer commitments, gross margin, and cash flow as project size and workforce requirements increase.
- Create consistent operating standards while preserving speed, responsiveness, and bias for action.
- Develop a leadership structure that can scale without continued reliance on the CEO or a small number of experienced executives.

First 30 to 60 Days

- Learn the business quickly through direct engagement with the CEO, leadership team, project teams, customers, and labor partners.
- Validate the existing operating plan and independently assess people, processes, active-project risks, and organizational capacity.
- Identify the most consequential operating issue, solve it, embed the solution, and then advance sequentially to the next priority.
- Stabilize active work while developing a practical roadmap for longer-term systems, organization, and leadership improvements.

RESPONSIBILITIES

Operating Strategy and P and L Leadership

- Own the P&L and translate the company's growth plan into operating capacity, resource priorities, and measurable financial outcomes.
- Establish practical KPIs, management rhythms, and reporting that identify emerging issues before they affect customers, schedules, margins, or cash flow.
- Develop well-supported business cases for investments in people, systems, tools, prefabrication, logistics, and project infrastructure.
- Coordinate effectively with MWC where customers, resources, opportunities, or delivery responsibilities cross company boundaries.

Project and Field Execution

- Provide executive oversight of project management, field operations, labor deployment, safety, QA/QC, commissioning, validation, and closeout.
- Standardize estimating handoffs, project startup, planning, mobilization, execution, escalation, documentation, turnover, and lessons learned.
- Ensure that projects are delivered safely, on schedule, within budget, and in accordance with contractual, technical, and customer requirements.
- Anticipate risks, prioritize the issues with the greatest operational and financial consequences, and prevent repeat failures.

Labor and Financial Control

- Build reliable manpower forecasts that connect backlog, schedules, skills, geography, supervision, travel, and subcontractor availability.
- Strengthen labor productivity measurement, cost-to-complete forecasting, margin visibility, change-order capture, billing, and cash conversion.
- Connect field decisions and resource assignments to contract economics and enterprise financial performance.
- Evaluate the economics, quality, scalability, and risk allocation of the company's blended internal and subcontract labor model.

Organization and Leadership

- Refine the organization chart and define roles, decision rights, reporting relationships, performance standards, and escalation paths.
- Assess current leaders, develop high-potential talent, recruit missing capabilities, and build succession for critical project, regional, and functional positions.
- Clarify the boundaries among commercial leadership, preconstruction, project operations, field operations, finance, and the COO.
- Create accountability through direct communication, consistent follow-through, and sustained use of agreed operating processes.

Customers and Strategic Partners

- Maintain executive-level credibility with hyperscalers, technology companies, data center developers, general contractors, vendors, and labor partners.
- Intervene directly when delivery, risk, customer confidence, or strategic opportunity requires senior operating leadership.

- Translate customer feedback and project lessons into improved estimates, staffing plans, delivery practices, and commercial decisions.
- Support responsible customer diversification while protecting service quality and the relationships driving current growth.

KEY QUALIFYING CRITERIA

Operating Platform Creation - Direct participation in creating or materially upgrading an operating platform during formative, high-growth expansion. Candidates who have only administered mature systems will not satisfy the mandate.

Labor Intensive Project Leadership - Leadership of hundreds of internal and subcontract field personnel across multiple complex, geographically dispersed projects, including labor forecasting, productivity, supervision, and corrective action.

Mission Critical Credibility - Working knowledge of data center cabling, low-voltage systems, electrical infrastructure, technology deployment, or an adjacent mission-critical construction environment.

Project and Financial Command - Ownership of project financials, estimating handoffs, cost-to-complete forecasting, margins, contracts, change orders, cash flow, and full P&L outcomes.

Organization and Talent - Experience designing reporting structures, clarifying decision rights, recruiting leaders, developing talent, and building succession during rapid expansion.

Customer and Commercial Judgment - Executive presence with sophisticated customers and the judgment to balance customer commitments, available capacity, contractual risk, and project economics.

Founder Partnership and Culture - Hands-on, direct, accountable, decisive, self-aware, and capable of earning progressively greater authority in partnership with a founder and CEO.

EXPERIENCE REQUIREMENTS

- Approximately 15 or more years of progressive leadership in data center construction, structured cabling, low voltage, electrical contracting, technology infrastructure, telecommunications, or another labor-intensive specialty contracting environment.
- At least five years in a senior operating role such as COO, President, Division President, General Manager, Regional President, Senior Vice President, or Vice President of Operations.
- Direct ownership of a meaningful P&L and evidence of managing project and workforce complexity comparable to Megawatt's current scale.
- Demonstrated success building a geography, vertical, business unit, or enterprise operating model rather than relying on inherited corporate infrastructure.
- Experience with lumpsum, GMP, design-build, self-perform, and subcontracted delivery models is strongly preferred.
- Command of project controls, scheduling, manpower planning, procurement, productivity, contract administration, change orders, forecasting, and margin realization.

- History of developing geographically distributed leaders and teams while maintaining visible field engagement and customer credibility.
- Willingness and ability to travel extensively to active projects and company locations.

PERSONAL CHARACTERISTICS

- A high-functioning operating builder with sufficient experience to manage the current scale and enough ambition and energy to create what the company needs next.
- Strategic enough to design the operating model and practical enough to engage directly in labor, project, customer, and field realities.
- Able to introduce rigor and accountability without slowing the entrepreneurial pace of the business.
- Direct, transparent, low-ego, and comfortable making difficult decisions in a highly performance-oriented environment.
- Motivated by opportunity, autonomy, measurable results, and the prospect of creating substantial enterprise and personal value.
- Resilient, disciplined, and capable of sustaining the pace required by a rapidly growing national project business.

WHAT SUCCESS LOOKS LIKE

Reduced Founder Dependence - Dustin can focus more of his time on enterprise strategy, customers, and growth because the COO reliably owns operating decisions and follow-through.

Repeatable Execution - Active projects use consistent standards for startup, staffing, execution, reporting, escalation, commissioning, closeout, and lessons learned.

Operating Visibility - Leadership can identify labor, schedule, margin, cash, and customer risk early enough to intervene effectively.

Leadership Depth - The company has clear functional and regional accountability, stronger leaders below the executive team, and succession for critical positions.

Financial Control - Field productivity, project forecasts, change orders, billing, and cost-to-complete estimates produce reliable P&L and cash-flow outcomes.

Scalable Growth - Megawatt can accept larger and more geographically diverse customer commitments without sacrificing execution quality or responsiveness.

Customer Confidence - Strong delivery protects current relationships while the company adds high-quality customers and reduces concentration risk over time.

WHY CONSIDER MEGAWATT SOLUTIONS

Exceptional Momentum - Megawatt Solutions has grown approximately tenfold in revenue the last 12 months and has a visible path toward continued increasing pipeline.

Proven Market Position - The company is executing high-consequence programs for leading data center and technology customers, including deployments measured in hundreds of megawatts and hundreds of field personnel.

Operating Authorship - The COO will have the authority to shape the organization, management system, leadership team, and daily operation of the Solutions business.

Available Investment Capacity - Management is prepared to fund well-supported investments in people, technology, tools, logistics, and project infrastructure.

Founder Partnership and Career Scope - The executive will work directly with Dustin Webber and may progress from COO into broader president-level responsibility as the business scales.

Meaningful Economic Upside - The incentive structure is intended to create substantial wealth for exceptional performance and align the executive directly with company profitability.

COMPENSATION

The compensation package will reflect the experience and circumstances of the selected executive. It is expected to include a competitive base salary, full family benefits, a company vehicle, and a significant annual performance incentive tied to company profitability.

Management intends the structure to be simple, merit-oriented, and capable of producing substantial earnings as the business achieves exceptional growth and profit objectives. Detailed financial metrics and incentive mechanics will be introduced under NDA in the finalist stage of the process.

SEARCH PROCESS

CFS Partners will conduct a targeted market mapping, outreach, and assessment focused on executives whose experience aligns with the qualifying criteria. The search will prioritize direct evidence of operating creation, labor and project discipline, P&L leadership, organizational development, customer credibility, and cultural fit rather than title equivalency alone.

In order to keep pace with the business, CFS will make recommendations as qualified executives emerge rather than held for a single slate date. Initial conversations with Megawatt leadership will determine who advances into the formal interview process. Finalists should expect executive interviews and in-person meetings designed to assess operating capability, judgment, leadership style, cultural alignment, and mutual fit.

CFS Partners will also evaluate restrictive covenants, prior incentive arrangements, and any legal or employment risks relevant to a potential transition. Any offer will be contingent upon satisfactory background verification and comprehensive professional references.