

CIR Employees

Len Dugan – Owner

45 years of Roofing experience. Len oversees all facets of business operations. He serves as a consultant for roofing application and handles procurement, maintenance and dispatch for all roofing equipment. In addition to being CIR's top executive, he holds a current Class X CDL driver's license and a current NCCCO Certified Crane Operator's Certificate. Len is an industry leader due to his artisan approach to resolving complicated application scenarios. His expertise applied elevates the quality of our waterproofing or roofing system installations.

Ian Dugan – Operations Manager

29 years of Roofing experience. Ian handles Scheduling, Dispatch and the Site Management of roofers and their Roofing Activity, Quality Control and Production. Ian also serves as CIR's Roof Forensic Expert. As a Master Journeyman Roofer in his own right, Ian is the Ultimate Trainer's Trainer.

Glen Anderson – General Manager

48 years of Roofing experience. Glen brings a "Field General" vision that combines all elements of CIR's roofing efforts into a symphony of efficiency, art and science. His roofing knowledge keeps CIR ahead of the curve, blending old-school craftsmanship concerns with the latest roofing technologies & application advances.

Sean Keys – Service Department Manager

25 years of business and technical experience focused on exceeding sales targets and exceeding customer expectations. As a longtime business owner Sean has extensive knowledge overseeing Customer Sales, Marketing Programs and Operations Management. This skillset will ensure CIR continues to expand their market share and provides our clients peace of mind. Expertise in CRM implementation and maintenance. OSHA and EPA Hazwoper Certified including Disaster Training, First Aid and Emergency Procedures. First Responder Certified.

Brad Rust – Service Department Projects Manager

41 years of Roofing experience. Brad is responsible for projects and situations that often requires a critical thinker's skillset to solve. Short notice, special circumstance and complex logistical roof situations are his forte. Leak Response, TYI., Emergency Job Management and Business as Usual dispatching are his day-to-day responsibilities. Think "Roofing Emergency Room" Administrator. As CIR's Safety Director, Brad organizes, designs and delivers the safety curriculum needed to ensure the team stays educated and remains compliant.

Beau Fabregas – Project Manager / Estimator

Beau brings 18 years of Roofing Project Management experience to CIR's table. His General Contracting, Specification and Technical knowledge has improved CIR's market value in the industry. Beau is CIR's resident Aerial Copter/Video Camera Expert giving us the ability to produce HD video and stills of our work and your properties. His toolbox includes full video editing and publishing skills. With his expertise, CIR is effectively adopting and evolving a unique business model for the future, blending new and old school approaches to provide superior results for you and your client.

Katherine Williams – Office Manager

25 years of roofing company experience. Katherine and her team oversee the critical office functions including; Bookkeeping, Accounts Payable/Receivable, HR, Insurance, Government Compliance and Employment Files. Katherine's business functions are critical to business sustainment. Katherine is CIR's notary.

Tony Rubalcava – Project Manager. Tony brings over ten years of construction experience to the CIR team. His time spent working as a General Contractor as well as his CITCWA training enhances CIR's ability to provide

solutions to challenges that are outside of the typical roofing/waterproofing scenarios. Tony currently manages CIR's commercial projects with regards to production, client updates, and material coordination.

Brandon Olesen – Service Department Assistant Project Manager

Brandon has done multiple construction jobs, starting with glazing and insulation. He then moved into HVAC and sheet metal. From there he branched into building materials and driving trucks for building material. Following that he took a break from construction and started working in pharmacy and then went to pharmacy school where he earned a Doctorate in Pharmacy. He needed a break from pharmacy and landed in roofing.