



Steve Swinney | Chief Executive Officer

Steve Swinney is the Co-Founder and Chief Executive Officer of Kodiak Building Partners, a transformative force in the building materials industry that he has steered through strategic growth and 40+ acquisitions throughout the past 13 years. Kodiak is a leading provider of building materials products, renowned for its commitment to preserving local brand legacies while fostering innovation in the sector. The company employs over 7,000 employees across the United States delivering over \$3 billion in annual sales through its 140 locations.

In his capacity as CEO, Steve is responsible for shaping the overall vision, strategy, and execution of Kodiak's business plan. With a wealth of experience spanning over 30 years in acquisitions and private equity-backed ventures, Steve's expertise has been pivotal in the establishment and operations of Kodiak.

With a vision for growth through strategic acquisitions, Steve emphasizes honoring the rich legacy of local brands that form the backbone of the companies integrated into Kodiak. He envisions a dynamic corporate culture that uplifts and supports the unique identity of each operating company, steering away from a controlling approach.

Before founding Kodiak, Steve held the position of Vice President of Financial Planning & Analysis at ProBuild Holdings. In this role, he crafted the organization to bolster the company's mergers and acquisitions, financial analysis, investor relations, budgeting, and long-range planning functions. His journey into the building materials industry commenced at ProBuild after a successful tenure as Director of Finance at First Data/Western Union.

Beyond his role as CEO, Steve is an active member of Kodiak's Board of Directors, Chairman of the Kodiak Building Partners Foundation, and a Board Member of the Colorado Chamber of Commerce. His industry involvement extends to key positions and recognitions, including being a Finalist for Entrepreneur of the Year® 2022 Mountain West, a featured guest on podcasts such as the Blackaby Leadership Podcast and ROI Podcast, a panelist at the John Burns conference, and one of Denver Business Journal's Most Admired CEOs for 2023.

Furthermore, Steve plays a vital role in investment decisions as a member of the Investment Committee at Brush Creek Partners and serves as an Advisor to Surface Brands, Aldus Capital Management, and Kore Investments.

Steve, a Certified Public Accountant, holds an undergraduate degree in Accounting from Abilene Christian University and an MBA in Finance from the University of Texas at Austin. His unwavering dedication and expertise continue to drive Kodiak Building Partners toward unparalleled success in the building materials distribution industry.

Awards & Recognitions:

- Member, 2024 Forbes Business Council
- Finalist, 2023 ColoradoBiz CEO of the Year
- Denver Business Journal Most Admired CEO 2023
- Board Member, Colorado Chamber of Commerce
- Finalist, Entrepreneur of the Year® 2022 Mountain West
- NAHB International Builder's Show Panel
- 2020 ProDealer Industry Summit
- Board of Directors, Kodiak Building Partners
- Chairman, Kodiak Building Partners Foundation
- Investment Committee, Brush Creek Partners
- Board of Directors, US Fence Solutions
- Chair, AP Development Investment Committee