



**First Name: Paul**

**Middle Name: Thomas**

**Last Name: Vergnetti**

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**Phone: (704) 318-5137**

**Total Years of Relevant Experience: 40 years**

### **PROFESSIONAL SUMMARY:**

Accomplished aviation executive with over 40 years of combined experience in the federal government and private industry, including 36 years with the Federal Aviation Administration (FAA). Throughout his FAA career, Mr. Vergnetti held progressively responsible positions ranging from Radar/Automation Specialist to District Manager. He consistently delivered results in managing large-scale air traffic control infrastructure projects, strategic operations, and cross-functional teams across critical National Airspace System (NAS) facilities. Notable accomplishments include overseeing ATCT tower replacements and runway installations in Charlotte and Greensboro, as well as directing major equipment and service upgrades at ARTCCs, ATCTs, and TRACONs.

Following his retirement from the FAA, Mr. Vergnetti continued supporting national aviation initiatives as a contractor and subject matter expert. He has provided key expertise on the FAA's Enterprise Infrastructure Solutions (EIS) initiative and led the District Project Coordinator Team. He currently serves as Senior Director at Cobec Inc., where he remains engaged in advancing the aviation sector through strategic leadership and program management.

### **Major projects include:**

- ATCT tower replacement projects in Charlotte & Greensboro, NC
- New runway installations in Charlotte & Greensboro, NC
- Equipment/service upgrades at ARTCCs, ATCTs, and TRACONs
- FAA EIS – Nationwide administrative circuit replacement
- Management of District Project Coordinator Team

### **EDUCATION:**

#### **Massachusetts Institute of Technology, Sloan School of Management**

June 2015: Advanced Certificate for Executives in Management, Innovation, and Technology

June 2015: Executive Certificate in Strategy and Innovation

June 2015: Executive Certificate in Technology, Operations, and Value Chain Management

Oct 2014: Executive Certificate in Management and Leadership



## **RELEVANT EXPERIENCE:**

**Position Title: Senior Director**  
**Cobec Inc.,**  
**02/2022 to Present**

As a Senior Director and the current AJW SUPCOM Subject Matter Expert (SME) on a PSS/Astrion task order, Mr. Vergnetti brings deep operational knowledge, strategic insight, and leadership acumen to support FAA initiatives. He assesses business needs, crafts forward-looking project proposals, and leads efforts that enhance safety, operational efficiency, and mission alignment across the FAA enterprise. Mr. Vergnetti cultivates strong professional relationships to enable seamless collaboration and continuous improvement. He is also responsible for hiring, managing, and guiding high-performing teams committed to operational excellence, infrastructure modernization, and proactive risk mitigation in support of the FAA's evolving mission.

### **Manages the following Cobec Teams:**

- EIS- Enterprise Infrastructure Solutions
- DPC – District Project Coordinator
- ALA – Office of Financial & Labor Analysis
- AJW-15 Nav, Comm & Env/AJW-18 NAS Policy & Quality Control Support
- AJW SUPCOM

**Position Title: Technical Operations, District Manager**  
**Federal Aviation Administration**  
**04/2007 to 12/2019**

As District Office Manager, Mr. Vergnetti provided strategic leadership to three Tech Ops Managers, an Operational Support Manager, Service Support Center Managers, and over 200 ATSS personnel. He effectively planned, prioritized, and assigned tasks to align with ESA goals while ensuring the organization's vision and objectives were clearly communicated through regular meetings, telcons, and one-on-one conversations. Leveraging his extensive NAS expertise, he efficiently planned, budgeted, and executed operational work, including overseeing equipment replacements and upgrades to ensure optimal performance. He monitored SSC performance, delivered constructive feedback, and drove continuous improvement. Mr. Vergnetti played a key role in outage reporting, minimizing operational impact through timely, accurate communication to national stakeholders. He managed multiple organizational units, overseeing performance, coaching, and administrative actions including staffing, leave approvals, and disciplinary measures. With advanced knowledge of technical operations, budgeting, and personnel policy, he served as the Technical Operations principal



manager at a major NAS facility, collaborating closely with internal and external stakeholders. He also directed resource planning and allocation to support and accomplish organizational mission objectives.

**Position Title: System Support Center Manager**  
**Federal Aviation Administration**  
**09/2001 to 04/2007**

As the sole SSC Manager of the Charlotte Operational Evolution Partnership (OEP), Mr. Vergnetti planned, directed, and coordinated all maintenance activities of the Unit consisting of 19 ATSS's. Monitored individual and equipment performance. Assigned workloads and developed schedules to meet equipment maintenance requirements while reducing cost. Conducted Performance Appraisals to review established performance standards and provide each member of the unit with insight and guidance concerning their individual performance. Developed "Individual Development Plans" (IDP's) and provided mentoring opportunities for ATSS's with career progression aspirations. Conveyed and enforced the policies of the FAA in a positive and professional manner. Established communications and developed a good working relationship with the local airport authority. Managed major facility installation and upgrades including STARS and ASDEX. Under his management, the PM, Cert, and Modification accomplishment exceeded 99%.

**Position Title: NAS Operations Manager**  
**Federal Aviation Administration**  
**08/1993 to 09/2001**

As NAS Operations Manager at the National Operations Control Center (NOCC), Mr. Vergnetti managed significant facility outages, aircraft accidents, and national events to ensure safe NAS operations. He provided timely written reports and concise oral briefings to HQ, while performing ongoing NAS performance analysis to identify trends and coordinate corrective actions. Using his knowledge of NAS components, Mr. Vergnetti formulated action plans to address service deficiencies. He developed a GPS Testing Impact Map, raising awareness of its effects on NAS operations, which led to the creation of FAA interim guidance for GPS anomalies. As the focal point for major NAS events, he ensured policy enforcement and coordinated with multiple organizations to resolve issues quickly. In May 1998, Mr. Vergnetti identified a trend in CDC reliability at Boston Center using the NOCC event tracking system, leading to the formation of a "Regional Tiger Team" to address the issue. Additionally, he developed several tracking and trend analysis systems, including the OPSNET Delay Reconciliation Report.

**Position Title: Radar/Automation Specialist**  
**Federal Aviation Administration**



**02/1984 to 08/1993**

As an Airway Transportation System Specialist with the FAA, Mr. Vergnetti ensured safe and reliable NAS service through preventive and corrective maintenance, alignments, modifications, and installations. He completed required training ahead of schedule, bypassing some equipment schools to expedite his transition to the Journeyman Level. Mr. Vergnetti also completed 9 management training courses while a technician. He worked on systems including ASR-9 and ATCRB-3 in Charlotte, NC, and held certifications on ARTS IIIA, ASR-9, ATCRB-3, RTR, RCO, MCR, DASI, and ATIS.

During his Air Force career, Mr. Vergnetti graduated with honors from the Air Traffic Control Radar Systems course and was assigned to Shaw AFB. He maintained multiple ATC systems, including ASR, PAR, and Brite-2, and was recognized as Maintenance Person of the Month in October 1985 for his expertise in diagnosing and repairing NAS equipment. As a mid-shift leader, he also trained and documented OJT for developmental technicians.

**Skills:**

**Federal Aviation Administration, Executive and Management Training**

- 1987-present: 110 individual courses (supplied upon request)

**CERTIFICATIONS/TRAINING:**

**Massachusetts Institute of Technology, Sloan School of Management**

- June 2015: Advanced Certificate for Executives in Management, Innovation, and Technology
- June 2015: Executive Certificate in Strategy and Innovation
- June 2015: Executive Certificate in Technology, Operations, and Value Chain Management
- Oct 2014: Executive Certificate in Management and Leadership

**PROFESSIONAL MEMBERSHIPS:**

- None

**SECURITY CLEARANCE:**

- US Public Trust