Matthew Sadowski

Chief HR & Marketing Officer
Kelso Industries

Matthew Sadowski is Chief HR & Marketing Officer at Kelso Industries, a private-equity-backed commercial mechanical, electrical, and plumbing solutions provider generating $1.5 billion in annual revenue with over 4,000 employees. Since joining in 2024, when Kelso had 1,500 employees, he has centralized the company's benefits, retirement, and HRIS systems, and led a full rebrand of Kelso's identity to support co-branding across its operating companies and fuel its rapid growth.

Matthew brings two decades of HR, strategy, and business leadership experience. At Bonneville International, he oversaw HR, digital strategy, and business intelligence, where he built a Client Data Services division, launched the digital marketing venture Audience in Motion, and led the company's shift toward data-driven decision making. Earlier in his career, he directed human capital for Vivint Solar as it scaled from 500 to 5,000 employees ahead of its IPO, managed HR for a 1,000-person division at Boart Longyear, and led HR for multi-billion-dollar business units within Honeywell's Aerospace division, including its mergers and acquisitions team.

Matthew holds an MBA from Brigham Young University's Marriott School of Management and a bachelor's degree in Finance and Economics from Utah State University's Huntsman School of Business, and he is a Certified Mergers & Acquisitions Specialist. Outside of work, he's a former community theatre performer and co-founder of the band lokalgrown, which has recorded two albums and opened for acts including the Beach Boys.