

FUTURE CEO

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CAREER OVERVIEW

Twenty-three years of progressive business to business development, consumer product sales, default servicing industry experience including: Fortune 500 c-level sales, sales team management, broker management, multi-functional project management, distribution and operations management, P&L and budget development, strategic planning, as well as marketing and promotions development. Entrepreneurial spirit driven to succeed. New venture start up experience. Proven sales track record with strong organizational, management, operations, and leadership abilities. Strategic and results focused. Skilled in building long-term client relationships. Strong computer and analytical abilities.

PROFESSIONAL EXPERIENCE

MAJOR ASSET MARKETING COMPANY LLC

VICE PRESIDENT – Denver, Colorado

(11/08 to Present)

Major Asset Management Company LLC (AMC) was established in November 2008 to manage the national asset marketing, disposition, and risk management services for its parent company Loan Servicing Company LLC. As the Vice President of a new start-up company, my role was to build three new business units and profit centers: REO Management, Valuations, and Title Services.

Today AMC delivers a full range of asset management services including REO property marketing, evictions, tenant management, property preservation, BPO valuations, title curative, REO closing coordination, and asset risk management on a national basis. Personnel responsibility includes: (1) Vice President, (5) Department Managers, (8) Asset Managers, (8) BPO Analysts, (11) Coordinators totaling a staff of 33 people.

AMC REO Management

- Sourced and launched REO technology platform and began managing REO referrals within 5 months of AMC launch.
- Developed departmental role descriptions, policies, and procedures for all AMC personnel.
- Created AMC desktop training manual used for processing REO assets step-by-step from referral to asset liquidation.
- Trained and implemented an Asset Management organization responsible for REO management from cradle to grave.
- Created revenue sharing programs with AMC marketing partners that contributed \$90K to net profit in 2009.
- Create all REO department documentation, forms, and legal agreements (listing agreements, referral forms, CFK agreements, etc) required to manage REO assets and vendors.
- Developed the AMC REO Broker's training manual and created a AMC preferred, national REO Broker network.
- Created a national network of title and REO closing partners. Negotiated a revenue share agreement with AMC's national closing network, which accounted for \$72K towards AMC's bottom line in 2009.
- Created a AMC Evictions department to manage all evictions, cash for keys, code violations, vacant property registrations, manage tenants, and REO high-risk issues for AMC.
- Developed the accounting, invoicing, and check processing systems to manage AMC REO and AMC Valuations payment processing for all services and respective vendors.
- Created a multitude of reporting tools and business analysis processes including: End-of-Month Performance Reporting, HR Staffing Plans, Investor Reporting, REO Forecasting, Exception Reporting, REO Inventory Management, REO Closing Reports, CFK Reporting, KPI Reporting, etc.
- Successfully negotiated and executed vendor contracts with Res.Net REO, Williams & Williams, LPS Field Services, RealtyTrac, 3Point, Quicken Home Loans, ZetaBid Auctions, NCP, and InHouse Realty.
- Managed the development and successful launch of the AMC Website.
- Implemented a code violation search and vacant property registration program for AMC and SLS.
- Launched a REO home warranty program with First American Home Warranty.
- Implemented an electronic signature process for AMC contracts and addendums.
- Recruited and expanded the AMC organization from a staff of 6 to 24 year ending 2009.

AMC Valuations

- Sourced and launched the Valuations technology platform and began processing BPOs within 4 months of AMC launch.
- Successfully transitioned the BPO order, delivery, and results data tracking process from a third party outsourcer.
- Developed all Valuations department role descriptions, policies, and procedures.
- Successfully negotiated and executed vendor contracts with Res.Net Valuations, First American Core Logic, as well as Res.Net and StreetLinks for Appraisal services.

Specialized Title Services

- Launched Specialized Title Services in August of 2009.
- Transitioned the foreclosure abstract ordering, curative, and attorney delivery process internally to STS within a 3-month period of the launch of STS.
- Created a new revenue stream for STS by building a REO closing department within STS. REO title and closing coordination generates an additional \$500.00 per REO file for STS and AMC.
- Created vendor relationship for REO closing services that provided an on-site employee and revenue sharing.

Overall AMC Results

- Year ending 2009 AMC closed 1,798 REO properties and completed over 43,000 BPOs for gross revenue of \$3,708,514 and a net profit of \$2,074,352. These results exceeded 2009's forecast by 13.9%.
- Year to date April 2010 AMC has closed 424 REO properties and completed 16,175 BPOs for a gross revenue of \$2,123,427 and a net profit of \$1,267,034. AMC's YTD gross revenue exceeds forecast by 15.5% and net profit exceeds forecast by 52.3%.

REALTY GROUP, INC.

PRESIDENT / MANAGING BROKER – Denver, Colorado

(05/02 to 11/08)

Realty Group, Inc. is a Colorado Real Estate brokerage specializing in residential real estate sales of bank-owned properties. Established in 2002 RG focused exclusively on the management, marketing, and disposition of REO assets. The organization consisted of two Managing Brokers, eight Broker Associates, Office Manager, and administrative staff managing all aspects of REO including: vacancy checks, re-keys, trash-outs, evictions, BPO valuations, REO preservation, repair & remodeling, marketing, monthly status reports, contract negotiation, title management and closing.

REO clients included: Premiere Asset Services (Wells Fargo), Precision Asset Management (Chase Bank, US Bank), Integrated Asset Services, US Real Estate Services, Lenders Asset Management Company, Coldwell Banker, Midwest, PNC / National City, MD Webb, Goodman Dean, American Home Mortgage, and Ocwen Mortgage.

- 2005 gross annual sales equaled \$20.5 MM
- 2006 gross annual sales equaled \$18.5 MM
- 2007 gross annual sales equaled \$18 MM

QUALITY, INC.

SR. VICE PRESIDENT OF SALES – Denver, Colorado

(12/01 to 5/02)

Quality, Inc. was a privately funded company based in San Diego, California. Quality combined a web-based interface, which client's employees can access online 24/7 combined with a physical retail environment located at the employees' workplace. Quality addresses today's work/life balance needs of bringing national retail partners, outbound shipping services, and local everyday service providers directly to the workplace enhancing workplace productivity and improving quality of life for employees. Quality clients include a variety of Fortune 500 corporations, Universities & Colleges, and Health Care Institutions.

As the Sr. Vice President of Sales, my role focused on building c-level partnerships with HR & Benefits functions to introduce the Quality concept. The role included: 1) Creating all business development collateral and communication pieces, 2) Calling on various Sr. Level Facilities, Human Resource, and Benefit Managers to sell the Quality concept, 3) Management of Quality site development including architectural design, site construction, opening, ongoing Operations, 4) Direct reports include: Regional Vice President of Sales, Director of Operations, Director of Partner Sales, and Customer Service Manager.

Quality clients included companies such as Intel, Computer Associates, Bristol-Myers Squibb, Veritas, ADP, Northrop Grumman, Lockheed Martin, Raytheon, National Geographic, Pfizer, State Farm, St. Paul, and BP.

VICE PRESIDENT OF BUSINESS DEVELOPMENT

(4/01 to 12/01)

As Quality's Vice President of Business Development my responsibilities included: 1) Creating the strategic direction for building a national retail and local service provider network, 2) Creating all partner sales collateral and communication materials, 3) Selling the Quality concept, building relationships, and executing vendor contracts, 4) Vendor marketing program development, 5) Establishing and contracting Quality local service providers.

- Established a national retail network of 230 retail partners for Quality's web mall.
- Successfully negotiated contracts with national partners averaging 30% to 50% above vendor's established Affiliate Marketing commission programs.

COLOR SOLUTIONS, INC.

VICE PRESIDENT OF SALES & MARKETING – Baltimore, Maryland

(1/00 to 4/01)

Color Solutions, Inc. manufacturers, markets, and sells a variety of cosmetic and personal care category sampling vehicles to domestic and international consumer product companies. As a marketing services company, Color Solutions offered multiple sampling solutions and delivery options to assist clients in reaching their target consumers via single-use samples.

As a part of the executive management team, my primary responsibilities included: 1) Deliver the annual sales forecast and P&L goals, 2) Develop and implement the organization's sales, marketing, and product development strategies, and 3) Personnel management of the Sales, Marketing, Customer Service, and Product Development Departments.

Personnel management responsibilities included the Director of Sales, three Regional Sales Directors, Director of International Sales, Trade Marketing Manager, Director of Product Development, Customer Service Manager, and three Customer Service Project Coordinators, as well as sales agents in London, Paris, and Tokyo.

Color Prelude's account base included mass-market consumer product companies such as Revlon, Maybelline, and Procter & Gamble, department store companies including Estee Lauder and Lancôme, specialty store retailers, as well as various direct sales and catalog organizations such as Mary Kay, Avon, and Amway.

- Served as interim President during recruitment search for new President (4/00 to 11/01).
- Delivered \$13.5 MM in sales for '00 versus \$9.1MM in '99 and \$3.3 MM in EBITDA for '00 versus negative \$500K in '99.
- Negotiated new business with Mary Kay senior account management to become sole supplier for new thermo-form sampling technology valued at \$10MM in annual sales for 2001.
- Awarded U.S. Patent for new magazine insert packaging technology.

MAJOR COSMETICS COMPANY

NATIONAL SALES MANAGER - Denver, Colorado

(8/97 to 1/00)

Jane Cosmetics manufacturers, markets, and sells to discount, drug, and food mass-market retailers. Responsibilities include national account sales management, broker organization leadership, and third party retail service management.

Developed annual sales forecasts, prepared office budgets, sales presentations, merchandising programs, competitive market analysis and account business reviews. Personnel responsibilities included recruiting, hiring, and training of (1) National Accounts Manager, (2) Regional Accounts Managers, and (1) Category Sales Manager. Managed (5) regional broker organizations. Annual sales volume of \$30.4 million.

- Managed various national and regional accounts such as Wal-Mart, Kmart, Target, CVS, American Drug Stores, Shopko, Fred Meyer, Longs Drug, Meijers, Brooks Drug, Phar Mor, Smiths, and various other regional accounts.
- Wal-Mart YTD (9/99) P.O.S. sales increased +37% vs. Wal-Mart's fiscal '98 and Jane gross shipments increased +45% calendar YTD vs. 1998.
- CVS expanded Jane distribution from 950 to 3,000 doors. CVS shipments increased +195% CYTD vs. 1998.
- Shopko YTD (9/99) gross shipments increased +26% calendar YTD vs. 1998.

INTERNATIONAL NUTRITIONAL SUPPLEMENT CO.

DIRECTOR OF SALES & MARKETING - Boulder, Colorado

(11/96 to 5/97)

International Nutritional Supplement Co. manufacturers, markets, and sells nutritional supplements to mass-market retailers. Responsibilities included development and execution of national advertising & promotional plans, sales presentation materials, and account specific trade marketing programs. Implemented national sales strategies and re-organized a national broker network.

Developed pricing policies and created a sales reporting system. Improved order, billing, and shipping methods for mass-market accounts. Managed product production, inventory, shipping, and order/billing process via multiple direct reports. Position reported directly to the President/CEO of Amrion.

- Responsible for divisional P&L including: Annual budget development and monthly executive financial reviews, account sales forecasting, staffing and salary management, and advertising media expenditures.
- Managed advertising agency. Created and implemented a comprehensive marketing strategy.
- Managed 12 broker sales organizations and the key accounts within those regions.
- 1996 sales increased +197% (1995 sales of \$537,678 to 1996 sales of \$1,597,098).
- 1997 sales (through May) increased +95% (1996 YTD of \$413,662 to 1997 YTD of \$805,655).

GLOBAL CONSUMER PRODUCTS COMPANY

REGIONAL OPERATIONS MANAGER - Denver, Colorado

(12/93 to 5/96)

Provided leadership and direction to five Key Account Managers and ten Sales Representatives within a six-state region. Responsible for delivering regional sales strategies, product distribution goals, and trade co-op advertising plans to various regional accounts. Region's total retail sales contributed over \$19,291,000 in annual sales.

- Sales management and personnel responsibilities included recruiting, hiring, training, setting performance goals and expectations, conducting performance reviews, sales forecasting, expense budget management, and salary management.

UNIT SALES MANAGER ON ASSIGNMENT - Hunt Valley, Maryland

(3/92 to 12/93)

Lead a 15-member, multi-functional project team responsible for the development of a new \$18 million retail merchandising system. Responsibilities included system design, forecasting, budgeting, manufacturer selection, training program and distribution strategy development, and final implementation to over 21,000 retail accounts.

- Selected as one of three candidates out of 85 national Unit Managers for this internal assignment.
- Saved over \$1 million in packaging and shipping costs by developing a uniform packing process.

UNIT SALES MANAGER - San Antonio, Texas

(3/91 to 3/92)

Managed five Sales Representatives, nine Sales Merchandisers, and two key accounts which represented over \$3,650,000 in sales. Total unit volume contributed over \$11,920,000 in annual sales.

- Increased sales from -12% to +20% and new product distribution by +15% for 1991.
- Expanded key account retail space by +140% and increased new product distribution by +52%.

KEY ACCOUNT MANAGER - Detroit, Michigan

(1/89 to 3/91)

Designed and delivered sales proposals, strategies, and business reviews to key account management. Accounts represented over \$3,300,000 in annual sales. Hired, trained, and managed six Sales Merchandisers.

- Increased sales from -11% to +8% and new product distribution by +11% for 1989.
- Increased sales by +27% and new product distribution by +6% for 1990.

SALES REPRESENTATIVE - Kansas City, Kansas

(6/87 to 1/89)

Delivered sales, distribution, pricing, and promotional objectives within a \$1.2 million sales territory.

- Increased sales from -22% to +11% vs. PY for 1987. Increased sales +28% and product dist. by +30% for 1988.

EDUCATIONAL BACKGROUND

Colorado State University, May 1987
Jones Real Estate College, June 1995

B.S., Business Administration
Real Estate Broker's License

Major: Finance / Minor: Economics