

ROBERT S. HAMBY

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DIVISION MANAGER ♦ CONSTRUCTION / HOMEBUILDING ♦ LEAN SIX SIGMA BLACK BELT

Increased Profitability ♦ Comprehensive Operations Management ♦ Quality Assurance Expertise

Dynamic, hands-on leader with history of successfully driving all aspects of home building organizations to achieve optimal top- and bottom-line results. Broad, in-depth experience in effectively coordinating and managing multi-site daily operations with full P&L authority to significantly enhance productivity and efficiency while reducing costs and maintaining superlative product / service quality. Trusted business partner, proficient at creating strategic business plans, conducting persuasive negotiations to secure capital, and analyzing markets to maximize competitiveness. Adept at coordinating and overseeing complex, multi-million dollar projects and delivering on time / within budget. LEED certified professional, well versed in building sciences with an emphasis in "Green" construction and sustainable housing practices. Proven ability to assemble, motivate, and pilot teams to peak performance levels.

Selected Achievements

- Identified and resolved throughput issues and implemented policies and procedures to accommodate 20% annual growth.
- Significantly elevated profit margins; 20% gross on \$60M, 22.5% on \$68M, 21% on \$76M.
- Drove sales team to average 40 home closings per year, with 66 closings in 2005 and 46 closings in 2006; achieved average annual sales of \$25M and \$2.2M operating profit.
- Drove daily operations to achieve FYE results of 217 closings and \$1.01M in pretax profits (1994), 304 closings and \$2.20M pretax profits (1995); 364 closings and \$2.7 M pretax profit (1996).
- Established and staffed satellite office that generated \$600K annual revenues for three years @ 18% gross profit.

Areas of Expertise

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|--------------------------------|--|---------------------|
| ♦ Quality Assurance / Controls | ♦ Staff Acquisition / Management | ♦ Business Planning |
| ♦ Financial Management / P&L | ♦ Project Management / Valuation | ♦ Sales Leadership |
| ♦ Strategic Planning | ♦ Team Leadership / Six Sigma Black Belt | ♦ Land Acquisition |
| ♦ Full Operations Oversight | ♦ Negotiations / Communications | ♦ IT Development |
| ♦ Marketing / Market Targeting | ♦ Key Partnerships / Alliances | ♦ Raising Capital |

PROFESSIONAL SUMMARY

PHOENIX CONTRACTING

Ponte Vedra Beach, FL

Start-up residential and commercial contracting company

President

2007 to Present

- Assembled two-hour seminar to introduce Company homes to Jacksonville market; attracted had over 100 attendees, including local government officials panel.
- Led two office renovations and framed 30 unit military housing projects in Panama City, Florida.
- Projects include ultra-green, LEED certified systems-built homes, and technological innovations include Geo-thermal HVAC, de-super heaters, foam insulation, dehumidification / air purification systems, and photo-voltaic solar panels.

PANITZ SIGNATURE HOMES, LLC

Ponte Vedra Beach, FL

Private, semi-custom homebuilding company with over 20 full-time employees

President / Managing Partner

2001 to 2006

- Led all aspects of starting up and managing company with full P&L authority; planned business and strategies and recruited / hired management / staff.
- Created formal business plan and led negotiations to secure lines of credit totaling \$20M from various financial institutions.
- Drove sales team to average 40 home closings per year, with 66 closings in 2005 and 46 closings in 2006; achieved average annual sales of \$25M and \$2.2M operating profit.
- Negotiated with land developers to acquire over 400 home sites valued at over \$32M within five years, achieved average of 10% cost reductions (\$3.2M in aggregate).
- Collaborated with Internal Bookkeeper and external CPAs to prepare Company income tax returns and manage external audits; attained rebates of \$15K-\$50K per year on GL insurance and worker's compensation.
- Significantly reduced cycle-time by selecting / implementing IT enterprise solutions for accounting, estimating & purchasing, online document management, and CPM construction scheduling systems.
- Prepared multi-year, project level, and enterprise wide pro-forma that directly supported strategic planning.
- Initiated / grew strong, ongoing relationships with large network of developers, homebuilders, and real estate professionals.

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BEAZER HOMES

Jacksonville, FL

Northeast Florida division of a top ten national, publicly traded homebuilder

Vice President – Operations (Jacksonville Division); reported directly to Division President

1993 to 2001

- Directed all day-to-day operations including pre-construction, construction, customer service, estimating, and purchasing.
- Fiscal year-end results included: 217 closings and \$1.01M in pretax profits (1994), 304 closings and \$2.20M pretax profits (1995); 364 closings and \$2.7 M pretax profit (1996).
- Identified and resolved throughput issues and implemented policies and procedures to accommodate 20% annual growth.
- Significantly elevated profit margins; 20% gross on \$60M (1998), 22.5% on \$68M (1999) 21% on \$76M (2000).
- As key member of due diligence team, leveraged discounted cash flow models and sensitivity analysis to develop financial models for all land and development acquisitions.
- Minimized cycle time and maximized asset turnover by efficiently managing permitting, construction, and closings.
- Increased customer satisfaction scores by leading total overhaul of Customer Service Department; attained 15% improvement from 1997 to 2000 and won best customer service awards for Jax builders in 1998,1999, 2000, and 2001.
- Introduced job safety program to comply with OSHA requirements.
- Collaborated with the Division President to recruit and hire high performance management team of future leaders.

PANITZ AND COMPANY, CHARTERED

Jacksonville, FL

Volume builder of entry-level homes; acquired by Beazer Homes in 1993

Executive Vice President / Chief Operations Officer

1990 to 1993

- Oversaw and directed all daily operations; recruited, hired, and supervised over 50 construction professionals.
- Implemented QA program that reduced average warranty costs by 40%.
- Instituted computer-generated Critical Path Method scheduling system that reduced cycle time by 15% (ten days).
- Played major role in successful acquisition; helped attract investors by performing financial modeling, preparing five-year pro-forma statements, and creating a detailed business plan.

VP of Construction

1988 to 1990

- Provided leadership to Construction, Customer Service, Purchasing, and Estimating Departments.
- Managed construction to yield FYE 1989 results of 244 closings, with \$18.4M in revenues, and \$138K pretax profits.
- Negotiated all subcontractor and supplier contracts.
- Reduced construction time from 75 days to 50 while improving quality levels by introducing fast-track construction schedule; increased asset turnover from three to four.
- Established and staffed satellite office that generated \$600K annual revenues for three years @ 18% gross profit.

EDUCATION & PROFESSIONAL DEVELOPMENT

Bachelors of Business Administration ♦ University of North Florida - Jacksonville, Florida

Major: Finance and Banking (Corporate Track) ♦ Minor: Economics

GPA: 3.83 / 4.0 ♦ Summa Cum Laude ♦ Graduated in top 1% of class

MBA pending (4.0 GPA) ♦ University of North Florida – Jacksonville, Florida

Professional Coursework: Construction Risk Mitigation ♦ Construction Techniques ♦ Structural Design ♦ Construction Drafting.

Cash Flow Analysis for Residential Construction ♦ Green Construction ♦ Termite Prevention ♦ Workman's Compensation Law

Hurricane Wind Load Requirements ♦ Real Estate Law and Investments

Completed coursework for the Professional Project Management (PPM) certification exam

Six Sigma Greenbelt certificate ♦ Villanova University, PA

Lean Six Sigma Black Belt ♦ Villanova University, PA

AWARDS, ASSOCIATIONS & AFFILIATIONS

Selected as one of the "Top 40 Under 40" Jacksonville Business Leaders ♦ *Jacksonville Business Journal*, 1999

Member ♦ National Association of Home Builders | Former Board member ♦ Northeast Florida Home Builder's Association

Chairman ♦ Building Codes committee | Member ♦ Northeast Florida Realtors Association

Member ♦ Mayor's Committee to Overhaul Duval County's Building Department and Code Enforcement

Member ♦ Institute of Management Accountants | Former member ♦ Board of Directors for Children's Haven

Company awards: HBW Diamond Star Award for Customer Service ♦ Grand Laurel Award ♦ Silver Laurel Award for Customer

Service ♦ Laurel Award for Most Proficient Builder in St. Johns County ♦ numerous Parade of Homes awards