

James V. McTevia

Managing Member

Professional Profile:

As an advisor to companies in transition, James V. McTevia thrives on what many people do their best to avoid. His job is to convince management to confront difficult issues, assist in an analysis process and provide expertise and structure to guide the business successfully into the future.

While McTevia is widely recognized and well respected as a court appointed fiduciary and pioneer in the highly specialized field of crisis management, his engagements today primarily focus on business restructuring, refinancing, management reorganization and transition, and mergers and acquisitions without court supervision. The profession demands a sense of urgency in gathering accurate data, analyzing facts and recommending solutions to deal effectively with these situations and communicating effectively with parties in interest.

For over 50 years, McTevia and the other professionals from his firm, McTevia & Associates, have provided a high level of individual service to their clients. With executive offices in Bingham Farms, Michigan and regional offices in Palm Beach Gardens, Florida, McTevia and his firm own a well-earned national reputation as business problem solvers.

Once retained, a preliminary analysis of the business is conducted and a short-term plan is developed for those companies in crisis. Decisions, which normally take weeks or even months under these circumstances, must be implemented in hours or days. Actions taken during this initial, highly critical period often result in enabling the business to have sufficient time to conduct a more comprehensive analysis and map out a solid, long-term business plan that can be shared with lenders and investors to enlist their support. McTevia has proven that, given the precious ingredient of time, a company can follow this process to resolve literally any transition problem.

Over his extensive years of experience, McTevia has developed the ability to gain management's support to face problems head-on. Additionally, his skill as a diplomat is highly sought after by shareholders and professionals involved in counseling businesses in transition. "One of the most frequent mistakes management makes is not confronting difficult issues," contends McTevia. "That process never solves problems. In many cases, indecision is how businesses get into trouble in the first place. In the final analysis, the difficult path, while painful, is often the easiest in the long run. I work with clients to help them gather facts, focus on the problem, and implement sound solutions," he notes.

The management experience of the ownership and operation of a variety of his own business ventures over the years, in addition to a hands-on background in banking and commercial and industrial finance, brings a broad perspective to McTevia's counsel. Nearly 90 percent of his engagements comprise either working with principals and their shareholders, companies in transition, or as an advisor to lenders, state governmental agencies and pension funds with various problems in their lending and investment portfolios.

Business restructuring can be complex, high-pressure work, not only for McTevia and his associates, but also principals of the client company. Yet, he takes great pride in his ability to help companies chart a course for a new, sometimes different, future while lending emotional support for the individuals involved.

McTevia's own career began in commercial finance, then moved into banking and industrial finance, as the process of developing his consulting practice and acquiring businesses emerged. McTevia holds an Honorary Doctorate Degree in Business. He is a frequent lecturer to business and professional groups and is often quoted by the national media. His bylined articles appear regularly in leading business, legal and financial trade publications throughout the country. Author of the critically acclaimed *BANKRUPT: A Society Living in the Future*, *FINANCIAL REALITY*, and his newest book, *THE CULTURE OF DEBT: How a Once-Proud Society Mortgaged Its Future*, McTevia has dedicated his life to salvaging businesses and corresponding lives.

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Curriculum Vitae:

EDUCATION

Ph.D. Honorary Degree – Doctor of Science in Business Administration, 1998 – Cleary College, Ypsilanti, Michigan

PROFESSIONAL EXPERIENCE

More than fifty years' experience in commercial and industrial credit and finance, banking, business reorganizations and acquisitions, project development, real estate development and syndication, management restructuring, ownership and operation of businesses, chairman of international holding company, advisor to lenders with customers in transition, lecturer to professional associations, Federal Bankruptcy Trustee and State Court Receiver.

Companies/Firms and Positions

Talalay Global	<i>Board Member</i>
Grubrr Systems International, LLC	<i>Managing Member</i>
Grubrr Capital, LLC	<i>Managing Member</i>
Intervesco Strategic Capital, LLC	<i>Managing Member</i>
PrimeOne Insurance	<i>President</i>
First China Pharmaceutical Group, Inc.	<i>Board Member</i>
Priority Appraisal U.S.A., LLC	<i>Member</i>
Variety Food Services	<i>Board Member</i>
First Preferred Funding	<i>Managing Member</i>
MMI International Insurance	<i>Member</i>
SIR Corp. Burlington, Ontario	<i>Board Member, Chair of Audit Committee</i>
Creative Capital, LLC	<i>Managing Member</i>
Michigan Mutual, Inc.	<i>Board Member</i>
International Investment Company	<i>Chairman of the Board</i>
HABA Computer AG Hamburg	<i>Board Member</i>
McTevia & Associates, Inc.	<i>Chairman</i>
Paragon Resources	<i>President</i>
McTevia & Associates, LLC	<i>Managing Member</i>
Paragon Steel Corporation	<i>Assistant Secretary/Treasurer and Director of Credit</i>
Automatic Sprinkler Corporation of America	<i>Assistant Director of Credit</i>

McTevia & Associates

MANAGEMENT AND FINANCIAL CONSULTANTS

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Peninsular Steel Corporation	<i>Assistant Credit Manager</i>
Michigan National Bank	<i>Lending Officer</i>
E.M. Doty Discount Commercial, Finance Corporation	<i>Director of Southern Regional Operations</i>

The financial and management consulting services provided have included the following:

- *Board of Directors representation*
- *Corporate reorganizations*
- *Financial restructuring*
- *Litigation support*
- *Merger and Acquisition analysis and negotiation*
- *Due Diligence and feasibility reviews*
- *Debtor/Creditor representation*
- *Liquidations, receiverships, bankruptcy trustee, facilitation and mediation*
- *Pro forma financial and cash flow analysis*

Testimony

Experience as an expert witness includes testimony in federal and state courts.

Deposition and expert witness testimony related to banking policy and practices, loan analysis and lender support and other business matters.

Consulting and advisory services, analysis, monitoring, and management of companies in the following industries:

Financial Services:

Banks, savings and loan associations, pension funds, commercial finance companies, leasing companies, Bidcos, real estate investment trusts, small business investment corporations and commercial insurance companies.

Distribution:

Air, water and surface transportation, inter and intra state trucking, air freight, water way, oil/gas, industrial supply, automobile parts, steel, aluminum, lumber and building products service centers, timber and mining.

Manufacturing:

Automotive manufacturing, automotive parts and suppliers, plastics, metals, lumber, rubber, medical products, grey iron, steel and aluminum foundries, casting, tool and die, industrial equipment, offshore oil equipment manufacturing and distribution, shipbuilding.

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Miscellaneous:

Industrial supply, automobile, lumber, drug and sundry, rubber, plastics, power automation, medical supply, publishing and books, firearms and related collector items, marinas and marine dock and dredge construction, art galleries, novelty, catalogue showrooms, medical practices, hospital, nursing home and retirement centers.

Retail:

Jewelry, clothing, house wares, appliances, national franchises, furniture manufacturing and distribution, health & beauty, grocery single facility and chain operation, restaurants, bars, entertainment.

Real Estate:

Hotels, resort complexes, commercial, industrial and residential facilities, development and management, golf course and ski facilities.

PUBLICATIONS

“Why Outside Board Members are Good for Insiders”

Corp! Magazine – November 2015

“Detroit Must Stay out of Bankruptcy Court”

The Detroit News – November 2014

“All Governments Must Learn from Detroit’s Bankruptcy”

The Detroit News – February 2014

“Hand Over Detroit’s Checkbook, Then Follow This Plan”

The Detroit News – February 2013

“We Must Demand Better of Congress”

The Detroit News – August 2012

“Voters Deserve Debt Solutions, Not Rhetoric”

The Oakland Press / The Macomb Daily – February 2012

“The Gatekeeper’s Role in Solving Our Debt Crisis”

Michigan Banker Magazine – April 2011

“THE CULTURE OF DEBT: How a Once-Proud Society Mortgaged Its Future”

Released September 2010 – MB Communications, Inc.

“Survival in the Face of Change”

Automotive Suppliers – June 2006

“Tips for Picking an Outside Adviser”

Detroit – 3rd Quarter 2005

“Out-of-Court Problem Solving and Restructuring: Guide to a Successful Outcome”

Michigan Lawyers Weekly – May 30, 2005

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“Business Problem Solving”

Detroit – 2nd Quarter 2005

“Annual Business Check”

Detroit – 1st Quarter 2005

“When Bad Things Happen to Good Family Businesses”

Business Direct Weekly – December 13, 2001

“Closing Up Shop”

Florida Trend Magazine – October 2001

“Focus on the Future”

Corp! Magazine – Summer 2000

“21st Century Survival Tips”

Insider Business Journal – January 7, 2000

“The Torch Is Passed On”

Michigan Business Network – July, 1999

“Business Survival in the 21st Century”

Corp! Magazine – June, 1999

“Financial Reality”

*How Individuals, Companies and Our Government Can Avoid Debt
Released November, 1994 – Master Media, New York, New York*

“Bankrupt: A Society Living in the Future”

*Guide for Resolving Financial Problems
Released October, 1992 – Momentum Books, Ltd., Ann Arbor, Michigan*

“The Three Rs for Lenders for the 1990s: Re-analyze, Restructure, Recover”

The Secured Lender – September/October, 1992

“How Small Companies Can Tighten Their Belts”

The Detroit – August, 1992

“Mystique of Crisis Control”

Business Credit – March, 1991

“Returning the Troubled Business to Profitability”

Loan Officer's Legal Alert – January, 1991

“Prescription for Survival: Annual Self-Examination”

The Secured Lender – September/October, 1990

“Annual Self-Examination Process”

Detroit Legal News – August 13, 1990

“Bracing for the Downturn”

The Secured Lender – May/June, 1990

“A CEO's Ultimate Task: Bracing for Downturn”

Michigan Business – February, 1990

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“90s May Not Be Kind to Business”

Crain's Detroit Business – April, 1990

“Getting out of Financial Trouble”

Business Today – August, 1989

“Out-of-Court Reorganization”

Business Credit – March, 1991

“Mystique of Crisis Control”

Business Credit – October, 1988

“McTevia Looks for Trouble”

Crain's Detroit Business – July 1987

Conferences, Panels, Seminars & Lectures

Learn from Our Experience

“Michigan Business Network”

Building Your Business Reputation on Trust

Radio Interview - May 22, 2015

“Chapter 11 Roundtable Conference - Pre-Filing Chapter 11 Alternatives”

Office of the United States Trustee

Detroit, Michigan – March 20, 2015

“Management and Collection of Receivables”

MACPA Controllershship Conference

Novi, Michigan – September 28, 2010

“Alternative Methods of Financing for Underperforming Companies”

MACPA Management Information Business Show

Novi, Michigan – June 24, 2009

“Alternative Methods of Financing for Underperforming Companies”

CPE Mega Conference – Schoolcraft College

Livonia, Michigan – February 19, 2009

“Preventing or Structuring a Reorganization without Court Supervision”

CPE Mega Conference

Sterling Heights, Michigan – May 6, 2008

“Professions in Transition”

Automation Alley - Kettering University

Flint, Michigan – October 26, 2007

“Business and Professions in Transition”

Blue Water Business Conference – St. Clair County Community College

Port Huron, Michigan – June 7, 2007

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“Managing Cash Flow in a Tough Economy”

*Detroit Regional Chamber Small Business Conference
Dearborn, Michigan – November 9, 2006*

“Unlock Your Business Potential”

*Automation Alley's Professions in Transition Symposium
Flint, Michigan – October 26, 2006*

“Preventing or Structuring a Reorganization without Court Supervision”

*MACPA 25th Annual Summer Management Information Show
Novi, Michigan – June 28, 2006*

“Delphi Roundtable Discussion”

*Regional Chamber
Youngstown, Ohio – December 8, 2005*

“Guiding the Customer in Preventing or Structuring a Reorganization without Court Supervision”

*Unisource Worldwide, Inc. – Bankruptcy Code and State Law,
Debtor/Creditor Rights Conference, Atlanta, Georgia – November 16, 2005*

“The Realty of a Global Market and How It Is Affecting U.S. Business”

*Rotary Club – St. Clair Michigan Chapter
St. Clair, Michigan – November 14, 2005*

“Guiding the Customer in Preventing or Structuring a Reorganization without Court Supervision”

*Georgia Pacific – Bankruptcy Code and State Law, Debtor/Creditor Rights Conference
Atlanta, Georgia – June 22, 2005*

“Background and Pre-Filing Considerations, Including Informal Workout”

*TMA Detroit Chapter – The Ins and Outs of Auto Supply Turnaround
Detroit, Michigan – April 6, 2005*

“Preventing or Structuring a Reorganization without Court Supervision”

*BluLinx Bankruptcy and Credit Seminar
Denver, Colorado – February 11, 2005*

“Preventing or Structuring a Reorganization without Court Supervision”

*CPE Mega Conference for Industry, Michigan Association of Certified Public Accountants
Novi, Michigan – January 26, 2005*

“Turning It Around: What Business Managers Need to Focus on NOW”

*A Power Breakfast Conversation Sponsored by Crain's Detroit Business/Deloitte
Detroit, Michigan – September 18, 2003*

“The Changing Culture in Crisis Management and the Dangers of Contentment”

*2002 National Trust Closely-Held Business Association Annual Workshop
Crystal Mountain – Thompsonville, Michigan – September 24, 2002*

“What Hospitals, Manufacturers and Distributors Must Do to Stay in Business During the Next 10 Years”

*IMDA's 21st Annual Management Conference
Charleston, South Carolina – January 26, 2000*

“The Future Unfolds”

*Cleary College Commencement Address
Ann Arbor, Michigan – December 12, 1998*

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“The Quest: Lending in the 21st Century to A Society Living in the Future”

*Robert Morris Associates – Michigan Chapter – Spring Study Conference
Lansing, Michigan – March 31, 1998*

“The Quest: Lending in the 21st Century to A Society Living in the Future”

*Robert Morris Associates – Southwest Michigan Group – Winter Meeting
Kalamazoo, Michigan – January 26, 1998*

“The Role of the CFO in Financially Troubled Companies”

*Institute of Management Accountants – Macomb County Chapter
Mt. Clemens, Michigan – April 19, 1995*

“How to Get out of Financial Difficulty”

*Business and Ministry Fellowship Meeting
Mt. Clemens, Michigan – April 1, 1995*

“Distressed Debtors: The Danger Signs of Failing Businesses”

*Annual February Education Seminar/NACM-Great Lakes and CFDD-Detroit
Detroit, Michigan – February 7, 1995*

“Dealing with the Illiquid or Insolvent Customer”

*National Association of Flat Rolled Steel Credit Group
Cleveland, Ohio – August 15, 1994*

“Preventive Medicine for Business”

*Anchor Bay Chamber of Commerce
New Baltimore, Michigan – April 12, 1994*

“How to Survive the Turbulent 90s”

*The Commercial and Savings Bank of St. Clair County
St. Clair, Michigan – October 28, 1993*

“Dealing with the Commercial Loan Workout”

*Robert Morris Associates – Mid-Michigan Group
Saginaw, Michigan – October 26, 1993*

“Prescription for Survival”

*Eastpointe Chamber of Commerce
Eastpointe, Michigan – September 22, 1993*

“Accepting Change in a Company through Cost Reduction”

*Greater Detroit Chamber of Commerce – CEO Roundtable
Troy, Michigan – August 13, 1993*

“How to Succeed Financially in the Turbulent 1990s”

*Greater Detroit Chamber of Commerce
Southfield, Michigan – June 16, 1993*

“Out-of-Court Settlements and Bankruptcy”

*Detroit College of Business
Dearborn, Michigan – June 10, 1993*

“How to Avoid Financial Disaster”

*Small Business Breakfast – WWJ News Radio 95
Troy, Michigan – November 6, 1992*

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“Dealing with Troubled, Non-Liquid or Insolvent Companies”

*Fetzer Business Center, Western Michigan University
Kalamazoo, Michigan – May 22, 1991*

“Alternatives for Businesses Facing Serious Financial Difficulties”

*95th Annual NACM Credit Conference – Automotive Industry Group
Atlanta, Georgia – May 14, 1991*

“Symposium on Community and Business”

*FCE/University of Chicago, Graduate School of Business
Chicago, Illinois – May 9, 1991*

“Preventive Medicine for Michigan Business”

*Economic Development Forum of the Greater Detroit Chamber of Commerce
Southfield, Michigan – February 26, 1991*

“Working with the Troubled Client”

*National Association of Management Consultants, Southern Regional Conference
New Orleans, Louisiana – November, 1987*

“Your Client, Bankruptcy and the Alternatives”

*Yeo & Yeo P.C. – Annual Meeting
Gaylord, Michigan – October, 1986*

“You Can Do It: A Credit Manager's Guide to Out-of-Court Restructures”

*National Association of Credit Metals and Mills Credit Group Luncheon
Detroit, Michigan – February 1, 1985*

“The Loan Officer and the Workout”

*Michigan Bankers Association – Spring Conference
Grand Rapids, Michigan – April, 1983*

“The Out-of-Court Workout”

*National Association of Credit Managers – Miami Chapter
Miami, Florida – February 1, 1982*

“Builders and Fraud”

*Automatic Sprinkler Corporation of America Credit Conference
Boston, Massachusetts – June, 1980*

“Keep It out of Court”

*Georgia Pacific Credit and Treasury Group Meeting
Atlanta, Georgia – May 1, 1980*

“Dealing with the Troubled Seminary”

*Pontifical Institute of Foreign Missions – The Keys of the Kingdom and Finance
PIME Fathers Conference
Detroit, Michigan – October, 1979*

“My Life as a Bankruptcy Receiver”

*National Association of Credit Building Trades Conference
St. Petersburg, Florida – February, 1979*

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“The Role of the Bankruptcy Receiver”

*Robert Morris Associates Conference
Indianapolis, Indiana – May, 1976*

“The Loan Officer, the Credit Manager and the Need”

*Sun Banks of Miami
Ft. Lauderdale, Florida – November, 1974*

“Why the Trustee”

*National Association of Credit – Miami Chapter
Miami, Florida – October 1, 1974*

“The Need for Time”

*Miami Association CPAs Conference
Miami, Florida – October, 1974*

“Why the Trustee”

*National Association of Credit – Detroit Chapter
Detroit, Michigan – May, 1974*

“An Alternative to Chapter 11”

*American Law League Conference
Flint, Michigan – January, 1973*

“Out-of-Court Workouts and the Credit Manager”

*Creditel of Canada Toronto Chapter
Toronto, Ontario – August 1, 1972*

“The Bankruptcy Act and Your Client”

*Michigan Association of CPAs – Monthly Conference
Bay City, Michigan – October, 1971*

“Banking and Industrial Credit”

*Robert Morris Associates Midwest Annual Meeting
Traverse City, Michigan – May, 1971*

“Creditors' Committee Duties”

*Steel Trades and Metals and Mills National Group
Cleveland, Ohio – February, 1971*

“Problem Solving and Time”

*Building Trades Credit Group – Annual Conference
Atlanta, Georgia – October, 1970*

“The Need for the NACM Adjustment Bureau”

*Cleveland Credit Association Spring Conference
Cleveland, Ohio – February, 1968*

“Structuring the Creditors' Plan”

*Metals and Mills Credit Association
Detroit, Michigan – October, 1966*

“Out-of-Court Workouts”

*National Association of Credit Managers – Midwest Conference
Chicago, Illinois – May 1, 1966*

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“Small Business Problem Solving and the CPA”

*Michigan Association of CPAs – Regional Conference
Kalamazoo, Michigan – February, 1960*

“Floor Plans and Fraud”

*A.B.A. Midwest Conference
Flint, Michigan – October, 1959*