



The Construction Team

Paul Kalkbrenner

President

Paul Kalkbrenner serves as the President of Execution, Inc., a company focused on effective jobsite organization and communication. As the company's tag line suggests *Getting It Done Daily*, the focus is on performance to goals. Making a difference through the practical application of quality assurance principles is integral to Mr. Kalkbrenner's leadership role.

Prior to this role, Mr. Kalkbrenner was a partner in Integrated Stucco, LLC with long-time friend and business associate Garth Wieger. After selling the company, Mr. Kalkbrenner served as the Executive Vice President/General Manager of Integrated Stucco, Inc., a company focused on "Productivity with Quality."

Before forming Integrated Stucco, Mr. Kalkbrenner served as the Vice President of Construction for Shea Homes Arizona, one of the largest homebuilders in the Valley. Mr. Kalkbrenner joined Shea in 1992 as a Superintendent and moved into the position of Trade and Training Advisor in 1994. He was promoted to Vice President of Construction in 1999, and under his leadership from 1999 through 2004, Shea Homes built over 7,800 homes.

Mr. Kalkbrenner has trained thousands in The 7 Habits of Highly Effective People and, as a Master Facilitator, has certified over 300 facilitators. Committed to improving and strengthening the home building industry, he was instrumental in building and improving trade-to-trade and developer-to-trade relationships. Additionally, he has been a frequent speaker, inside and outside of the home building industry, in quality management, partnering and the virtual organization concepts.

Prior to serving at Shea Homes, Mr. Kalkbrenner was a general contractor in Park City, Utah building residential and commercial structures including hotels, office buildings, and government service buildings from 1979 through 1988. Mr. Kalkbrenner developed land, framed production homes, and built custom homes and commercial structures in Nevada from 1974 to 1979.



Bill Swicegood

Professional Experience

Execution Inc.
VP Construction Operations

2007 – Present

Infinity Homes LLC
General Manager

September 2003 – 2007

Co-founded and developed this custom/semi-custom home building company with an emphasis on delivering a high-quality product to the customer at an exceptional value, while providing a positive overall experience. Responsible for systems and relationships as it relates to the overall start-up and running of the day-to-day business operations.

- Company has been profitable since inception.
- Consistently delivered 100% complete homes
- Averaged less than 2 warranty items per home over 2-year period

K&N Engineering Inc.
Director of Operations

July 2000 – August 2003

Key member of the executive management team responsible for strategic planning, development, management, and financial performance of the operations and manufacturing areas of this \$100 million company with operations in the U.S. and Europe. Lead functions involving purchasing, manufacturing, maintenance, scheduling, and raw materials management. Directly responsible for a Manufacturing Director and 8 Department Managers with a workforce of 600 employees.

- Converted 7 distinct departments into one high performing team managing 30% annual growth, taking the company from \$60 million to \$120 million in annual revenue.
- Standardized the scheduling process, improving scheduling and manufacturing compliance, resulting in a reduction of inventory overages.
- Developed a 5-year growth strategy and capacity plan preparing the organization to go from \$120 million in revenue with an annual production capacity of 4.5 million units to \$500 million in revenue and an annual capacity of 20 million units.

Shea Homes

September 1990 – July 2000

Received subsequent promotions throughout my 10-year career with this 110-year-old, \$2 billion company. Directly accountable for exceeding quality, customer satisfaction, cycle-time, closing, and customer service goals while leading teams of up to 30 superintendents in multiple communities.

- Initiated and led Colorado Trade Council responsible for working together to resolve quality and cycle-time issues.
- Improved percentage of on time closings by over 40%.
- Reduced cycle-time by 16%.

Education and Training

Arizona State University – BS Communications
Rapport Leadership International – Master Grad
7-Habits of Highly Effective People – Certified Facilitator
Franklin/Covey Project Management



Brad N. Fate
Project Manager

- Objective:** Managing and leading on-site residential construction teams in order to execute on a daily basis in the direction of our stated goal of "getting it done daily". To accomplish company goals and objectives by utilizing personal and professional growth through leadership, management, and motivational skills.
- Experience:**
- Integrated Stucco, Phoenix, AZ** March 2006- October 2006
Area Manager
Managed, coached, developed, and hired Superintendents. Directed 7 Superintendents and the East side of the valley. This included several big builders, and 70 individual tracts. Inspected and supported quality lath/stucco installation, while following the quality assurance process. Maintained relationships with all builders and customers, while problem solving and meeting demanding schedules.
- Linthicum Custom Builders, Scottsdale, AZ** March 2004- March 2006
Project Superintendent
Built and managed three custom homes for Terrabrook at Mirabel LLC., golf course. These homes were all approximately 5000 square feet and are valued between 1.8 and 2 million dollars. Throughout the construction process, I met with the developer and the homeowners weekly, maintained schedules, quality standards, and ensured effective communication between all parties. All three projects reached certificate of occupancy within the time period given at original contract.
- Maracay Homes, Scottsdale, AZ** October 2002-February 2004
Project Superintendent
Schedule, inspect, and maintain high standards of quality control throughout the building process on large semi-custom homes. Trouble shoot and manage with trade contractors and homebuyers to complete homes on time, right the first time, and to exceed homebuyer expectations. Achieve low to zero item walk-thru's and accomplish homebuyer sign-offs on the day of closing. Conduct pre-start meetings, option verification frame walks, and final walk-thru's. Work with standards set by Pacific Properties Consulting and Unify International's "Job Ready, Job Complete" reporting system.
- Royce Homes, Mesa, AZ** February 2002-August 2002
Operations Manager
Coordinate and direct all construction and warranty of homes including day-to-day operations to make sure homes are on schedule and will achieve their closing dates. Consult with cities, developers, and architects to get model parks approved, completed, and operational. Complete, modify, and implement redlines on all models and plans. Analyze and price out all extra work orders to prevent budget overruns. Review and approve all starts and custom changes. Conduct quality control walk-thrus on all model parks and homes prior to close to ensure a high level of quality. Hire, train, and coach superintendents to accomplish company goals and stay within budget.
- Shea Homes, Scottsdale, AZ** August 1998-October 2001
Construction Manager
Lead and develop construction and customer service teams to manage their jobs effectively and efficiently, while promoting a win-win attitude. Support and build relationships between construction and customer service teams, trade contractors, sales and all other departments of Shea Homes. Coach each individual team member to understand how they fit into Shea Homes and define their role within their team and the company. Goal plan and review with approximately 25 superintendents yearly, with emphasis on achieving the company business drivers. Walk homes and coach superintendents to ensure high quality and completeness prior to final delivery of homes to homebuyers.
- Shea Homes, Scottsdale, AZ** July 1993-July 1998
Project Superintendent
Manage all aspects of construction, warranty, quality control, trouble shooting, supervision of trade contractors, and communication with customers and sales counselors. Maintain high standards of budgetary and audit constraints through effective work processes and constant training and developing of finish superintendents, warranty superintendents, and trade contractors.



Brenda M. Herd
Purchasing / Scheduling Administration

Objective

Deliver on-time, right the first time, support in estimating, contracts, schedule template development, schedule management, and execution tracking in order to link field operations and office support to deliver better, faster, cheaper.

Education

Bachelor of the Arts and Sciences, Liberal Studies

August 2004

Specialization: Psychology

San Diego State University, San Diego, California

Experience

Regus Business Centre

Phoenix, AZ

Operations Manager

January 2007-present

Responsible for overseeing and executing all client administrative and technical services, ensuring rapid response and high satisfaction levels. Assist in all aspects of daily operations, sales, marketing, and profitability of the center. Develop and implement marketing strategies to obtain new business and revenue. Successfully maintain centers fluctuating budgets. Responsible for \$100,000 of accounts receivable and uphold a highly effective collections process. Continue appropriate resolution of customer concerns and complaints.

Client Service Representative

October 2005-December 2006

Performed a variety of administrative duties including typing documents, and maintaining office supplies and equipment. Troubleshoot basic technical issues (software programs, T1 lines) and programmed Nortel telephone systems. Coordinated the move in and move out of all clients. Assisted with catering and travel arrangements. Handled all accounts payable and balance petty cash. Responsible for the orientation of new clients and maintained overall appearance of the center. Responsible for training all new CSR's.

Haven of Hope

Santa Cruz, CA

Residential Counselor

March 2005-October 2005

Worked directly with children in a group home facility, facilitated healthy group dynamics. Planned, organized and implemented appropriate activities for teenager girls. Provided crisis intervention and worked directly with probation departments and officer's, social worker's and law enforcement agencies. Assisted in all aspects of house management, including maintenance of facility, cash flow, management of client's schedules and appointments, medications and school enrollment.

Paradise Point Resort, Baleen Restaurant

San Diego,

CA

Assistant to the General Manager/Server

October 2002-September 2004

Assisted manager with general administrative duties. Maintained heavy phones, appointment setting, event coordination and the writing of legal contracts, while providing excellent customer service to the heavy flow of hotel guests. Responsible for supervision and leadership in restaurant dining room as well as promotion of fine wines and dinner specials. Recognized by management and nominated for Five Star award.