

## **James V. McTevia**

### *Managing Member*

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#### **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 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. The profession demands a sense of urgency in gathering accurate data, analyzing facts and recommending solutions to deal effectively with these situations.

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 West Palm Beach, 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.

# McTevia & Associates

MANAGEMENT AND FINANCIAL CONSULTANTS

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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*

McTevia & Associates, LLC Florida and Michigan	<i>Managing Member</i>
Creative Capital, LLC West Palm Beach, Florida	<i>Managing Member</i>
Michigan Mutual, Inc.	<i>Advisor to Board of Directors</i>
MMI International Insurance	<i>Member</i>
First Preferred Funding	<i>Managing Member</i>
Variety Food Services Warren, MI	<i>Board of Directors</i>
McTevia & Associates, Inc. Eastpointe, MI	<i>Chairman</i>
SIR Corp. Burlington, Ontario	<i>Board of Directors, Audit Committee</i>
International Investment Company	<i>Chairman of the Board</i>
Paragon Resources	<i>President</i>
Paragon Steel Corporation	<i>Assistant Secretary/Treasurer and Director of Credit</i>
Automatic Sprinkler Corporation of America	<i>Assistant Director of Credit</i>
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>

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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*
- *Liquidation, receivership, trustee and bankruptcy assistance*
- *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.

#### ***Manufacturing:***

Automotive manufacturing, automotive parts and suppliers, plastics, metals, lumber, rubber, medical products, foundries, casting, tool and die, and industrial equipment.

#### ***Distribution:***

Industrial supply, drafting supplies, automobile, lumber, drug and sundry, rubber, plastics, power automation, medical supply, books, firearms and related collector items.

#### ***Retail:***

Jewelry, national franchises, furniture, drug stores, grocery, restaurants, marinas, art galleries, novelty, catalogue showrooms, lumber.

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#### **Service:**

Printing, trucking, health maintenance organizations, hospitals, convalescent homes, retirement centers, legal practices, real estate development, construction, computer service, architectural and engineering, ice arenas, environmental, hotels, graphics, video rental.

#### **Real Estate:**

Commercial and residential properties in transition on behalf of lenders, creditors, shareholders or principals either with or without court supervision.

#### **Other:**

State and local government and Federal grant programs, State Attorney General's office, State Treasury office and State Insurance Commissioner's office.

## **PUBLICATIONS**

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

*Released September 2010 – MB Communications, Inc.*

#### **“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*

#### **“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*

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**“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 Detroitier – 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*

**“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*

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### **Conferences, Panels, Seminars & Lectures**

#### ***Learn from Our Experience***

**“Management and Collection of Receivables”**

*MACPA Controllership 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*

**“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*

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**“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*

**Business Survival in the 21st Century and Panel Member -**

**“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*

**“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*

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**“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*

**“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*

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**“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*

**“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*

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**“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*

**“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*