

JIM B. PUGH

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Accounting, Finance and Operations Management Executive experienced in startups, turnarounds, and rapid growth transitions. Built teams worldwide, developed and managed worldwide operations and responsible for profit & loss within private and public companies. Managed teams involved in Mergers & Acquisitions, Manufacturing Operations, and Logistics. Held C-Level positions with expert knowledge in Government CAS and FAR, Plant and Corporate consolidation accounting, corporate finance and SEC/SOX reporting. University Educator lectured detailed instruction within classroom and e-learning delivery methods. Expert reviewer of curriculum development for commercial and governmental accounting, Federal Procurement Regulations with Cost Accounting Standards, business start-up and strategic planning, entrepreneurship, enterprise manufacturing systems, supply chain management and resource planning.

EDUCATION/CERTIFICATIONS/LICENSES

MBA in International Business, University of Phoenix

APICS Certified as CPIM

CPA Certificate Obtained

Becker CPA Review Course

BBA in Accounting, East Texas State University

PROFESSIONAL EXPERIENCE

INVESTMENT CONCEPTS, LLC

2006 – PRESENT

Owner Founder - Consulting

- Managed the sales and client retention of the consulting practice.
- Produced consulting proposals and contracts.
- Managed end-to-end delivery of consulting work.
- Consulting worked focused on the following:
 - Oversight or direct management of small and medium sized businesses.
 - Created and implemented successful business structure and restructuring
 - Developed policies for corporate governance and business controls.
 - Performed and/or managed all daily accounting functions
 - Created the plans and managed the entire process of reverse mergers
 - Developed funding documents and all supporting materials for private and public fund raising and/or structure financial vehicles for both traditional and non-traditional financing.
 - Created and filed SEC Reporting.

TITAN GLOBAL ENTERTAINMENT, INC.

2005 – 2006

Start-up Transitioning President & CEO

- Developed plan and executed plan with full BOD authorization to restructure company's operations and financing with total P&L and accounting responsibility.
- Completed restructuring.
- Completed all IT and equipment engineering and development efforts.
- Completed financial restructure.
- Hired management team and turned company over to new management team.

BYRON JAMES INTERNATIONAL, INC.

1988 – 2005

Owner Founder - Consulting

- Managed the sales and client retention of the consulting practice.
- Produced consulting proposals and contracts.
- Managed end-to-end delivery of consulting work.
- Consulting worked focused on the following:
 - Monthly accounting service – general, financial, payroll and cost accounting.
 - Monthly, Quarterly and annual tax preparation and reporting.
 - Created business formation documents and filings.
 - Oversight or direct management of small and medium sized businesses.
 - Created and implemented successful business structure and restructuring
 - Developed policies for corporate governance and business controls.
 - Performed and/or managed all daily accounting functions
 - Created the plans and managed the entire process of reverse mergers
 - Developed funding documents and all supporting materials for private and public fund raising and/or structure financial vehicles for both traditional and non-traditional financing.
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MICROTEST, INC.

1990 - 1993

\$30 million market leader in LAN handheld diagnostic test equipment.

**Director of Worldwide Manufacturing -
Controller - 1990 – 1991**

1991-1993

- Accomplishments as Controller
 - Managed 10-member accounting team..
 - Selected and Implemented Great Plains accounting software.
 - Participated in the selection of the Audit and Legal teams for public offering.
 - Managed three-year consecutive audit for S1 filing for public offering.
 - Developed the financial materials for senior executive roadshow.
- Accomplishments as Director of Worldwide Manufacturing
 - Managed 45-member team consisting of all operations functions – purchasing, logistics, manufacturing, inventory control, manufacturing engineering, quality control and manufacturing systems
 - Established manufacturing ability systems
 - Established all operations policies and controls in a company growth from \$3M to \$33M in three years.
 - Created worldwide support systems
 - Established worldwide repair facilities increasing customer service response

MOTOROLA, INC.

1986 - 1990

\$650 million Division of Motorola - manufacturing communication equipment for governmental contracts.

Central Operations Controller

- Managed 8-member team responsible for \$350M of budget cost
- Supported 8 SVP's in accounting controls, business decisions and compliance issues.
- Member of team to restructure accounting and control systems as part of the settlement with US Government on Labor charging claims. Changed systems and controls as needed negotiating no cost settlement with USG.
- Established criteria for forward pricing rate development in accordance with CAS.
- Worked with CACO and DCAA in solving all audit issues.

GENERAL DYNAMICS CORPORATION

1983 - 1986

\$350 million Division of General Dynamic's manufacturing guidance systems for military missiles.

Manager of Cost Accounting and Financial Systems

- Managed 8-member team
- Supported 8 SVP's in accounting controls, business decisions and compliance issues.
- Member of team to restructure accounting and control systems as part of the settlement with US Government on Labor charging claims. Changed systems and controls as needed negotiating no cost settlement with USG.
- Established criteria for forward pricing rate development in accordance with CAS.
- Worked with CACO and DCAA in solving all audit issues.

VALLEY PUMP GROUP

1980 - 1983

\$35 million international manufacturer and distributor of domestic and industrial water pumps.

Plant Manager/Merger & Acquisition Team Manager

- Managed 8-member team and responsible for cost accounting and worldwide payroll.
- Managed two acquisitions.
 - Northern Ireland foundry using tax credits.
 - Wylain Pump Group, a union-based shop, transferring Ohio plant into three other plants.
- Implemented accounting system tied integrated in manufacturing system.

WYLAIN CORPORATION

1979 - 1980

\$350 million diversified manufacturer and distributor of industrial products. Purchased by Marley Corporation.

Assistant to Chief Operating Officer

INVESTMENT CONCEPTS, LLC

Various Clients – Worldwide

2011 – Present

Asset Based Project Funding

- Create financial structures for leveraging various assets creating cash for funding project funding accounts.
- Work with banks to leverage cash for participation in Private Placement Programs.
- Structure Special Purpose Vehicles and build structure programs to provide client with required project funding within the project capital needs.

K and L AG Group, LLC

2017 - 2018

Interim CFO

- Hired to transition from insolvency to financial stability.
- Created accounting systems and financial reporting.
- Negotiated with debt holders restructure of debt.
- Built cost accounting system and reporting process.
- Changed pricing algorithms for profitable business.
- Opened new banking relations.
- Increased sales by 10% month-to-month from September 2017 forward. Growth continues.
- Stability achieved.

DeVry University – Online Faculty

2011 – 2013

Teaching Online Business Courses

- SBE440 Strategic Business Planning – Focuses on the preparation of the business planning process including feasibility study, sales & marketing plan, operations plan, management plan, financial plan, capitalization strategy and ends with formal submission of a business plan and online presentation by the student of their business plan. Instructor, while following the overall theory of the course, can change the interaction with the students with real world current business issues.
- SBE460 Bachelor Project – Focuses on the team participation in the analysis of real-world business issues within a setting where the student teams analyze specific business issues each week while building a operational report of the business issues and the teams recommendations as to solving the business issue with a financial impact of their recommendation on the business financial condition. The course ends with the team preparing a final operation report that includes business issues, recommendations, the financial impact of the recommendation to the overall financial condition of the business and a priority of the issues reviewed which produce the most positive impact to the overall business. The course ends with the team making an online presentation of their operational report with recommendations and a financial model of the overall financial impact on the business. Instructor, while following the overall theory of the course, can change the interaction with the students with real world current business issues and resolutions.

The Arc of Dallas – Dallas, Texas

2010 – 2011

Non Profit 501c3

- Performed an operational audit of the agency.
 - Prepared operational audit report with recommendations of changes within the agency for the Executive Director.
 - Hired as advisor to the Executive Director to implement the operational audit recommended changes.
 - Agency Restructured included.
 - Complete restructuring of the Agency Board.
 - Restructured agency programs only provide those which were self-sustaining financially.
 - Downsized the agency personnel removing personnel which were not financially support specifically from grants, program revenue or donations.
 - Developed financial statements and monthly management reviews.
 - Hired outside accounting firm to support the monthly accounting statement preparation.
 - Identified all agency contracts which were not cost effective for the agency and renegotiated the contracts to bring the cost of contracted services in line with the overall budget of the agency.
 - Refocused cost structures of programs to provide management the ability to reflect a better revenue review of programs.
- Refocused grant writer to support the overall outcome of the agency opening up more channels of grant funding

Curatus, Inc. – Birmingham, Alabama

2007 - 2009

Health Care

- Wrote Business Case Study on the impact of providing Proton & Carbon Therapy Centers in the United States.
- Wrote and filed Private Placement Memorandum for a Regulation D 501 Offering.
- Assisted management in a convertible debt raise of One Million dollars positioning the company to be reversed into a public trading vehicle.
- Hired Jesup and Lamont, a New York based investment banker, to package the company for the reverse and structure bond offering for Proton Cancer Treatment Centers.
- Supported the selection of Bond Counsel.
- Selected Investor Relations firm to support the public reverse of company.
- Developed Strategic Five-Year Business Plan for the support documents for the structured bond offering.
- Developed structured finance program for the funding of cancer treatment centers. \$3.2 Billion-dollar nontaxable bond.
- Negotiated major supplier contracts for equipment procurement for cancer treatment centers.
- Wrote all corporate governance documents for Company.
- Prepare SOX internal review and audit plans for Company.

Bull Consulting Group, Inc. – New Jersey

2006 - 2007

Financial Services

- Managed the legal and accounting work for Five Reverse Mergers.
- Prepared and filed all documents with Standard & Poors and FINRA
- Hired Investor Relations firm to support reverse mergers.
- Wrote and filed Private Placement Memorandum for a Regulation D 504 Offering.
- Wrote and filed Private Placement Memorandum for a Regulation D 501 Offering.
- Raised Five Million dollars for the five reverse merger clients.
- Wrote all corporate governance documents for Client Company.
- Prepare SOX internal review and audit plans for Client Company.
- Prepared corporate legal records providing them to new management.

ACCOMPLISHMENTS

ACCOUNTING

Managed accounting and financing management activities form small and large corporations. The largest of which was \$600M for Motorola, Inc.

BUSINESS DEVELOPMENT

Creation of Corporate Policy, Corporate Governance, Business Plans, Project Management Plans, Marketing Plans, Reorganization/Turnaround Plans, Recapitalization Plans, Finance Plans and Investment Offerings.

TECHNOLOGY/INTERNET INTEGRATION

Participated in the development and implementation of Enterprise Systems (MRP II, CPM, CRM, Supply Chain Management, Manufacturing to Accounting Interface Systems, Accounting Systems, Transactional Based Cost Accounting, Statement of Work Governmental Reporting). Designed eCommerce software for business segments in banking, health, financial services, business systems, and office solutions, and insurance. Selected, negotiated and implemented strategic partner business sites into internet portals providing full-service solutions for business to consumer and business to business opportunities. Lead selection and implementation teams for numerous accounting systems.

FUND RAISING/PUBLIC OFFERING

Successfully participated in Private/Public Offering preparation, audits, due diligence reviews, document preparation and road shows. Have structured traditional and non-traditional financing vehicles for investments over \$3.0 Billion dollars. Developed offering documentation, selected and screened investors and made presentations.

EDUCATION/TRAINING

Was a Faculty Member of the University of Phoenix for classroom instruction in their Master, and bachelor's degree and Certificate Programs for six (6) years. Developed and instructed courses endorsed by the American Production and Inventory Control Society and the National Contract Management Association. - Instructed classes in Acquisition of Government Contracts, Bid and Proposal Processes, Cost/Price Analysis, Contract Management, Financial Management of Government Contracts, Accounting Practice and Theory, Cost Accounting and Tax, Financial Management, Operation Management, Materials Management, Purchasing Management, Productivity Management, Project Management, Supply Management, Six Sigma Quality and MRPII. Developed curriculum for World Class Manufacturing, Activity Based Cost Accounting, Entrepreneurship, and Effective Quality Assurance Systems for the Service Industry and Changing CEO Roles for the Banking Industry. I have been an adjunct professor teaching classes in business planning, entrepreneurship and accounting with DeVry University e-learning for three (3) years.

INTERNATIONAL OPERATIONS

Built a worldwide high-performance operation team, implementing manufacturing turnkey strategies with European & Pacific Rim gateways. Developed & implemented supply management strategies and concurrent engineering processes, managed the selection and implementation of information systems with EDI links with suppliers, implemented continuous improvement strategies in areas of quality and manufacturing processes and managed the facilities selection, construction and on-going maintenance. Established all international branch offices and foreign sales corporations, negotiated international tax rate structures, and participated in developing sound business sales and marketing strategies.

MERGERS/ACQUISITIONS

Have lead merger and acquisition teams to include due diligence reviews, valuation, structure of merger or acquisition, funding and transition planning and implementation in union and nonunion environments.

BUSINESS TURNAROUNDS

Experienced executive team members with small and medium sized businesses in maximizing profits through cost controls, development of sound marketing programs, six sigma quality programs, new product development using design for manufacturability tools, effective customer relations, and company improvement programs. Developed business teams to successfully increase profits through cost reduction and effective sales programs, employee loyalty, and quality through using effective business development programs and training.