

EXPERIENCE:

WISCONSIN REDEVELOPMENT, LLC - Milwaukee, WI

2020 - PRESENT

Principal

- Wisconsin Redevelopment is a two-member real estate development and consulting firm. Often partnering with municipalities and non-profits to solve their most challenging and complex real estate development projects.
- Project portfolio available at www.wisconsinredevelopment.com.

SELZER-ORNST CONSTRUCTION COMPANY, LLC - Milwaukee, WI

2017 - PRESENT

President & CEO

- Profitability/Sales/Strategic
 - 40% Year-Over-Year Growth since acquisition.
 - More than doubled construction staff.
 - Successfully acquired smaller construction firm at the beginning of 2020 to expand market and services.
 - Streamlined operations and overhead to an overall reduction of approximately 10% in costs.
 - Increased gross profitability by 30%.
 - Debt-Free organization in less than two years since acquisition.
 - Tripled bonding capacity.
 - Record profitability year-over-year.
- Business Development & Marketing:
 - Implemented proposal database to analyze prospective, bidding, and pending opportunities ultimately converted to jobs. Also developed metrics for future planning and analysis including hit ratios, potential backlog, etc.
 - Lead social media program.
 - Secured relationships with over 5 long term clients with campus type facilities.
 - Current potential opportunities of over \$200 million for 2020 through 2022.
 - Re-built website and completed a re-brand of Selzer-Ornst.
- Operations (Field & Office):
 - Implemented manpower scheduling analysis to level workforce and identify manpower needs.
 - Revised safety program and rolled out to field staff.
 - Implemented a revised folder structure for projects and operations.
 - Implemented electronic daily logs and timesheets via iPads.
 - Implemented Procore Project Management software with Financial Integration.
 - Reorganized office, yard, and shop to streamline work processes and improve efficiency.
- Human Resources:
 - Created a comprehensive benefits solution for employees including medical, dental, vision, life insurance, short-term disability, and long-term disability (prior ownership provided only medical).
 - Created strategic partnership with the Wisconsin Athletic Club for health & wellness program.
 - Held a weight loss competition where 8 individuals lost over 70 pounds.
 - Implemented a summer hour schedule for work/life balance.
 - Completed individual goal setting and performance reviews with all personnel.
 - Provided training opportunities to 4 apprentices still with the company and over 10 internships.
 - Established work-from-home capabilities (prior to COVID-19).
- Accounting
 - Revised billing procedures to improve cash flow and save over \$15,000 per year in line of credit interest expenses.
 - Implemented strategic budgeting, ratio analysis, and reoccurring reviews.
 - Established purchasing discounts from major suppliers.
- Technology:
 - Implementation of iPads for Superintendent project management efforts.
 - Invested over \$100,000 in technology upgrades and training.
 - Established cloud backup vs hard drives.
 - Invested in laptops in lieu of desktops for work efficiency and productivity.



- Highlighted Selzer-Ornst Project Experience (additional projects and details available upon request):
 - EY, 833 E. Michigan, Milwaukee, Wisconsin
 - R.W. Baird & Co., Re-stack (multiple floors), Milwaukee, Wisconsin
 - Thermo Fisher, Milwaukee, Wisconsin
 - Davis & Kuelthau, Milwaukee, Wisconsin
 - Konkel Park Pavilion, Greenfield, Wisconsin
 - Christopher Kid Shell Build-out, Milwaukee, Wisconsin
 - West Milwaukee Comprehensive Treatment Center, Milwaukee, Wisconsin
 - Freshii Base Building Work, 250 E. Wisconsin, Milwaukee, Wisconsin
 - Conference Center, 250 E. Wisconsin, Milwaukee, Wisconsin
 - Straub Law Office, 250 E. Wisconsin, Milwaukee, Wisconsin
 - West Madison Comprehensive Treatment Center, Madison, Wisconsin
 - Litchfield Cavo, 250 E. Wisconsin, Milwaukee, Wisconsin
 - Racine Comprehensive Treatment Center, Racine, Wisconsin
 - Wisconsin Athletic Club (Multiple Projects)
 - GE Healthcare (Multiple Projects)
 - Brady Corporation (Multiple Projects)
 - Milwaukee Area Technical College (Multiple Projects)
 - UW-Milwaukee (Multiple Projects)
 - Aldi's (Multiple Projects)
 - Associated Bank (Multiple Projects)
 - Milwaukee Bar Association, Milwaukee, Wisconsin
 - St. Ann's Admin Suite Renovation, Milwaukee, Wisconsin
 - Milwaukee Athletic Club Temporary Space, Milwaukee, Wisconsin
 - Charles Schwab, Oak Creek, Wisconsin
 - Leitech US Ltd, Milwaukee, Wisconsin
 - Franklin City Hall & Police Shooting Range, Franklin, Wisconsin
 - Oak Creek High School (Multiple Projects), Oak Creek, Wisconsin
 - Carollton Elementary, Oak Creek, Wisconsin
 - HNTB Corporate offices, Milwaukee, Wisconsin

GILBANE BUILDING COMPANY - Milwaukee, WI

2015 - 2017

Project Executive | Business Development

- Developed and executed Milwaukee Strategic Marketing plan including Doer Seller Plans.
- Directed Gilbane Cares Community Program including volunteering opportunities, mentorships, and community involvement.
- Secured clients/projects valuing over \$45 million in 2016.
- Responsible for providing leadership, guidance, and mentoring for (4) direct reports.
- Responsible for estimating, schedule, quality, financials, and execution of multiple projects.
- Oversaw preconstruction and construction efforts of the following projects to ensure project success and client satisfaction.
- Highlighted Gilbane Project Experience:
 - Kerry Taste & Nutrition Discovery Center-5,000 SF Lab & Presentation Facility Renovation, \$3.3 million
 - JLL – Milwaukee Corporate Office Buildout- 5,000 SF High-end Office, \$700,000
 - Wisconsin Humane Society- Racine Campus Facility- 17,000 SF Humane Facility, CM Led Design/Build, \$4.5 million
 - Johnson Controls, Inc- Showcase Space Renovations – 4,000 SF AV and Infrastructure Upgrade
 - Accenture Tenant Improvements & Renovation – 3,000 SF, \$330,000
 - JLL- Quest CE – 11,267 RSF office, \$800,000

3% REAL ESTATE - Milwaukee, Wisconsin

2014 - PRESENT

Licensed Real Estate Agent

- Completed listing and buying transactions for Wisconsin real estate.
 - 2019 Completed Sales: \$1,430,000
 - 2018 Completed Sales: \$1,949,000
 - 2017 Completed Sales; \$1,500,000
 - 2016 Completed Sales: \$3,500,000
 - 2015 Completed Sales: \$1,200,000



MARQUETTE UNIVERSITY - Milwaukee, Wisconsin**2013 - PRESENT**

Adjunct Professor | Dept of Civil, Construction, and Environmental Engineering

TADISCH PROPERTIES - Milwaukee, Wisconsin**2013 - PRESENT**

Real Estate Acquisition and Management

- Management of 7 residential units including renovations, property management, accounting, etc.
- Management of 2 industrial/office commercial properties (25,000 SF)
- Successful development of residential subdivision including rezoning, development approvals, sales, and advertising.

RILEY CONSTRUCTION COMPANY - Milwaukee, Wisconsin**2013 - 2015**

Business Development Manager | Project Executive | Project Manager

- Successfully provided over \$38,000,000 in project opportunities in the first year and \$138,000,000 in the second year.
- Grew the volume of the Milwaukee office over 33%.
- Achieved multiple opportunities from (6) new repeat clients with multiple project wins.
- Responsible for direct implementation of client relationship management (CRM) software including Go | No Go Approach, Existing Client Management, and Strategic Client Management.
- Reinvigorated Riley's social media program and improved marketing materials/marketing strategic plan.
- Directed Riley's community involvement program.
- Acted as Project Executive or PM/Superintendent on multiple projects with repeat clients valuing over \$25,000,000.

KOHL'S CORPORATION - Menomonee Falls, Wisconsin**2011 - 2013**

Manager of Construction | Store Environment & Development

- Oversaw the real estate and preconstruction efforts of Kohl's Corporate Headquarters - 2 towers, 2 parking structures, 920,000 SF, \$260 million.
- Oversaw national construction of Kohl's stores, distribution centers, credit card facilities, photo studio, and other facilities including coordination of internal departments (facilities, real estate, store planning) and external partners (general contractors, subcontractors, vendors) to ensure maximum value, quality, and a timely completion of each project. Including 14 new stores, 11 remodels, a credit card production facility, photo studio renovations, and corporate parking expansion.
- Analyzed locations for potential development with Real Estate and Site Development partners.
- Developed Store Environment & Development University for training internal (multiple departments) and external partners (vendors, designers, contractors).
- Developed internal training manual for construction department.
- Implemented new construction techniques, technologies, and systems (i.e. Fixture Wall System, OxBlue, BlueBeam, Precast, iPads) into facilities and processes to save initial and long-term costs and time.

CONCORDIA UNIVERSITY OF WISCONSIN - Mequon, Wisconsin**2011 - PRESENT**

Adjunct Professor | Adult Education Department & Graduate Programs

- Instruct students on topics including business management, training and development, organizational management. Responsible for curriculum development, grading, and student evaluation.

MILWAUKEE SCHOOL OF ENGINEERING - Milwaukee, Wisconsin**2010 - PRESENT**

Adjunct Professor | Lecturer in the Civil, Architectural Engineering & Construction Management Department

- Instruct students on topics including real estate development, project management, business management, construction specifications, contracts, scheduling, estimating, and building systems.
- Responsible for curriculum development, grading, and student evaluation.

GILBANE BUILDING COMPANY- Milwaukee, Wisconsin**2005 - 2011**

Project Manager (2009-2011) | Assistant Project Manager (2007-2009) | Project Engineer (2005-2007)

- Regional Manager of Engineering Peer Group Leader - team focused on the development of companywide project engineers.
- Health Care Center of Excellence (COE) - nationwide team focused on healthcare construction.
- Mission Critical Center of Excellence (COE) - nationwide team focused on mission critical/data center construction.
- High Performance Building Center of Excellence (COE) - nationwide team focused on implementing sustainable practices.
- Gilbane University - Instructor/Facilitator for in-house training program.
- Selected as Top 40 under 40 by the Milwaukee Business Journal.
- Gilbane Cares...Building Better Communities Leader.



- Highlighted Gilbane Project Experience:
 - Waukesha County Health & Human Services Building - 167,000 SF Institutional Facility, LEED Silver, \$36.9 million
 - Froedtert Emergency Department Flooring Replacement - 11 phase replacement of flooring in an occupied ED
 - Mukwonago Community Library - 32,000 SF library renovation and addition, \$5.4 million
 - Oak Creek Assembly of God - 90,000 SF church renovation and addition, \$11 million
 - VA Hospital- Spinal Cord Injury Disorder Center-[2] 67,000 SF design-build Spinal Cord Injury hospital, \$26.9 million
 - Cornell University (NY)- East Hill Data Center-[2] 210,000 SF office/ data center project, \$130 million
 - Wisconsin D.O.T. - manpower scheduling
 - Schlitz Park Base Building Renovations - base building renovations, \$200k
 - Greater Milwaukee Foundation -17,000 SF tenant improvement build-out, \$800k
 - Education Credential Evaluators - 17,000 SF tenant improvement build-out, \$800k
 - R.W Baird Trading Floor - 22,000 SF High-end Mission Critical Trading Floor, \$6.5 million
 - North Powerhouse Demolition - demolition of a 5-story building and park development, \$1 million
 - Palomar Milwaukee - LEED, 22 story luxury mixed use high rise, \$100 million*
 - Palomar Milwaukee Sales Center - 7,000 SF sales office and model unit, \$1.3 million
 - Aloft Hotel - 8 story Starwood hotel and condo building, \$30 million
 - Gipfel Union Brewery Relocation - Relocation of a 154-year-old brewery for historic preservation
 - North Powerhouse at Schlitz Park - 60,000 SF Renovation to office space, \$8 million
 - Bradley Center Courtside Club -Restaurant addition and locker room renovation, \$2 million
 - Manpower, Inc Worldwide Headquarters Relocation -LEED Gold, 294,000 SF office, \$42 million
 - Cherry Street Parking Structure - 420,000 SF, 1200 car parking structure, \$17 million
 - Potawatomi Bingo & Casino Expansion -Provided preconstruction/estimating services, \$184 million

PARADIGM DESIGN & CONSTRUCTION, LLC - Milwaukee, Wisconsin **2005 - 2006**

Managing Member | Vice President

- Provided Building Information Modeling consulting services to subcontractors on projects including Columbia St. Mary's Ozaukee.

POWER CONSTRUCTION COMPANY - Chicago, Illinois **2005 - 2005**

Project Engineer Intern

TOTAL TEAM CONSTRUCTION - Waukesha, Wisconsin **2004 - 2005**

Assistant Superintendent/Project Manager

HUNZINGER CONSTRUCTION - Brookfield, Wisconsin **2003 - 2004**

Assistant Estimator/Field Engineer

TURNER CONSTRUCTION - Green Bay, Wisconsin **2002 - 2002**

Assistant Superintendent

EDUCATION:

MARQUETTE UNIVERSITY - Milwaukee, Wisconsin **2009**

Master of Business Administration (MBA)

EMPHASIS: Real Estate and Operations

- Strathmore's Who's Who (2009)

MILWAUKEE SCHOOL OF ENGINEERING - Milwaukee, Wisconsin **2006**

Bachelor of Science, Architectural Engineering & Bachelor of Science, Construction Management

SPECIALTY: Building Structural Systems

MINOR: Business Management

- Fred F. Looch Outstanding Student Award of the Year (2006)

CERTIFICATIONS

- American Institute of Constructors (AIC), Associate Constructor (AC)
- U.S. Green Building Council, LEED Accredited Professional
- WasteCAP Accredited Professional



COMPUTER SKILLS:

- Scheduling: MS Project, SureTrak, Primavera
- Cost Analysis: JD Edwards, CMiC
- CAD/Drawing: Autocad/Autodesk, Sketchup
- Estimating: On-Screen Takeoff & CostWorks
- Document Control: Prolog, Expedition, iBuild, Procore
- Microsoft Office Programs: Excel, Word, PowerPoint, Publisher
- Structural Engineering Programs
- Bluebeam Software
- CRM Software: Cosential, CMiC
- Video Conferencing: Zoom, Webex, Teams, GoToMeeting

AWARDS & RECOGNITION:

- AGC Design Build Competition, 1st Place in Nation (2004)
- AGC Design Build Competition, 2nd Place in Nation (2005, 2003)
- Tau Beta Pi Engineering Honor Society
- AGC Design Build Competition, 3rd Place in Nation (2003)
- Sigma Lambda Chi Construction Honor Society
- MCAA Competition, 2nd Place in Nation (2005)
- ASCE Concrete Canoe Competition, 2nd Place in Region (2002, 2003)
- Milwaukee Business Journal, Top 40 under 40 (2006)
- MSOE, Alumni Achievement of the Year Award (2020)

COMMUNITY INVOLVEMENT:

- Al's Run/Walk for Children's Hospital, Participant
- Associated General Contractors (AGC) of Greater Milwaukee, SVP & Board Member
- Associates in Commercial Real Estate (ACRE), Co-Leader & MSOE University Representative
- Association of Facilities' Engineers (AFE), Member
- Blood Center of Wisconsin, Donation Site
- Commercial Association of REALTORS WI (CARW), Member
- Crazy Leg's Run, Participant
- Department of Transportation, Adopt-a-Highway Sponsor & Volunteer
- Fight for Air Climb, Participant
- Grant Park Bridge Restoration, Volunteer
- Hispanic Health Resource Center, Volunteer
- International Facility Manager's Association (IFMA), Education Committee Chair, Vice President, President, & Past President
- Laura's Smile Mile, Participant
- Meal Preparation for Homeless Shelters, Volunteer
- MMAC, CEO Roundtable
- MSOE, Industry Advisory Council Member & Alumni Association Midwest Region Director
- My Team Triumph, Participant
- NAIOP, Member
- Project Lead The Way - Wisconsin, Executive Council Member
- Real Estate Alliance for Charity (REACH)- Board Member
- Revitalize Milwaukee, Board Member
- Ronald McDonald House, Volunteer
- Safe Babies Healthy Families, Volunteer
- Salvation Army, Volunteer
- Sigma Phi Delta (SPD), MSOE Chapter Advisor
- Special Olympics, Corporate Capers Executive Committee
- Team Salute, Participant
- TEC/Vistage, Member