

# JAMES ZSEBOK

## CONTACT

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Mr. Zsebok (Jim) has 35+ years of business/finance experience having worked for several of the largest publicly traded companies in the world with complex reporting requirements and demanding timelines. In this environment Jim thrived and also benefited from being surrounded by best practices working within companies that had fine-tuned their business systems through periods of extraordinary growth for several decades. Mr. Zsebok's all-encompassing finance experience played a significant role in helping to build his last employer into one of the largest private companies in America and catapult the founder's financial status to #367 on the **Forbe's list of the richest people in the World**.

## SKILLS

- Financial Reporting (10K/Q)
- Informative Mgmt. Reporting
- Business Plan/Forecasting
- Business Valuations
- M&A Due Diligence
- Capital Raises
- Manage Bank Syndicates
- Manage External Auditors
- Internal Audit of Systems
- Product Costing/Quotation
- FX Hedging / Trading
- ERP Implementation
- International Tax Planning
- Investment Portfolio Mgmt.
- Robotics & PLC Programming

## INDUSTRY EXPERIENCE

- Agriculture / Food & Beverage
- Automotive
- Chemicals
- Construction
- Consumer Packaged Goods
- Distribution & Retail
- Incubator / Accelerator
- Military Contracting
- Robotics & Automation

## WORK EXPERIENCE

### FOUNDER

*RTZ Group | Ontario, Canada & Tennessee, USA | 2014 - Present*

Providing fractional CFO services to companies including financial and management reporting to shareholders and lenders. One noteworthy success was regaining the trust of a client's bank by developing a detailed forecast and a deep understanding of margin by customer/product which led to them eventually being uplifted out of special accounts. Another success story was when RTZ provided a working capital line to a client to get product sales flowing and was involved in proving to the Auditor General of a large municipality that the client was a victim of bid rigging which resulted in their competitor being disqualified and RTZ's client being awarded a large multimillion dollar contract.

- The Equipment Specialists (Municipal Equipment Distributor)
- Genuine Health (Distributor of Health Supplements)
- Capital Park Holdings (Acquired Joy product line from P&G)
- Highbury Canco (Food & Beverage Manufacturing & 3PL)
- Acenza (Develop & Manufacture Nutraceuticals & Oncology Research)
- L&J Diesel (Diesel engine parts sales with a strong e-commerce platform)

### CFO / Treasurer / Director of M&A / Chief Investment Officer

*Flex-N-Gate Group & Khan Family Office | Ontario, Canada | 1998 - 2014*

Mr. Zsebok had many formal positions within the family business(es), but the owner always referred to him as "his money man". Success is often measured by increasing responsibilities within an organization(s) however, elevating the owner of a business from humble beginnings in 1998 to 367<sup>th</sup> on the Forbes list of richest people in the world by 2014 speaks for itself. As the company grew to 15,000 employees, 46 worldwide locations and annual revenues of \$4.5 billion Mr. Zsebok used his all-encompassing finance expertise learned in large publicly traded companies to evaluate, monitor, integrate and grow newly acquired companies. As Director of M&A the list of responsibilities included valuation, due diligence, purchase price adjustment negotiations, debt raises and international tax planning. The Treasurer responsibilities included establishing bank syndicates with availability of \$900MM and managing the group's FX exposure by trading approximately \$2-3 billion in FX contracts annually. In 2012, Mr. Zsebok initiated the establishment of the Khan family office (STACHE) which was funded using \$10MM in FX profits earned by him the year prior to the acquisition of the Jacksonville Jaguars NFL team to create goodwill for the owner in the community.

# JAMES ZSEBOK

## M&A Transactions

### **DDM Plastics**

2000 | Revenue - \$40MM

### **Ventra Group (TSE-VTA)**

2001 | Revenue - \$860MM

### **Deuer Manufacturing**

2003 | Revenue - \$6MM

### **Veltri Metal Products**

2004 | Revenue - \$60MM

### **Collins & Aikman**

2007 | Revenue - \$60MM

### **Oris Automotive Parts**

2007 | Revenue - \$7MM

### **Meridian Automotive**

2008 | Revenue - \$400MM

### **Blackhawk Automotive**

2008 | Revenue - \$50MM

### **Jacksonville Jaguars (NFL)**

2011

### **ACH - Sandusky**

2012 | Revenue - \$250MM

### **Fulham FC (English Premier)**

2013

### **McKenzie's Hard Cider**

2013 | \$2MM

### **Casework of America**

2013 | Revenue - \$2MM

## EDUCATION

### **Robotics/Automation (2022)**

### **CMA Society (1991)**

Pre-Professional Program (5<sup>th</sup> level)

### **B.A. - Economics (1985)**

Honours Standing

## WORK EXPERIENCE CONTINUED

### **Controller / Assistant Controller**

TRIAM Automotive (TSX:TRU) | ON, Canada & MI, USA | 1994 - 1998

The Assistant Controller position quickly transitioned into the Controller position in six months despite being only 28 years of age. The facility was approximately 90,000 sq. ft. with 200 employees. As the Controller Jim prepared and presented the financials for the facility to the Board of Directors monthly and managed the annual audit with the external auditors. Mr. Zsebok's nature is to be very hands-on, so he spent a lot of time on the plant floor and interacting with suppliers, employees, union leadership and customers which enabled him to articulate the plant's financial performance in easy-to-understand business terms. This trust he earned with the Board of Directors was recognized when TRIAM entered into a Joint Venture partnership with a German company and Mr. Zsebok was asked to oversee the launch of the large new facility in Sterling Heights Michigan.

### **Financial Analyst**

Caradon PLC (LSE:CRN.LN) | Ontario, Canada | 1994

The Financial Analyst role initially was to analyze product margins and the value of inventories. After a couple of month-ends Mr. Zsebok was able to streamline the process by a day which led to more responsibilities at month-end and eventually being asked to design the company's new activity-based costing system to quote new opportunities. After this was achieved Mr. Zsebok was tasked with learning the new corporate financial reporting system (Hyperion) which was used to upload the division's monthly financial reporting package to headquarters overseas.

### **Product Costing Analyst / SAP Implementation Team / Planning Analyst**

Siemens AG (DAX30:SIE) | Ontario, Canada | 1992 - 1994

Siemens had a very sophisticated quotation model which was updated each year with the upcoming year's operating budget and in the case of new ("greenfield") operations Mr. Zsebok would prepare a detailed operating and capital budget to arrive at machine rates and other burden rates for the proposed facility. Mr. Zsebok implemented several time saving features into the costing worksheet and given his ERP implementation experience was asked to join the SAP implementation team to make sure the functionality required by the product costing group was incorporated. In designing the cost center roll-up for the quotation tool this knowledge also translated into financial reporting so after the successful implementation of SAP Mr. Zsebok joined the planning & analysis group. As part of the planning & analysis team Mr. Zsebok responsibilities included preparing departmental budgets by interacting with departmental managers to develop their operating/capital budgets and monthly analysis against budgets.

### **Financial Services Officer / Financial Analyst / Internal Auditor**

Imperial Chemicals Industries (FTSE30:ICI) | Ontario, Canada | 1988 - 1992

Initial responsibilities were to value inventories and analyze purchase price variances. Mr. Zsebok quickly streamlined the process from 4 days to 1 day using macros and was rewarded with entrance into the corporate executive fast track program which included auditing other divisions and a promotion to auditor (FSO) of the division's JV retail locations where he also implemented a new ERP system.

# JAMES ZSEBOK

## Investment Experience

### Debt/Equity

*Huffy Bicycles  
Bikes, Scooters, Toys*

Khan Family Trust

### Traditional Portfolio

*Fixed Income & Securities  
US Trust - \$50 million*

Khan Family Trust

### Mortgage

*L&J Diesel Company  
Diesel Parts & Service*

STACHE Investments

### Mortgage

*Heritage Farms  
Organic Farming*

STACHE Investments

### Debt/Equity

*Laura Street Trio  
Real Estate Development*

STACHE Investments

### Convertible Debt

*Starfield Talent Mgmt.  
Software as a Service*

STACHE Investments

### Convertible Debt

*KYN, LLC  
Small Business Incubator*

STACHE Investments

### Minority Interest

*Menuat  
Digital Menu Board/App*

STACHE Investments

### Controlling Interest

*Edgewell Bakery  
Retail & Institutional*

STACHE Investments

### Income Property

*1030 Ellis Road, JAX  
142,000 sq ft Warehouse*

STACHE Investments

### A/R Factoring

*Coastal Cool  
Refrigerated Trucking*

STACHE Investments

### Mortgage

*Kissimmee Charter School  
New Construction*

Khan Family Trust

### Mortgage

*Orlando Vista Hotel  
Renovation*

Khan Family Trust

### Mortgage

*Four Points by Sheraton  
Renovation*

Khan Family Trust

### Convertible Note

*AES Technologies, LLC  
Remote Auto Diagnostics*

STACHE Investments

### Income Property

*390 Victoria Ave., Windsor  
Office / Retail*

RTZ Group

### Promissory Note

*The Equipment Specialist  
Municipal Equipment*

RTZ Group

### Debt/Equity

*Hooray Puree  
Vegetable Purees*

RTZ Group

### Debt/Equity

*Holling Enterprises, LLC  
Military & Civil Aircraft*

RTZ Group

### Debt/Equity

*American Cider Company  
Hard Cider / Cider house*

RTZ Group

### Debt/Equity

*MBRT Technologies, Inc.  
Robotics & Automation*

RTZ Group