

# TIMOTHY B GIBB

## Entrepreneur, CEO, Executive Consulting & Community Leadership

+1 941-404-0055   @ tgibb@omniadvantage.com   <https://www.linkedin.com/in/timothygibb/>   <https://gibbenterprise.com/>  
📍 Sorrento, Florida   ☆ Remote Board Member

### EXECUTIVE NARRATIVE

Christian Entrepreneur with over 30 years experience as Founder and CEO of companies that redefined their industry. I began my career as Caterpillar's #1 recruited management apprentice in 1980, paying my tuition & salary for 3 years. The goal was to sharpen business acumen, assess company manufacturing "standards", and implement more proficient means/methods. Resolving systemic weakness saw productivity increases of 35% in first year.

Before founding my 1st company in 1990, I developed 5-Year Strategic Plan based on "Kingdom Principles". Underestimated by competitors and customers; I became known for exposing industry weakness, implementing new technology, disrupting markets, and creating new income streams. However, it was my moral character and integrity that formed hundreds of close professional relationships with Executives across America.

Taking a "semi-professional break" after 30 years, I have remained engaged in selective business consulting helping others on a more personal level. But God has always called me back to business as retirement is a foreign concept to "The Lord". With a record of formidable leadership experience, companies can expect to exceed expectations; failure remains a foreign concept as well.

### ENTREPRENEURIAL EXPERIENCE

#### Founder & CEO

##### OmniAdvantage Business Resources, Inc

🏢 2017 - Present   📍 Greater Orlando Area, FL

Founded in 2017 prior to selling WI holdings, OmniAdvantage adds the missing resources most consultancy firms do not provide. We selectively choose businesses owners who find themselves surviving a Covid-19 Economy.

- "Change in Terms" from 15 to 30 years revitalized "lease to own" company.
- Restructured \$16M/Yr FL Restoration Company & salvaged former clients.
- Negotiated \$45M deal for Texas oil land between investors & owners with drilling rights. Investors paid \$45M for 60% vs Owners paying 17% interest.
- Brokered \$1M sale of family medical practice, lab, and surgery center.
- Served on two HOA Boards providing legal guidance for vendor contracts.
- Continue to advise WI Principals in ConsortiEx Healthcare Investment.
- Contract advisor for 2 Milwaukee Law Firms representing former company.

#### Founder & CEO

##### Concrete & Masonry Restoration, LLC

🏢 1995 - 2018   📍 Milwaukee, WI

CMR specializes in Parking Structure Restoration. Collaborating with engineers on product recommendations, setting schedules, and specifying repairs. Controlling "scope of work" increased gross profit from 18% to 35%.

- Started CMR with bankruptcy "asset purchase" 100% financed by our bank.
- CMR provided synergistic services with CMS cutting direct costs to 40%.
- Hired partner, former owner, 15 employees, & added 100+ client base.
- Rotating CMS/CMR workforce increased gross sales by \$2 million that year.
- Reduced downtime by 50%, increased sales by 200% and profit by 35%.
- With an impeccable reputation of excellence, procured projects across the country from Alaska to Florida with sales rising to \$16 million.
- CMR became Wisconsin's #1 owned restoration company in 2012.

### VISIONARY LEADERSHIP

#### Attributes, Acumen & Agility

Charismatic   Inspirational   Motivating

Collaborative   Creative Innovation

Resourceful   Strategic Foresight

Corporate Synergy   Market Analysis

Logistics Management   Finance

Risk Assessment   Fluid Scalability

Networking   Sourcing   Negotiation

Development   Critical Deployment

### EDUCATION

#### Honorary Business Scholar

##### Milwaukee Area Technical College

🏢 09/1980 - 06/1983   📍 Milwaukee, WI

#### Business Admin & Finance

##### University of Wisconsin Milwaukee

🏢 09/1976 - 12/1980   📍 Milwaukee, WI

### UNIQUE STRENGTHS

#### Creative Visionary

As a Visionary, I am able to step-back, see the possible, and bring it to reality. My Imagination & Creativity is self-evident in God's Gift of Innovative Clarity.

#### Decisive Decision Making

To remain calm, when all those around me get caught up in the panic of uncertainty, produces rational clarity. The ability to hear and observe free of distraction, form resolutions void of emotional reaction.

#### Financial Analysis

Known for reliable economic forecasts & 95% accurate financial statements created relationships ensuring funding of 50% growth & a bonding aggregate of \$2M.

## Founder & CEO

**Creative Maintenance Solutions, Inc** 🏢 1990 - 2018 📍 Milwaukee, WI

CMS revolutionized the concrete flooring industry. Custom trademarked "Bond-Blend" epoxy floor system restored concrete to a new level surface.

- Secured sales of \$500,000 1st year building "Brand Recognition".
- Trademarked unique blend of epoxy resins adhering to oil soaked concrete.
- Our slip-resistant floors reduced OSHA's #1 workplace injuries by 90%.
- Financial & Economic insight gained notoriety in financial circles.
- Securing \$1M from bank helped raise gross sales by 30% in one year.
- Added an expert in operations & training the workforce as a Shareholder.
- Relationships added over \$3M with corporate giants such as A.O. Smith, Harley, Briggs & Stratton, GE Medical, Marquette, Epic, NW Mutual & More.

IF YOU CAN SEE IT, I CAN TAKE YOU THERE!!

### Progressive Hierarchy Of Sequential "Abstract Thinking"

- **Assesment;** research, cost, risk/reward, intuition, desisive & action
- **Due Diligence;** opportunity, exploitation, technology, develop & deploy
- **Planning;** identify, structure, growth, weakness, execution & scalability
- **Finance;** economics, forecast, cost, projection, flow, sourcing & procure
- **Marketing;** industry, weakness, structure, timing, target base & maintain
- **Operations;** anticipate, adapt, innovate, manage, implement & execute
- **Employment;** need, staff, skill, screen, plan, recruit, retain & manage
- **Projections;** pressures, finance, economics, forecast, fund & procure
- **Sustainability;** character, integrity, relationships, reputation & reliable
- **Successful;** vision, creative imagination, preparation, profit & sustain

### NEWSWORTHY RECOGNITION



#### Editorial News Interview

Interviewed by Editor-in-chief of Tampa's "News To The C-Suite" concerning a LinkedIn Article questioning the ethical standards of business and lack of maintaining those standards throughout the company. Effectively it was a "Call To Business Leaders to Step-Up". These initiatives must come from both inward and outward corporate standards and an impeccable set of values"



#### Academic Recognition

Accepted an honorary invitation from the University Of Wisconsin to give a lecture regarding Entrepreneurial Leadership. Initiated by both the Faculty & Student Body, the subject revolved around a LinkedIn article written about Corporate Leadership's claim; "It's All About The People". The article rhetorically asked; "What Do The People Say"??



#### Business Contract Legal Precision

In 25+ years, the company never lost a contract dispute or action. Legal acumen resulted in precise contract language in our favor. We fulfilled our obligations as stated and collaborated with our firm in litigation.



#### #1 Management Recruit

As Caterpillar's "top ranked" management apprentice, held a 4.0 average through college. Tasked with observing means and methods within departments; evaluations and process changes increased production by 25%; 15% profit and 10% wage increase.



#### CEO Leadership And Foresight

Drafting a 20-year Plan was essential to our success. By promoting "Concrete Thinkers" to supervisory positions, we created 3 new director positions for our best "Abstract Thinkers" driving sales up 300% in 5 years.



#### Family Values

As CEO, over time my role evolved to one of oversight and planning spending less time in the office. Valuable time spent with my wife and 3 daughters was the greatest success I could have. My girls are women of character and successful in their careers.



#### Milwaukee Chamber Of Commerce

As CEO Roundtable Leader, gained notoriety with Business Leaders in both private and public roles. The Roundtable group was at the fore-front of problem solving discussions between Corporate Executives at a National Level. Resolutions led to respect and relationships with 150+ C-Suite Members, Owners & Principals.



#### Sold WI Business Concerns

Having formed Creative Maintenance Solutions, Inc (CMS) in 1990 with no employees, equipment, or income; nor taking a single customer from former employers to maintain integrity. Shares were sold with a 4.5X EBITDA valuation of \$12M with a Reputation of Excellence!!

# HUSCH BLACKWELL

Joshua B. Levy  
Partner

511 North Broadway, Suite 1100  
Milwaukee, WI 53202  
Direct: 414.978.5554  
Fax: 414.223.5000  
Joshua.Levy@huschblackwell.com

May 1, 2023

To Whom it May Concern:

I have known Timothy “Tim” Gibb since 2005. I met Tim when I began providing legal services to his companies, Creative Maintenance Solutions and Concrete Masonry Restoration (“CMS/CMR”). Tim was the Chief Executive Officer of both companies and my primary contact for their legal matters. I wholeheartedly endorse Tim for C-Suite and Executive leadership positions within organizations seeking a driven, creative visionary with a firm grasp of all aspects of company operations. His confident presence inspires others to reach further, the strength of a leader with a “velvet touch”.

I provide employment and construction law counseling and litigation services. Between 2005 and 2018, I handled a variety of legal matters for CMS/CMR, ranging from employment issues to both small and large companies, preemptive contractual language, as well as construction disputes. I have several observations regarding Tim’s contributions to legal matters:

1. The companies, CMS/CMR were never in a dire situation when claims arose. In other words, under Tim’s leadership the companies were able to treat disputes as the inevitable “cost of doing business” in the volatile industry of construction. The businesses were well-capitalized, sought legal advice at the inception of a dispute, and prepared realistic budgets so the dispute resolution process would not disrupt daily operations or lead to excessive expenses.
2. Tim handled all of my initial briefings. In each case, Tim prepared detailed documentation in the factual due diligence necessary to properly evaluate the company’s legal exposure and the strengths/weaknesses of the opposing company’s position. Tim’s team maintained detailed operational records and corresponding documentation assembled in sequential order for my review before proceeding.
3. Tim consistently conducted his own research of legal precedent in order to raise appropriate, and often helpful, points for the case evaluation process.
4. Tim demonstrated executive maturity as opposed to ego. He was able to recognize his company’s exposure and took a reasoned approach to exploring settlement. When Tim’s operational team was not truly liable for unsubstantiated claims, he backed the group by defending its actions appropriately.
5. Tim was always able to remove emotion from the action, developing an approach that best served the interests of the business. At times, Tim compromised strong positions; willing to forego a short-term “victory” in order to nurture long-term client and trade partner relationships.

# HUSCH BLACKWELL

May 1, 2023

Page 2

I am the head of the Construction Group for an AmLaw 100 law firm. As such, I am in contact with many construction executives in numerous markets. From a very large sample size I can confidently attest to Tim's skills as an "Astutely Aware Executive". The CMS/CMR offices were lively and had an authentic culture of respect, innovation, and employee satisfaction. Always respectful and receptive, Tim consistently gave voice to the concerns of others; deftly managing staff, employee, union, supplier, and client relations with clear and concise direction.

Finally, Tim has a unique ability to recall, process, and assess information. I often cautioned my colleagues to be direct, candid, and accurate with Tim; he listens carefully, remembers everything, is well-researched, and expects the same degree of excellence from others as he does from himself. Taken as a whole, these attributes not only made Tim a great client, but also an authentic human being whose charismatic leadership makes success look easy; a vital asset to any organization.

I am available for any follow-up questions as to my referral of Tim.

Sincerely,

Joshua B. Levy



## Joseph Fazio III, Vice Chairperson

*Co-founder, Board Chairman, and Chief Executive Officer of  
Commerce State Bank & Commerce Holdings*

**Joseph** is currently a member of the Board of Directors of Bristol Morgan Bank in Oakfield, WI, a position he's held since 2022. Mr. Fazio was the founder, Chairman of the Board, and CEO of Commerce State Bank from 2005 to October 2022, when it was acquired by Summit Credit Union.

### C-Suite Recommendation for Timothy B Gibb

I strongly recommend Tim as Leader for Your Organization.

My name is Joe Fazio, I am the former Chairman, CEO and Co-founder of Commerce State Bank. Tim was an original investor of the bank; he sees what will be, not as they are. The bank sold in October of 2022; I continue to serve as a board member for other banks; specifically, Bristol Morgan.

Tim is one of those rare leaders who understands business development and the necessity of financial acumen to be successful. He is always well-informed, tracks economic patterns, and was the bank's leading corporate financial forecaster. Tim's multifaceted abilities allowed him to position his company for success no matter what environment they encountered.

Tim was not just any commercial client of Commerce State Bank. For several years I invited him to present his annual economic forecasts to our board, departmental presidents, and the owners. He is a visionary who sees economic trends and knows how to marshal resources to capitalize on them.

During his association with Commerce, we committed \$6 million of funding to allow for the company's growth. The company's assets and \$12 million of annual revenue did not support the commitment, but his record of success, and personal net worth, was all the proof the bank needed.

If your company's needs include vision, finance, and economic diversification; Tim is well versed in those areas. As your next CEO, I believe Tim is capable of positioning your company for success, I have seen it.

Sincerely,

Joe Fazio

Board of Directors Member of Bristol Morgan Bank



# THE SUMMIT GROUP

## BUSINESS CONSULTANTS TO MANAGEMENT

To Whom It May Concern.

This letter serves as my enthusiastic recommendation for Timothy Gibb as your next CEO.

I was Tim's Business Consultant when he started his first company in 1990. He was a "quick study" in all areas of business, but his leadership skills were extraordinary. At 20, Tim had already made an impact on Caterpillar Tractor. As their number one recruited management apprenticeship, Tim excelled as a student with MATC and with the company.

At 30 years old, Tim founded a business with no resources and built a \$16 million company, and over a dozen more. He is well known for his insight, able to find industry weakness and expose those weaknesses to his advantage. He is innovative, resourceful, and adept at gathering the resources to dominate a market.

Tim is a strong leader who understands all aspects of business with an intuitive feel for assessing risk, developing employees, a vast comprehension of finance, and drives revenue with unconventional methodology. I have never seen anyone so resourceful at comparing historical economic patterns with current pressures to project economic changes. These skills allowed him to scale his companies and position them for success in any environment.

Every company has a need for accomplished, visionary leaders with proven records of success. After working with Tim for over 3 decades; I can confidently recommend that you give very serious consideration to Tim as your next CEO and leader of your company.

Best Regards,



Thomas Beug  
Founder & CEO



Horton leads clients with complex needs & limited resources to a higher level of performance.



## Recommendation For Timothy Gibb

I have worked with many business owners in, and around, the Greater Milwaukee area for over 25 years. Without fail, Tim Gibb continues to amaze me in his dedication and drive toward success, continuous improvement, and passion for creating one of the highest quality companies in the area.

Tim exemplifies professionalism, loyalty, and an honesty that is unparalleled in the construction industry. These qualities and characteristics are mirrored in his company, its values, and its reputation within the industry. CMS/CMR has an extraordinary culture of accountability, safety consciousness, and top-notch business practices.

It is clear that Tim's passion, enthusiasm, and entrepreneurial spirit has had a major impact on those he mentors, the establishment of his company's success within the community, and the "highly coveted" demeanor of respect he brings to all.

I recommend Tim as an extraordinary leader who possesses a highly developed grasp of business acumen across departments. As CEO, Tim has shaped his companies in a way that others would do well to emulate; a quality provider offering exceptional value, and a moral compass that few could navigate.

*Ryan Smale, CRM*

Shareholder & Director of Sales

The Horton Group