

RICHARD 'Tashee' RINEHART
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Innovative leader with proven experience who has consistently demonstrated the successful transformation of new and poorly performing organizations into fast growth and profitability. Ability to start with a vision and develop a complete team to implement the plan as a Lean functioning organization. Excellent strategist with strong negotiation skills and financial acumen. Acute ability to quickly analyze existing business, identify weaknesses and then develop and execute strategy for rapid improvement.

Strengths: Implementing world-class management processes. Strategic business planning and executing on those plans. Mentoring, professional development & team building.

PROFESSIONAL EXPERIENCE

TLINGIT HAIDA TRIBAL BUSINESS CORPORATION	May 2014 to Present
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CEO

Work with the Board to set direction by communicating the strategy and vision of where the company is going. Conveys values through actions and reactions to others; create and build culture. Team building: hire, fire, and lead the senior management team. Capital allocation: sets budgets within the firm; fund projects which support the strategy. Provide overall direction, set strategy and vision, build company culture, and establish values and goals. Establish policies and procedures for governing the day to day operations of the company. Implement succession planning and development of the executive management team. Responsible for the success or failure of the company.

Formed *T&H Services LLC* as a startup Facilities Services company in 2014. Successfully acquired and integrated *KIRA Inc* in 2016 and growing over 25% annually.

SEALASKA CORPORATION	April 2013 to Present
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Director

Member of the Board of Directors for the corporation; also, chairman of natural resource subsidiary *Haa Aani LLC*. Member of the Audit and Finance committees.

RAVEN POTLATCH DEVELOPMENT, LLC	Dec. 2009 to Present
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President

CEO for hire services providing integration and transition consulting and management, strategic planning and execution. Also provide merger and acquisition advisory services for emerging and middle market companies. Committed to the highest standards of integrity and responsiveness, Raven Potlatch Development offers hands-on experience executing acquisition, divestiture, and merger transactions for our clients emphasizing practical and innovative solutions necessary to complete transactions in today's sophisticated financial markets. Other consulting services.

RAVEN POTLATCH REAL ESTATE, LLC	Nov. 2010 to Dec. 2022
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Partner

Create strategic investment opportunities in multifamily apartments and housing solutions. Our unique investment vehicles allow investors to participate in the commercial real estate market. We operate with integrity while creating uniquely high returns for our investors.

CEO

Worked with the Board of Managers, as Chairman and CEO of WHH Nisqually Federal Services, LLC to acquire and reorganize as a tribal owned 8(a) small business that provides general contracting, construction management, estimating, scheduling and constructability review services throughout the Pacific Northwest.

As Chairman and General Manager for Nisqually Markets, LLC. worked with the Board and Tribe to form Nisqually Markets, LLC to pursue off reservation retail opportunities. Successfully acquired high volume commercial properties, on or near Interstate 5 exit routes, and placed the property into Trust. Nisqually Markets built and operates retail convenience stores and a fueling station on these sites generating significant revenues for the Tribe.

**Vice President & Chief Financial Officer
Corporate Controller**

Direct and manage all accounting, tax, treasury, investment and risk management activities of this diversified manufacturing and services company in a manner designed to protect assets, meet reporting and data requirements, provide timely, meaningful reporting and analysis of company operations and strategically plan for the financial needs of the corporation. Establish policies, procedures and controls for the effective recording, analyzing and reporting of all financial matters in accordance with best practices of *Sarbanes-Oxley*. Headquarters staff of eight, with 45 financial staff throughout subsidiary operations in 35 states and 17 countries.

- Provided financial and business leadership for *Start Up Company* which has secured over \$700 million in *government contracts*. Selected and oversaw implementation of financial management and project accounting software designed specifically to meet the business needs of government contractors.
- Fostered growth by leading *acquisition* teams: 2007 *merger* of environmental remediation and construction firm that added over \$18 million in revenue and \$2 million in profits; 2006 acquisition of plastics plant that added \$12 million in annual revenues.
- Created *investment portfolio* allocation that reduced risk and volatility while maintaining exceptional returns: outperformed benchmarks in 2007's up markets creating over \$11 million in additional profits; outperforming market benchmarks in 2008's down markets.
- Secured a \$150 million pre-approved *bonding line* for construction subsidiaries.
- Negotiated \$60 million unsecured *revolving term loan* in difficult credit environment during the third quarter of 2008.

Other Duties

- Managing Member of Sirrah, LLC (CA Land Development)
- Managing Member Amonos, LLC (Gaming Enterprise)
- Holder of California Gaming License
- General Manager of Synergy Systems, Inc (converted to Construction Company)
- Executive Manager of Alaska Costal Aggregates, LLC
- Director of Native American Bancorp
- General Manager of Sealaska Supply Chain Solutions, LLC
- Director of Sea-Cal, LLC (Industrial Mine)

HOOKER CREEK COMPANIES, LLC

May 1995 to Oct. 2003

Chief Financial Officer

Provided financial leadership and strategic direction while this rapidly growing construction materials company experienced over 3,000% growth. Initiated significant *overhead cost savings* reducing total overhead 35% companywide: reduced insurance costs over 40%; reduced work comp costs 39%; 15% reduction in health insurance premiums; reduced corporate G&A over 15%. Achieved a *weekly financial close*, also developed a *dashboard management system* that produces reports using real-time live-data. *Implemented* a work and asset management *ERP system* that allows the company to maintain a minimal staff while assuring the accuracy of data and timeliness of management information. Implemented an *incentive pay system* based on performance. Planned for and provided a competitive fringe benefits package. Provided formal personnel policies, procedures and management. Staff of fifteen with five direct reports.

PACIFIC WOOD WINDOWS, INC

October 1991 to May 1995

Controller & Director

Financial manager of this regional manufacturer and distributor of wood windows and doors while it expanded from three locations to six, sales tripled making this the largest distributor on the west coast for one of the nation's largest wood window manufacturers. Developed a *rolling budget and forecasting system* that could predict the current month's profit and loss with 95% accuracy, next month's P&L with 80 to 90% accuracy and the third month with 70 to 80% accuracy. Designed and implemented a working capital and cash flow management system for this rapidly growing company. Doubled *inventory turnover* to 26 times per year. Stronger credit and collections policies that cut days sales in receivables down to 21 days. Moved the accounting office and headquarters from California to Oregon. Hired, supervised and trained a new staff of five.

INTERSTATE CONCRETE PROFILERS, INC

Jan 1987 to March 1993

President

Ran a successful contracting business for six years subcontracting on state and federal highway projects. Started this entrepreneurial venture with my own capital. This small construction company grew from start up to become respected in the highway construction and trucking industry.

OREGON DEPARTMENT OF REVENUE

July 1983 to October 1991

Auditor

Seven years field auditing corporation, partnership and business tax returns. I conducted over 500 business audits specializing in *construction* and forest products. Audited every size business from sole proprietorships up to \$400 million multi-state multiple entity corporations. Instrumental in the design and development of the Department's ACES (Audit's Computerized Examination System) program. This is the in-house computer software program created to automate the auditing process for auditors in the field.

EDUCATION

Masters of Business Administration
Bachelor of Science - Business Administration

PORTLAND STATE UNIVERSITY
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