

George Langis has worked as a senior executive with both distressed and healthy public and private companies with product offerings ranging from industrial gases, turbine engines, wire and windows to sugar, orange juice, stone and construction.

His industry experienced includes manufacturing, mining, construction, service and agricultural corporations as well as defense contracting. Mr. Langis is a strong leader with in-depth experience in establishing "best practices": organizational restructuring/right-sizing, and improving customer service in diverse industries.

- Founder and Principal - Crisis Management Services providing CEO, CRO and CFO services to distressed companies and Principal, XRoads Solutions Group, a national turnaround and performance improvement firm.
- President and CEO - TEPSCO, LP, a \$100 MM provider of engineering, construction and maintenance services to the industrial, energy and process industries. Led the operational and financial turnaround of the company. Achievements included restoring operational order and confidence of the owners, vendors, lenders and employees; right-sizing the company, initiating culture change and improved morale; repaired client relationships; initiating a bidding practice for construction projects resulting in improved performance levels; sale of three underperforming business units producing significant reduction in Senior Debt; and improved operational and financial performance turning a negative EBITDA to several million dollars positive EBITDA over an 18-month period.
- CEO - Reyburn Landscape Companies, a \$25 MM platform company for the roll up of landscape related companies. Led the diversification of the business base in a sagging residential construction market and the creation of dual-breasted company to pursue more lucrative union scale work while assisting with the pursuit of financing for an acquisition target.
- SVP and CFO - Rogers Group, Inc., a \$300 MM privately held construction material supplier, heavy highway contractor and a contract coal miner. Led rightsizing; improved corporate officers' motivation and morale; led a strategic review of company-wide Information Service (IS) capabilities leading to a transition from mainframe environment to UNIX-based distributed processing system resulting in a 50% annual savings in IS costs; and provided financial guidance and review through the most active asset deployment process in the Company's history (16 acquisitions and 14 divestitures).
- CEO - Phelps Dodge Cable & Wire Company, a \$100 MM multi-location cable and wire manufacturing/distribution division of Phelps Dodge Corporation. Successfully led the divesture of the division's assets while maintaining profitability, vendor and customer loyalty, employee morale, and defeating an attempt to unionize.
- Interim CEO - JW Window Corporation, \$45 MM multi-location manufacturing and distribution division of Walter Industries specializing in aluminum screen doors and windows sold to residential home builders. Oversaw the division's business which included the construction of a new plant, relocation and closure of three older plants, staffing of the new facility with quality management revitalized customer loyalty; defeated a unionization attempt at the new facility; assisted with the recruitment of a new CEO and transitioned duties.
- Controller and Chief Accounting Officer Textron Lycoming, a \$1 Billion turbine engine manufacturer for the Department of Defense. Led an effort that resolved DCAA's contention that the Company was fraudulently using government assets on commercial engines in addition to rectifying a number of financial reporting matters. Co-chaired the Company's TQM program.
- CFO of United States Sugar Corporation, a \$400 MM ESOP. Replaced underperforming financial personnel, enhanced financial reporting, initiated steps to address potential Y2K issues and participated in lender negotiations to finance a multimillion dollar expansion of the company's orange juice storage capacity.
- Interim CFO of a \$200 MM residential building subcontractor. Replaced a weak leader who abruptly resigned from the company. Recruited stronger personnel, established first time credit lines to enable a \$ 20 MM acquisition, enhanced control procedures and timing of financial reporting, improved IT systems and coached the business owner on business behavioral matters.
- Interim COO/CFO of a \$100 MM publishing company. Led the effort to right size, and then sell the business.

**George Langis**

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**Industry Specialties**

Defense  
Aerospace  
Engr.-Construction  
Mining  
Agricultural  
Manufacturing  
Service Companies

**Education**

MBA Finance, Lehigh  
University  
BA Business  
Administration,  
Lycoming College  
General Electric  
Financial Management  
Trainee

**Memberships**

Turnaround  
Management  
Association