

QORVAL PARTNERS, LLC

CAPABILITIES OVERVIEW



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CONFIDENTIAL AND PRIVILEGED

1Q FY2024

QORVAL: EXPERIENCE.

- Founded 1996 by James R. “Jim” Malone, (1942-2021) a six-time Fortune 500 CEO, renowned business transformation, turnaround, and corporate executive and public company director
- Led by Paul Fioravanti, a proven CEO, CRO, COO who has managed more than 87 situations in 37 industries
- QORVAL has been engaged in hundreds of challenging situations
- A team of more than 35+ experienced professionals with diverse subject matter expertise (SME's)
- Extensive resources, relationships, networks
- Industry agnostic



QORVAL: SOLUTIONS.

- Early-Stage Growth Counsel and Capital Advisory
- Management Consulting and Advisory Turnaround/Restructuring/Profitability + EBITDA Improvement
- LEAN/5S/KPI/Operational Excellence Support
- Leadership Development and Coaching
- Financial and Operational Optimization
- Interim CEO/Transformational Leadership/CRO Services
- Private Equity Operational Management
- Governance and Board Support
- Investigations and Special Services

GROW IT. FIX IT. EXIT.



QORVAL: LEADERSHIP.

PAUL FIORAVANTI, MBA, MPA, CTP

CEO & Managing Partner | Business and Management Consultant | Growth Advisor



- Certified by Turnaround Management Association as Certified Turnaround Professional (CTP)
- 25+ years of diverse experience - public company, corporate, profitability improvement, across a mix of industries
- led early-stage company (as COO) to INC. 500 for four consecutive years
- Spearheaded corporate turnarounds in many engagements across many industries as CEO, COO, CRO
- Financial and operational optimization, M&A and post-merger integration in more than 87 situations across 37 industries.
- Advising on the “its” - Grow it/Fix it/Exit
- Experience in Automotive/Marine/Recreational, Aerospace, Consumer Packaged Goods, Defense, Healthcare, Energy/Utilities/Telecommunications, Pharmaceutical, Heavy Equipment and Machinery, Industrial OEM, Transportation and Logistics, Public Sector services market verticals
- Private Equity, VC, Angel Fund, Transaction Advisory experience
- Supporting growth funds, distressed funds, family offices that own and operate companies
- BS, MPA, MBA, The University of Rhode Island; CAGS, Bryant University
- Graduate of Leadership Rhode Island
- Member TMA, ACG, IMC, AM&MA, ABI, Founding Member of Tampa Chapter of Private Directors Association

QORVAL: WHAT WE DO:

WE IMPROVE ORGANIZATIONS THROUGH TRANSFORMATIVE CHANGE

EXTENSIVE PROVEN EXPERIENCE.

We transform organizations through the power of proven experience. Our principals have extensive background operating, growing, and fixing companies of various sizes, in a variety of situations. We are in the business of generating *results*, not *reports*, and *our* business is helping you improve *yours*.

STRATEGIC COUNSEL.

Every business will experience cycles and phases. Often an organization needs external counsel on a short, interim or long-term basis to help stabilize and grow. Whether it's an interim CEO, CFO, COO, or GM your business needs, or an advisor or board member, to other key roles, we assemble the right mix of management advisors and subject matter experts from every relevant and necessary area of the org chart, unique to every engagement. Often, the incumbent leadership can benefit from strategic coaching, mentoring and leadership development aimed at improving quality, satisfaction, and profitability.

GROW IT, FIX IT, EXIT.

We create discrete, tangible, measurable, and positive results for your business. The experts at QORVAL provide solutions, opportunities, and proven expertise to a wide array of business challenges and problems in a number of different industries. Whether you need to grow it, fix it, or exit, we're there for you.



QORVAL: RED2BLACK.

- Train and motivate management
- Increase profitability
- Reduce costs
- Realign cost structures
- Increase sales
- Streamline operations
- Transform production through LEAN, 5S, 6S, e.g.
- Reduce labor and materials costs
- Reduce insurance cost/improve coverage
- Reduce benefits cost
- Improve capital structure
- Source growth capital, lenders, and investment
- Improve balance sheet
- Drive and track KPI's
- Transform from "Good to Great"

QORVAL: PROVEN EXPERTISE.

EXECUTIVE SERVICES

- Executive Leadership
- Interim CEO, CFO, CRO
- Crisis Management
- Business Planning
- Divestiture
- Recapitalization
- Executive Coaching
- Change Management

SME SERVICES

- LEAN, 5S, Six Sigma, OpEx
- HR Support Services
- Insurance and Benefits Cost Reduction

TURNAROUND

- Forecasting/Cash Flow
- Renegotiation of contracts, debt instruments
- Cost Reduction
- Team Formation
- Tactics and Strategy
- Insolvency Counsel
- Financial Advisory

SPECIAL SITUATIONS

- Background Investigation
- Covert Management Operations
- Governance, Board Issues
- Trustee and Receiver
- CIO and Technology

BUSINESS SITUATIONS

- Strategic divestiture
- M&A
- Capital advisory
- Family Office Support
- Merger and Acquisition Counsel
- Post-Merger Integration
- Valuation and ESOP's
- Expert Witness
- Valuation
- Claims
- Bankruptcy/Insolvency
- Litigation Support
- Complex Negotiations
- Liquidity Sourcing

QORVAL: INDUSTRY AGNOSTIC.

WHERE WE DO IT: INDUSTRY VERTICALS

- Automotive, equipment, marine & suppliers
- Aerospace/Defense/UAVs
- Banking, financial services, & insurance
- Consumer products & services
- Consumer packaged goods/food/beverage/health products
- Energy, utilities, & telecommunications
- Healthcare
- Hospitality, leisure, & gaming
- Manufacturing, industrial, metals, fabrication,
- Media & entertainment
- Pharmaceutical/CMO/CDMO
- Higher education and training
- Public sector and government
- Retail
- Service companies
- Startup, early stage, & mature companies
- Technology
- Transportation & infrastructure

QORVAL: APPROACH: DIVE IN.

QORVAL'S approach begins with a detailed diagnostic assessment and situational analysis aimed at determining the most impactful solutions. By focusing on creating *results rather than reports*, and finding out what the best path forward is, rather than assigning blame, QORVAL helps organizations transform.

Whether your business is on the cusp of a crisis or you're seeking to improve performance with high-level solutions, our team of experts will be able to match your needs with the right solution.

We are truly industry agnostic – working across all industries. In fact, many of our most successful commercial transformations have come from industries we've never stepped foot in prior to Day 1. The truth is, every industry thinks that it is special and unique. Most are, in some way, but what's more important is adhering to the fundamental principles of operating a business. What's really special and unique are the situations those companies are in, and the people that are in those situations. Experience has told us time and again that there's no substitute from the power of experienced employee insights when they are free to share them, combined with external counsel and a fresh set of eyes.

QORVAL: FIND THE PATH FORWARD:

Up front, we do a deep dive into all aspects of the business, to gain objectivity and clarity on the challenges and the opportunities facing the business, and we develop a laser-focused tactical plan to improve the organization, improve profitability, and drive KPI's and results.

OPERATIONAL SUPPORT & IMPROVEMENT

A company that is not operating to its full potential can sometimes be more frustrating to stakeholders than a company in crisis. During a crisis, there is focus. However, if a company has reached its peak and growth has been stagnant, there is certainly a need for business revitalization. QORVAL provides a thorough assessment to create a plan to improve finances, operations, and sales, thus improving profit and growth.

ORGANIZATIONAL RECOVERY

Rarely do companies on the cusp of a crisis (or, in the middle of one) view themselves with total clarity and accuracy. QORVAL'S team of experts will assess your business, with your team's help, and create a transformation or turnaround plan, and get your business from out of the red and into the black.

QORVAL: CLIENTELE

- Direct clients
- For profit
- Non-profit
- Conglomerates
- Private equity
- Banks
- Credit lenders
- Manufacturers
- Service companies
- Hedge Funds
- Distressed
- Pre-petition
- Post-petition
- Special Masters
- Law firms
- Companies struggling with culture and performance
- Trustees
- Family Offices
- Boards of Directors
- Holding Companies
- Family Offices
- Global operating companies
- Publicly-held companies
- Privately-held and closely held enterprises
- Public sector
- Government



A LEGACY OF EXPERIENCE.

JAMES R. (JIM) MALONE, 1942-2021, FOUNDED QORVAL IN 1996
Chairman Emeritus & Founding Partner | 6X Fortune 500 CEO



- 40+ years of diverse experience - public company, corporate, turnaround and restructuring, startup, exit, across a mix of industries
- CEO of six Fortune 500 companies in six industries; managed or participated in over 75 acquisitions and divestitures, led in- and out-of-court reorganizations, and created international and domestic joint ventures and strategic alliances.
- Board of Directors of NYSE-listed Ametek, Inc. (AME) and Regions Financial Corporation (RF)
- Named by Governor Jeb Bush to serve as Chairman of the Board of Governors for the nation's third largest underwriter of property insurance, Citizens Property Insurance Corporation of Florida, spearheading reorganization
- Co-founder of Private Equity Firm Boyne Capital
- Trustee and board member of the United Nations Business Council for 22 years; Florida Council of 100
- BS, Indiana University; Northwestern University's Kellogg School of Management Institute in International Management in Burgstock, Switzerland

QORVAL: TRANSFORM.

CORE VALUES DRIVE RESULTS.

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