

Lee Menefee

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EXECUTIVE PROFILE

Real Estate Investor – Owner of several apartment buildings, who started investing in commercial residential real estate over 10 years ago. The business strategy is to hold monthly cash producing assets for perpetuity. The mission is to provide our valued tenants with safe, affordable and well-maintained places to live. We have driven *tenant loyalty by providing timely repairs from certified and bonded contractors who fix things right the first time. Our corporate vision is to, "provide a higher standard of living for a life style you deserve!"*

Impact Player – the nexus between a successful real estate investor and satisfied tenants is delivering on your promises.

- Oversee property purchases, secure financing and hire contractors on all new property acquisitions for the company.
- Implemented a cross-functional customer satisfaction philosophy between on-site managers and tenants that have driven a stress free living environment. As a result, occupancy rates have been over 98% over a 10 year period.
- A career highlight was rehabbing 2 dilapidated apartment buildings purchased for less than \$55,000 and then turning them into properties valued over \$250,000 each.

Deal Maker – innovative closer who works to find investment properties that produce profitable ROI.

- Successfully negotiated the purchase of several apartment buildings that produced cash back at closing.
- Turned less than \$200,000 into over a \$3 Million real estate portfolio in less than 6 years.

Strong Leader – a strategic thinker who blends common sense; sound business acumen with tactical execution to deliver results in business to business applications.

- Piloted the Operations team to the #1 position in Company with \$2.5 Million in profit over business plan.
- Propelled the Sales team to the number 1 position in company in new accounts and revenue production.
- Reshaped and streamlined business retention philosophy that taught sales and operations managers to establish value-matches between client needs and business solution(s) resulting in higher levels of business retention.

Noteworthy Career Achievements

- Led Sales team to the #1 position in Company in new accounts.
- Led Operations team to the #1 position in Region & Company in absolute profit & dollars over business plan.
- Earned TOP sales award (Sales Builder) in 1st year of eligibility at Owens-Corning.
- Promoted to Group Director of Sales with the Business retention responsibility for 700 plus customers & \$84 Million Dollars in annual revenue.

Work History

04/2008 - Present

FESS PROPERTIES LLC

Owner, Milwaukee, Wisconsin

- Oversee property purchases, hiring of contractors, project development and operations.
- Establish pricing and incentive programs that are designed to attract new tenants.
- Maintain and establish client relationships, develop and implement strategies for attracting and keeping the right customer base, and develop key strategic partnerships.
- Manage overall sales and marketing activities.
- Closely work with financial institutions to develop, establish and direct strategies to generate ROI.
- Develop growth strategies and alliances to reach our company's expansion goals.

05/1991 - 07/2012

RYDER

Director of Sales, 01/2006 - 07/2012: Milwaukee, Wisconsin

Director of Sales for the 3rd largest Business Unit within Ryder. Report to the Senior Vice-President of Sales and Marketing. Charged with the retention of 700 plus customers who represent \$84,000,000 in annual revenue.

- Reached number 1 position in company in new accounts within 12 months.
- Secured the number 1 position in Region in Revenue Quota with \$16,492,000 which was a \$2,597,000 year over year improvement.
- Increased Net Sales by \$3,746,000 year over year.

Director of Operations, 08/1999 - 12/2005: Milwaukee, Wisconsin

- Implemented a highly successful cross-functional selling philosophy between sales and maintenance that broke down inter-departmental silos which enabled the team to sign a client that they had been pursuing for 8 years to a long-term agreement.
(Annual revenue from the client is over \$1.5 Million with a net annual profit of 40 %.)
- Ranked #1 in the company in dollars over business plan. Actual result is \$2.5 Million over plan YTD 2004.
- Reshaped a cross-functional business retention philosophy that taught sales and operations managers to establish value-matches between client needs and business solution(s) resulting in 97% business retention exceeding company goal of 70%.
- Overhauled three failing profit centers to financial health by reducing costs and restoring operational efficiency without reducing headcount. Operating profit at each branch moved from a low of 8% to over 20%. (Company goal is 17%).
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General Manager, 08/1997 - 08/1999: Bloomington, Illinois

Reported to the Regional Vice-President of Operations and managed all business functions, including asset and facility management for 14 locations totaling over \$75,000,000. Charged with profit performance, customer retention, forecasting, logistic solutions and the overall direction of business operations. Responsibility also included six direct reports and an employee base of 80.

- Led Midwest Region in revenue growth.
- Winner of Maintenance Team of Year (1988) – (reduced cost by \$250,000 & improved Customer Retention by 40%).
- Averaged 18.8% in Net Before Taxes (NET) in 1998 & 1999 - region average was 16.5%
- First in Midwest region in Customer Satisfaction in 1998 & 1999.

District Sales Manager, 12/1993 - 08/1997: Indianapolis, Indiana

- Successfully drove business growth initiative and increased annual revenue from \$22 Million to \$35 Million by teaching needs satisfaction & integrity selling as a result achieved 5 year revenue plan 2 years ahead of schedule.
- Spearheaded sales training that increased sales productivity by 81%, 18% & 25% respectively in three years.
- Successfully refocused sales team to embrace value-added selling which improved gross margin by 12% and operating profit by 50% and logistic solutions.
- Designed and implemented an accounts receivable process that improved receivables of slow paying customers by 10 days.
- Assist with complex sales negotiations attend sales presentations and help close deals especially large high profile accounts.

Sales Executive, 05/1991 - 12/1993: Kansas City, Missouri

- Led district in new accounts and revenue \$1.2 Million in – (1992).
- Led district in new accounts (10) and revenue (\$1 Million) before being promoted to District Sales Manager.
- Designed various direct marketing letters that produced a district record for new accounts.

Career Synopsis

Eljer Industries - District Sales Manager, Kansas City, Missouri 1987 - 1991

Owens/Corning Fiberglas - Sales Representative, Kansas City, Missouri 1984 - 1987

State Auditor of Ohio - Finance Department, Columbus, Ohio 1980 - 1984

Ohio House of Representatives - Legislative Aide, Columbus, Ohio 1978 - 1980

Educational Achievement & Executive Development

Masters of Arts - The Ohio State University

Bachelor of Science - Business Management, Ohio University

Indiana University School of Business - Executive Education

Myers-Briggs Type Indicator - Executive Development

Keppner-Tregoe - Problem Solving and Decision Making

Integrity Selling

Frontline Leadership Trainer

Customer Relationship Workshop

Strategic Negotiations

References provided upon request