



ERIC PALLAI, CEO

Eric has been actively engaged in the local and national restoration, construction, real estate development, and remodeling industries for two decades. Eric's knowledge, professionalism, charisma, passion for restoration and profitable management has earned him a reputation as an industry expert. His professional knowledge has been gained through successful multiple-company growth efforts, tangible experience in most every facet of the restoration and construction world, profit consulting opportunities around the country, and an inexhaustible thirst for problem solving.

PROFESSIONAL EXPERTISE

Profitable Growth Management	Strategic Leadership and Coaching
Business Performance Analysis	P & L Analysis and Management
Recruitment and Training	Management Tools and Techniques
Construction Materials, Methods, and Applications	Fire & Smoke Damage Restoration
Structural Drying and Mold Remediation	Risk Management and Assessment

PROFESSIONAL EXPERIENCE

Kinetic Restoration

CEO

- Responsible for delivering the successful financial vision, cultural vision, and managerial vision of the company.

Professional Restoration

Director of Operations

- Responsible for strategic and profitable growth of Professional Restoration
- Successfully integrating new team members and new approaches to culture management, team management, and profitable growth philosophy

Blu Sky Restoration Contractors, Inc. – Denver, CO

VP of Regional Operations

- Responsible for the measurement and effectiveness of key metrics driving the profitable management of every Blu Sky region nationwide.
- In 5 short months *doubled* the number of profitable offices nationwide from 3 to 6.
- Coached Kansas City and Florida offices from 75% HUA (Hire Us Again) to 100% HUA.
- Recruited and hired multiple key industry leaders in Houston, Los Angeles, Kansas City, and Atlanta.
- Spearheads the development, communication and implementation of effective profitable growth strategies and processes.



- Collaborates with the Senior Management Team to develop and implement plans for the operational infrastructure of systems, processes, and personnel designed to accommodate the rapid growth objectives of our organization.
- Day-to-day management of operating regions including effective leadership coaching.
- Oversees and directs developments of objectives for day-to-day operations for the purpose of providing organization, structure and direction for employees/operating regions. Tasks may include monitoring managers in identifying and analyzing needs of the organization/region.
- Establishing direction for improvements and facilitating the improvement process, overseeing and ensuring implementation, and receiving feedback.
- Promotes the financial health of the organization for the purpose of ensuring fiscal stability and growth. Works with the Chief Financial Officer to develop financial plan/budgets, recommend policy changes and ensure operating capital is available.
- Participates in marketing and customer activities for the purpose of business development, promoting the company image and developing cooperative efforts among management. Tasks may include attending meetings, identifying trends and problems, developing recommendations and solutions and encouraging cooperative strategies.

FRSTeam Inc.

Executive Team – Business Performance Specialist

- “Key Executive Team Member” responsible for Financial Division of FRSTeam corporate.
- Only member of Executive Team entrusted to consult with struggling franchisees on every aspect of their business with the goal of improving Net Profit and their Balance Sheet.
- Coached many franchisees through *significant, long-term* net profit increases – some franchisees experiencing as much as **20-point increase** in Net Profit.
- Balance Sheet improvements included but not limited to significant Equity increases, successful Accounts Receivable management, and decreasing or eliminating unnecessary debt.
- Responsible for financial training – web-based, classroom and live presentation – for all franchisees, corporate locations and their personnel. Included Income Statement management theory, operational budgeting, and change implementation.

Victory Lane, LLC

Vice President of Sales

- Responsible for directing the sales of a unique \$200 million luxury real estate development near Savannah, Georgia including 120 home sites and 50 paddock lots. Individual home sites from \$750,000-\$3,000,000.
- Solely responsible for management of client relationships and negotiating purchase contracts with high-end clientele purchasing exotic vacation home sites.
- Created and directed an ongoing sales plan designed to sell out the entire development within 2-3 years and create \$60,000,000 in year 1 revenue.



Spectrum Development Group

Managing Partner

- Responsible for every aspect of development projects in Colorado including: Dakota Condominium Holdings, Audrey Pointe Holdings, and Historic Broadland Condo Holdings.
- Successfully targeted many profitable redevelopment projects, negotiated purchase, raised all capital including equity and debt; successfully designed, negotiated and managed construction and remodel phase of each project; sold more than 40 properties for profit over a 3 year period for more than \$14,000,000.

BELFOR Construction Services

General Manager – Construction Division

- Fiscally and managerially responsible for \$20 million Insurance Restoration Construction Division
- Responsible for reports with the direction of Construction, Marketing and Administrative personnel
- Implemented protocol to improve cumulative Gross Margin from 22% to 37% and Jobs Under Budget from 56% to 93%

General Manager – BELFOR Oregon

- Selected for six-month assignment to salvage unprofitable operations in Portland, Oregon.
- Successfully reorganized and trained staff of construction professionals to earn profits of 13% net from -6% net.

DMS Security Group

President, Founder

- Successfully organized and financed a start-up company in the Commercial and Residential Security Services field competing against such companies as ADT and Brinks
- Led the team that developed proprietary security products for use in Marriott Hotels
- Successfully negotiated sale of DMS Security Group



PROFESSIONAL TRAINING

IFA Select Training
IICRC Water Damage Restoration
IICRC Fire & Smoke Restoration

PROFESSIONAL AFFILIATIONS

International Franchise Association
Institute of Inspection, Cleaning, & Restoration Contractors
Apartment Association of Metro Denver
Denver Claims Association
Colorado Claims Association
Rocky Mountain Property Claims Association
Community Associations Institute

PHILANTHROPIC AFFILIATIONS

Colorado Uplift
Denver Dumb Friends League

EDUCATION

Economics and Spanish, University of Wisconsin, Madison, WI