

GLENN G. EDWARDS

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SUMMARY OF QUALIFICATIONS

Experience: Over 25 years of professional executive management, marketing and production experience, with proven cost control skills.

Results: Researched, successfully designed and constructed products for new target markets. Developed and implemented profitable marketing campaigns. Evolved clear administrative and accounting systems, for processing and monitoring ongoing projects.

Management Style: A proven participative management style with strong emphasis on teamwork, accountability, simplicity, and measured results at all levels.

Client Centered: Comprehensive customer service experience, recognizing the need for consumer satisfaction while working to maximize corporate profitability.

Philosophical Orientation:

- **Historical Influences** An entrepreneurial dairy farm upbringing, followed by a career in professional management, provides a broad experience base for trouble shooting as well as ongoing strategic management.
- **Belief System** A firm commitment to honesty, integrity and a belief in the value of people.

Professional Training: B.Sc. in Agriculture and Master of Business Administration with special emphasis in Project Management, plus continuing education courses.

- **Special Skills** Excellent strategic planning skills with a strong marketing focus. Special emphasis in “Collaborative Team Skill Training” and staff development

Personal Profile Overview: Committed to excellence in business management... Flexible... Excellent communication and interpersonal skills... Management skills characterized by strength and firmness combined with fairness... Well developed verbal and writing skills... Meet people easily and enjoy cross-cultural exchanges... Creative problem-solver... Firm practitioner of positive results management.

EDUCATIONAL BACKGROUND

Master of Business Administration	Oral Roberts University Tulsa, Oklahoma	1979
Bachelor of Science in Agriculture	University of Alberta Edmonton, Alberta	1976
Additional Training (No degree sought)		
Numerous HBA Classes - Towards MIRM, and CGB - Currently State Certified in OK		2000 - 2006
Core Communication Skills	Interpersonal Communication Programs, Inc.	1998
Collaborative Team Skills	Interpersonal Communication Programs, Inc.	1998
Lay Ministry Training	Rhema Bible Training Center	1994
Finance and Banking for Builders	Graduate Home Builders	1990
Estimating for Builders	Southern Alberta Institute of Technology	1986
Project Construction Management	University of Calgary	1986
Effective Supervision in Construction	Southern Alberta Institute of Technology	1985
Project Management Planning & Control	University of Calgary	1985

PROFESSIONAL EXPERIENCE

2002 to Present	FRONTIER HOMES <i>A Division Of Edwards & Associates Inc.</i> Broken Arrow, Oklahoma <u>Owner / CEO</u> Established a new home building company. Responsible for all facets of the operations including the design of new product line, construction related activities, accounting system implementation, and marketing. Successfully closed 52 homes by the end of 2005.
1993 to 2004	EDWARDS & ASSOCIATES, Inc. Broken Arrow, Oklahoma <u>President / Owner</u> Management Contract Employment - Held various positions for Gibson Homes Inc., since October 1993, from part-time consulting to full time responsibilities as General Manager. Gibson Homes ranked in the top 3 for volume builders in Tulsa from 1993 to 2002, constructing 70 to 100 homes per year. Initially, I completed a full corporate review, including evaluation of their current systems, recommendations for improvements, and the ensuing implementation. I wrote two manuals, the first a Customer Service Operations Manual, and the second a comprehensive Homeowners Manual. Other completed projects included production of a New Home Warranty program, a Homeowner Maintenance booklet, the design of a comprehensive estimating system, and creation of a complete new set of sales and marketing forms.
1990 to 1992	CAROLINA HOMES INC. Calgary, Alberta, Canada <u>General Manager</u> Managed daily operations, constructing 80 to 100 new homes per year, with a staff of 12 employees. Formulated and implemented annual budgets with special emphasis in cost control, in conjunction with the company owner. Successfully maintained volume in a recessionary market, increasing our market share, and moving our ranking from #15 to #6 in the Calgary market. Increased market penetration by securing three additional model home locations. Raised the level of Carolina's Corporate recognition among competitors and the industry in general, through active involvement in the Calgary Home Builders Association.

1981 to
1989

QUALICO DEVELOPMENTS (CALGARY) LTD
Calgary, Alberta, Canada

During my tenure I held a number of management positions listed as follows :

General Manager - Sterling Homes Ltd. (2 1/2 years) Left to Join Carolina Homes
Responsible for re-tooling and re-positioning the company. Increased market share substantially in the first 18 months moving the company to #8 in sales volume out of 200 builders in the City of Calgary. Maintained and operated four display homes. Managed a staff of 8 employees, prepared budgets, supervised cost estimating and cost control systems, including a computer estimating system. Coordinated a design team covering four target markets. Completed 110 homes.

Marketing Manager - Qualico Land Development (2 years)
Following a major downturn in the Calgary economy was responsible for reestablishing a comprehensive marketing program, in conjunction with the land development team, for new and existing residential subdivisions. Supervised on-site construction liaison with consulting engineers pertaining to subdivision construction and maintenance. Screened a wide variety of marketing research firms and coordinated final selection. Liaisoned with consultants in order to develop a re-marketing strategy for an existing project. Coordinated sales programs, media campaigns, Realtor liaison, and the development of Model Home Parades.

Commercial Property Manager - Rancho Realty (1975) Ltd. (11 months)
Property Management Subsidiary of Qualico Developments Ltd.
Managed the reorganization of the commercial property management department. Defined overall shopping center and office building management requirements during an economic downturn. Evaluated present systems, designed, developed and implemented new executive reporting, as well as new building maintenance systems. Coordinated tenant lease-up with the company leasing agent and the Branch Manager, including the ensuing lease enforcement, maintenance, and/or litigation.

Marketing Manager - Qualico Land Development (18 Months)
Responsible for the development and coordination of the marketing strategy for new residential communities, in conjunction with a land development team. Interfaced with major advertising agencies to put together media campaigns and advertising strategies. Developed new builder clientele to triple the original number, attaining sales volume ranking of #2 within the city of Calgary during 1981, with 800 lot sales and 200 lot options. Participated in the pioneer development, design, and implementation of a new innovative lot marketing program. Contributed to the design innovation of specialty areas within new subdivisions to enable the capture of unique target markets. Revised and coordinated the monthly executive reporting systems and documents. Designed and co-authored a new manual for community architectural control guidelines.

1983 to
1984

VICTORY LIFE FELLOWSHIP (An Independent Full Gospel Church)
Calgary, Alberta, Canada

General Assistant (15 months - Oct 1983 to Dec 1994)
Responsible for Church Bible School, and oversight of a number of administrative activities. Participated in the counseling ministry and was involved in leadership development activities. Project coordinator for a \$125,000 church renovation.

1972 to GREY BANKS RANCH LTD.
1976 Three Hills, Alberta, Canada

Foreman on My Father's Farm

Helped supervise four to eight men in day to day operations, during summers in College. Carried out routine maintenance on a wide variety of farming equipment. Participated in the breeding program design and record keeping for 140 head of dairy cows and 300 support animals.

PERSONAL

Birth date : March 3, 1952 - Three Hills, Alberta, Canada
Physical : 5'10" - 190 lb.'s - Great Health
Marital Status : Married with two children

PROFESSIONAL ASSOCIATIONS

- Current Member - Home Builders Association Of Greater Tulsa
- Current Member - Broken Arrow Chamber of Commerce
- Current Member - Sapulpa Chamber of Commerce
- Past Member - Canadian Institute of Professional Agrologists
- Past Member - Project Management Institute
- Past Member - Calgary Home Builders Association (1987-1992)
 - Past Member of Board of Directors , holding offices of Secretary and second Vice President
 - Recipient of the coveted "**Beaver Award**" in **1991**

PROFESSIONAL REFERENCES

Mr. Stan Unger
President / Owner
Carolina Homes Inc.
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Mr. Roy Moore
Past Calgary Branch Manager
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