

R. Brad Oates

Biography

Now a successful “business turnaround” executive, Brad Oates once had a distinguished professional football career in the National Football League (“NFL”) with the St. Louis Cardinals, Detroit Lions and Green Bay Packers. This followed a noted athletic career at Brigham Young University (“BYU”) where Brad was a two-time captain of the football team and was named to the 1975 Associated Press All-American team. After obtaining his undergraduate degree from BYU in 1976, he augmented his off seasons in the NFL by attending law school at BYU’s J. Reuben Clark Law School. He graduated with honors from law school in 1982 in the upper 20% of his class, and he was awarded the Professional Responsibility Award by the Utah Bar Association.

In 1985, Brad “retired” from professional football after relocating to Dallas, Texas to begin a career in the Texas banking industry with Stockton Savings Bank (“Stockton”) as General Counsel. As Stockton became a “troubled bank” with an increasing amount of distressed assets, he became Stockton’s Chief Workout Officer in addition to his General Counsel responsibilities. He later became the Chief Operating Officer of Stockton and helped orchestrate Stockton’s government-assisted merger into Southwest Savings Bank. In 1988, Brad became President and Chief Operating Officer of Bluebonnet Savings Bank (“Bluebonnet”). He later became the Vice Chairman of Bluebonnet. As a senior executive officer, he was intimately involved in the “bank turnaround” success of Bluebonnet, from inception as a de novo resolution bank under the federal government’s “Southwest Plan” where 15 insolvent Texas banks were merged into Bluebonnet, to eventual sale and final monetization for shareholders in 2003. Through a “good bank/bad bank” execution strategy, aggressive cost control, and effective risk management, Bluebonnet was consistently ranked as one of the most profitable financial institutions in the country achieving 30% ROE cumulatively over a 15-year lifespan. Bluebonnet is widely recognized as one of the best-executed bank turnarounds in U.S. banking history and still holds the distinction of resolving the largest number of failed banks (i.e., 15) in a single government-assisted resolution transaction.

Brad currently serves as Chairman of Stone Advisors, LP (“Stone”), a Dallas-based buyout and turnaround firm co-founded in 2002 by Brad and his business partner, Kevin Fox, under Bluebonnet’s bank holding company—Stone Holdings. The business partners subsequently finalized a personal buyout of Stone in 2006. Stone is known for buying “non-core” businesses and partnering with management teams to create “next generation” business value. Stone is also known for turning around “troubled businesses” and resolving “failed bank” situations. Since 2008, Stone Advisors has been a Receivership Assistance Contractor to the FDIC, helping the federal government resolve failed banks and liquidate distressed assets. Brad is the co-author of the “Seven Disciplines Model” of seven (7) strategic management disciplines that Stone Advisors applies in executing buyout and turnaround business plans. He is a noted speaker and presenter on successful troubled business turnarounds.

In addition to Stone, Brad is also currently an Operating Partner with Z Capital Partners (“Z Capital”), a Chicago-based investment firm that specializes in investing in, and turning around, troubled businesses. As an Operating Partner, he currently serves as a Director of Neways

International (“Neways”), a Z Capital portfolio company that has been turned around after a prior restructuring. Neways is a well known direct marketing company that distributes health and wellness products globally.

Former senior executive officer positions include: Chairman of NFC Global (a risk management business sold to Thompson Reuters); Chairman of Universal Hardwood Flooring (a global flooring manufacturer and distributor sold to Columbia Flooring); Chairman of eBureau (a risk management startup that is now a leading B2B analytics company); Chairman of RiskWise International (an early-stage risk management company sold to LexisNexis); President of LexisNexis Risk Solutions Group (from the M&A transaction involving RiskWise International); and Executive Vice President of Stone Capital (Stone Holdings’ venture capital subsidiary that invested in early-stage technology companies).

Brad holds a Professional Director Certification, conferred by the American College of Corporate Directors, a director education and credentialing organization for public company directors. As a Professional Director, he is known for his corporate governance expertise in (i) aligning corporate management structures with the right organizational leadership, (ii) strategic planning using the “Seven Disciplines Model” to achieve defined business “outcomes,” (iii) M&A planning, execution, and integration, and (iv) corporate risk management to achieve “risk-adjusted” economic returns.

As a Professional Director, Brad currently serves as a member of the Board of Directors at CIT Group (“CIT”), a publically-traded bank holding company (NYSE:CIT) that has been successfully turned around after a 2009 bankruptcy. CIT is a well known global commercial finance company headquartered in New Jersey and New York City. CIT has four (4) market-leading finance businesses in (i) Transportation Finance (air, rail, marine leasing/lending), (ii) Middle-Market Corporate Finance and Commercial Real Estate Lending, (iii) Trade Finance (trade receivables factoring), and (iv) Vendor Finance (equipment Leasing). In addition to his bank holding company directorship, Brad is also the Lead Director for CIT’s bank subsidiary, CIT Bank, headquartered in Salt Lake City, Utah.

Brad has extensive international business experience from his senior leadership positions with LexisNexis, Universal Hardwood Flooring, NFC Global, Neways, and CIT. He has a personal reputation for being able to effectively balance the “competing interests” of multiple business stakeholders (including shareholders, boards of directors, management, employees, customers, vendors, business advisors, trade groups, and government regulators) to achieve “win-win” outcomes. Brad is known as a business professional with high ethical values and is regularly a guest lecturer at BYU on business ethics.

In addition to being a former Chairman and Director of the Texas Savings and Bankers Community Association, Brad is a member of the Utah State Bar. He has also been involved in numerous professional, charitable, and community causes through leadership positions and affiliations with the NFL Alumni Association, J. Reuben Clark Law School at BYU, Marriott School of Management at BYU, Boy Scouts of America, Leadership Dallas, and the Texas Colonias Task Force. He has been married to his wife, Karen, since 1976; and he has 3 children and 4 grandchildren. He is a Black Belt in Kung Fu San Soo and a certified scuba diver. And he also enjoys biking, golf, outdoor activities, and international travel.