

JIM EBBERT



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An enthusiastic turnaround expert, Mr. Ebbert executes game-changing solutions in middle market distressed companies with vision and integrity. His singular blend of genuine personal humility and intense professional instinct ignites strong leadership across all levels and consistently orchestrates rapid stabilization and sustainable transformation.

His “searchlight intelligence,” that is, the ability to connect the dots between people and solutions where others see no hope, has been honed over a 45+ year career. Without fear or favor, his leadership motivates others to be at their best, to look beyond what is at hand, and to discover workable alternatives in today’s world. Mr. Ebbert, having consulted with 40+ privately held, often family-owned entities with severe, complex operational and capital structure issues, matches modesty in his method with realism in his demands. His leadership in restructuring includes multiple industries: consumer goods, agriculture, manufacturing and distribution and capital equipment. Lenders frequently seek to have him appointed receiver in federal and state court cases.

Mr. Ebbert began his career in transforming businesses and communicating the resultant complexity to stakeholders with his hands-on work as a member of the ‘Trustees’ Staff of the Penn Central’s bankruptcy in the 70s,’ then the largest bankruptcy in U.S. history. He then served as treasurer of a fabricator and lessor of specialized trucks, followed by eight years with a privately held investment banking firm. There, he structured and raised several hundred million dollars of debt and equity capital for equipment transactions. These twenty years of highly varied business experience were the prerequisite for the world of turnarounds, restructuring and crisis management, where the required leadership skill sets can only be acquired through business and life experiences.

One striking characteristic of Mr. Ebbert’s rare leadership ability to “lead from the front” is his holistic view that ensures the right trade-offs between maximizing revenue and earnings to gain the greatest impact on profitability. This renewal stems from his proven intellect and intuitive sense of how to choose people for leadership who can analyze operations, develop and implement change management strategies, and return deeply distressed organizations to profitable long-term growth.

Mr. Ebbert interrupted his restructuring career to serve as Assistant to the CEO of a \$1 billion publicly held financial services holding company where he oversaw two acquisitions and a stock offering, interfaced regularly with outside legal regulatory counsel, and worked in shareholder relations. He also served as recording secretary to the Board of Directors, frequently creating and making presentations at board and shareholder meetings.

After graduating *magna cum laude* from Bucknell University (1970) with a Bachelor of Science in Business Administration, he received his Master of Business Administration, with distinction, from Cornell University’s Graduate School of Business (1972).

Whether in business or in philanthropy, Mr. Ebbert has always attempted to tackle big problems and find transformative solutions. He is a past director of the Association of Certified Turnaround Professionals, a past co-president of the Baltimore Chapter of the Turnaround Management Association, and is active in the TMA’s Portland, ME Chapter. As a member of the American Bankruptcy Institute, he has also served on several conference panels. Mr. Ebbert is a past director, secretary and treasurer of Camden Technology Conference (Pop!Tech) and a past stewardship chairman and vestry member of St. Thomas’ Episcopal Church of Camden, ME. A lifelong audiophile and jazz lover, Jim hosted a program in classical jazz on a local FM station for five years. He and his wife live on the mid-coast of Maine and enjoy hiking in America’s national parks.