



Roy A. Farmer, II

Managing Director

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Mr. Roy A. Farmer, II is a Managing Director of Business Transition Advisors, a division of Capstone Headwaters. Roy's responsibilities include business development, corporate reorganization and finance, succession planning, consulting & ESOP implementation.

Experience

Mr. Farmer began his career working for an Investment Banking firm where he held several positions including Vice President, Sr. Vice President and President. He was the President of the firm's NASD Broker Dealer and President of their Specialized Investment Company.

Following this investment banking work, Mr. Farmer has also been an entrepreneur. He has started and managed several businesses, some from start-up, and has been an advisor to many others. He started one company and sold it privately, and then served as the CEO/COO of a mid-stage company that he recapitalized, grew and eventually sold to a joint venture partner that made a multimillion dollar investment. He then founded a company that grew to 7 offices in five states, with 200 employees, and \$20 Million in sales. He later took the company public and became the CEO of the public holding company and Board Chairmen. He has also served on the Board of Directors of several companies.

Mr. Farmer has been active in the ESOP community since 1999, and has worked on well over 100 transactions. During the last four years he has worked with companies over \$1,400,000,000 in value, with 389 stockholders and over 6,000 employees.

A graduate from American River College and Brigham Young University with degrees in Business and Business Administration, and graduate studies at Pepperdine University, Mr. Farmer has also been actively involved in the financial industry since the mid '70's. Mr. Farmer is a member of the ESOP Association and the National Center for Employee Ownership. He is currently on the Board of Directors for a defense contractor and an oilfield services company.