

RODNEY C. HARMS

Rod graduated from the Department of Landscape Architecture, Kansas State University in 1982. While at Kansas State he was selected as the fourth year Landscape Architecture major achieving the highest academic record in Landscape Architecture courses, received a Certificate of Merit from the American Society of Landscape Architects and was awarded the Robert P. Ealy Scholarship.

In the 80s and 90s Rod was a licensed Landscape Architect, an Associate of the Urban Land Institute, a member of numerous other professional organizations in the field of land planning and land development. He also served on numerous municipal committees that studied and made recommendations regarding land use and land development standards.

Rod began his professional career in Dallas, Texas as a Community Planner with Carter & Burgess, Engineers, Planners & Landscape Architects. Next, he became Director of Operations for Delsanter & Associates, a land development company specializing in mixed use residential communities. At Delsanter, he planned and zoned three major mixed use community developments of 380, 500 and 800 acres. He also managed the development of 1,400 single family home sites and more than 6 miles of infrastructure streets and utilities, in excess of \$20 million in improvements--financed by private monies.

In 1986 Rod developed the concept and business plan for Civitas (Latin for community) Development Group Incorporated. This professional company developed lands for third party clients. One year in the 90's, according to the Dallas Business Journal--Book of Lists, Civitas had planned and developed three of the top ten master planned communities in the metroplex. This Dallas based company gradually evolved into the present ***Civitas Group Holding Company, Inc.***, a privately held corporation whose stock is currently owned 100% by Rodney C. Harms.

In 1989 Rod's wife, Stephanie Rolley, joined the faculty of their alma mater at Kansas State. From 1989 until 1998 Rod commuted between their home in Manhattan and Civitas' office in the Quadrangle District near downtown Dallas. In Spring of 1993, and again in the Spring of 2000, Stephanie taught at Kansas State's Italian Studies program near Florence, Italy. With the help of capable staff and via the use of PC Anywhere in 1993 and the Internet in 2000, Rod was able to conduct business from Europe just as he had between Dallas and Manhattan.

Currently Rod operates Civitas via employment of students and recent graduates of Kansas State University. These young laborers/professionals are mentored by Rod and a cast of more than a dozen independent contractors/professionals including equipment operators, farmers, arborists, framers, finish carpenters, painters, remodelers, accountants, attorneys and academics. Civitas prides itself in availing intelligent and well equipped laborers/professionals within hours of a client's call. It accomplishes this by balancing work for others and work on its own assets.

The following history is intended to relay the range Rod's experience. His strengths include thoughtful professional consultation and wise investment during volatile economic periods.

Present -- 1997 *Civitas Erosion Control, LLC* specializes in erosion and prairie land restoration services in NorthEast Kansas. This Civitas company's focus includes 1) highway and subdivision erosion control and revegetation; 2) prairie restoration and management (including seasonal burning); and 3) landscape installation. Based in Manhattan, Kansas this company has enjoyed a four year relationship with the GrandMere Community surrounding Colbert Hills Golf Course, and continues a six year relationship with Bayer Construction, Inc. One of its projects with Bayer was the landscape installation along Anderson Avenue adjacent to the campus of Kansas State University (the overall project won state and national awards).

Present -- 1988 *Epic Homes of Kansas, Inc.* (a wholly owned subsidiary of Civitas Group Holding Company, Inc.) began developing lots and building homes in NorthEast Kansas. Its operations were first focused in Johnson, Leavenworth and Shawnee Counties where it developed single family and commercial lots and built more than twenty single family homes. In recent years, Epic has focused its homebuilding around Manhattan while its commercial investments have been in other opportune locations.

Present -- 1998 Epic builds single family homes on a spec. and custom basis. Typically one +250,000 home is built each year. Epic's niche is non-traditional forms of construction. To separate it from the competition, Epic pursues customers wanting well built homes using alternative techniques including straw bales, structural insulated panels, insulated concrete forms, or factory built modules. It has built affordable and executive homes with prices ranging between \$80,000 to more the \$650,000.

Present -- 1998 Epic has purchased and remodeled +12 homes, generally near the Kansas State Campus. The typical scenario is a late fall purchase, winter/spring fix-up (with student employees renting the home) and then marketing in the summer. The homes are priced high and if not sold retained as investment properties which are 100% occupied.

Present -- January 2000 Epic purchased a dilapidated building in Rod's home town of Hoisington, Kansas. This building (which was vacant for twenty years) is now home to Gina's Creations--Bakery and Sandwich Shoppe and The Lodge--a Lodge/ Motel available for lodging by hunters and visitors to the internationally significant Cheyenne Bottoms and family members who have returned for reunions or other family events. In October of 2003 a second building was purchased on Hoisington's Main Street. Anne's Accents II, gift and accessory store, now operates in a previously vacant building.

Present -- February 1999 Epic purchased the Augusta Plaza Shopping Center, Augusta, Kansas. Epic took on a financial partner, each having a 50% undivided interest and *Civitas Property Company, Inc.* was charged with the management of the shopping center. Civitas' management transformed the shopping center from one with high vacancy rates to 100% occupancy by quality tenants including four national companies (three of which have recently exercised multi-year lease option renewals).

1995 Stephanie and Rod researched, designed and started construction on their residence, a straw bale home. After this home, Epic continued research and development of straw bale home building techniques. Through 2002, Epic has constructed four straw bale homes with a total value exceeding \$1.5 million. The homes have been featured in numerous publications and featured on Sunflower Journeys, Kansas Public Television.

March 1994 Epic purchased 130 acres of land on the west side of Manhattan, Kansas, adjacent to the city limits. Rod, with the help of college students and Bayer Construction, Inc. began to rehabilitate the 100 acre grassland prairie and 30 acre indigenous hardwoods--a process that continues today. Rod also completed plans which guided the extension of utilities to the land, enabling future sale of parcels.

1997 The purchase of the 130 acres and the building of their personal residence, resulted in less frequent trips to Dallas by Rod. This and the maturation of Civitas' Dallas staff coincided with a robust expansion of the land development industry in Dallas. In 1997 Civitas' largest client, Hillwood Development, A Perot Company, reached an agreement with Civitas and Gary Schmitz resulting in Gary's direct employment by Hillwood (where he remains a Vice President). Within months the other Civitas Vice Presidents received similar prestigious offers. In 1998, Rod chose to suspend the Texas Operations and relocate the office equipment and the farming/construction equipment fleet to Manhattan. In 1999, the Dallas office building was sold to a neighboring business owner.

1997 -- 1986 *Civitas Development Group Incorporated* was incorporated in Texas. The nucleus of the first Civitas company was Rod, Stephanie Rolley (KSU 1982, MIT 1986, present K-State, Architecture & Design faculty member) and Gary Schmitz (KSU 1982, present Vice President, Hillwood Residential). Civitas provided land planning and development services on a professional fee basis. In addition to his professional role, Rod was the company's President and Chief Executive Officer--responsible for the administration and fiscal operations of the corporation, and its sole stockholder.

Mid 1990s three of the top ten community developments in Dallas Fort Worth were planned and developed by Civitas. In addition to its land development clients, real estate companies and large land holding trusts retained Civitas to manage and/or critique their portfolios.

Early 1990s Civitas grew from the initial three to more than ten employees. Professional services provided expanded to include all aspects of community land development--planning, zoning, platting, civil engineering supervision, construction management, home owner association management and land acquisition and land sales. Civitas managed the planning and development of single family communities for Centennial Homes (Weyerhaeuser Lumber), Hillwood Development (Perot), and numerous other private and public development companies.

Late 1980s Civitas managed land assets for the FDIC, FSLIC and individual institutions including national and state banks, savings and loans and public companies. It managed a portfolio of more than 100 properties for a single client. Civitas also provided planning and development services to a national child care company building more than 20 facilities in less than five years.

1987 Civitas purchased 3023 Routh Street, Dallas. Similar to its operations today, additional/surplus staff was employed. The surplus staff resource enabled Civitas to react quickly to client requests. When not providing professional services to clients, the same staff managed the leasing, maintenance and improvements to Civitas' office building.

Civitas Development Group Incorporated's niche was providing land development services on a professional fee basis during a time when clients did not wish to have in house staff. As its services expanded, Civitas spawned numerous other corporations--all initially owned by Rod:

Civitas Property Company, Inc., has assisted clients in the marketing or acquisition of more than \$25 million of real estate;

Civitas Erosion Control, Inc., was one of the first companies to insure compliance with new EPA rules on storm water discharges from construction sites and played a significant roll in the revegetation of the DOE Superconducting Supercollider Project;

POV Homes, Inc., acquired, restructured and then sold a 100 unit mobile home community east of Dallas and assisted a national bank in the recovery, work-out and sale of a mobile home community in Arlington;

The McKinney Tree Farm, supplied more than 2000 Live Oak Trees to numerous North Texas Master Planned Communities; and

Civitas Erosion Products, Inc., developed and received a US Patent for a storm water inlet filter device.