

*Dedicated to Improving Your Bottom Line*  
**LEE JAMES & ASSOCIATES**



**Lee R. James, CPA, CMC, CBI**  
**In private practice with the mission of improving profitability  
and maximizing value of privately owned companies**

**Professional Background and Experience**

- ◆ Certified Public Accountant, Certified Management Consultant and Certified Business Intermediary with over 30 years of experience.
- ◆ Business and management consulting expert that brings immediate value. Specializes in serving Engineering/Architect/Construction (EAC) firms.
- ◆ Personalized services including benchmarking, coaching, facilitating, financial and operational assessment, leadership development, project management performance, ownership transition (internal and external), strategic planning and training.
- ◆ Teaches and customizes training programs including Maximizing Company Value, Project Management, Project Financial Management, Succession Planning, Tactfully Managing Change, Understanding Operational/Financial Performance, Winning Interviews and Presentations and Win/Win Negotiating. Programs have been presented to thousands of professionals.
- ◆ Serves on the Boards of Directors of EAC firms and philanthropic organizations.
- ◆ Active in professional societies including the American Council of Engineering Companies, the American Institute of CPAs, the Colorado Society of CPAs, the Geoprofessional Business Association, the Institute of Management Consultants, International Business Brokers Association and M&A Source.
- ◆ Speaker at national conferences and author of articles for numerous professional publications.
- ◆ Committed to excellence in enabling organizations and people meet their potential.