

CLINT SZUBINSKI

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EXPERIENCE

Meritage Homes Corporation

2021 - Present

EVP and Chief Operating Officer

- Principal executive for all Land and Homebuilding Operations for 20 Divisions and \$7B in annual revenue delivering 16,000 units in 350 communities
- Member of Land Committee and Named Executive Officer for Meritage Homes Corp.

South Region President

2018 – 2021

- Directed South Region homebuilding operations in Raleigh, Charlotte, Greenville, Atlanta, Charleston and Nashville with \$2.0B in annual revenue delivering 3200 units over 100 communities

CalAtlantic Group

2017 - 2018 SE

Region President

- Oversaw 8 homebuilding Divisions: Miami-Dade, Naples-Ft.Myers, Orlando, Tampa, Jacksonville, Charleston/Myrtle Beach and Raleigh with \$2B in annual revenue over 175 communities
- Largest Region in CAA delivering 4500 annual units
- Region pre-tax earnings \$200MM for 2017
- Top 5 market share in 7 of 8 divisions
- Greatest regional community count and order growth in CAA for FY 2017

K. Hovnanian Enterprises

2015 – 2017

East Group President

- Managed 9 homebuilding Divisions: Delaware, Maryland, Virginia, Charleston, Hilton Head, Georgia, Orlando, Tampa and South Florida with \$1.2B in annual revenue delivering 2300 units per year over 85 communities
- Improved Group direct margins 300 bps to +22% and achieved 21% Group ROI (from 3% YOY)
- Drove Group direct cost reductions (10% through value engineering) and overall cycle-time improvement (25 days)
- Lowered Group interest expense by 350 bps to 4%
- 2017 top 5 market share in Delaware, Maryland, Virginia and South Carolina
- Reduced Group OH by \$1.5M and recruited new Division Presidents for 3 divisions
- Executive sponsor for all JV's and Land, Sales and Marketing Professional Leadership Committees

Meritage Homes Corporation
Florida Region President

2013 – 2015

- Led Florida Region homebuilding operations in Orlando, Tampa and South Florida with \$405MM in annual revenue delivering 900 units over 32 communities
- Responsible for the creation of architectural product lines and growth of the Studio profit center
- Achievement of one of the lowest SG&A and interest expense indexes in the company
- Led Florida Divisions to the highest customer service score composite across MTH 2013-2015
- Established Central Florida as a best-practice hub and teaching Division for Operations and Land functions within MTH

Meritage Homes Corporation

2010 – 2013

Division President – Orlando, FL/Raleigh, NC VP of Land – Orlando, FL

- Drove Orlando Division to achieve the highest pretax income and return on assets (ROA) in the company 2011-2014. Doubled homebuilding pretax income YOY 2011-2014
- Attained largest single-family homebuilder status in Central Florida in 2012-2013; top 3 total volume 2010-2015
- Grew unit volume from 250 units in 2010 to 750 in 2013
- Maintained top 3 position for lowest direct costs and total cost of sales within MTH
- Developed key employees for organic growth and maintained low employee attrition rate
- Headed North Carolina start-up to profitability in first year of operation

KB Home

2005 – 2009

Gulf Coast Division President – New Orleans, LA

- Lead executive for one of the largest residential homebuilding operations on the Gulf Coast, producing over 500 unit deliveries annually
- Full P&L accountability and management of \$175MM Balance Sheet
- Served as Executive Committee Member for Joint Ventures and managed \$50MM capital facility with JP Morgan Chase

Centex Homes

2003 – 2005

Land Entitlement – Palm Beach, FL

- Successfully acquired \$500MM in land assets, performing at average 32% variable contribution and 36% ROI
- Drove corporate alliances with public partners and lending institutions for tax credit structures and municipal bond issuances
- Formed relationships with federal, state, and local agencies for entitlement (zoning, engineering, permitting) approvals for over 3500 units

Jones Walker, L.L.P.

Attorney/Law Clerk – New Orleans, LA

2002– 2003

- Specialized in real estate, labor, and intellectual property law

EDUCATION

Louisiana State University Law Center, Baton Rouge, LA
J.D. – Law

1999 – 2002

Louisiana State University, Baton Rouge, LA
B.A. – Political Science / Business Administration

1995 – 1999