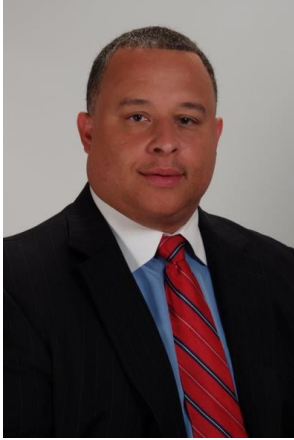




5400 Main Street NE,
Suite 203D
Minneapolis, MN 55421

763.571.2580 P
www.thorcon.net



Ravi Norman
THOR Companies
Chief Executive Officer

Ravi Norman serves as CEO of THOR Companies, providing strategic leadership to the THOR family of affiliates/subsidiaries: THOR Development, THOR Design Plus, THOR Construction and THOR Consulting. He joined THOR Construction in 2005 as CFO, overseeing the firm's financial strategies and operations. During his tenure as CFO he helped steer the company through the 2008-09 economic downturn that brought the U.S. building industry to a near-standstill.

Promoted to THOR CEO in 2009, Ravi directed the company along a strategic growth process that led to the 2017 formation of THOR Companies, a turnkey real estate development company with an expanded palette of integrated service offerings. He describes his leadership style as an optimal mix of macro business strategy, management and organizational theory and operational execution, formed through more than 18 years of corporate executive-level experience in areas such as strategic management, organizational development and commercial finance.

Under Ravi's leadership, THOR Companies has positioned itself to serve as a strategic real estate and construction partner for clients seeking innovative and sustainable solutions in the large context of the built environment. Ravi emphasizes that THOR, as one of the nation's largest black-owned private companies, brings a unique capacity in understanding emerging communities, diversity and social inclusion to bear for clients.

Ravi, and THOR, are both steadfastly committed to ensuring sustainable economic development outcomes and a shared prosperity for all citizens in Minnesota and communities throughout the country. One primary focus is to provide innovative solutions to reducing income and wealth disparities between whites and communities of color. Ravi is also known for his thoughtful approaches to creating inspirational and aspirational influences with youth, and for efficient models for productivity and innovation in the areas of entrepreneurship and job creation. His self-created "SIT-EAT-GROW" model for personal success in life serves as the basis for his vast mentorship and speaking engagements.

Ravi's formal education includes economics & finance degrees from the University of Minnesota. He has worked previously in executive positions for Norwest Bank, Wells Fargo & Co., and Highland Banks in the Twin Cities. He was named as one of Minnesota's Most Admired CEOs of 2016 by the Minneapolis-St. Paul Business Journal; as one of the Top 100 People to Know in Minnesota by Twin Cities Business Magazine; and as 2016 Progress Minnesota award-winner by Finance & Commerce. In addition, Ravi's commitment to civic leadership includes numerous boards, such as Greater MSP, The Minneapolis Foundation, Meda, Mia, Minnesota Orchestra, Summit Academy OIC, MRCC, Minneapolis Downtown Council, YMCA and AALF.

Ravi is the proud husband of Amanda Norman (19 years) and father to three wonderful children: Sydney (19), Richard (13) and Saylah (6). His family lives according to the biblical verse of Luke 12:48: "From everyone who has been given much, much will be required, and from him to whom they entrusted much, they will demand the more."