



James S. Schwab

Founding Partner and Managing Director
CrimStone Partners

Jim is a Founding Partner of CrimStone Partners, a private equity firm based in Dallas, Texas that partners with entrepreneurs to invest in and advise middle market manufacturing or business services companies that have tangible opportunities for growth and operational improvement.

From February 2019 to January 2021, Jim served as the Director (Assistant Secretary) of the Office of Management Strategy and Solutions at the Department of State. In this role, he led a 120-person team focused on business transformation at the Department. Key lines of effort included improving the Department's ability to effectively carry out its mission by optimizing alignment of resources with strategic priorities, improving governance processes, and developing an enterprise-wide data analytics and data management capabilities. Jim also led the Department's global COVID mitigation efforts as well as a task force focused on mobilizing Department personnel, greatly increasing their productivity while working remotely.

From 2005-2017, Jim led the growth and development of CrimStone's first portfolio company, Pallet Logistics of America, as co-President and later the CEO. During this period the PLA team built the company from a small, local operation into one of the largest and most respected wooden pallet recycling companies in the United States, ultimately leading to a successful recapitalization of the company. He is also a former board member and Chairman of the National Wooden Pallet and Container Association, and has held board positions of CrimStone portfolio companies, Western Marketing, Cimcon Finishing, Waples Manufacturing, and Greenscape Landscaping.

Prior to founding CrimStone, Jim was a Vice President and Managing Principal in Ericsson, AB's Global Services business unit where he co-lead the development of the consulting and wireless data application development business in North America. He was also Vice President of Operations for Paging Network, Inc., responsible for leading turnaround efforts in supply chain, logistics and the wireless data subsidiary.

Prior to PageNet, Jim spent four years as a consultant and engagement manager with The Boston Consulting Group and five years as an officer in the United States Navy, where he was a nuclear surface warfare officer and deployed to the Persian Gulf in 1992.

Jim holds a BS (with distinction) in Mathematics from the United States Naval Academy, is a graduate of Naval Nuclear Power School, and holds an MBA from Harvard Business School.

Jim is a member of the USNA Alumni Association Board of Trustees, is president of the USNA Class of 1988, is a trustee of the USNA Alumni Association and Foundation Athletic and Scholarship Programs. He is also a former Executive Board Member of the Circle Ten Council, Boy Scouts of America.

Jim has been married to his wife Jacqueline for 30 years and the couple has three children. He is active in his church and enjoys golf, sailing and reading.