



## Steve Graham

### Qualifications Summary

Steve has over thirty years of executive finance and operations experience. As an accomplished and visionary leader, he is known for his exceptional communication skills, ethical decision-making, and high level of integrity. Steve holds international CFO and domestic CFO/COO experience, including complete P&L responsibility, private equity, significant M&A due diligence, and post-acquisition integration. His ability to transform results into valuable, cost-reduction initiatives pertaining to process improvements, supply chain, inventory, and people and product management has been integral to his success.

### Professional History

Del Real Foods, Inc.	Chief Financial Officer	2018 – 2020
Hawkins, Inc/Stuaber Performance Ingredients	Chief Financial Officer/Chief Operating Officer	2012 – 2018
Prospect Enterprises, Inc.	Chief Financial Officer	2007 – 2012
Cal Spas, Inc.	Chief Financial Officer	2006 – 2007
Paper Pak Products, Inc.	Global Chief Financial Officer	2000 – 2006
Dean Foods Company	Vice President & Regional Controller	1992 – 2000
Coopers & Lybrand	Audit Supervisor	1987 – 1992

### Accomplishments

- Responsible for Finance, IT, HR, Operations, Transportation, and Warehouse functions with up to 15 direct reports and 120 indirect reports.
- Complete P&L responsibility including monthly, quarterly, and annual reporting, MD&A, BOD and key management presentations and oversight of annual GAAP financial audit.
- Developed and implemented key performance indicators.
- Led two successful exit strategies with PE firms realizing ROIs in excess of 33% and 20%.
- International CFO experience in monthly and annual global consolidated financial statements in US and UK GAAP and developing monthly financial and operational metrics.
- Reduced inventory levels by \$4M or 25% by establishing safety stock quantities, order lead times, monitoring on-hand inventory levels and expiration dates, and increasing direct shipments from suppliers to customers.
- Shortened equipment loading and sanitation times by 50% with Cap-ex and process flow improvements.
- Negotiated credit facilities for both North America (\$37.5M credit facility) and European (€54M term loan facility) operations and retiring 80% of private equity debt.
- Instrumental in implementing lean manufacturing processes which lowered supply chain costs by \$10M, on-hand inventory by \$4M, and equipment change-over-time by 50%.
- Created Risk Management function and implemented self-funded workers compensation insurance programs and remarketed global insurance coverage resulting in savings of \$1M and \$900k.

### Licenses / Education

- MBA, University of Utah
- Bachelor of Business Studies - Accounting, Illinois State University