



RANDY TEUBER

QUALIFICATIONS SUMMARY

An executive leader with proven strengths in finance, accounting, operations, and strategic planning. Demonstrated success in assisting companies to scale for growth by identifying, tracking, and reporting key metrics to focus efforts on achieving financial targets. Experienced in capturing efficiencies, initiating essential processes and technology solutions, and optimizing internal departmental alignment for maximum productivity. Recognized as a hands-on leader with a strong ability to build, mentor, and manage diverse high-performance teams. Established robust relationships with external consultants, service providers, boards, ownership teams, and executive-level peers. Achieved extensive success in enhancing corporate FP&A functions to support data-driven decision-making and future strategic initiatives.

PROFESSIONAL HISTORY

CFO Selections	Consultant	2024 – Present
Dickies (Williamson-Dickie Manufacturing Co., VF Corporation)	Chief Financial Officer	2005 – 2023
Brook Mays Music Company	Executive Vice President & Chief Financial Officer	2000 – 2005
Tandycrafts, Inc.	Treasury and Strategic Planning Consultant	1999 – 2000
Cargo Furniture And Accents	Executive Vice President & Chief Financial Officer	1996 – 1999
Lil' Things, Inc	Chief Financial Officer	1993 – 1996
BizMart, Inc	Vice President of Finance/Controller	1988 – 1993
Price Waterhouse, LLP	Senior Auditor	1984 – 1988

ACCOMPLISHMENTS

- Assisted in negotiating and managing the \$820M sale of Williamson-Dickie Mfg Co to VF Corporation (11 times EBITDA).
- As CFO, collaborated with senior management and a private equity firm to expand a family-owned business from \$75M to over \$160M through targeted acquisitions and organic growth.
- Established and led an Accounting and Finance team for a startup retail company, successfully taking the company public and managing its growth over a five-year period, resulting in revenues exceeding \$750 million.
- Appointed as Chief Financial Officer to facilitate the separation of a retail furniture company from its parent company through a leveraged Employee Stock Ownership Plan (ESOP) transaction.
- Collaborated with the operations team to enhance the process of inventory production planning, analysis, and product demand forecasting, which resulted in improved inventory turnover and reduced inventory investment by over \$50 million.
- Developed and implemented a revised market strategy for retail store operations in Asia, transitioning from owned stores to a partner store model. This strategic change significantly reduced capital investment and resulted in over 100% revenue growth acceleration.
- Implemented treasury management changes for non-US operations through hedging programs, resulting in more consistent and predictable operational costs.
- Negotiated changes in external auditors saving \$300k per year in fees.

LICENSES & EDUCATION

- Certified Public Accountant, State of Texas
- BBA, Accounting, Evangel University, Missouri