Stan Alhadeff

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Chief Financial Officer

PROFILE

Accomplished financial management executive with 20+ years of leadership experience in leading financial strategy, capital optimization, and operational transformation across startups, PE-backed firms, and public companies. Proven track record in driving successful exits, managing M&A transactions, and securing multimillion-dollar deals. Known for an entrepreneurial mindset, creative financial structuring, and deep commitment to ethical leadership and business sustainability. Visionary leader with expertise in training and directing cross-functional teams to achieve set goals.

CORE COMPETENCIES & SKILLS

Board Reporting & Executive Advisory	Corporate Governance & Leadership	Process & Operational Improvement
Budgeting & forecasting	Cross-Border Transactions	Risk Management
Capital Raising & Investor Relations	CRM, ERP, Accounting Software	Strategic Forecasting & Budgeting
Cash Flow Optimization	Entrepreneurship & Innovation	Stakeholder Engagement
Client Relationship Management	Financial Controls & Procedures	Transparent Decision-Making
Compliance & Audit Leadership	Financial Planning & Analysis	Turnaround Management

INDUSTRY SPECIFIC – MULTI-LOCATION VERTICALLY INTEGRATED EXPERIENCE

Strategic financial leader with extensive expertise navigating the complexity of multi-location, vertically integrated enterprises. Skilled in aligning financial strategy across manufacturing, wholesale, distribution, and export sales while driving operational efficiency, optimizing capital allocation, and ensuring regulatory compliance. Adept at integrating technology and teams to provide real-time insights, maximize margin, and foster scalable, sustainable growth in dynamic environments.

Core Responsibilities and Achievements

- **Integrated & Centralized Financial Strategy & Reporting**
  - Developed unified financial planning and reporting systems encompassing manufacturing, distribution, sales, and export operations. Including develop unified financial models that consolidate results from all locations and verticals, enabling holistic performance analysis and data-driven decision making
  - Consolidated multi-site P&L statements to enable data-driven decision making for all business units and locations.
  - Improved gross and EBITDA margins through harmonized pricing, cost controls, and best practice sharing across sites.
  - Implement ERP and business intelligence systems to provide real-time financial and operational visibility across sites, business lines, and geographies, ensuring accuracy and comparability of key metrics.
- **Standardization of Policies and Processes**
  - Harmonize pricing, procurement, inventory management, and credit policies to leverage scale, enhance negotiation power, and maintain consistent profit margins across locations.
  - Automate and standardize workflows—such as billing, reporting, compliance, and supply chain processes—for operational efficiency, reduced errors, and faster month-end closing.
- **Optimization of Global Working Capital & Cash Flow Management**
  - Balanced working capital needs among manufacturing, inventory, receivables, and payables across locations and business lines.
  - Utilized treasury management and FX risk strategies for international operations.
  - Reduced cash conversion cycles and improved liquidity by standardizing credit and payment policies systemwide.
  - Balance receivables, payables, and inventory management systemwide to optimize liquidity, minimize capital tied up in operations, and reduce risk of overstock or stockouts

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    - Standardize terms with suppliers and customers to streamline cash conversion cycles and create predictability in multi-location business units
- **Benchmarking and Performance Metrics**
  - Establish KPIs linked to each vertical and location (e.g., inventory turns, gross margin, cash conversion cycle, channel profitability) and benchmark performance to identify best practices and areas for improvement.
  - Foster a culture of transparency and continuous improvement by sharing performance data, incentives, and learnings systemwide.
- **Operational Efficiency & Technology Integration**
  - Led ERP and supply chain management system rollouts to provide real-time financial and operational visibility across sites.
  - Automated key workflows including procurement, inventory tracking, invoicing, and compliance reporting.
  - Established performance dashboards for plant, and channel profitability.
- **Governance, Risk Management & Compliance**
  - Ensured rigorous internal controls and compliance with multi-jurisdictional tax, trade, and labor regulations.
  - Established risk management policies addressing supply chain, production, and market disruptions.
  - Implemented internal audit and enterprise risk management initiatives, ensuring organization-wide accountability.
- **Strategic Capital Allocation**
  - Evaluate ROI across locations and verticals to prioritize investments in technology, facility expansion, and new market entry.
  - Use financial analysis to guide M&A, expansion, or divestment decisions based on strategic fit and potential for margin improvement
- **Stakeholder Engagement & Financial Leadership**
  - Delivered actionable financial insights and board-level reporting for strategic planning and expansion.
  - Secured capital funding for facility expansion, technology upgrades, and acquisitions.
  - Led due diligence and integration for M&A activities supporting vertical synergy and market growth.
- **Team Building & Cross-Functional Collaboration**
  - Built and mentored finance teams with expertise in multi-location, vertical integration, and global operations.
  - Fostered collaboration among finance, operations, sales, and compliance to align business strategies and drive operational clarity.

Key Items Achieved

- Consolidate financial planning and reporting across all locations and verticals for comprehensive oversight.
- Optimize cash flow and working capital using system-wide inventory and credit controls.
- Deploy ERP and analytics platforms to unify data and automate workflows.
- Harmonize pricing, cost benchmarks, and performance metrics for cross-site consistency.
- Ensure compliance with diverse regulatory standards through coordinated risk management programs.
- Standardize and automate procurement, billing, and reporting processes.
- Secure funding and manage capital investments for strategic growth and modernization.
- Integrate financial strategies with supply chain, sales, and production to unlock synergy and scale.
- Lead M&A diligence and integration for expansion or vertical synergy.
- Build high-performing teams adept at managing multi-site, multi-vertical complexity.

PROFESSIONAL EXPERIENCE

Business CFO for Hire, Atlanta, GA Founder & Fractional CFO 2010 – Present

- *Fractional CFO firm supporting privately held businesses with high-impact financial leadership.*

At the Table dba Trustegrity (Franchise) Franchise Owner/Regional Director 2021 – 2023

International franchise dedicated to facilitating peer advisory/networking forums for C-suite executives/business owners.

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Global Promotions, Atlanta, GA **Founder & Functional CFO/COO** **2005 – 2011**

A custom promotional products business specializing in high-margin, international B2B deals.

PRIOR EXPERIENCE

Conferon – Regional CFO /**Jackson Marketing Group (acquired by Conferon Inc.) –** CFO, Event Management and Logistics

Rubber Stamp & Engraving – CFO Vertically Integrated Manufacturing Enterprise in the Printing and Allied Product Industry

Metro Cash & Carry International – CFO wholesale distribution chain

Grant Thornton –Audit and Taxation – CPA Practice

BOARD OF DIRECTORS

Jackson Marketing Group – Services / Logistics
Karma Productions – Gaming
Metro Cash & Carry – Wholesale / Retail
JIFLA – Non Profit
Kudzu Software – SaaS
Rubber Stamp & Engraving – Manufacturing / Logistics.

EDUCATION

Henley Business School, UK
Master of Business Administration (MBA), Corporate Strategy, Finance, & Project Management
University of South Africa
Honors Bachelor of Accounting Science (Hon.B.Compt), Accounting, Auditing, & Taxation (MAcc equivalent)
Bachelor of Accounting Science (B.Compt), Accounting, Auditing, & Taxation