



QUINTON STEMLER

Chief Financial Officer

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Strategic business leader with strong financial and operating experience and demonstrated success in **scaling hyper-growth businesses** (public companies and PE-back enterprises) through strategic visioning, operational execution and building a culture of accountability. **Trusted leader** that brings **broad global and international experience** in developing and executing business strategies and ensuring alignment and delivery across all areas of the enterprise. **Solid communicator and architect** of high caliber, energetic, and results oriented organizations.

Leadership spans **diverse Global 1000 industries and PE-backed businesses** (pharmaceuticals, chemicals, media / advertising, SaaS, eCommerce, compliance and public accounting-PwC) **and disciplines** (technology, operations, manufacturing and distribution, start-up, M&A activities, turn-around).

Quinton is a **proven global finance executive** and an **integral part of the deal team** that successfully exited PE-backed company at a **record valuation with an accelerated close of 14 weeks**. He also developed and executed **clear investment strategy** for ~\$400M **technology roadmap**, aligning resources and spend to **strategic assets**, bringing defined focus and **direct cost reduction of \$40M**.

Quinton optimized, through financial modeling and ROI analytics, distribution and customer service operational efficiencies and expansion, investing over \$150M in 8 new sites, technology and throughput utilization.

Quinton also **drove 5-year strategic roadmap**, including next-generation technology, expected to yield incremental top-line growth while yielding operational savings - **improving EBITDA 200 basis points** and led start-up and expansion of Central Eastern Europe region (22 countries, 4 offices). **Increased sales 5x and market- share 7%** utilizing market data analytics while leveraging the cost structure.

PROFESSIONAL EXPERIENCES

LAZAREFF LE BARS LEGAL ADVISORY (ADGM) – CONSULTANT

SEPTEMBER 2023 – PRESENT

Provide financial analytics, financial modeling and support for client restructuring and damages review.

A-LIGN – VP FINANCE.

SEPTEMBER 2022 - SEPTEMBER 2023

\$100M+ Private Equity Backed - technology-enabled security and compliance

Recruited to build the finance team, engineer the AOP and forecasting process, create monthly analytics and dashboards, define actionable KPIs, metrics and cash reporting and support the Executive Leadership Team for this PE-backed (Warburg Pincus) cybersecurity and compliance enterprise to drive 20-30% YoY growth and exit strategy.

- Built, coached and mentored a multi-functional finance team (FP&A, data & analytics and M&A and financial modeling)
- Drove financial and operational efficiencies through cost structure leverage, system automation and removing non-value-add processes resulting in improvements to gross margin and EBITDA of 300 bps and 110 bps, respectively.
- Instituted multi-year strategic plan and rolling forecast process that drove roadmap and investment decisions including technology and resource utilization (onshore/offshore mix) and allowed early identification of operational and financial risks and opportunities.
- Developed **investment and cash utilization discipline** that improved cash forecasting visibility, allowing better liquidity management and pay-down of borrowing facilities.
- From the Executive Leadership and BOD Perspective, improved the financial and operational visibility and performance and created a culture of leadership accountability through the implementation of **metrics and KPIs**, detailed monthly operating reviews and weekly financial & operating 'health' dashboards.

VECTOR SOLUTIONS– VP FINANCE

AUGUST 2020- SEPTEMBER 2022

\$200M+ Private Equity Backed - SaaS Solutions - e-Learning Management Software

Hired to build the **strategic planning** (FP&A / BP&A) and **M&A Analytics** teams for this private equity backed (Golden Gate Capital), high-growth SaaS-based platform business focused on training, operational readiness, workforce and risk management solutions to the Public Sector, Education and Commercial markets.

- Integral part of the deal team that successfully sold /exited PE backed company at a record valuation with an accelerated close of 14 weeks.
- Created technology capacity analytics that aligned the on-shore, near-shore and offshore resources with the technology roadmap, **increasing productive hours 25% while reducing costs by 15%.**
- Re-engineered the finance team, growing the team from three to 9 employees and expanding the responsibilities to include business and operations financial partnership, providing financial guidance and investment support, driving profitability (**200 basis point EBITDA improvement**) to the bottom line through top-line growth and **ROI discipline.**
- Focused on enhancing the financial planning & analysis competencies, increasing financial reporting and data analytics, including the implementation of financial analysis, forecasting and budgeting tools (VENA), creating transparency and improving time-to-complete cycles for the annual operating plan and forecasting.
- Led the **M&A valuation modeling activities**, for ten targets, resulting in 5 successful acquisitions since October 2020, doubling ARR to \$200M.

\$100B+ technology, media, entertainment and communications

Championed the financial and strategic leadership of **Technology** and **Operations** for \$2.3B advertising business unit.

Led three diverse teams: finance (including FP&A), business operations and facilities operations (totaling 70 reports; 6 direct). As part of leadership team, developed and drove advertising operations, technology innovations and technology operations strategies.

- Instituted Technology & Operations (T&O) COE, standardizing and unifying the operations group into enterprise organizations, delivering core cost efficiency of ~15%; allowing self-funded investment in innovation technology.
- **Influential T&O Senior Leadership Team member; developed and drove 5-yr strategic roadmap** and operational goals including next generation advertising technology expected to yield significant efficiencies and savings.
- Reengineered the business operations team, consolidating a 6 region (66 markets) team structure into an enterprise- based group focused on single point of contact, common workflows and enterprise solutions for credit, invoicing, AR control and reporting - reducing manual processing hours by ~10%.
- Created metric and KPI culture, which drove: continuous improvements in processes and expenses; identification of strategic opportunities; and accountability and transparency. Directly reducing discretionary spend 20% and focused efficiency gains in order management of 5%, yielding ~\$4M collective savings.
- Led the Facilities Operations team to standardize workflows and reduce geographic complexities while supporting all aspects of daily requirements as well as refurbishments and new construction for 160+ facilities.
- Developed and implemented product development capitalized labor model, improving EBITDA ~\$12M annually.
- Strategically formulated in-house technology resource model, relying less on external contractors. Protected IP and created an environment for internal code and system knowledge retention while simplifying the architectural structure and driving savings of ~\$5M.

EBAY INC. (NASDAQ: EBAY) 2011 – 2016

- **CFO - EBAY ENTERPRISE ECOMMERCE (TECHNOLOGY BU) (2014 – 2016)**

- **CFO - EBAY ENTERPRISE ECOMMERCE OMNICHANNEL OPERATIONS BU (2011 – 2014)**

\$18B+ internet/ecommerce/technology/retail

- Financial and strategic leadership of technology product development, service delivery, payments, tax & fraud, infrastructure and operations for multiple platforms - enabling over \$5B+ in retail merchandise sales.
- Developed **investment strategy** to align ~\$400M spend to technology roadmap:
 - Reengineered technology group: aligned resources to strategic assets (payments, tax & fraud and retail order management platforms), eliminated investments in non-core activities, created offshore development center, balanced employee vs. temporary staff utilization; resulting in \$40M cost reduction. Implemented Project Investment Oversight Committee. Reducing technology development hours 250K.
- Created and implemented KPI and Metric based correlative analytics and reporting. Provided measurable and actionable key driver insight and drove 20% efficiency improvement and \$20M in reduced costs.
- Owned financial leadership of \$600M eCommerce Omnichannel Operations, including fulfillment operations (7m sq ft/~500m worked units p.a.); customer service (2,500+ seats/23m contacts p.a.); transportation services (30m+ packages shipped p.a.), omnichannel services (\$1B+ enabled retail p.y.) and omnichannel technologies.
- Managed all financial matters regarding fulfillment and customer service expansion. Invested over \$150M in 8 new sites, technology improvements and throughput and space utilization.
- Strategic member of Leadership Team and Peak Execution Team. **Scaling operations** 4x for Q4 (hiring over 10k temporary employees). Co-authored operations review and playbook to mitigate operating issues in real time.

CIBA/BASF - 1993 – 2010

\$8B+ chemicals/manufacturing/distribution (Formerly part of Novartis (Ciba-Geigy) Pharmaceuticals; Purchased by BASF in 2008)

- **REGIONAL HEAD / VP FINANCIAL OPERATIONS** – EMEA REGION – BUDAPEST HUNGARY
- **CFO / MANAGING DIRECTOR** – CENTRAL EASTERN EUROPE REGION – BUDAPEST HUNGARY
- **CFO - SOUTHERN AFRICA** – JOHANNESBURG SOUTH AFRICA
- **DIRECTOR/SR. MANAGER, CORPORATE FINANCE** – GLOBAL HEADQUARTERS – BASEL, SWITZERLAND
- **MANAGER ACCOUNTING** – NAFTA HEADQUARTERS – NEW YORK, USA

Progressed through international financial leadership roles consistently delivering positive bottom-line results. Outside of core financial responsibilities (financial leadership and execution, budgeting, forecasting, analytics), focused on merger and spin-off, integrations, operations turn-around, start-up, process and system implementations and improvements, M&A and divestitures.

- Led start-up and expansion of Central Eastern Europe region (22 countries, 4 offices). Increased sales 5x and market- share 7% utilizing market data analytics while leveraging the cost structure, growing sales vs. costs at a 10:1 ratio.
- Championed culture of accountability and transparency through introduction of a strong internal control environment.
- Directed South Africa's operations to profitability through stabilizing revenue churn and imposing strict cost controls, including consolidating support functions and manufacturing (reduced costs 20% and staff 15%) and optimizing distribution focusing on load rates, supply points, transfer pricing and product-based profitability.
- Improved cash management through forecasting and securing favorable rates on short-term cash investments, reducing debt by 20% and optimizing operating asset levels.
- Managed analytical process in support of a \$1.8B divisional divestment. Included presenting and supporting the data, segregation of inter-divisional sites and headcount and synergy analyses.
- Advised Global CFO and Executive Committee regarding US GAAP and global accounting policies. Provided accounting and analytical guidance for M&A, divestments and financial analysis.

LANGUAGES

English

EDUCATION & MEMBERSHIPS

Master of Business Administration (MBA) Executive Program

International Master's in Management (IMM), Finance and Economics

Krannert Business School, Purdue University – Graduated with honors, Beta Gamma Sigma

Master of Business Administration (MBA) Executive Program

International Master's in Management (IMM), Strategy & Business Innovation

Tias-Nimbas Business School, Tilburg University, The Netherlands

Bachelor of Science (BS) Accounting

University of Scranton

Beta Gamma Sigma Honor Society (inducted 2008)

PROFESSIONAL AND COMMUNITY INVOLVEMENT

Mitzvah Circle Foundation – Helping local families in need of daily necessities (2012-Present)

SCORE – Counselors/Advisors to America's Small Business – Active Member (2010 – Present)

SASCHA (S. Africa School Children's Help Appeal)

Board of Directors (2002-2004) / Financial Administrator (2002-2006)

Board of Directors, Ciba Central Eastern Europe (2004-2010)

NCAA Div III Student Athlete (Lacrosse)

Youth Athletics Coach (Lacrosse)