

# CFO

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## SELECTIONS

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### Dennis M. Hebert

#### Qualifications Summary

An enthusiastic and effective senior finance professional with experience in a variety of industries and company stages, ranging from start-up to well-established. Expertise in finance, accounting, operations, planning and analysis, new ventures, and mergers and acquisitions. Special interests include profit improvement, process improvement, *meaningful* reporting, planning, and new ventures. Strong business acumen is complemented with a technical education. Thrives in dynamic and unstructured environments; brings “order to chaos”. A visionary who likes to help others be successful.

#### Professional History

“Partner” On-Call Network	Partner	2006 - 2009
Private Equity Firm	Financial Advisor/Consultant	2005
Continental Mills	Director of Finance Manager Financial Planning & Analysis	1990 - 2004
First Interstate Services Company	Divisional Controller & Planning Manager	1987 - 1989
IVF Australia	Acting CFO	1987
Philips Medical Systems (ATL)	Manager of Sales Administration Treasurer Manager Financial Planning & Analysis Financial Analyst	1980 - 1986
Ford Motor Company	Capital Expenditure Planner Manufacturing Cost Analyst	1977 - 1980

#### Accomplishments

- Provided financial and business leadership at Continental Mills during a period of significant growth and major corporate change, enabling the Company to achieve its business and profitability objectives. Managed all facets of finance, accounting, product costing, and financial planning and analysis. Managed teams of up to 32 people. Highlights included the Company’s sales expanding from regional to national distribution, raising capital and constructing two manufacturing plants, implementation of a company-wide ERP system, adoption of an OLAP tool, several acquisitions, and one major divestiture. Created state-of-the-art financial reporting and analysis, and implemented company-wide Activity Based Costing (ABC) methodologies. Co-managed a manufacturing plant, guiding it back to profitability.
- At IVF Australia, Partnered with the President and CEO to achieve the successful turnaround of the firm. Raised additional capital (seven figures) by preparing business plans and convincing a consortium of venture capitalists the business could be viable. The company prospered and went public.
- At Philips, managed financial planning and analysis, accounting, treasury and sales management functions during the Company’s explosive growth period. Sales increased from \$7M to \$130M, and employment from 300 to 1500. The company acquired and started many other companies, including Advanced Diagnostic Research, SpaceLabs, Heart Technology, Cranbury Medical Labs, and Digital Radiography Technologies.
- Secured funding for construction of the company’s new corporate headquarters facility in Bothell. Managed cash flow under extraordinarily difficult circumstances. Forecasted and determined actual costs for very complex electronics products. Evaluated new ventures and helped the company assimilate acquisitions.

#### Licenses / Education

- MBA, Finance and Operations Management, *University of Washington*
- BSc, Business Economics and Chemistry (Double major), *University of California, Riverside*