

Kari Blankenship Partner



Select Executive Experience

Identiti Resources, LLC (2025-2026)
CFO

Tatum, LLC (2022-2023)
Interim CFO

Bee Line Support, Inc. (2021-2022)
CFO

Continental Energy Services, LLC (2019-2021)
CFO

**Volunteers of America, Illinois (Non Profit)
(2019-2023)**
Board Member, Finance & Investment
Committee Chair

Harmer Associates (2017-2019)
Interim CFO

Valuepart Inc. (2015-2016)
CFO

Univar USA (2011-2014)
General Manager, Finance Director

Koch Industries (2000-2011)
Western Hemisphere Controller, US Controller,
Accounting Manager/Tariff Coordinator

Core Competencies

Budgeting & Financial Forecasting
Cashflow Optimization
Corporate Governance
Cost Savings
Debt Compliance
ERP Implementation
ESG Initiatives
FP&A
Gold Standard Reporting
Human Resources
Information Technology
International Commerce
Leadership
Mergers & Acquisitions
Operational Excellence
Percentage Completion
Post Transaction Integration
Private Equity
Process Improvement
Refinance
Resource Allocation
Restructuring & Turnaround
Strategic Planning & Execution
Teambuilding

Executive Profile

Kari Blankenship is a Partner on SeatonHill's Midwest team. She is an accomplished finance executive with more than 25 years of experience serving as a CFO, board member, and strategic advisor to private and private equity-backed companies with revenues ranging from \$100 million to \$1 billion. Kari's career began with industry leaders Cenex and Koch Industries, where she developed a strong foundation in operational and financial leadership. Since then, she has built a track record of driving growth, improving performance, and leading complex business transformations across a variety of industries. Over the past decade, Kari has served as both interim and standalone CFO for middle-market organizations, guiding companies through growth initiatives, restructurings, refinancings, post-acquisition integrations, and sophisticated private equity transactions. Known for her approachable leadership style and ability to quickly build trust across organizations, she excels at aligning teams, strengthening financial operations, and delivering strategic results. Kari also brings extensive experience leading finance transformation initiatives, including system implementations, process optimization, reporting enhancements, and internal control improvements that increase organizational visibility, support informed decision-making, and position businesses for scalable, sustainable growth.

Industry Experience

Facilities Maintenance
Construction
Business Services
Manufacturing
Distribution
Energy

Education & Certifications

Master of Business Administration
Wichita State University
BS Accounting
McPherson College



Our partners have deep experience across multiple industries, and can quickly integrate into your organization to provide the insights you need to succeed in today's marketplace.

Key Experience

PE-Backed Signage and Facilities Maintenance Enterprise: As C-suite finance executive for this \$220MM portfolio of companies, Kari stewarded the organization's financial strategy through exponential growth in 18 months with a cascading team of 56 across the US, Mexico, India, and the Philippines. She tucked in two acquisitions, each the size of the legacy company, and partnered closely with private equity stakeholders, internal management, and BOD to define a 3-year plan and exit strategies. Kari maintained a zero balance on revolver, optimizing cash with tools such as a 13-week cashflow forecast and weekly controllers meeting. She executed the first enterprise-wide budget, driving post-acquisition financial and operational leverage to capitalize on synergies. Kari constructed sophisticated board decks, elevating stakeholder knowledge of opportunities and risks. She also served as a key liaison in ERP cutover, as well as standardization of other platforms and post-UKG implementation cleanup. Kari built a scalable team structure, including formal FP&A, to facilitate subsequent acquisitions, integration, and cross-selling growth. She pioneered the Philippines offshore shared services team of 20.

Commercial Cleaning Business: As Chief Financial Officer, Kari executed hands-on stabilization of finance operations after an unexpected turnover of the accounting/finance team in its entirety. She was a key player in successfully negotiating \$1MM in non-contractual price increases during the unprecedented labor bubble. Kari saved the organization over \$100K by terminating Captive and shopping out commercial insurance lines. She also developed actionable reports including first-ever forecasts, a monthly financial packet, KPI dashboards, and an open-hours trend. Kari led the charge to reduce SG&A costs by nearly 40% during a record inflationary period.

PE-Backed Pipeline Construction Company: As Chief Financial Officer, Kari returned operational liquidity to the business. She implemented monthly onsite financial reviews with Division Presidents resulting in a 15% increase in profitability. Kari also restored confidence in CIBC facilitating loan amendments that maximized funding availability, minimized investor capital injections, and optimized growth during high season. The balance sheet was deleveraged in its entirety, \$9MM, for the first time in company history under her leadership. Kari instituted a host of technology tools, which advanced remote onboarding of crews, expense tracking with phones, expedited contract negotiations and virtual meetings.

Consulting Firm: As Interim Chief Financial Officer, Kari led financial adviser to a publicly held, international, management consulting company. She acted as Corporate Controller to ensure effective corporate governance and strong operations. Kari constructed valuation modeling that resulted in strategic segment divestiture. She also led operational improvement initiatives, which shortened the close cycle, enhanced general ledger integrity, and improved controls. Kari documented many first-time-ever standard operating procedures and assisted with 10Q

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and 10K filings. As the Interim CFO for a biopharmaceutical company, Kari compiled and filed annual SEC Form 20-F and all other public/external reporting. She also constructed an annual plan and five-year forecast for the CEO.

Heavy Equipment Aftermarket Replacement Parts Distributor: Kari was the executive officer reporting directly to the Board of Directors for this \$100MM distribution leader of aftermarket replacement parts for heavy equipment with operations throughout the US and Canada. She operated as De facto CEO directing and managing all aspects of the business. Kari returned 20% profitability improvement to the underperforming business by building and executing a strategic plan to reposition resources, right-size the organization, and modify product offerings. She was the liaison to Wells Fargo successfully leading the organization through forbearance, restructuring, and re-financing activities with a disciplined focus on critical 13-week cash flow forecasting. Kari brought the company into compliance executing improved internal controls, tax filings, and business license monitoring.

Publicly Held Worldwide Chemical Distributor: As General Manager, Kari reported to the CEO to build out the Oil & Gas footprint in the Bakken Shale formation of North Dakota. She started Univar's business position to take advantage of the emerging high-growth opportunities in the Bakken Shale region which included creating the 5-year strategic plan, forming a management organization, establishing operating facilities/offices, and building out distribution and sales channels. Kari recruited, hired, and managed the Operations Manager, Material Handlers, Truck Drivers, and Administrative support. She established a strategic partnership with a Canadian company to ensure uninterrupted service to the world's largest drilling customers. Kari led the sales organization in developing commercial relationships for \$50MM year-one revenues. She also met all quantitative and qualitative company targets.

SEATONHILL™

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