

Chris DeAlmeida Partner



Select Executive Experience

Wrap Technologies (2022-2024)
CFO, COO, Treasurer & Secretary

Encore Dredging Partners (2020-2022)
Chief Financial & Operations Officer and Treasurer

BCH Group (2018-2022)
Co-founder, CFO & CEO

Orion Group Holdings, Inc. (2007-2018)
EVP, CFO, CAO & Treasurer

Continental Airlines, Inc. (2005-2007)
Investor Relations

Core Competencies

FP&A
Data Analysis
Budget Creation
IPO
SEC Filings
NASDAQ and NYSE Expertise
Investor/Sales/Board Presentations
Managing detailed PCAOB Audits
Investor Relations
Corporate Secretary
COO Manufacturing
CMO
Strategic Planning
PE/VC Backed
M&A
Exit Strategy Planning/Execution
Quality of Earnings
Purchase Due Diligence
International Finance
Financial Modeling
Budgeting and Forecasting
Debt Compliance
Cash management
Systems Implementations
Human Resources
Benefit Plans
Insurance
Surety Bond Programs
Project Controls
Debt Financings
FP&A Modeling
Cash Management
Team Management
Platform Implementations: Netsuite, Dynamics 365, Oracle, Hyperion

Executive Profile

Chris is a Partner on the Texas South team of SeatonHill. Mr. DeAlmeida is a seasoned senior finance executive with a robust background in financial management, analysis, and strategic advisory. He is known for his hands-on approach to driving strategic initiatives and has a proven track record of formulating and executing plans that significantly enhance financial and operational performance. His expertise includes cost control optimization, performance enhancement, sales acceleration, and profit growth. Chris has diverse experiences in private, venture capital, private equity (PE), and public companies, managing organizations ranging from \$1M to \$1B in annual revenues. He has been pivotal in driving growth and diversification, with a special focus on cash management to ensure liquidity and financial health within organizations. Chris possesses extensive experience navigating the complex landscapes of the SEC, NASDAQ, and NYSE, demonstrating a strategic acumen in compliance and reporting that has been critical to organizations' successes. He has also been instrumental in orchestrating multiple capital raises across public and private markets, collectively amassing \$750 million in public and private equity and debt, showcasing a deep understanding of equity, debt instruments, and sophisticated financing structures. Chris's transactional expertise is evidenced by the successful completion of 22 buy-side transactions ranging from \$1M to \$200M, which have expanded corporate footprints and driven value creation, alongside 4 sell-side transactions, each meticulously managed to optimize stakeholder returns and strategic outcomes.

Industry Experience

Private Equity
Commercial Airline
Energy
Technology
Construction Services
SaaS

Education & Certifications

Bachelor of Science - Finance
University of Houston Clear Lake





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

NASDAQ/NYSE Traded Specialty Construction and Services

Company: As Executive Vice President, Chief Financial Officer, Chief Accounting Officer, and Treasurer for this \$850M business, Chris played a transformative role in the growth and development of a major construction company, culminated by the seamless transition of the company from private equity to the public market, and a successful PE exit. Chris played a crucial role in the completion of the company's S-1 filing, leading the transition to a public entity. His leadership extended to transitioning the company from NASDAQ to the NYSE, an achievement marked by the honor of ringing the opening bell. In his capacity as CFO, Chris spearheaded a secondary offering that raised over \$90 million, earmarked for the company's expansion and strategic acquisitions. His expertise in financial operations significantly enhanced efficiency, evidenced by reduced audit and financial closing timelines, and he championed data-driven decision-making across the company. Chris also led 12 M&A transactions with a strategic focus, overseeing every stage from initial sourcing and negotiation to final implementation. A crowning achievement under Chris's financial stewardship was the largest acquisition in the company's history, securing \$185 million in debt financing, a deal that was remarkably \$100 million oversubscribed and executed within an ambitious 28-day window. Under his financial guidance, the company experienced monumental growth, with revenues soaring from \$100 million to \$850 million. Chris also significantly improved operational efficiencies by reducing the accounting close process from 15 days to 5 and restructured back-office operations to boost productivity and decrease staff size without compromising output. He also revitalized the IT group to enhance internal services and minimize downtime, ensuring the retention of key staff.

PE-Backed Specialty Construction Services Company: As CFO for this \$20M start-up, Chris played a key role in the creation of the company. He co-led the efforts to source the initial acquisition and managed the fundraising activities with various private equity firms and banks, in addition to securing a secondary, immediate follow-on acquisition. As CFO, Chris was foundational in establishing the accounting, finance, project controls, and procurement functions, building these departments from the ground up, and assembling a capable team. Chris was also pivotal in implementing an accounting system and seamlessly integrating two acquisitions into the nascent enterprise. He crafted advanced reporting and forecasting tools for all financial statements, enhancing the company's financial infrastructure. Chris also strategized and developed multiple exit strategy options for capital partners, demonstrating his foresight and commitment to long-term, strategic financial planning.

Chris DeAlmeida
Partner



Specialty Technology Manufacturing Company: As CFO, COO, CMO, Treasurer, and Corporate Secretary, Chris held extensive management and oversight responsibilities encompassing Finance, Accounting, Investor Relations, Operations, Production, Marketing, IT, Treasury Management, and Mergers & Acquisitions (M&A) within a public startup valued at over \$120M. Chris supported the CEO and oversaw a range of business operations from traditional accounting practices to the management of manufacturing operations and the leadership of marketing endeavors. Chris successfully led the completion of a key acquisition, enhancing the company's market presence and capabilities. He instituted robust policies and procedures across the organization, ensuring compliance and streamlined operations. Chris restructured the marketing team, fostering a dynamic and creative unit capable of driving brand engagement and market penetration. He also revitalized the accounting team, optimizing accuracy and efficiency in financial reporting. Through his focused leadership, the company achieved a remarkable 50% reduction in operational expenses. Further elevating the company's financial strategy, Chris implemented Financial Planning & Analysis (FP&A) and Key Performance Indicators (KPI) tracking, providing deep insights and enabling data-driven decision-making. He also spearheaded a private placement of \$10 million, securing essential capital for the company's growth initiatives and reinforcing the financial stability needed for future ventures.

SEATONHILL™

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