

Brad Sather
Partner



Select Executive Experience

Interim/Contract CFO (2017-2025)

BPL Management Ltd. (2016-2017)
Chief Financial Officer

Falcon Equipment Ltd. (2014-2016)
Chief Financial Officer and Acting Chief Operating Officer

Conair Group, Inc./Cascade Aerospace (2010-2014)
Vice President, Finance

Additional Experience:

- Helinet Aviation Services (CFO)
- BC Pavilion Corp.(Contract)
- The McLean Group of Companies (Family Office, 4 M&A transactions)
- Capilano University (Contract)
- Retirement Concepts Healthcare (Contract)
- Norscot Holdings (Family Office, Corporate Controller)
- BIV Media Group of Companies (Controller, 5 M&A transactions)

Core Competencies

Internal Controls

Turnarounds

P&L Analysis

Leadership/Coaching

Mergers & Acquisitions

Post M&A Integrations

Lean Accounting

Credit Facility Management

Budgeting & Forecasting

Cash Flow Management

Process Improvement

Strategic Planning

Executive Profile

Brad is a Partner on the Central team of Seaton Hill. Mr. Sather is an accomplished and results-driven financial executive with extensive experience in driving strategic growth and operational efficiency across diverse industries. He is proficient in leading M&A transactions, optimizing FP&A processes, and implementing ERP systems to enhance financial reporting accuracy. Brad is known for transforming underperforming operations into profitable ventures through innovative financial strategies and effective leadership. He has a proven track record in managing multi-entity finances, international operations, negotiating favorable banking terms, and executing successful turnaround initiatives. Brad's diverse background spans multiple sectors, including manufacturing, aviation, aerospace & defense, media, real estate, construction, telecommunications, SaaS, automotive, and healthcare.

Industry Experience

- Manufacturing
- Aviation
- Aerospace & Defense
- Media
- Real Estate
- Construction
- Telecommunications
- SaaS
- Automotive
- Healthcare

Education & Certifications

Chartered Professional Accountant (CPA), Canada

Certified Valuation Analyst (CVA), United States

Certified Management Accountant (CMA), Canada

Harvard University, Leadership Program



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.

Brad Sather
Partner



Key Experience

Interim Engagement Highlights Include:

PE-Backed Construction Company (\$250M in revenue)

- Operations in 6 states
- Prior CFO terminated (Brad was the 6th CFO in 18 months)
- Completed CPA audit
- Improved toxic back-office culture
- Improved lender communications and avoided loans being called

PE-Backed Environmental Construction Company (\$200M in revenue)

- Supported sitting VP of Finance through an unexpected cash flow crunch
- Audited cash flow forecast and recommended improvements
- Recommended and helped implement project dashboard to monitor actuals to bid numbers
- Provided assessment of the accounting team and structure of department to the Board

PE-Backed Roofing Company (\$200M in revenue)

- Created a cash flow statement and updated it weekly
- Designed and built out the accounting department
- Executed an acquisition

PE-Backed Heavy Equipment Re-Seller Start-up (\$100M in revenue)

- Carve-out
- Designed and built out the accounting department
- Designed Chart of Accounts
- Produced the first monthly financial reports for lenders and the Board
- Completed a CPA audit
- Produced an 18-month cash flow forecast to determine cash requirements

Privately Owned Aviation Business (\$40M in revenue)

- Tightened internal controls
- Developed & implemented regional/divisional P&Ls
- Improved financial model for RFP bids, improving profitability
- Revenue increased by 52%
- EBITDA change: 2.85% to 10.41%
- M&A (sell side)

Privately Owned Manufacturing Business (\$60M in revenue)

- Turnaround
- Tightened internal controls
- EBITDA change: (0.8%) 9.9%
- Reduced G&A costs by 29%
- Increased inventory turns by 25%
- Decreased days receivable by 20%
- Decreased debt/equity by 31%
- Developed & implemented regional/divisional P&Ls

PE-Backed CPG/Manufacturing Business (\$85M in revenue)

- Turnaround
- Restructured accounting dept and filled positions (15% savings)
- Repaired lender relationships with communication and on-time reporting
- 13-week cash flow, cleaned up AR/AP
- M&A integration
- Successfully completed a CPA Audit and Bank Audit

PE-Backed Auto Dealership Management Company: Brad served as Chief Financial Officer for this \$600M (in revenue) company that owned and operated three of the largest volume Honda and Acura dealerships in Canada. He designed and implemented the Shared Services department, including Accounting, Payroll, In-House Leasing, Human Resources, and Information Technology, resulting in annual wages and benefits savings of 10%. Brad established new banking facilities with more flexible terms and conditions. He negotiated a new Leasing facility, lowering rates and providing more flexible terms. Brad also redesigned the In-House Leasing program and put financing in place for a new \$22M dealership and a \$6.5M renovation of an existing dealership.

Equipment Manufacturer: Brad served as Chief Financial Officer and Acting Chief Operating Officer for the leading provider of truck cranes, snow and ice, and rail equipment in Western Canada. This was a financial turnaround project with 1 M&A transaction. He established new banking facilities with more flexible terms and conditions. Brad increased inventory turns, decreased Days Receivable, and decreased Debt/Equity ratio. He identified an internal candidate to develop and elevate to Vice President of Operations. Brad also created a pension plan structure and redesigned the company's bonus and commission structure to better align efforts.

SEATONHILLTM

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