

**Lance Shipp**  
Partner



## Select Executive Experience

**Sagent, LLC (2020-2021)**  
CFO

**Pegasus Logistics Group (2016-2020)**  
CFO

**Stericycle Communications Solutions (2012-2016)**  
VP, Operations & Client Services

**The Beryl Companies (2005-2012)**  
COO

**SANTÉ Rehabilitation Group (2002-2005)**  
Consultant, Chief Financial Officer

**NTC (National Telemanagement Corporation) (1998-2002)**  
Consultant, Chief Financial Officer

## Core Competencies

Strategic Planning

Mergers and Acquisitions

Financial Reporting & Analysis

Change Management

Finance & Operational Improvement

Professional Investment and Private Equity

Purpose Discovery

Forecasting

HR & IT Oversight

Internal Controls

Professional Services Supervision

Continuous Improvement

Systems & Metrics Enhancement

Talent & Culture Evolution

## Executive Profile

Lance Shipp is a partner in the Dallas/Fort Worth office of SeatonHill. He is an experienced financial and operational strategic planner who has served as Chief Financial Officer at multiple privately held mid-size companies. Lance has a passion for scaling companies through people and process improvements that result in EBITDA growth and value enhancement. Among his many accomplishments, he led the shareholder exit strategy for six fast-growth companies, and over the course of his career has successfully generated over \$250M+ in shareholder value. Lance is frequently sought after by CEOs, Founders, venture capital firms, and private equity managed investment teams to support their executive team strategy.

## Education & Certifications

**MBA**  
Southern Methodist University Cox  
School of Business

**BBA**  
Abilene Christian University

**CPA, CGMA**

Stagen Integral Leadership Executive  
Program Graduate and Certified Coach

## Industry Experience

Healthcare

Telecommunications

Logistics

B2B Services (Call Centers, Landscaping, Consulting, etc.)

Software

Manufacturing

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**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.**

**Lance Shipp**  
Partner



## Key Experience

**Healthcare** – 15 years' experience as COO, CFO, VP of Client Services and VP of Operations for three companies (two private, one public) ranging from \$15m to \$200m in revenue. Lance built and mentored a senior leadership team responsible for strategy development and operationalization achieving 20% annual growth in revenue and profitability and enhancing company valuation 66% for a 13x EBITDA exit. Lance delivered vision, strategy, and led change management initiatives for a 60-member team responsible for 25,000 customers across the U.S. and Canada, doubling division revenue from \$75M to \$150M and achieving 50% gross margin goals for the first time in history. Management awards included Best Places to Work, INC 5000, Tech Titan, EFNT North Star award, and Dallas 100.

**Telecommunications** – 10 years' experience as CFO for three private companies ranging from \$5m to \$70m in revenue. During his tenure, Lance oversaw the finance, HR, legal, ESG, and administrative functions. This included the build-out and development of a nationwide pre-paid billing system for over 1,500 locations leading to new sales and customer expansion. He led multiple rounds of bank refinancing and was a non-voting Board participant for each company, two of which were Private Equity backed. Lance was the point person for two exits at multiples over 10x EBITDA. Management Awards included 8th Fastest Growing Company in Dallas, Best Places to Work, and Most Promising Companies in Telecom.

**Logistics** – 3 years' experience as CFO for a \$200m international provider. Lance was brought on board to help the company scale and position it for an eventual exit. Lance doubled the

amount of working capital resources via bank relationships and negotiation of new credit agreements and benefit plans. He also implemented the process and cadence disciplines required to scale the company. During this time, company revenue grew from \$58M to \$200M. Operating Income increased from \$132k to \$10M, and the company obtained multiple exit offers in excess of 14x EBITDA. Management awards included Forbes Small Giant, DFW Best Places to Work, Inc 5000, and Best and Brightest Companies to Work For.

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