

## Howard Allred

Howard Allred has over 35 years of financial and operational leadership experience focused primarily on rapid growth and change management situations. He has provided C-Level leadership to companies as diverse as venture backed start-ups; private equity transition environments; public company IPOs and rapidly expanding multi-national industry leaders. In addition to his financial and operational leadership roles, Howard has served on the Boards of several domestic and international consumer products businesses. Howard's unique background is based upon his ability to move comfortably from establishing and growing the basic financial and operational foundations of a business through sophisticated strategic planning and execution of complex business opportunities. Extensive involvement in international growth situations has allowed Howard to live and work extensively in Europe, Asia, and South America. Howard holds an MBA from the University of Oregon and a BS from Utah State University. He is an Oregon CPA (inactive).

### Key Leadership Accomplishments

- Stabilized and strengthened the financial foundation of a private equity owned consumer packaged goods business while identifying profit improvement opportunities
- Led the due diligence and valuation process on multiple acquisition projects in multiple business environments
- Led the evaluation and implementation of ERP systems to enhance analytical capabilities and improve profitability transparency
- Worked with the Board of Directors of a large consumer products company to lead the strategic planning process for long term growth and improved working capital management

### Summary

- CFO, COO, Board Member
- Public company, Venture Capital backed company; Private Equity owned Company; Private Company
- Extensive Consumer Products and brand development background
- Heavy operational experience in enhancing product line and customer profitability
- M&A financial evaluation, acquisition candidate identification, acquisition execution and post-acquisition integration
- Extensive banking and international transactions/hedging leadership
- Revenue Bond process leadership in support of major production plant expansion project
- Implemented a sophisticated international tax structure and transfer pricing arrangement
- Sales, distribution, business development, manufacturing, operations

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