

Scot A. Carlson

Scot Carlson has more than 25 years of experience serving in financial, IT, and strategic leadership roles for organizations primarily in the recreation and consumer products industries. Working primarily with small to middle market companies, Scot has led internal efforts to build growth-supporting infrastructure while ensuring capital efficiency. At Black Diamond Equipment, Scot was a key member of an executive team that grew the business from \$6 million to \$90 million in annual revenues on \$1 million of invested equity using only retained earnings and senior bank debt. This work delivered more than one-hundred times the return to patient investors and built a successful, three-continent industry leader. At Skullcandy, he was the first internal, senior financial executive, building and rationalizing the financial and operational structure, staffing, and systems for a fast-growing company. Returning to full-time management at Black Diamond, he assisted with the sale of the company to a public entity, then managed acquisitions and back office integrations of multiple operating businesses, delivering millions of dollars in operational cost efficiencies. Scot holds an MBA with concentrations in Accounting and Corporate Finance from the University of Buffalo (SUNY) and a BS from the University of Utah.

Key Leadership Accomplishments

- Managed negotiation, due diligence, and back office integration efforts for multiple global acquisitions
- Led multiple successful customized ERP implementations for core businesses and acquired companies, delivering operational efficiency improvements on time and on budget
- Built global infrastructure and financial risk management environment with multi-continent application

Summary

- Controller, CFO, VP of Finance, VP of Acquisitions, Managing Director, Board of Directors
- Rapid growth management
- Growing capital-constrained businesses
- M&A and integration success
- Global financial and operational risk management

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