

Paul Schenian
Partner



Select Executive Experience

ERIKS Seals and Plastics

Chief Financial Officer (2014-2023)/
President (Interim 2019-2021)

Consultant (2013)

FP&A Projects

Bombardier Pre-Owned Aircraft (2002-2013)

Managing Director (Interim)/ Director of
Finance & Operations/ Director of Finance

Pathnet (1998-2002)

Director of Finance

De La Rue (1995-1997)

Director of Financial Planning and Analysis

Core Competencies

FP&A

Financial Analysis

Forecasting

Budgeting

Financial Modeling

Financial Reporting

Management Reporting

KPI Development and Measurement

Strategic Planning

P&L Management

Business Partner

Operations Management

Executive Profile

Paul is a Partner on the Central team of SeatonHill. Mr. Schenian is a hands-on financial leader with extensive experience in FP&A, budgeting, forecasting, financial analysis, and KPI development. He has directed finance and accounting teams in companies ranging from start-up to \$600 million. Paul has a results-oriented leadership style with experience as a CFO, Vice President of Finance, Finance Director and Interim President / Managing Director. He is a goal-oriented multi-tasker who inspires, mentors and guides teams to deliver exceptional results, consistently achieving high employee satisfaction survey results. Paul's deep background spans an array of sectors including, Industrial Supply, Manufacturing, Aviation, Telecommunications, Technology, Energy and Agriculture.

Industry Experience

Industrial Supply

Manufacturing

Aviation

Telecommunications

Technology

Energy and Agriculture

Education & Certifications

**Master of Business Administration in
Finance**

University of Wisconsin-Madison

**Bachelor of Business Administration
in Accounting**

University of Wisconsin-Madison

SEATONHILL™

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For more information contact:

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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.

Paul Schenian
Partner



Key Experience

Industrial Products Distributor: Paul served as CFO and Interim President for this \$90m PE-owned value-added technical distributor of industrial products to the oil & gas / aerospace / semiconductor industries (which was part of a \$2 billion Dutch-owned conglomerate). He led corporate carve-out efforts, including new HRIS / benefits and commercial banking / insurance programs. Paul was responsible for improving sales performance and profitability. He improved forecasting, analytics, and reporting. Paul partnered with the CEO to assist in the divestiture to private equity, taking steps to establish a stand-alone entity: IT / HR / Finance carve-out. He also developed KPIs and worked with PowerBI developer to create dashboards and trend reports. Paul redesigned the strategic plan and annual budget processes by developing an interactive model and soliciting input from operating divisions, saving 3 weeks during each cycle. He also led a due diligence team for an acquisition and then coordinated the integration efforts. He led acquisition valuation analysis efforts for target companies and a successful cross-functional acquisition integration team, completing tasks ahead of schedule. Paul re-engineered the forecasting/results analysis processes by developing a model that linked results with analysis, resulting in 4 days of savings per month.

Publicly Traded, International Manufacturer/Distributor of Aerospace/Transportation Products: As Managing Director (Interim) / Director of Finance & Operations / Director of Finance, Paul managed financial planning and analysis (FP&A), controller (accounting), and other key support functions (maintenance, contracts, market research, and sales support) for this \$600 million Pre-Owned Aircraft division. He owned direct responsibility for tracking trade-ins, establishing asset values, managing maintenance work packages, establishing selling prices, and managing the sales process. Paul managed the trade-in/resale of over 700 business aircraft worth more than \$6 billion. He created a trust-based atmosphere which led to the highest employee survey ratings in the group. Paul also implemented daily communication meetings to ensure that all functional areas remained aware of key issues, priorities were understood, and resources were reallocated, if necessary.

As the head of finance, he was responsible for budgeting, forecasting, month-end closes, deal analysis, and financial reporting. Paul redesigned the annual budget process, saving 2 weeks during the cycle, and re-engineered the forecasting/results analysis processes, resulting in 3 days of savings per month. He also streamlined the management reporting process, saving 4 days of processing time per month; and reduced the monthly report from 84 pages to 20 which yielded easier-to-read formats.

Telecommunications Carrier: Paul served as Director of Finance for this start-up telecommunications carrier, whose services were remarketed to business customers. He led the financial planning and analysis (FP&A) function, annual operating plan cycle, monthly forecast process, and monthly results analysis. Paul produced and implemented a management reporting system. Paul also created and implemented a project accounting and reporting system and reduced network build costs by 31% by developing headcount sizing / build-out costing standards. After the company filed for chapter 7, he performed a detailed reconciliation of post-petition vendor claims, saving over \$3.8 million.

Publicly Traded International Banking Equipment Manufacturer: Paul served as Director of FP&A for this \$250 million banking equipment manufacturing division of a \$3 billion publicly traded international firm. He managed the financial planning and analysis (finance), annual operating / strategic plan cycles, and monthly forecast/results analysis process. Paul performed due diligence and financial modeling that provided senior management with the information necessary to complete two successful acquisitions. He achieved acquisition integration savings of \$575k by identifying redundant staff positions.

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