

Kenneth McCauley
Partner



Select Executive Experience

The Sommers Company (2022-2024)
CFO

W.W. Grainger, Inc. (1990-2019)
Senior Director of Finance, Grainger Online Businesses
CFO, Zoro.com
Director of Financing, Grainger Global Sources
Corporate Financial Planning Manager
Finance Manager, Grainger Industrial Supply

Core Competencies

Financial Leadership
Public and Private Companies
Start-up to Scale
B2B/B2C
Financial and Strategic Planning
Cash Management and Optimization
Product Sourcing Management
Inventory Accounting and Management
Banking Relationships
Financial Reporting
Financial Analysis and Modeling
Performance Metrics
International Expansion
Transfer Pricing
HR and Payroll
Compensation and Incentive Plans
Contract Review and Negotiations
Pricing
Due Diligence

Executive Profile

Kenneth is a Partner on the Southeast team of SeatonHill. Mr. McCauley has a proven track record of combining strategy and business acumen with financial savvy & analytics to drive growth and profitability. He is an experienced financial and operational executive with a demonstrated ability to develop financial plans and performance metrics in partnership with business leaders for effective results. Kenneth has significant experience with Distribution, Wholesale, International, E-commerce, Start-ups, and Oil & Gas (Downstream) businesses. He is a collaborative team leader who builds strong relationships and thrives on value creation.

Industry Experience

Distribution
Wholesale
International
E-commerce
Start-ups
Oil & Gas (Downstream)

Education & Certifications

Master of Business Administration
DePaul University
Bachelor of Science in Accountancy
University of Illinois (Urbana-Champaign)
CPA
State of Illinois (Registered)



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.

Key Experience

Fuel Distribution Company: As CFO for this privately held, family-owned fuel distribution company, Kenneth was responsible for Finance, HR, and IT. He managed income, sales, and excise tax service providers, as well as external auditors. Kenneth also managed banking relationships, setting up a line of credit and cash investment options, creating incremental earnings. He established HR policies and managed the payroll process and 401(k). Kenneth oversaw the hosted ERP provider and outsourced local IT support and infrastructure, ensuring redundancies for their 24/7 operation. He led a high-volume transactional process with ~\$1B in annual revenue. Kenneth worked with multiple family members who jointly managed the day-to-day business.

Publicly Traded Global Distributor of Industrial Products: Kenneth served in multiple leadership roles for this global multi-channel distributor of industrial products with \$16B in revenue.

- Sr. Director of Finance, Online Businesses, Kenneth was the Finance Leader for a \$2B online eCommerce business and a member of the division leadership team with operations in the US, Japan, UK and Germany. He was responsible for financial strategy, accounting, planning, analysis, financial systems, and controls. Kenneth was instrumental in executing the company's strategy to grow revenue and optimize profitability by growing an endless assortment model in the MRO industry. He restructured European operations, fixed backend systems, hired new leaders/staff. He established standardized reporting process, cash forecasting, and funding processes. The business grew online e-commerce revenue CAGR to 26% over four years and 5M new customers in the last year.
- As Division CFO for Zoro.com, a \$500M online (e-commerce) business, Kenneth was a member of the Leadership Team and a contributor to the business strategy and financial performance. He managed the financial and operational strategy, reporting, productivity, and profitability of the division. Kenneth led a team of 25 in accounting and finance with oversight of financial strategies, reporting, planning, cash management, credit, A/R, A/P, and financial analysis. He launched and scaled this successful online (e-commerce) business to serve the small business market. Kenneth was a founding member of the start-up five-person management team and built an online distribution business for 2M maintenance, repair, and operating products serving small businesses and consumers. He also grew the company to 250+ employees and \$500M revenue in 7 years. Kenneth exceeded all annual sales and profitability expectations for the business by 30-50% and reached profitability/payback in the 3rd year, achieving performance goals measured by EBITDA and ROIC.

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He also created and managed all financial processes and staff, including financial planning and analysis, accounting, accounts receivable, and credit administration. He built the customer service function by hiring, training and leading a team of 25, establishing a customer service philosophy and service level goals, creating and documenting business processes, and designing training materials to quickly onboard customer service representatives. Kenneth also selected, configured, and implemented a cloud computing ERP system, Netsuite.

- As Director of Finance for the company's Global Sourcing division, Kenneth was the Finance Leader and oversaw all financial functions for a division with annual sales of \$500M+ and inventory of \$90M+. Global Sourcing was responsible for sourcing and importing high-quality, low-cost private label products and distributing in North America. He directed financial reporting, general and cost accounting, accounts payable, sales compensation, financial analysis, financial planning/forecasting, and long-range strategic planning activities. Kenneth collaborated with the General Manager and leadership team members to improve the operating cost structure while growing the business by 32% annually. They reduced product costs and increased gross margins from 45% to 65%. Kenneth established local procurement subsidiaries in India, China and Hong Kong, and directly managed an international accounting staff of eight. He presented financial results and annual and long-range plans to the Executive Leadership Team. He also streamlined processes, improved internal controls, and improved profitability in the annual physical inventory process, accounts payable process, and vendor recoveries.

SEATONHILLTM

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