

# Claude Sapp

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## Professional Goals

Seeking challenging, flexible roles that capitalize on my diverse executive leadership experience and ability to create value through strategy, innovation, and operational execution.

- CxO or President roles
- Senior leadership positions in a private equity backed entity
- Board seats
- Interim or consultative strategic engagements
- Available in any geography, US or international

## Summary

Seasoned executive with extensive senior level experience in international entrepreneurial, strategic planning, management consulting and private equity sectors.

- Unique expertise in blending information technology, operations, manufacturing, finance and accounting experience to solve complex business challenges
- Strong analytical background and expertise in financial modeling, quantitative analysis, and FP&A
- Expert in linking strategy and budget planning
- Skilled in creating and implementing value chains generating new markets, opportunities, and competitive advantage
- Highly skilled in consensus building and developing high-performance teams that align around shared visions and execute detailed plans successfully
- Excellent interpersonal communication skills
- Reputation for thoughtful leadership and accountability for delivering results
- Knowledgeable and experienced in global economics and international business culture

## Experience

### **MANAGING DIRECTOR | RUTT QUALITY CABINETRY LLC | 2022 - PRESENT**

Advised investor through due diligence and acquisition. Structured successful turnaround of a manufacturing business that had not been profitable for many years.

#### **Key Activities and Milestones:**

- Reset sales channels and independent representative network to achieve best customer satisfaction
- Rightsized factory and workforce to modernize and streamline production and increase quality
- Rationalized product lines for profitability

## **CEO | UNITED CABINET COMPANY LLC (DBA KABINART) | 2020-2022**

Responsible for all strategic, financial, and operational initiatives of a wood products manufacturer in the residential construction and home improvement space.

### **Key Activities and Milestones:**

- Serving as the operating executive for private equity sponsors
- Recruited and seated a new executive team
- Expanded supplier base and sourced key components globally
- Insourced manufacturing of critical wood components
- Implemented continuous improvement and lean Six Sigma

## **CFO/COO | HAWS CORPORATION | 2015-2019**

Hired as VP Finance/CFO with responsibilities for global finance and strategy. Within 2 years, was promoted to CFO/COO with responsibilities including finance, banking, global tax/audit, operations, sales and strategic planning for the entire portfolio of sales and manufacturing locations across North America, South America, Europe, the Middle East and Asia.

### **Key Activities and Milestones:**

- Built a value chain based strategic vision around new offerings in new markets
- Created a project-based organization to support engineer-to-order manufacturing globally, turning around a historically unprofitable business unit
- Redesigned and implemented a multi-divisional matrix of project management, quality, and strategic human resource offices servicing each of the global regions resulting in increased efficiencies and communication across the organization
- Reset professional services relationships reducing professional services spend by 75%
- Executive oversight for a global ERP system implementation
- Dramatically improved corporate financial close cycle, and implemented new budgeting initiative tied to strategy, which directly and positively affected EBITDA
- Implemented FP&A, budget variance analysis, daily sales and gross margin reporting which delivered better intra month and periodic information resulting in better expense management
- Restructured global engineering department operations, resulting in improved quality and execution
- Recruited key management positions, building a strong executive and management team
- Recruited a former CEO from British Petroleum to fill critical Board of Directors seat
- Assisted in integration of 2 acquisitions in the US and Europe
- Led due diligence efforts for M&A activity in Europe
- Oversaw legal, banking, and tax & audit in all offices around the world
- Transformed legacy purchasing department into a modern global sourcing and procurement group
- Spearheaded financial reporting initiatives using Microsoft tools and AX delivering effective management reporting
- Reduced global inventory 20% while improving commitment to customers
- Implemented S&OP, build-to-order capability and lean operational improvements

- Designed and implemented key operational activities that eliminated all corporate debt from the balance sheet poisoning the firm for future M&A activity
- Restructured and re-aligned operations in Asia, eliminating an unprofitable manufacturing facility in China
- Increased NOI margin from low single digits to double digits within two years

### **OPERATING EXECUTIVE | HUNTINGTON CAPITAL | 2013-2016**

Served as CFO and Consultant for select companies within the HCAP private equity portfolio. Provided financial and operational leadership. Instrumental in capital preservation for high-risk investments. Responsible for marketing, due diligence and placement in key regions, with a focus on high growth companies in the middle market.

#### **Key Activities and Milestones:**

- By closely monitoring an investment, was able to prevent a financial loss and preserved the entirety of capital deployed
- Provided expertise to one of the most profitable investments of the firm, a business located in Nevada
- Acted as the liaison to the State of Nevada Silver State Opportunity Fund

### **CFO & BOARD OF DIRECTORS | WAPITI CAPITAL PARTNERS | 2009-2013**

Responsible for corporate financial operations, including internal controls, and regulatory compliance and corporate 401K plan. Management oversight for FP&A, forecasting/modeling, budgeting and variance analysis, risk management, including GL, D&O and workers comp insurance. Led the implementation of corporate restructuring, positioning the company for sale to Berkshire Hathaway.

#### **Key Activities and Milestones:**

- Built and managed operational redesign, streamlining daily operations and increasing efficiencies
- Prepared and ensured accuracy and integrity of all internal and external financial reports, including balance sheet, income statement, and cash flows
- Managed fixed assets, including multi-million dollar facility renovation
- Managed cash and contracts in transit
- Negotiated refinance and extension of floorplan facility
- Established internal controls for GAAP and regulatory compliance
- Performed statistical and quantitative analysis of dealership sales and operational data, implemented data visualization and time series data analysis, resulting in an increase in new car sales margins and improvements to EBITDA overall
- Revised finance and accounting procedures, reducing closing cycle from three weeks to three days
- Negotiated refinancing of real estate
- Managed accounting personnel, and computerized data systems

## **DIRECTOR AND CFO | ADVANCED BIOFUELS | 2010-2012**

Developed environmental innovation business to advance technology related to cellulosic ethanol. Corporate mission-based efforts focused with state and private sectors on converting select ethanol plants to produce liquid fuel from local biomass.

### **Key Activities and Milestones:**

- Worked with the State of Washington to convert mothballed agricultural facilities into ethanol production sites

## **PARTNER | INFINIFUEL BIOFUELS/ AG ENERGY CORP | 2005-2012**

Developed renewable energy economy in Nevada through the production of biofuels from algae and oilseed crops. Produced innovative geothermal energy technology to use thermal energy after electric production.

### **Key Activities and Milestones:**

- Secured \$2M of DOE Funding with US Senator Reid's support and approval

## **CONSULTANT | CLAUDE SAPP & CO | 2003-2008**

As a sought after consultant, worked in several diverse sectors.

### **Key Activities and Milestones:**

Clients and projects included:

- **Geovada/ GRID** (geothermal energy)/Reno, NV
  - Marketing Director and Project Manager for renewable energy projects
  - Nevada real estate licensee
- **Ceridian Corporation** (financial services)/St. Petersburg, FL
  - Directed financial and accounting reconciliation applications
  - Worked with third party administrators and financial custodians to provide accurate and increased customer service applications
- **STAR Center** (business incubator)/St. Petersburg, FL
  - Conducted a feasibility study that secured a Federal DOE grant and county funding

## **FOUNDER | UBERCOMPUTING | 2001-2003**

Developed software for massively parallel-distributed supercomputing.

### **Key Activities and Milestones:**

- Business plan was vetted into Tech Village Tampa Bay, a technology incubator
- Delivered successful proof of concept to the economics department at the University of South Florida

## **FOUNDER & PRESIDENT | HIGHLAND CONSULTING | 1992-2000**

Developed successful software and consulting business with international client base and industry partnerships. Strategic planning and management consulting with client senior leadership (Directors, CEO/CFO). Improved business processes by utilizing technology to enable efficient operations. Installed and customized large-scale database and accounting and financial systems. Designed, developed, and programmed custom software, database/ data warehouse, and financial analysis and reporting solutions.

## **Key Activities and Milestones:**

Clients Included:

- **National Football League**  
(sports & entertainment)  
New York, NY
- **Case Corporation/ New Holland**  
(manufacturing)  
Racine, WI; Paris, France; Doncaster, England
- **Ciba Vision Corporation**  
(manufacturing)  
Atlanta, GA; Basel, Switzerland
- **Glenayre Technologies**  
(manufacturing)  
Charlotte, NC
- **Providian Corporation**  
(insurance, banking)  
Louisville, KY
- **Ciba Vision Ophthalmic**  
(pharmaceuticals)  
Atlanta, GA
- **FPA Medical Management**  
(healthcare)  
La Jolla, CA
- **National Health Laboratories**  
(services)  
Atlanta, GA
- **AT&T**  
(telecommunications)  
Jacksonville, FL
- **Nynex Corporation**  
(telecommunications)  
New York, NY; Boston, MA

## **Education**

### **PHD CURRICULUM | 2008-2010 | UNIVERSITY OF NEVADA**

Major: Economics

Focus: Econometrics

Noteworthy: 3.9 GPA; PhD coursework completed, excluding dissertation

### **MBA | 2003 | UNIVERSITY OF TAMPA**

Major: Finance

Minor: Accounting

Noteworthy: BΓΣ Honor Society

### **BA | 1991 | EMORY UNIVERSITY**

Majors: Philosophy and Art History

Minor: Economics

Noteworthy: Gardner B. Allen Scholar

### **UNDERGRADUATE | 1986 | BROWN UNIVERSITY**

Courses: Philosophy and Mathematics

Noteworthy: Transferred credits to Emory University

## Certifications

**American Bankers Association** Certificate in Trust Administration

## Skills & Abilities

### TECHNOLOGY

**Financial Systems/ ERP:** Power user and back-end development experience in applications such as DBS/Geac SmartStream and Microsoft Dynamics AX.

**Analysis and Reporting:** Business Objects/ Crystal Reports, Cognos (Power Play, Impromptu), R, Mathematica, SPSS, Tableau, Maxima, STATA, SAS & JMP.

**Software Development:** Experienced in data warehousing and database analysis/design/architecture (OLAP, ETL), Visual Basic, SQL/stored procs (Sybase, Oracle, MSSQL), Linux, C, Python, Django.

**Business Tools:** Microsoft Access and Excel (VBA), MS Project (project management, PMBOK)

## Community Activity

Tahoe Symphony Orchestra, <i>Board of Directors</i>	2021-Present
Nevada Taxpayers Association, <i>Board Member/Executive Committee</i>	2018-Present
UNLV Technology Assessment Committee, <i>Member</i>	2014 - 2015
EDAWN Clean Energy Advisory Group, <i>Member</i>	2008 - 2009
NevadaGrown, <i>President</i>	2007 - 2008
Washoe County Economic Development Task Force, <i>Member</i>	2006 - 2009

## Patents

United States Patents Pending:

- Algal Biofuels Utilizing Geothermal Energy, Inventor
- Integrated Algal Power Production Unit (IAPPU), Inventor

## Teaching

University of Nevada Reno: <i>Instructor</i>	2015 - 2018
○ Graduate School of Business	
○ Capstone Strategic Management course	
The University of Phoenix: <i>Faculty</i>	
○ School of Business	2008 – 2011
○ Finance and Accounting	
Emory University: <i>Instructor</i>	1991-1993
○ Emerging technology and emerging Internet	

## Public Lectures

**Exit Planning Institute**, Las Vegas, NV, 20 November 2014

**Nevada Ag Day Conference**, Fallon, NV, March 2008

**Reno-Tahoe Young Professionals Network Leadership Summit**, Reno, NV, Sept 2007

**Fallon Paiute Shoshone Tribe “NxLevel for Entrepreneurs”**, Fallon, NV April 2007

**Churchill Economic Development Authority Conference**, Fallon, NV, November 2006

**Nevada Association of Counties Annual Conference**, Las Vegas, NV, March 2006

## Publications

Sapp, Claude D., 2007: Geothermal Power Generation and Biodiesel Production. *Geo-Heat Center Quarterly*, Volume 28 No. 1.

## Press

Nevada Appeal, Karen Woodmansee, *Oil from Algae*, 13 May 2007

Cleantech, Dallas Kachan, *A Biodiesel Hotbed in Nevada*, 13 November 2006

Biodiesel Magazine, Dave Niles, *Nevada Biodiesel Project to Harness Geothermal Energy*, October 2006

## Radio and Television

KUNR Business Report, September 2007

KTVN Evening News, 24 May 2007

KNPR State of Nevada, May 2007