



Chuck Campagna

Chuck is a results-driven finance and operations executive with over 25 years of corporate leadership, financial advisory, environmental & business services experience in multiple industries, with revenues ranging from \$10 million to \$1 billion. He is successful at building, directing, and empowering multi-disciplined teams to restructure, merge, and streamline organizations and processes across core business functions and is effective at aligning strategic plans, resources, and relationships to define new products, services and opportunities in key markets. He has advised multiple private equity firms on acquisition value and merger opportunities and provided middle market companies with financial modeling, acquisition strategies and integration. Chuck is a quality-conscious, analytical decision-maker with proven ability to thrive and adapt to challenging and rapidly changing market and economic conditions.

CFO Leadership • Mergers & Acquisitions • Restructurings Financial Advisory

CFO Leadership

- **\$30 million cost improvement** generated by restructuring IT infrastructure and internal controls to drive better customer reporting through KPIs for Business Services Company.
- **Selected, modified, and implemented new financial software for \$1 billion retail organization** with oversight for application development, business systems planning efforts, and computer systems conversion.
- **Restructured IT department**, developed key financial tools; cash flow and daily reporting tools for Distribution Company.
- **Implemented complete accounting system and software for \$40 million hotel and resort complex** by planning, designing and purchasing new software.
- **Secured \$110 million in credit facilities** for large behavior Health Company with syndicated bank group to provide dividend re-cap and working capital to support grow.
- **Implemented new Billing, Collection and General Ledger system** to allow small Middle Market Company to scale to a \$1 billion valuation.

Merger & Acquisitions / Restructurings

- **Acquired and integrated several organizations in excess of \$120 million in revenue** by identifying key market segments, negotiating definitive agreements, clearing state and federal justice department hurdles, and obtaining board approval.
- **Purchased and merged three companies** into one unified operation by securing \$3m in mezzanine financing.



- **Reduced costs by \$7.2 million annually**, established core and non-core vendor line card, re-established vendor credit lines.

Financial Advisory

- **Obtained \$15 million private equity funding** for Environmental Services Company.
- **Obtained private equity financing for \$35 million acquisition** opportunity for Medical Services Company.
- Successfully **obtained private equity financing to secure \$140 million** to purchase a Fortune 500 firm that was divesting non-core assets.
- **Secured \$30 million in revenue** by award or renewal of multiple municipal contracts with most having contract terms in excess of 15 years.

Career Summary

Hardesty, LLC	<i>Chief Financial Officer, 2015 - Present</i>
<ul style="list-style-type: none">• CFO for Privately-Held behavior health company Treatment Management Company, LLC, with treatment and laboratory facilities in Florida, Arizona and California. Reporting to the CEO, responsible for all financial aspects of the company. Secured \$30 million and \$80 million debt facility. Restructure California and Arizona operations to reduce operating costs by \$10 million. Installed new billing, collection and general ledger system and built Accounting and RCM departments to support new market expansion.	
SED International Inc.	<i>Chief Restructuring Officer, 2012 - 2014</i>
<ul style="list-style-type: none">• Reporting to the CEO, responsible for all restructuring efforts to re-scale company to optimal size, re-establish relationships with core lender while obtaining new \$13m asset based lending facility. Reduced costs by \$7.2 million annually, established core and non-core line card, re-established vendor credit lines, restructured IT department, developed key financial tools; cash flow and daily reporting tools.	
CJC Consulting, LLC	<i>President, 2005 - 2012</i>
<ul style="list-style-type: none">• COO and CFO for Waste Integrated Service Consultants a privately-held \$100 million management services and consulting company supporting Fortune 500 companies at more than 4,000 locations throughout US and Canada. Led day-to-day operations with 30 direct / indirect reports. Accountable for P&L performance, strategic vision & direction, process improvements, client relations, business development, restructurings, and contract relationships & negotiations. Served as Board Member reporting to CEO and Chairman of Board.• COO and CFO for One Vision Utility Services, LLC, an Atlanta-based company with operations in more than 27 states serving customers in damage prevention industry. Directed daily operations supporting all financial / operational departments with six direct reports and 10 indirect reports. Accountable for P&L performance, strategic planning & execution, contract negotiations, mergers & acquisitions, business infrastructure, financing arrangements, and client relationships. \$10 million in revenue growth realized by spearheading the successful financing, acquisition, integration, and merger of four different companies. \$3 million in mezzanine	



financing gained by negotiating asset purchase agreements that allowed three companies to form one newly integrated company.

Waste Management, Inc.

Various Roles, 1990 - 2005

- Vice President of Florida and Area Vice President who lead all aspects of operations for company's Florida subsidiary generating \$1.3 billion of company's \$12 billion in revenue. Supervised and trained 40 direct / indirect reports. Held P&L accountability with oversight for business development, restructurings, team reorganization, contract negotiations, and securing Board approvals.
- Increased revenue by \$200 million, earnings by \$79 million, and free cash flow by \$84 million by restructuring management, key personal, and market segments within a 4,000-person multi-facility organization.
- Achieved \$100 million in revenue growth by securing multiple FEMA and municipal contracts during historic and catastrophic hurricane event.
- Acquired and integrated in excess of \$120 million in revenue by identifying key market segments, negotiating definitive agreements, clearing state and federal justice department hurdles, and obtaining board approval.
- In charge of Southern Group of Waste Management representing \$500 million of company's \$12 billion in revenues. Supervised 12 direct reports and 20 indirect reports. Tracked and managed business operations across Georgia, Alabama, North / South Carolina, Florida Pan Handle, and Puerto Rico.
- Delivered \$200 million in revenue growth by providing strategic vision and direction in evaluation and consolidation of operations across five states.
- Saved \$15 million in purchase price by renegotiating and closing \$30 million Puerto Rico acquisition opportunity at \$15 million purchase price.
- Increased current and future sales in excess of \$100 million by acquiring or developing hauling, landfill, and transfer station assets across multiple states.

Additional Career Experience

- **84 Lumber Company:** Chief Financial Officer
- **Deloitte & Touche:** Audit and Tax Professional

Education

- Clarion State University / B.S.B.A. in Accounting