

## Kam Unninayar, GCEC, M.S., CPA

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**Executive Profile:** *Certified Executive & Leadership Coach with deep industry experience in global business strategy and leadership, operational excellence, business transformation, and building high-performing teams.*

### Professional Experience & Achievements

#### **Executive Coach & Consultant**

**2019 to current**

- Executive & Leadership Coach to senior executives and leaders at corporations and non-profit organizations while providing pro bono coaching at LedBy Foundation, Vidya India, and Year Up Boston.

#### **PerkinElmer Inc., Waltham, MA**

**2020 to 2020**

*Global life science and diagnostic company with \$3 billion annual revenue*

#### **Vice President, Operational Excellence**

- Built a new Operational Excellence program, establishing core value drivers, key guiding principles, and project playbook.

#### **Harvard Bioscience Inc., Holliston, MA**

**2018 to 2019**

*Global life science research instruments company with \$120 million annual revenue*

#### **Chief Financial Officer**

- Led finance, investor relations (IR), and global information technology (IT). Managed down leverage ratio to ~3.5X on ~\$60M debt. Improved analytical rigor and business insights in management dashboards, forecasting tools, and board of director (BoD) decks. Reorganized IT towards global enablement strategy.

#### **Tetraphase Pharmaceuticals Inc., Watertown, MA**

**2017 to 2018**

*Clinical-stage biopharmaceutical company developing novel antibiotics to treat multidrug-resistant infections*

#### **Chief Financial Officer**

- Led finance and investor relations. Led finance for an acquisition bid of public company assets funded by private equity. Launched ERP (Enterprise Resource Planning) assessment and implementation plan.

#### **Thermo Fisher Scientific Inc., Waltham, MA**

**2005 to 2017**

*Global scientific instruments and solutions company with \$24 billion annual revenue*

#### **Vice President Finance, Integration Management Office**

2017 to 2017

Finance leader driving backward integration for a business combination with \$8 billion annual revenue.

#### **Vice President Finance, Customer Channels Group**

2015 to 2016

Finance leader & business partner for world's leading lab supply channel with \$4 billion annual revenue.

- Led a finance organization in pricing and customer contracts, product portfolio and category optimization, supplier strategy, and supply chain management.
- Drove finance organizational transformation by insourcing finance back-office to a green-field shared service site driving \$4 million annual savings, leading a payables initiative to release \$40 million cash flow, and supporting the business to deliver on \$60 million revenue synergies.

#### **Vice President Finance, Laboratory Products & Services Segment**

2014 to 2016

Chief of Staff to President of a business segment with \$6.6 billion annual revenue.

- Partnered with commercial leaders to develop playbooks for global corporate accounts and establish European commercial quarterly business reviews with company leadership team.
- Led finance in a cross-segment leadership team to develop and execute on go-to-market strategy and channel enablement to drive \$100 million in annual revenue synergies.

#### **Vice President Finance, Chemicals Analysis Division**

2012 to 2013

Finance leader & business partner for global portfolio of analytical instruments and services in the industrial and applied markets with \$1 billion annual revenue.

- Co-led the business without a division president through a steep decline in industrial commodities market.
- Established market intelligence on lead indicators, re-engineered finance team to drive accountability in Research & Development, expansion into adjacent markets, site consolidation and commercial excellence.

#### **Vice President Finance, Corporate Financial Planning & Analysis**

2009 to 2012

Corporate financial planning & analysis leader supporting company leadership team in quarterly earnings and guidance, audit committee and board of director reviews, consolidated company results and forecasts.

- Led financial analysis on revenue, margin, cash flow, and forward-looking projections.
- Streamlined global annual operating plan and reporting calendars and quarterly review processes.
- Helped set up Finance Best Practice and Competency Models and Women's Finance Leadership Team.

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**Vice President Finance, Environmental Instruments Division** 2007 to 2009  
Finance leader & business partner for global environmental instruments with \$400 million annual revenue.

- Built a global team to support 20% growth in business and 50% growth in China and India.
- Drove multiple global site consolidations and cost actions to drive 400 basis points margin expansion.

**Finance Director, Integrative Technologies Division** 2005 to 2006  
Finance leader & business partner for global software & services with \$200 million annual revenue.

- Helped turn around an unprofitable business unit with restructuring and reorganization.

**Hain Celestial Group, Boston, MA (divested from H. J. Heinz Company)** 2002 to 2005  
*Global organic food manufacturing company with \$3 billion annual revenue*

**Divisional Finance Director, Organic Frozen Foods**

Finance leader & business partner for eight brands with \$75 million annual revenue.

**Plant Controller, H.J. Heinz Inc** (*Consumer packaged foods company with \$12 billion annual revenue*)

- Drove growth supporting new item launches, line extensions, private label, and club business.
- Established Sarbanes-Oxley compliance and standard costing. Led due diligence for business divestiture.

**Phillip Morris Companies Inc., Boston, MA** 2001 to 2002

*Diversified consumer packaged goods company with \$80 billion annual revenue*

**Market Area Financial Analyst, Miller Brewing Company**

Regional finance leader for New England market with \$90 million annual revenue.

- Implemented monthly gross margin, pricing, and promotion analysis by brand, package, and markets.
- Seamlessly transitioned role to Milwaukee, WI upon business divestiture to SABMiller plc.

**Colgate-Palmolive Co., Bowling Green, KY** 2000 to 2001

*Oral, personal, homecare, pet nutrition manufacturing Company with \$16 billion annual revenue*

**Finance Team Leader / Assistant Plant Controller, Hills Pet Nutrition**

Managed monthly close, payroll, accounts receivables and payables, and capital investments for manufacturing plant with 20 million lbs annual volume.

**Yum Inc., Louisville, KY (spin-off from PepsiCo Inc., Wichita, KS)** 1996 to 2000

*Quick service restaurant company with \$13 billion annual revenue*

**Treasury Associate**

Managed and mobilized company's short-term liquidity and daily cash position with \$250 million weekly cash flows. Responsible for managing outstanding guarantees, letters of credit, and contingent liabilities.

- Received "Penny-Chasers Award" for driving \$100K savings and "CFO Yum Pin" for community outreach.

**Staff Accountant, PepsiCo Inc** (*Snacks and beverage company with \$63 billion annual revenue*)

Supported Research & Development group and month-end close for Pizza Hut Inc. Promoted to Yum Inc.

**Citigroup Inc., New Delhi, India** 1991 to 1993

*Financial products and services company with \$75 billion annual revenue*

**Assistant Manager, Auto Business Group, Citibank N.A.**

Managed Citibank's outsourcing partners of seven CPA firms and seventy national dealerships.

- Revamped the auto-loan application process and product manuals and led national training workshops.
- Awarded Citibank "Star of the Quarter" and "Star of the Month" for service excellence and quality control.

### Education & Certification

**Education**

Wichita State University, KS: Master of Science, Business Administration, GPA 4.0 1996

University of Delhi, India: Master of Finance & Control 1991

University of Delhi, India: Bachelor of Commerce (Honors) 1989

**Certification**

William James College, MA: Graduate Certificate in Executive Coaching (GCEC, 167 ICF-ACSTH hours) 2022

Certified Public Accountant, State of Kentucky (KYCPA state award and ranking) 2001