



## CED Mentor Biography

**Name:** Gary Hayes

**Current Occupation:** Managing Director and Co-Founder of Scale Finance LLC

### Career Highlights:

- A seasoned financial executive with over 35 years of experience across multiple industries.
- Managing Director and Co-Founder of Scale Finance LLC which is a leading provider of part time CFO and Controller support along with transaction advisory services to small and medium system companies primarily in North Carolina.
- Gary has also held senior financial management roles with:
  - Ateb,
  - KOZ .com com and
  - Saga Software

where he provided leadership in raising growth capital, managed multiple acquisitions and implemented systems to improve efficiencies and reduce cost.

### Areas of Expertise:

- Accounting / Finance
- Business Development
- Business Funding
- Human Resources
- Information Technology
- Legal
- Marketing
- Operations
- Sales
- Other: \_\_\_\_\_

### Education:

- BBA in Accounting, University of Maryland
- MBA, University of Maryland

### Professional Affiliations / Volunteer Activities:

- Instructor for the CED Fast Trac Tech program
- Instructor for UNC Kenan-Flagler's Launching the Venture Program
- Guest lecturer at the UNC and NC State undergraduate business school
- Council For Entrepreneurial Development