



# SCOTT A. THOMPSON

COLUMBUS, OH

## EXECUTIVE BIOGRAPHY

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Scott A. Thompson is an accomplished executive with a background in directing everything from entrepreneurial startups to large enterprise businesses in multiple industries. Whether the goal is topline growth, bottom-line profitability, high productivity, or strategic designs that deliver the next generation business results, Scott is a visionary who excels in the key areas of strategic planning, sales, relationship building, business development, and organizational processes/operations.

Providing leadership through effective people and complex problem-solving skills, Scott can communicate at all levels and is adept at building healthy organizations and managing through periods of change. His compassionate and collaborative approach consistently produces quick and favorable results in each of the positions he has held. He has the unwavering energy, flexibility, and ability to manage all assets related to and aligned with sales and operation teams - always meeting or exceeding challenging goals and stated objectives.

Scott's varied professional experience spans a wide scope of industries including, BTI Fisheries, a VC startup; large multi-million dollars nonprofits, such as The American Red Cross; national Consumer Products companies, like The Scotts Miracle-Gro Company; and real estate sales and management entities working for Coldwell Banker King Thompson, and the creation of StoryBuilt Homes, a real estate build-design company he and his wife started and continue to run in partnership.

In summary, Scott Thompson is a tenacious yet compassionate professional who leads by example, has excellent communication skills, and is a decisive, fair and results-oriented individual capable of making significant and continuing contributions. With a rich and successful record of demonstrating the use and application of Best Practices to improve performance and quality, Scott's diverse background makes him a prime employment candidate for any enterprise.

Scott holds a Master of Arts (MA) degree in Counseling from Grace Theological Seminary, Winona Lake, IN; a Bachelor of Science Degree (BS) in Communications from Grace College, Winona Lake, IN; and a Real Estate License from Hondros College of Business, Westerville, OH.

## CAREER HISTORY HIGHLIGHTS & SELECT ACCOMPLISHMENTS

Scott currently works on two retail real estate fronts. As a realtor with **Coldwell Banker King Thompson**, Scott was recruited to the company in 2017 after achieving outstanding metrics during his first year in real estate. Since then, Scott has sold \$4.4M in single-family homes through personal contacts, traditional marketing and social media.

Also, in 2017 Scott and his wife founded **StoryBuilt Homes**, a privately-owned real estate build-design company. Scott's roll is to oversee project acquisition, asset evaluation and management, P&L management, sub-contractor engagements, and project sales/marketing for the enterprise. He also oversees the work of approximately 50 sub-contractors.

In just three short years Scott and his wife have developed **StoryBuilt Homes** into a business that now averages an annual profit of 15-20%. To date, they have completed three projects, and have one on-going rental through a contractor collaboration. They have also created a partnership with the city of Worthington, OH, engineering firms and other local businesses and organizations to position a carve-out for small boutique subdivision. One of Scott's most significant contributions to this endeavor is the creation of a new tool that allows them to easily set the purchase-sale baseline and provides "predictability" on the overall project.

At startup Scott began looking for an online tool that would allow pre- and post-renovation analysis of a property (asset). Since he could not find such a tool that would take into account their specific business dynamics he built an Asset Model tool in Excel to help them establish a baseline to purchase an asset, and also an estimate of property selling price required to generate a net profit. Utilizing the intelligence generated from the new Asset Model tool they have been able to purchase five properties, sell another three properties, rent a fourth, and all with an average profit margin of 20%.

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Prior to joining the world of real estate, Scott served as the **Chief Development Officer (Regional)** for **The American Red Cross** in Cleveland, Ohio where his annual fundraising goal exceeded \$6M. In addition to his team's annual \$6M quota, in 2017 Scott, secured more than \$350K and 100% participation from five regional boards for the annual board campaign, exceeding expectations by 33%.

One of his biggest operational challenges when he first went on staff was the need to hire and train 90% new workers in a seven-month window -- needing to rebuild and create a healthy culture. He hired new fundraising team and grant writer, established weekly meetings with the team, Executive Directors, CEO, and COO. Verified clarity on roles, responsibilities, and accountabilities and developed weekly KPI's and a clear view of how the team could deliver expected results. Created a team culture around celebration, evaluation, and change, and developed a new *Solution* titled *Ready365* that focused on donor participation, engagement, and missional alignment. The outcome: a great team of high performers, improved culture and delivered on fundraising goal of \$6M.

As the **Senior Partner in charge of Marketing Development Solutions at JumpStart, Inc.**, in Cleveland, Scott was tasked with overseeing all development and grant management to support the mission of entrepreneurial engagement and hi-tech and hi-growth start-up companies. In his capacity, Scott worked with consultants to form a new division called *JumpStart Solutions* to assist communities and cities in building out vibrant entrepreneurial ecosystems and platforms. Used the JumpStart model to scale the inclusive economic impact across the U.S.

Additionally, he reorganized the marketing and development department by hiring several new key employees and implemented effective change management solutions. He established a morning "stand-up" meeting on key projects, created a process and flow for donor development, weekly KPI check-in meetings for accountability, and added more top-to-top meetings with between the CEO and key donors. The newly revitalized team secured \$5.9M in donations, which allowed the organization to secure a matching grant from the Ohio Third Frontier for another \$5.9M, for a total raised that year of just under \$12M.

At the **Brand Innovation Group (BIG)**, in Fort Wayne, Ind., Scott served as the **Senior Director Account Management**. A local, brand and marketing agency, Scott's role was to supervise and lead a small client engagement team (creative, writers, digital) to consult and provide advertising services and solutions for companies such as Regal Beloit (ex-GE Motors), Bard Manufacturing, Anderson University and Medical Protective (Berkshire Hathaway).

Like many others, Scott says the greatest learning experience in his professional career came from a business venture that failed. In 2012 Scott and his brother-in-law (Kip Tom: current US Ambassador to Rome-Food/Ag) were approached by a firm out of Israel, called AquaMoaf, to build a tilapia fishery on their property in northern Indiana (Tom Farms: <http://tomfarms.com/>). They formed a partnership and named the company, **BTI Fisheries, LLC**, with the goal of establishing the business as the largest vertically integrated hatchery, feed mill, fish production, and fish processing installation in the U.S.

Methodically doing their due diligence, Scott and his brother-in-law began by researching the company in Israel who proposed the partnership, then proceeded to build relationships with the owners. They then researched the industry by engaging with other fish operations in the U.S. to gain insight. They spent a year constructing a V1 business plan and operational model, built a V1 P&L and risk analysis, engaged early venture advice, and hired legal counsel and an engineering firm. They also secured long-term finance partners, created a pitch deck and engaged investors, raising \$2M in early-stage capital. Shortly after they completed their initial funding round and had a second round lined up, they found they had unresolvable IP challenges with AquaMoaf and would not be able to push the company forward. While the project was a fail, the experience turned out to be a win, providing valuable education on how to start a business.

Prior to the VC startup Scott served as the **General Manager** for a small boutique court reporting service called **Spectrum Reporting, LLC** in Columbus, Ohio. In this role Scott helped to turn around poor client retention, improve sales by 15% over previous year, and added six new firms to the sales pipeline. He also implemented a new software solution tool that helped reduce delinquent receivable balances by 32%, improving overall cash flow.

As Vice **President of Sales and Marketing, Supply Chain** in U.S. and Canada for **ATC Panels, Inc.**, in Moncure, North Carolina, Scott directed the customer service and inside selling teams for all plants and North American sales. In this role, he helped to grow the company from \$120M to \$250M in three years and was instrumental in bringing a

consumer approach (value-added strategy) to an industrial industry that was received positively by both clients and board members – adding two new products in a declining market segment. During his tenure, ATC Panels was recognized as the fastest-growing wood panel company in North America.

Early in his career Scott spent five year working as the **Director of Customer Sales Planning & Communications** for the Lawns Division of **The Scotts Miracle-Gro Company** in Columbus, Ohio. Known as the world's largest maker of horticultural and turf products, Scott led the company in developing a new Orders-To-Cash (OTC) department which has since become the SMG on-going model of client engagement. He also helped create another new department while at Scotts: Customer Sales Planning & Communications (a liaison role managing all relationships between supply chain, demand planning, marketing, sales, orders-to-cash and the client (Home Depot, Wal-Mart, etc.).

Most significantly, Scott was part of the mergers and acquisitions (M&A) team that purchased Ortho/Roundup and relocated the business from San Ramon, Calif., to Marysville, Ohio, a move representing the addition of \$460M in new business. The OTC department was folded into Scotts North American division and is currently the model they use to manage accounts receivable, and all customer orders. Scott was also responsible for helping to decrease delinquent receivables by \$8.5M to ensure positive liquidity balances for Ortho and Roundup. Reduced 61+ past due receivables 95% for all Ortho retail customers.

In his spare time Scott works diligently helping to make his community a better place for all by serving as a volunteer for several nonprofits, including the American Red Cross, where he helps raise money for national disasters; VeloSano, an ongoing community-driven fundraising initiative supporting cancer research at the Cleveland Clinic, and the Pelotonia Ride for the Cure, a cycling event to raise funds for cancer research.

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