KEITH A. BUCKLEY

CHIEF EXECUTIVE OFFICER | PRESIDENT | BOARD DIRECTOR | PRIVATE EQUITY OPERATING PARTNER

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Chief executive officer and board director with a record of leading growth, turnarounds, operational transformation, and successful exits across industrial services, telecommunications, media technology, software, and advanced manufacturing. Led seven liquidity events, including five strategic sales and two IPOs.

VAYAN GROUP, LLC | *Dallas, TX and Sterling Heights, MI* ***2022 - Present***

Chief Executive Officer **2024 - Present**

Private equity-owned quality assurance solutions provider serving global automotive, aerospace, and manufacturing OEMs and suppliers.

- Selected by Aterian Investment Partners to professionalize the company, transition leadership, and accelerate growth of this $120 million business.
- Rebranded the company as Vayan and rebuilt the executive team, recruiting a CFO, CCO, COO, and VP of Finance.
- Increased share of North American automotive OEM plants by 64% in two years by capturing new logos and winning new plant locations.
- Maintained 20%+ EBITDA margins and liquidity through a severe automotive downturn; executed a recovery playbook that leveraged newly secured business and delivered 60%+ quarter-over-quarter volume growth.
- Diversified into aerospace and defense, energy storage, and utilities segments; new offerings now represent over 10% of revenue.
- Expanded the company's proprietary technology platform to streamline customer interactions and reporting, improve launch execution, and expand field mobility, strengthening retention and differentiation.

Member, Board of Directors **2022 - Present**

Supported acquisition diligence, served as sole independent director, and stepped into the CEO role in 2024.

XYTECH SYSTEMS, LLC | *Dallas, TX* ***2022 - 2024***

President & Chief Executive Officer

Private equity-owned enterprise software provider serving the world's largest media producers, distributors, and production organizations.

- Recruited by Banneker Partners following acquisition to transition the founder and modernize the company.
- Built a new executive team and aligned strategy, culture, and investment around SaaS and a unified industry platform.
- Refocused the product portfolio on a scalable core platform, improving quality and shortening delivery cycles while reducing custom services.
- Grew annual recurring revenue more than 40% in the first year to over 80% of total revenue; converted all 2023 new sales to subscription.
- Won contracts with Netflix, Paramount, ABC/Disney, NBCUniversal, Apple, Amazon, Fox, Eurosport, ITV, and other leading media companies.

FEDEROS (acquired by Oracle) | *Dallas, TX* ***2020 - 2022***

President & Chief Executive Officer
AI-enabled analytics and automation software provider for telecommunications carriers, 5G network operators, cloud-based service providers, and large enterprises.

- Recruited by Evolution Capital Partners to accelerate growth, restore profitability, integrate acquisitions, and expand go-to-market execution.
- Grew product revenue 8x and total revenue 3x in under two years; reversed 2019 losses and increased EBITDA margins to 33%.
- Increased recurring revenue 1.5x, reduced churn, and established the SaaS architecture and commercial framework for a new licensing model.
- Reorganized the company around a common platform strategy and retained nearly 100% of employees during transformation.
- Led the sale to Oracle in December 2021, delivering a 5x return on invested capital to our sponsor.

THE SWITCH ENTERPRISES, LLC | *New York, NY* ***2017 - 2019***

President & Chief Executive Officer
Private equity-backed global provider of managed private-cloud video production and transmission services.

- Recruited by True Wind Capital to transition the founder, develop new markets and services, increase profitability, and scale this $80 million company.
- Rebranded the business and launched five service lines across esports, remote production, enterprise, social media, and studio production.
- Increased EBITDA 80% in two years; grew the sales pipeline more than 10x to $60 million and closed over $32 million in new and recurring contracts in 15 months.
- Added more than 200 customers and integrated two acquisitions, generating significant incremental revenue.
- Rebuilt finance, engineering, operations, and sales leadership; implemented ERP, CRM, financial transparency, and metric-based selling.

ASC SIGNAL CORPORATION (acquired by CPI Int'l) | *Plano, TX* ***2009 - 2017***

President & Chief Executive Officer
Multinational designer and manufacturer of satellite earth-station antenna systems, air-traffic-control radar antennas, and high-frequency products, operating in 14 countries.

- Recruited by Resilience Capital Partners to turn around a distressed acquisition with near-zero equity value.
- Grew revenue 37% and moved the company from a $7 million loss to $8 million in earnings through new product development, market expansion and gross margin improvement; grew to 16% EBITDA margins.
- Raised revenue per employee more than 70%, reduced SG&A more than 25%, and lowered leverage 40%, greatly increasing the equity value of the business.
- Expanded in Africa, the Middle East, and Asia and refocused product and commercial efforts on high-growth market segments with newly-developed products.
- Led the 2015 sale to CPI, a Veritas portfolio company, generating a 4x sponsor return; continued leading the division after close.

TRUSONIC, INC. (MOOD MEDIA) | *La Jolla, CA* ***2008 - 2009***

President
Digital music, messaging, and branded technology platform for retailers, hospitality companies, and digital out-of-home advertisers.

- Built a new management team, business plan, market focus, and marketing engine for the sponsor's sole revenue-producing unit.
- Increased EBITDA more than 30% in the first 12 months while growing revenue 25% and customer locations 30% with flat operating expenses.
- Increased recurring services revenue 35% in year two and launched the industry's first fully solid-state device with a web-based platform.
- Helped position the business for a successful IPO and subsequent transformation into Mood Media.

JUKE SYSTEMS, INC. | *Darien, CT* ***2005 - 2008***

Co-Founder, President & Chief Executive Officer

- Co-founded a B2B and B2C mobile and web software company and led products from concept through commercialization.
- Delivered an emergency medical information subscription platform in eight months; the product became the mobile component of Microsoft HealthVault.
- Built mobile vending and content-delivery products supporting 2.5 million annual transactions, then sold the company's primary technology and IP to Bio-Imaging Technologies.

INSIGHT TELECOMMUNICATIONS CORPORATION | *Boston, MA* ***1998 - 2004***

Co-Founder, President & Chief Executive Officer

- Built an international content-delivery company from start-up to more than $17 million in revenue in three years.
- Established the largest U.S. provider of on-demand satellite and fiber-optic capacity and grew and sustained a 20% share in the core segment.
- Restructured after a major satellite failure, preserved profitability and EBITDA growth, and completed a sale generating a 14x shareholder return.

ADDITIONAL BOARD AFFILIATIONS

Trialon Corporation – Director 2015 – 2022

Aero Communications, Inc. – Director 2015 – 2019

FanDistro LLC – Director 2009 – 2019

EDUCATION

B.S., Telecommunications & Film – San Diego State University, San Diego, CA