

Entrepreneurial, results-based “C” level manager with over 30 years of successes leading all areas of the business including accounting & finance, sales & marketing, ecommerce initiatives and IT as well as Operations and Supply Chain management in a variety of industries.

Experienced professional effectively delivering consistent and measurable growth and profitability through human capital development, financial performance analyses, optimization of operational processes, marketing & business development, and strategic plan implementation.

RESULTS-FOCUSED “C” SUITE LEADER

- *Direct responsibility for all financial operations and distribution logistics for a struggling failing \$40MM consumer products company including supervision of cash management, cost accounting, financial statement preparation & analyses, Board presentations, corporate budgeting and reengineering of A/P and A/R processes*
- *Successful facilitator restructuring underperforming companies through turnaround management expertise, human capital evaluation, detailed cost accounting, reduction of overhead expenses and market research*
- *Implemented a segmentation and SKU sales velocity algorithm analyzing over 2600 SKUs to identify top 10% of SKUs representing 90% of total sales limiting inventory purchases and expenditures.*
- *Contracted and implemented an end-to-end 3rd party (3PL) distribution strategy optimizing inventory levels and distribution efficiencies while reducing overhead and per unit costs by \$.07*
- *Initiated and implemented advanced demand planning & supply chain processes - Implemented “Demand Solutions” software and senior level monthly S&OP meetings assuring continuous process improvements*
- *Engineered a JIT inventory safety stock strategy to normalize product receipts while increasing customer fill rates to over 98% while saving \$150K in monthly inventory expenditures*
- *Developed and implemented a “cost to serve” financial model to identify and improve customer and product profitability at both the SKU and the customer level*
- *Supervised implementation of SDF IT strategies for implementation and maintenance of ERP, LMS, WMS, TMS IT systems as well as EDI, XML, RGP for electronic order delivery as well as Amazon and Shopify services and virtual reinstallation server systems for crises management*
- *Designed and organized “China Sourcing” supply chain Initiatives including improved quality and cost controls reducing TLC and OH costs, implementing supplier contracts and KPIs resulting in a COGS reduction of over \$600K yearly*

Strategic Planning

- design and implementation of strategic planning initiatives
- Analysis and development of mission, vision, core competencies
- human capital evaluation to predict future trends and growth opportunities

Sales Management

- strong motivator and team builder of sales organizations in a variety of industries
- significant experience in recruiting, training and managing sales teams along with excellent personal sales and presentation skills

Accounting

- MBA with a focus on accounting and finance
- CFO experience including, AR & AP management, cash and capital acquisition, breakeven analysis and successful “Balance Sheet Management”

Finance and Valuations

- compiled market research to identify potential acquisition partners
- developed corporate valuations and performed due diligence for sale of several companies.
- Knowledge of customer lifetime value analysis and retention metrics of ecommerce companies

Operations Management

- organized teams, radically redesigned processes, and trained and mentored associates to deliver superior customer service
- Reduced both overhead and direct costs increasing contribution margins

Turnaround Management

- Formal education and hands-on turnaround experience including operations and customer service reengineering
- IT systems design and integration as well as strong balance sheet management and finance knowledge

CAREER SUCCESSES

COO/CFO

American Tack and Hardware, Inc.

2015 – 2022

Analysis and redesigned of Financial, Operational, Supply Chain and IT departments resulting in a successful transformation, turnaround and reorganization of this 60-year-old consumer products distribution firm.

- COO responsibility for accounting, supply chain, inventory planning, IT and data analytics teams
- Led internal teams in evaluation, design and implementation of the long-term corporate Strategic Plan to return to profitability to include regular milestones and KPI
- Reduced fixed overhead expenses lowering breakeven by over \$3MM
- Implemented lower costs alternatives in auditing, insurances, HR & payroll costs, and IT systems saving over \$300K a year
- Reduced Health care cost by over \$80K while implementing programs with superior benefits and services to associates
- Supervised IT and distribution implementation for B2C fulfillment

Chief Financial Officer

Lutheran Senior Services, Inc.

2015 – 2017

Chief Financial Officer missioned to redesign and reengineer ineffective accounting and finance departments. Responsible for delivering timely cash management, accurate financial statements, budget projections and board review reports.

- Interfaced with the federal government providing needed and outstanding HUD review and assessment financial documents
- Redesigned the purchasing department while evaluating all purchasing procedures to decrease costs and increase profits and well as overall operating efficiencies
- Instrumental in organization and closing of a \$800K refinance and modernization of two 150+ senior living apartment buildings
- Consult to the Executive Director and the Board of Directors in acquiring refinancing and building improvements while implementing all HUD guidelines and requirements

Chief Financial Officer

Nason Construction Inc.

2013 – 2015

Served as interim CFO acting as change agent reengineering the accounting and finance department delivering timely and accurate financial statements, cash flow reports and budget projections.

- Redesigned and expedited quarterly closing processes to assure financial statement analysis and presentation by the 18th of each following month
- Evaluated and implemented operations and accounting processes to facilitate client invoicing as well as a reduction in A/R DSO from 90+ days to 61 days

- Responsible for all financial operations including financial statement preparation and analysis, cash management, payroll, and state/federal tax compliance
- Led departmental teams on collaboration for preparation operational and departmental budgets and yearly financial projections

Chief Operating Officer, CFO

Topf Initiatives

2004 – 2013

25-year-old international boutique safety consulting firm specializing in building Behavioral Based Safety Awareness programs for fortune 500 companies. They were burning cash and sales were slowing due to lack of direct management and internal operating systems. Owner was not focused on growth or marketing resulting in stalled sales and precipitous loss in income.

President & CFO

PDG Enterprises Inc.

2001 – 2004

Completed financial evaluations on 6 underperforming printing and advertising specialty companies. Acquired six distressed companies and consolidated them into one firm.

President & CFO

The Remtech Environmental Group

1995 – 2000

10-year-old environmental services company lacking in a sales structure for growth. Originally brought on to turnaround sales and marketing. Quickly increased first year sales by over 25% and was asked to take over day-to day responsibilities as CEO for managing, growing and handling the exit strategy for the organization.

Founder & President

PDG Inc.

1987 – 1997

- Researched market opportunities and potential and wrote and presented the business plan for acquisition of capital to start this regional environmental services company
- Directed and grew the company to high profits, significant cash flow and sales of over \$8 million yearly
- Handled all aspects of the sale including valuations, due diligence and contract negotiations for sale to the Safety-Kleen Corporation in 1997

EDUCATION

Master of Business Administration,
Columbia University, School of Business, New York

BS, Chemistry, Jefferson University, Philadelphia, PA

"E-Commerce Strategy" Certificate, Columbia University NY