

CLIENT

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EXECUTIVE PROFILE

CHIEF FINANCIAL OFFICER transforming organizations and consistently delivering results in business turnarounds, growth stimulation, and creation of robust financial infrastructures with inspired teams helping companies to achieve ambitious goals. Harvard MBA.

Business background ranges from commercially focused companies to federal government contractors. Creative, transparent and ethical leader with thorough understanding of the strategic, financial and people issues combined with a laser focus on capital allocation and ROI to maximize business efficiency and profitability.

Growth strategies / M&A. Partner with CEOs/COOs in planning and executing creative growth strategies while operating within government regulation and corporate culture. Significant M&A and funding background to support growth.

Relationship building & credibility with board members and institutional investors. Skilled contract negotiator with high-profile clients.

Solutions-focused with additional strengths in handling sensitive and complicated legal matters, export compliance, joint development and marketing agreements, regulatory compliance, and congressional liaison activities.

Named CFO of the Year (twice) - Large Private Company Category - *Business Journal*

"Without reservation, I consider John to fall squarely within that elite class of financial professionals whose management, leadership, operational and administrative attributes are second to none. Regardless of the enormity, complexity or uniqueness of the challenge, he will accomplish the mission successfully."

*Chief Executive Officer
Company*

PROFESSIONAL EXPERIENCE

COMPANY

Chief Financial Officer

Location

2004 to Present

Built a stellar finance organization to support 100% growth over the past six years. Successfully transitioned company from a \$35 million entity to \$130+ million diversified corporation well positioned for significant and sustainable growth.

Recruited to scale and modernize finance, IT, HR, legal and purchasing functions in preparation for rapid growth and competition from industry leaders. Provide strategic leadership as member of the Executive Team and Board. Direct finance, accounting, reporting (five separate entities), contracts, legal, purchasing, IT, HR, safety, security, export compliance, government relations, M&A, 6 direct reports, and total staff of 85.

Strategic Achievements...

- Successfully transitioned company from 8(a) set-aside to full and open arena with zero loss of revenues.
- Achieved over 10% growth in company revenue without increasing G&A staffing. Oversaw preparation of \$500+ million in new contract proposals.
- Resolved long-standing discord between Operations and G&A, enabling company to accomplish aggressive goals.
- Navigated through and resolved legal and compliance challenges not often faced by smaller companies: employment law changes, ERISA issues, export compliance, ESOP, shareholder communications, DCAA, government compliance, union activities, EEOC issues, contract arbitration, and debt collection.
- Led M&A activities, including transaction funding, due diligence, negotiation, and post-closing integration.
- Triggered company's ability to develop new business and compete effectively against major industry players by revising company's pricing and bidding structure to allow for maximum competitiveness and flexibility; results led to rapid growth while improving profit margins.
- Ensured consistent record of successful audit results (CPA, ESOP, Security, CPSR, OSHA, etc.).

Corporate Development / M&A Achievements...

- Steered complete reorganization of corporate structure into holding company and 3 subsidiaries, including restructuring of accounting system, human resources and legal function.
- Led successful merger and integration of a healthcare business and acquisition of a media company. Managed transactions from start to finish, including negotiations, due diligence, and legal.
- Developed and managed vital commercial bank, broker and investment bank relationships, completed new debt rounds, consolidated existing debt and refinanced all debt instruments, enabling company's organic growth and acquisition initiatives. Examples:
 - Increased senior debt borrowing capability to over 4X EBITDA including acquisition facility, term debt and revolving line of credit combined in excess of \$20 million. Negotiated several <5% medical renewals when trends were 12%+.

COMPANY

Location

Chief Financial Officer

2001 to 2004

Orchestrated complete turnaround... transformed business results from monthly losses exceeding \$1.3 million to monthly profit of \$400,000+ and positioned company for sale at a premium valuation.

Promoted to bring structure, reinvigorate and return company to profitability. Led shutdown of an unsuccessful subsidiary and subsequent turnaround and sale of parent corporation. Directed finance, accounting, HR, contractual and legal activities. Directed company's merger with telecom company. Retained by acquiring company to spearhead all financial and acquisition activities of government sector subsidiary.

Actions Leading to Turnaround Results...

- Instituted cost-saving initiatives that saved more than \$1 million per month.
- Implemented tax/insurance strategy modifications resulting in cash refunds/cost savings of more than \$2 million.
- Negotiated with Preferred Stockholder to extend right to pay dividends in kind for an additional 2 years, directly saving company \$3+ million.
- Completed sensitive negotiations singlehandedly of a higher conversion price for Preferred Stock, resulting in returning approximately 6% of company to the company.
- Managed \$2 million debt-financing round when most stakeholders considered company "unbankable." Renegotiated bank covenants and prevented liquidity crisis.
- Expertly managed delicate relationships with investors and banks during financial stress.
- Led shutdown of subsidiary with little distraction on core operations or negative implications – no litigation, employee issues, or un-addressed liabilities.

Senior Vice President - Corporate Development

1999 to 2001

Raised private equity from Fortune 10 institutional investors.

- Completed \$17 million private equity financing from several large institutional investors and prepared for IPO. Expert negotiations yielded optimal results. Noted by investors for exceptional due diligence preparation.

Director of Mergers and Acquisitions

1998 to 1999

Grew company's commercial arm through acquisition and integration of 5 technology firms and sale of another to help diversify from government contracting focus.

EDUCATION

Master of Business Administration, Finance (1993) – Harvard Business School

Bachelor of Science, Finance – Boston University