

FXXXX A. FINANCE

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CHIEF FINANCIAL OFFICER

Unlocking Shareholder Value | Driving Performance Turnaround | Expanding into New Markets

Energetic leader and true business partner with 20+ years of dynamic financial experience and proven ability to provide the vision, leadership, and structure necessary to drive extensive, sustainable growth. Background includes leadership roles with Rxxxxx, Mxxxxx, Axxxxx LLC, Pxxxxx, Rxxxx, and Axxxxxx. Fluent in Spanish.

- **Global business strategist** with repeated success developing actionable financial and business plans that drive growth in Latin American markets.
- **Value creator adept at guiding the financial direction of joint ventures, acquisitions, and multi-billion-dollar divisions** to capture double- and triple-digit gains in revenue, profits, market share, and shareholder value.
- **Change agent who restructures organizations and leads transformational initiatives** that exploit competitor vulnerabilities and emerging opportunities.

CAREER HIGHLIGHTS

Cxxxxxxx Inc. | City, State | Year – Present

Senior Vice President, Corporate Development & Strategy

Recruited by former CFO to prepare for corporate CFO role in 18 to 24 months. Established and lead Corporate Development & Strategy organizations and ensure adequate support for global business is provided under new leadership.

- ▶ **Financial Infrastructure:** Establish and stabilize the financial infrastructure to support global business and senior leadership after merger with Exxxxxxxx.
- ▶ **Strategic Planning:** Develop, execute, and communicate company's strategy through a detailed, robust strategic business planning process and developing/aligning annual operating plan and forecasting process to strategic plan.
- ▶ **Organization Building:** Ensure a more efficient and effective decision-making process by implementing an organizational blueprint across major brands and external segment reporting.
- ▶ **Performance Management Process:** Redesigned and rolled out comprehensive performance management process that provides reliable, timely information/analysis to support sound decision making by CEO and executive leadership team.
- ▶ **External Growth:** Develop and drive execution of process for identifying/evaluating potential acquisitions to achieve external growth objectives and collaborate with key global business leaders and company's majority shareholder on process.

Mxxxxxxx: LATIN AMERICA REGION | State | Year – Year

Vice President, Finance

Recruited by CHRO of Mxxxxx, a former client, to provide the financial leadership necessary for a successful integration of major acquisition to form the world's largest medical device company with \$30B in net revenues. Led 12 direct executive/management reports with 100+ globally dispersed indirect reports. Established and maintained a results-driven, collaborative culture within the two recently merged companies.

- ▶ **Finance & Accounting Leadership:** Oversaw financial controls and corporate governance, including process improvement initiatives to better safeguard assets and drive strong internal audit results.
- ▶ **Cash & Tax Management:** Improved cash conversion cycle 15% and ensured maximum shareholder value and capital efficiency by successfully implementing a comprehensive working capital management program; led all Tax, Treasury, and Cash Management initiatives.
- ▶ **Coaching & Training:** Ensured the optimal level of financial talent across more than seven countries (US, Mexico, Brazil, Argentina, Chile, Colombia, and the Caribbean) through continuous coaching and training.
- ▶ **Organizational Assessment & Restructuring:** Realigned leadership team to better support their individual countries' business leaders after conducting a 60-day finance organizational assessment.
- ▶ **Financial Shared Services Center:** Built business case to drive a 50% ROI and \$4MM in YOY savings by championing the development of a Financial Shared Services Center.
- ▶ **Mentoring:** Ensured country monthly, quarterly, and annual operating budgets, forecasts, and strategic plans were well prepared by providing hands-on guidance and oversight to country Finance Directors.

CAREER HIGHLIGHTS

- ▶ **Post-Merger Integration:** Generated annualized savings in excess of \$20MM by eliminating redundant expenses, roles/positions, and real estate across the Finance, Supply Chain, and Real Estate functions and harmonizing policies, procedures and systems across various platforms; worked closely with IMO to track, review, and deliver synergies target.

Axxxxxxx LLC | State | Year – Year

Senior Managing Director: Americas

Recruited to aggressively expand the North America footprint and drive incremental double-digit growth in the Management Consulting Practice. Held equity participation.

- ▶ **Acquisition Integration:** Avoided \$2MM in fees through early exits, identified \$4.5MM in annual revenue synergies, and reduced overall headcount 35% compared to initial company estimates while leading the detachment and integration of 14 Latin American countries for acquisition of a \$4.5B consumer goods corporation.
- ▶ **Business Expansion Model:** Delivered a 15% labor cost and 35% overall vendor base reduction as well as a 13% SKU rationalization by designing business expansion operating model for \$56B home improvement company in Mexico.
- ▶ **Due Diligence & Integration:** Achieved \$4MM in cost synergies and 16% headcount reduction by integrating and stabilizing finance, accounting, operations, and HR of major restaurant chain acquisition post due diligence and merger.
- ▶ **Global Business Center:** Achieved 60% rate of return on project that involved development of operating strategy and model, organizational design, and implementation roadmap for a 450-employee Hybrid Global Business Service Center for a \$5B Latin America telecommunications company.

Pxxxxxxxxx | State & State | Year–Year

Chief Financial Officer: Pxxxxxxxx, Latin America (Year – Year)

After excelling in earlier roles, was promoted to a newly created divisional financial leadership role as a key component of restructuring Foods & Beverages into two independent divisions and new C-level teams. Captured unprecedented operating synergies, EBITDA improvement, and competitive position by creating Mexico's largest unified bottling entity.

- ▶ **Unification:** Merged Pxxx and the GXxx manufacturing infrastructure to establish a \$2B organization with \$100MM in cost savings over three years, +500% improvement in overall EBITDA margins, elevated go-to-market capabilities, and an improved competitive position.
- ▶ **M&A Leadership:** Delivered a strong health/wellness platform for Pxxxxxx, access to high-quality supply chain, and global expansion of technology by successfully executing strategic acquisition of Brazil's leading coconut water provider.
- ▶ **Trademark License & Supply Agreement:** Delivered a \$100MM+ net present value with 300%+ rate of return by negotiating multi-year trademark license and supply agreement with the global leader in the cranberries segment.
- ▶ **Shared Services Center:** Generated 40% rate of return and improved overall performance, customer service, and reporting capabilities; 80%+ reduction in internal SOX compliance controls; and scalable operating platform with increased process standardization/automation and functional specialization by leading design/implementation of Shared Services Center for accounting, customer service, and logistics operations in Latin America. Stood up the greenfield organization in 20 months to support 23 legal entities operating across 40+ countries, three languages, and three time zones.
- ▶ **Organizational Restructuring:** Increased efficiencies by streamlining/restructuring finance function into organization with 8 senior directors and 250+ indirect reports across 44 countries in a matrix organization.
- ▶ **Internal Controls:** Collaborated with regional finance teams to build a strong internal controls environment; consistently met or exceeded internal audit standards and ensured compliance with all SOX, FCPA, and other regulatory requirements.

Vice President: Planning & Strategy: Pxxxxxx International, Latin America Foods & Beverages (Year – Year)

Played a key leadership role in restructuring and transforming the Foods & Beverages Division into a unified business that better leveraged channel distribution and increased overall market share and product distribution across all lines. Reported to Division CFO of Foods & Beverages Latin America.

- ▶ **Restructuring:** Contributed to restructuring new division with no business interruption across 44 countries, 121 bottlers and co-packers, and 38 manufacturing plants. Transitioned finance organization across the region while reducing headcount 5% and improving communications and processes.
- ▶ **Strategic Planning:** Led development of division's first regional strategic plan, which articulated the vision, direction, and strategic priorities over a three-year time span.

CAREER HIGHLIGHTS

- ▶ **External Growth:** Drove the Latin America M&A agenda by scouting, analyzing, and preparing comprehensive, value-creating business cases; ensured proper screening and strategic fit of all prospective targets.
- ▶ **M&A:** Created \$40MM+ in total shareholder value by leading acquisition, integration, and value capture of local Brazilian company; acquisition leveraged existing distribution infrastructure and more efficiently reached a target socioeconomic level that represented 60% of the population and 37% of total consumption.
- ▶ **Joint Ventures:** Enabled consolidation of \$600MM+ in revenue and \$50MM in operating profits by acquiring remaining 50% joint venture interest in Venezuela, Colombia, Peru, and Ecuador; \$357MM transaction accelerated growth and provided greater flexibility in driving innovation and investment in the region.
- ▶ **Innovation:** Created a better understanding of core performance indicators and improved decision making by developing a holistic economic model; led implementation of the balanced scorecard methodology.

Senior Director: Strategy, Business Development, & IT, Pxxxxxxx (Year – Year)

Handpicked for role by the CEO of Pxxxx International and challenged with replicating prior success in Europe and Asia Pacific for the Latin America region. Provided thought leadership on all key regional strategic issues and platforms, including the management of mega-bottlers, incursion of B-brands, and exploitation of non-carbonated beverages agenda.

- ▶ **Executive Leadership:** Built a focused, dedicated strategy and M&A organization while strengthening the Information Technology team; recruited, hired, and trained 25% of finance organization.
- ▶ **Revenue Growth:** Added \$2MM in revenue by developing Latin America juice strategy and captured 10% growth in isotonic and water categories by creating and executing a three-year non-carbonated beverages strategic plan.
- ▶ **Cost Savings & Security:** Drove \$50MM+ in annual cost savings by launching customized technology solutions that supported the business; developed and implemented a security-enhancement plan and user-awareness program for technology systems to protect them from unauthorized users.
- ▶ **M&A:** Improved competitive positioning and grew revenue by leading acquisition and consolidation of local brands into the Pxxxx portfolio.
- ▶ **Financial Reporting:** Streamlined the monthly financial reporting package and added key business indicators for regional CFOs.

Director: Strategic Planning & Business Development, Europe & Asia Pacific, Pxxxxxxxxx (Year – Year)

Drove revenue growth and expanded manufacturing footprint throughout Europe and Asia Pacific by providing executive leadership and strategic guidance to Divisional Presidents and Regional General Managers.

- ▶ **China Expansion:** Helped capture double-digit growth of bottling footprint in region by acquiring existing companies, forming joint ventures, and building greenfield operations in partnership with Asia Pacific Division President.
- ▶ **Cost Savings:** Enabled a 1–2% reduction in spending across the organization; developed capital spending framework and strategic screen that was adopted as a benchmark tool to validate spending.
- ▶ **M&A:** Led financial valuation of \$2B+ acquisition in the UK as a key member of the European Division President’s task force; led acquisition and integration of one of the leading local brands in Turkey, adding 5% top-line growth.

EARLY CAREER included successive business development, strategic planning, and finance leadership roles with Pxxxx in South America, the Caribbean, and Latin America.

EDUCATION

MASTER OF BUSINESS ADMINISTRATION (MBA) with High Honors — Wilmington University, Delaware

BACHELOR OF BUSINESS ADMINISTRATION (BBA) IN ACCOUNTING, summa cum laude — Wilmington University, Delaware

INTERNATIONAL LEADERSHIP PROGRAM — International Institute for Management Development (IMD)