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**317.361.7680**

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**KEY COMPETENCIES**

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US GAAP and IFRS accounting and reporting	Developing Finance/Tax Functions and staff
Tax audit and appeals	Tax research (Westlaw, Lexis, RIA, CCH, BNA)
Tax Planning	Negotiating tax incentives
Utilization of Technology to increase productivity	Functional Transformation
Financial Accounting Research	Managing with lean staff
Liquidity management	Debt structuring/covenant compliance
ASC740 automation (OneSource, Longview)	

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**PROFESSIONAL EMPLOYMENT**

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**HEAD OF TAX, LUMBER LIQUIDATORS**  
**RICHMOND, VA**

**JULY 2019-PRESENT**

- Automation of tax processes (sales tax, income tax accounting, property tax, income tax returns.)
- Legal entity rationalization, resulting in a 30% reduction in legal entities, reducing the internal resource costs of maintenance.
- Implementation of Foreign Trade Zone Designation for distribution centers.
- Proactive tax planning related to federal and state law changes.
- Increased efficiencies through use of technology and strategically outsourcing non-value-add work.
- Audit and appeals work

**GLOBAL HEAD OF ACCOUNTING, STERICYCLE, INC.**  
**BANNOCKBURN, ILLINOIS**

**JAN 2019-JUNE 2019**

- Accelerated cash collection by \$30 million, resulting in a 50% decrease in DSO and P&L pickup resulting from a decline in outstanding accounts receivable.
- Restructuring of legal entities and alignment of accounting ledgers resulting in a sizeable decline in accounting work and headcount reduction.
- Implementation of Onesource Tax Provision for non-US entities, resulting in clarity of the tax provision.

**DIRECTOR, FULLBEAUTY BRANDS (FKA REDCATS USA)**  
**INDIANAPOLIS, INDIANA**  
Head of Tax (2009 – 2019)

**2009-2019**

- Directed the tax function for a \$1.5 billion US division of an international retail company, including the complete restructuring of personnel and processes.
- Reviewed foreign compliance, including forms 5472, 1120-F, 1042, 8843.
- Reviewed of corporate and partnership returns (federal, state and local.)
- Developed and implemented tax reduction and nexus limiting strategies, including international transactions and transfer pricing.
- Automated tax accounting (ASC 740, formerly FIN 48, FAS 109, IAS 12), and compliance (39 states & federal).
- Performed proactive domestic planning through tax research and legislation tracking
- Completely redesigned staffing structure, workflow, and use of technology.
- Negotiated state and local tax incentives.
- Defended the company during audits and appeals at federal, state, and local levels for income, property and sales tax.
- Increased the efficiency of the tax function by adopting technology (Onesource Tax Provision, Avalara Implementation.)
- Performed historical E&P analysis and inside/outside basis analysis.
- Acquisition and divestiture diligence and structuring (M&A.)
- Captive insurance company planning and implementation.
- Legal entity simplification resulting in a 40% reduction in the number of legal entities resulted in significant internal resource savings on compliance.

Treasurer (2018 – 2019)

- Managed liquidity.
- Compensation and Benefits Committee.
- Corporate Officer
- Debt restructuring.

Head of Financial Accounting and Reporting (2017-2018)

- Developed control and documentation requirements.
- Performed accounting research.
- Lead implementation of ERP (Oracle) upgrade.
- Lead adoption of new accounting standards (revenue recognition, leases.)
- Implemented Robotic Process Automation.

Head of Internal Audit (2013-2017)

- Developed staff, implemented procedures and adopted software.
- Adopted a Risk Assessment Program.
- Prepared organization for Sarbanes Oxley Implementation.

Legal Counsel (2014-2017)

- Interim General Counsel (September 2014 – November 2014)
- Guided the company through an acquisition and negotiated the lease for a new headquarters office.
- Managed litigation relating to HR issues.
- Managed more difficult contract and lease negotiations.
- Managed legal staff in Indianapolis.
- M&A.
- Negotiated and drafted sub-leases.

**DIRECTOR, CORE CAPITAL GROUP, LLC  
INDIANAPOLIS, INDIANA**

**2008-2009**

- Structured tax-free debt financing for privately held companies, private universities and various cities.
  - Included developing and managing competing banking relationships, negotiating terms, and ongoing compliance requirements.

**GLOBAL MANAGER OF FINANCIAL ACCOUNTING, DELPHI ELECTRONICS & SAFETY  
KOKOMO, INDIANA**

**2006-2008**

- Managed the financial accounting and reporting function for operations in the Americas, Asia, and Europe for a \$6 billion division of Delphi.
- Developed and implemented strategic initiatives throughout the organization.
- Managed 10-18 direct reports, world-wide
  - Developed finance personnel critical thinking skills and overall understanding of accounting and financial analysis.
  - Redesigned staffing, workflow, and use of technology for global financial accounting structure.
- Presented financial results and analysis to senior executives (CFO/CEO).
- Remediated of material weaknesses.
- Restructured global financial accounting processes.
- Performed US GAAP research and disclosure for larger and non-uniform transactions.
- Developed appropriate accounting policy for uniform transactions.
- Developed transfer pricing policy for intercompany transactions.
- Drafted segmented financial statements for division, including notes and management discussion and analysis.
- Handled the divestiture of an IT subsidiary
  - Financial accounting transitions, wind down of residual receivables not transferred, personnel issues, and all accounting (tax and financial) for the transaction and transition of the function to the buyer.
  - Developed financial accounting policies, financial accounting processes, and financial accounting personnel.

**ASSISTANT PROFESSOR OF TAX AND BUSINESS LAW, INDIANA UNIVERSITY (TENURE-TRACK)  
KOKOMO AND INDIANAPOLIS, INDIANA**

**2002-2005**

- Taught tax and law courses

**SUPERVISING TAX CONSULTANT, BKD, LLP**

**INDIANAPOLIS, INDIANA**

**2001-2002**

- Performed multi-state income and sales tax research and planning.
- Sale of services to clients and presentation of findings and savings.
- Supervised staff of six.

**SENIOR TAX CONSULTANT, ERNST & YOUNG, LLP**

**CHARLESTON, WEST VIRGINIA**

**1999-2001**

- State and local tax research and planning (property, sales & use, income, and gross receipts.)
- Federal tax research and planning (federal credits, inventory.)
- FAS 109 calculation and footnote review.
- Supervised multiple engagements on a national scale.

**STAFF ACCOUNTANT, HAUSSER & TAYLOR, CPA'S**

**COLUMBUS, OHIO**

**1994-1996**

- Performed attestation functions (audits and reviews.)
- Prepared federal and state tax returns for businesses.

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**EDUCATION**

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**DOCTOR OF JURISPRUDENCE, 1999**

West Virginia University, College of Law, Morgantown, WV, 26506

**MASTER OF ACCOUNTANCY, 1993**

Miami University, Oxford, Ohio, 45056

**BS BUSINESS ADMINISTRATION, 1992**

Miami University, Oxford, Ohio, 45056

Accountancy major

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**ORGANIZATIONS**

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American Institute of Certified Public Accountants

Indiana Bar Association

West Virginia Bar Association

American Bar Association

Indianapolis Bar Association

New York Bar Association

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**PROFESSIONAL DESIGNATIONS**

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Certified Global Management Accountant (2012)

Certified Public Accountant (year licensed):

Ohio (1996)

West Virginia (1999 - inactive)

Indiana (2001)

Active State bar (year admitted):

West Virginia (1999)

Indiana (2001)

New York (2015)

Virginia (2020)

U. S. Tax Court (2002)