

Paul P. Harris, CPA, MBA

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Professional Qualifications:

A seasoned financial professional with progressive experience in strategic initiative planning and enactment, technical accounting applications and financial management and leadership obtained from corporate positions and consulting assignments.

1995 – Present CORPORATE FINANCIAL CONSULTING, LLC

Principal CFO Consultant

Provides part-time CFO and financial consulting leadership to area businesses with a demonstrated passion for revenue growth, profit improvement, asset control, owner return and the elimination of opportunity costs.

Clients served include regional and national start-up, high-growth and mature companies in the construction, environmental, geotechnical, renewal energy, manufacturing, hospitality, legal, sports and software industries.

Executive Leadership

- Business advisor to business owners to promote **strategic, financial & operational health**.
- Successful alignments of cost structures with revenue streams for **performance improvement**.
- **Company-wide presentations** to promote efficiency, stewardship and best practices.
- Lead **finance initiatives** including bank financing, insurance renewals, contract negotiations.
- Renegotiate **debt financings** to improve cash flows and leverage.
- **Recruit, train, mentor part / full-time Controllers and Finance staff** with respect to transactional integrity, process improvement, reporting, planning and asset safeguarding.

Accounting & Finance

- **Formalize** transactional processes, financial & management reporting and asset safeguarding.
- Institute **monthly financial performance reporting packages with key indicators**.
- Prepare **GAAP-based financial statements** and monitor bank covenant compliance.
- Initiate **1st-time certified reviewed financial statements** and **lead annual review preparation process**.
- **Merger & acquisition accounting** for 2 asset purchases and a stock purchase.
- Lead **acquisition accounting initiatives** and prepare for **annual audit** for post-acquisition year-ends.
- Set up **post-acquisition financial accounting** including **consolidation** process.
- Implement fully-integrated **inventory control** and **job cost accounting** systems.
- Establish **software revenue recognition** guidelines for GAAP-based monthly results.
- **Strengthen control** of **high-volume cash receipts and transactional processes**.

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Strategic Planning

- Discussion Partner with business owners regarding **products, marketing and competitive strategies.**
- Develop complex, fully integrated strategic **financial models to quantify monthly, annual and multi-year financial plan expectations.**

Management Consultant for Industry Leaders:

Caterpillar, Inc., a multi-billion dollar construction equipment industry leader

ESP, Inc., a \$275-million leader in the automobile emissions industry

Bandag, Inc., a billion dollar leader in the retread tire industry

Hearth Technologies, Inc., a \$300 million business unit of **HON Industries**

- **Prospectus development** for the sale of a company to a group of investors.
- **Post-acquisition** process definition, function consolidation and month-end accounting integration.
- **Cost accounting methodology** using benchmark inventory metrics implemented for national dealer network.
- **International subsidiary** set-up in Mexico City, the United Kingdom and Toronto, Canada - - personnel hiring / outside relationships / transactions / controls / month-end close / system implementation / transfer pricing.
- **Performance analyses** conducted for over 50 manufacturing / service businesses (\$5 to \$200 million).
- **Due diligence** and **forensic audit** for a state-wide inventory control issue.
- **Expert witness** to assess a tax position related to the sale of a \$100-million dealer to the manufacturer.
- **Company representative for IRS audit** for post-acquisition period with no adjustments or assessments.
- **Executive staff development:** training and mentoring through seminars, case studies and meeting facilitation.
- **Market-responsive strategic initiatives** formulated and enacted for senior management - - trading area coverage / profit improvement / asset management / return on investment / benchmarking.

Corporate Employment Experience:

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|--------------------|--|--|-----------------------|
| 1994 – 1995 | Imperial Pearl Co., Inc.
<i>Imperial Pearl Co., Inc., a \$25- million manufacturer of costume and fine jewelry, was sold in 1995.</i> | Director of Finance (CFO) | Providence, RI |
| | | <ul style="list-style-type: none">- Chief Financial Officer position reporting to the President.- Managed, evaluated and trained 15 Finance, Purchasing and IT personnel. | |
| 1990 – 1994 | Environmental Systems Products, Inc.
<i>ESP, Inc. was formed in 1990 from a Business Unit of United Technologies to design, manufacture, market and service automobile emissions products.</i> | Assistant Controller | E. Granby, CT |
| | | <ul style="list-style-type: none">- Set up Finance Department for a manufacturing start-up with \$50 million in first-year revenues.- Managed 3 year-end audits of consolidated financials with no adjustments or management letters.- Developed complex financial models for numerous state contract proposals to determine costs, financing, profitability and ROIs of centralized emission programs ranging from \$100 to \$600 million. | |

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Corporate Employment Experience:

1986 – 1989	Waters Corporation	Supervisor /Analyst	Milford, MA
1984 – 1986	Pannell Kerr Forster	Senior Accountant	Boston, MA
1982 – 1984	Charles E. DiPesa & Company	Staff Accountant	Boston, MA

Education:

Master of Business Administration	Babson College
Bachelor of Business Administration	University of Massachusetts – Amherst
	Graduated <i>Magna Cum Laude</i>

Licensed as a CPA (#9114) in Massachusetts

Financial Software:

- Quickbooks Enterprise Edition (Proficient in transaction structure, inventory, reporting, consolidations)
- Microsoft Excel (Proficient in creating complex, macro-driven financial templates)
- Microsoft PowerPoint (Proficient in designing cohesive, professional presentations)

References are available upon request and highlighted on www.linkedin.com/in/paulpharriscpamba