

PAUL MCPHAIL

📬 P.O Box 506, Loveland, Colorado 80539 📞 920.323.3926 📧 pmcphail81@gmail.com

■■■ SENIOR FINANCE EXECUTIVE ■■■

PROFILE

Operational strategist, versatile, and seasoned executive with more than 20 years of extensive and progressive management experience in analysis of financial condition of organizations and instituting the necessary endeavors to improve profitability and shareholder value.

- Solid track record of maintaining sound financial guidance in complex, globally charged settings requiring keen business acumen.
- Adept in project management functions that enhance systems, workflow applications, revenue, and profitability.
- Possess outstanding leadership capabilities, with superior interpersonal and communication skills, able to deal effectively with individuals from all levels and motivate staff and team members toward achievement of target goals.
- Demonstrate excellent business judgment, along with superior analytical and problem-solving skills to ensure the provision of quality customer service to end users; well-versed in all aspects of organization's operations, including sales, marketing, operations, IT, and finance.

AREAS OF EXPERTISE

Financial Strategies/Analysis
Capital/Operating Budgets
Profit & Loss (P&L) Management
Private Equity

Profitability Modeling & Forecasting
Financial Restructuring
Regulatory Affairs Compliance & Oversight
Banking Relations

PROFESSIONAL EXPERIENCE

JERKY SNACK BRANDS, INC. (JBS COMPANY) ▪ GREELEY, CO

Chief Financial Officer

2007 – 2012

A \$30M joint venture backed snack food company with three manufacturing facilities in the United States and Brazil.

Supervised strategic planning, general and cost accounting, FP&A (budgeting, forecasting, financial analysis, reporting), cash management, banking relations, internal controls, audit coordination, and risk management. Responsible for full system and financial integration of company with new owner. Handled the negotiation of pricing/contracts with vendors and the evaluation of potential M&A deals. Leveraged on synergies and eliminated redundancies in finance, operations, sales and marketing, as well as in insurance and employee benefits. Served on the Board of Directors and appointed interim CEO in 2009.

- Effectively led cross-functional due diligence teams and the successful completion of three acquisitions and strengthened the finance function of the company by providing training to manufacturing facilities.
- Enabled financial turnaround from a negative EBITDA to a positive EBITDA and made significant contributions in the successful negotiation of the asset purchase agreement and sale of the Mankato, Minnesota facility to the industry leader of the meat snack category.
- Drove more than 100% increase in contribution margins and facilitated reduction in fixed expenses by \$7M annually.
- Reduced inventory from \$10M by the end of 2008 to \$1.5M by the end of 2009 through improving working capital exposure in monthly reporting package and set benchmarks for key performance indicators.
- Successfully identified all idle manufacturing facilities, farms, and rental properties for JBS/Pilgrim's Pride estimated at \$120M with 2011 YTD real estate dispositions worth \$40M by designing a well-conceptualized and properly executed comprehensive process.
- Played a key role in securing sale of Pilgrim's Pride business units in three different transactions.

KAYSUN CORPORATION ▪ Manitowoc, WI

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Chief Financial Officer

1999 - 2007

A family owned custom injection molding and tooling manufacturer with \$35M in annual sales.

Conceptualized, strategized, and executed the company's first formalized annual sales and financial planning cycle along with a monthly reporting package that includes benchmarking metrics, allowing the management to stay on track and meet target goals. Shared subject matter expertise on issues such as potential acquisitions, strategic alliances, capital purchases, major contracts, new products and programs, and compensation and incentive plans.

- Addressed severe cash flow and profitability issues and effectively positioned company for sale.
- Played key role in all banking relations; equipped and entrusted managers at all levels to achieve operations objectives.
- Facilitated the aggressive turnaround and cost-cutting efforts increasing EBITDA from \$1.9M in 2000 to \$6M in 2006; reducing debt to equity ratio from 7:1 to 2:1.
- Achieved greater visibility of customer profitability and increased accuracy in quoting by launching an activity based costing system that resulted in highly improved gross margins from 18% in 2000 to more than 25% in 2006.
- In 2004, as a leader of the management team working with an investment bank we successfully presented the business to 6 potential private equity buyers and obtained 6 offers.

EARLIER CAREER

ORVAL KENT FOOD COMPANY ▪ Wheeling, IL

Corporate Accounting Manager | Corporate Credit Manager

Joined this \$175 million private equity backed refrigerated salad provider as Corporate Credit Manager and advanced within one year to Corporate Accounting Manager supervising a staff of 6 responsible for G/L, A/P, account reconciliations, treasury, cash management and payroll for the company with 4 manufacturing facilities in the U.S. and Mexico.

NORAN INSTRUMENTS, INC. SUBSIDIARY OF THERMO ELECTRON CORPORATION ▪ Madison, WI

Senior Financial Analyst

Coordinated and managed financial planning and reporting for a \$30 million technology company with 4 divisions in the U.S. U.K., Netherlands and Japan. Prepared detailed operating budgets and performance reports for each strategic business unit. Completed consolidated reports also developed sales goals, financial models by product line and by region.

KRAFT FOODS ▪ GLENVIEW, IL

Financial Analyst/A/P Supervisor

As an employee of Tombstone Pizza Corporation, part of the Frozen Products Group, I Performed financial analysis, preparation of financial statements, business unit P&Ls, and special projects. Developed and implemented sales forecast, designed product line and business unit P&Ls, and worked with brand managers to establish costs for new products.

EDUCATION

Bachelor of Business Administration, Finance | UNIVERSITY OF WISCONSIN ▪ Milwaukee, WI

AFFILIATION

Financial Executives International (FEI)