

Stephen Hieber

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Highly motivated **Chief Financial Officer** offering over 20 years financial management experience in Direct Marketing, Retail, Publishing and Manufacturing, within both public and private companies. Hands-on leadership style with decisive management skills, exceptional judgment, and ability to manage multiple functions.

- Strategic Planning
- P&L Management & Analysis
- Financial Reporting
- Merger and Acquisitions
- Insurance and Risk Management
- Inventory Control
- Human Resource Management
- Banking and Cash Management
- Management Information Systems
- Contract Negotiation

Professional Experience

Independent Management Consultant, Plattsburgh NY

2009 - 2010

Assisting growing, entrepreneurial businesses improve profitability, obtain growth capital and develop effective management reporting and metrics in the role of contract Chief Financial Officer.

Home Bistro Foods, Inc., Plattsburgh NY

2006 - 2009

Senior Vice President and Chief Financial Officer

Hands-on executive for a \$14 million cash constrained direct mail/internet retailer and manufacturer, funded by institutional investors. Taking on a high risk opportunity; cut costs, lead strategic advancements and tactically managed cash, but due to the recession ultimately oversaw the company through bankruptcy and a distress sale with absolute integrity. Overall responsibility for Finance, Human Resources, Fulfillment Operations w/dual sites and Management Information Systems.

- Precise forecasting and strategic management of cash in a very illiquid environment
- Lead in a high distress situation and sustained employees moral and desire to succeed
- Renegotiated the distribution contract saving \$150,000 annually
- Renegotiated the printing contract saving \$200,000 annually
- Re-engineered the fulfillment operation increasing efficiency by 20%, saving \$140,000 annually
- Ran quarterly Board of Directors meetings and monthly calls with the investor "Finance Committee"
- Lead process to implement MRP and cost accounting systems leading to more precise production and labor planning, and detailed material cost tracking enabling immediate corrective action to manufacturing variances
- Initiated and lead process resulting in a consistent 4-day financial close

Petals Decorative Accents, LLC, Ridgefield, CT

2005 - 2006

Chief Financial Officer

Officer of a \$20 million direct mail/internet retailer in a re-startup phase. Overall responsibility for Finance, Human Resources, Inventory Purchasing and Freight Trafficking. Direct accountability to principal investors and Board of Directors for all financial operations.

- Reduced operating loss by over 60% through normalization of cost structure via renegotiation of operating contracts.
- Turn company from \$500,000/month cash burn to projected cash flow positive in 12 months

- Initiated plan to bring fulfillment operations in house with saving of \$1million annually
- Instrumental in raising 100% of capital needed for new fulfillment warehouse
- Extensive work on audit of financial statements and preparation of registration statement for IPO offering

The Wine Enthusiast Companies, Elmsford, NY

1997 - 2005

Chief Financial Officer (1999 to 2005)

Senior executive responsible for financial operations, balance sheet integrity and direct accountability to principals for P&L of \$50 million direct mail/internet/Retail Company plus \$6 million publishing company. Key in developing company vision, strategic focus, as well as being integral in day-to-day business operations. Overall responsibility for Controllers Group, Human Resources, Information Systems, Inventory Purchasing and Control, and Freight Trafficking.

- Doubled sales and increased EBITA by 8X through financial analysis aimed at ROI of promotional campaigns, departmental budgeting and various cost-cutting initiatives that reduced order-processing costs by 22.5%.
- Increased inventory turns by 43% and reduced DSO by 37%, increasing cash flow and eliminating the need for outside financing.
- Developed company financial planning process that focused the company on objectives and held departmental managers accountable
- Due diligence on two prospective acquisitions revealing material non-disclosed financial liabilities
- CPA certification of financial statements first year after non certification for 15 years
- Established Human Resource Department and company wide policies and procedures

Director of Finance (1997 to 1999)

Managed Accounting, Accounts Payable, Accounts Receivable and Human Resources departments. Developed and implemented accounting policies, procedures and internal control to improve profitability. Upgraded general ledger package to include a financial reporting component and created a detailed monthly financial reporting package. Renegotiated bank line of credit and terms with several major vendors saving over \$100K annually. Hired and trained Controller.

Micro Warehouse, Inc., Norwalk, CT

1992 - 1997

Senior Accounting Manager (1995 to 1997)

Managed staff of 35, including 2 accounting managers, in all areas of corporate accounting for this Fortune 1000 multinational public company. Responsible for consolidation and analysis of worldwide operations. Significantly involved in external reporting to the SEC and shareholders and direct contact for external auditing staff. Performed internal auditing for seven European subsidiaries and was a task force member for the financial implementation of \$350 Million acquisition.

Accounting Manager (1993 to 1995)

Managed staff of 20 in areas of general accounting, performed business analysis in a high growth environment, direct responsibility for promotional income and expense forecasting, analysis and accounting. Revamped the month end reporting process to complete domestic reporting in 1 day and worldwide consolidation in 3 days.

Financial Analyst (1992 to 1993)

Analyzed profitability of joint ventures and provided recommendations to Marketing Director. Prepared and analyzed billion dollar operating budget comprised of over 50 departments. Prepared presentations and analysis for senior management.

James River Corporation, Norwalk, CT

1989 - 1992

Financial Analyst (1991 to 1992)

Developed and analyzed the annual budget, quarterly forecast and five year strategic plans for \$500 Million division of this Fortune 500 Company. Performed P&L analysis at product level and breakeven analysis of concept products.

Reporting Analyst (1989 – 1991)

Generated monthly brand and business income statements along with key financial indicators. Consolidated manufacturing cost variances from domestic plants and published a monthly manufacturing operations reporting package for senior management

Dempsey, Myers and Hughes, CPA, Wilton, CT

1988 - 1989

Staff Accountant

Education

- **Rider University**, Lawrenceville, NJ
Bachelor of Science in Finance, 1988
**Graduated Cum Laude*
- **Bridgeport University**
MBA Course work
- **Karrass Negotiating Seminar** completed

Technology

- Ecometry
- Multitier
- SAP Business One
- Enterprise Technology 21
- Quick Books
- Microsoft Office- with advanced Excel skills