Joseph F. Masso CPA, CMA, CFM

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### Summary

Financial Leader with over 20 years of broad based accounting and finance experience in both the corporate and operating roles of mid sized manufacturing concerns. Proven ability in improving processes and developing cost efficiencies. Acquired strength in the areas of strategic planning, product pricing and analysis, accounting operations, financial reporting and financial systems integration. Enthusiastic team player and builder. Able to communicate with all levels of an organization.

**ERP Financial System Implementation Product Pricing Financial & Management Reporting**

**Accounting Policy & Procedures Strategic Planning Cost & Inventory Accounting**

**Budgeting & Forecasting Product Line Analysis Accounting Operations**

**SOX Compliance Banking Relations Tax Reporting & Compliance**

### Professional Experience

**Spartech Polycast Division – Stamford CT 2005- Present**

(A $55mm division of Spartech Corporation, a $1.5 billion provider of thermoplastic sheet, rollstock, compounds and engineered products. Listed as SEH on NYSE.

**Regional Controller**

Regional CFO reporting to corporate controller, supporting unit business management at four sites in all financial, compliance, strategic and tactical operating initiatives, which include directing divisional Finance, HR & IT functions. Supervise staff of nine. Acting as divisional business manager in business manager’s absence.

* Improved operating earnings 7X in 3 year period. Tripled EBITDA during the same 3 year period.
* Enhanced profitability thru detailed product line profitability analysis
* Reduced manufacturing costs and footprint while maintaining productivity
* Insured SOX compliance ant external auditor 404 signoff by resolving numerous compliance deficiencies in a 3 month period
* Reduced closing cycle 6 days via process mapping and automation
* Directing major upgrade to Oracle standard cost and business analysis system
* Reduced working capital requirements by $ 5mm via inventory reduction and asset management initiatives including plant consolidations

**Cannondale Bicycle Corporation** Bethel, CT **2004 – 2005**

($150mm privately held manufacturer of high-end bicycles once publicly traded on the NYSE, emerged from bankruptcy reorganization in May 2003)

#### Chief Accounting Officer and Corporate Controller

Corporate Officer reporting to the CFO and supporting Senior Executive Staff in strategic planning initiatives. Provide key financial performance indicators and analysis of operating results. Act as primary interface with corporate banking institutions, external auditors and outsourced tax professionals. Supervise a staff of four.

1. Increased cash flow / working capital by improving vendor payment terms
2. Reduced finance department costs by streamlining jobs flows and responsibilities.
3. Reduced annual insurance premiums $300k without exposure to further risk.

**ASML Lithography Division / SVG Lithography Systems Wilton, CT**  **1995 – 2003**

*(A $400 million subsidiary of ASML Inc, a $2 billion provider of advanced technology systems for the semiconductor industry that acquired SVG Lithography Systems in May 2001)*

**Vice President, Controller**

Supported the corporate office in strategic and tactical division planning. Supported the division’s Senior Executive staff in the execution of long and short-term business plans. Provided key financial indicators and analysis of operating results. Presented monthly division financial performance results to ASML Senior Management. Developed product pricing and product line profitability analysis. Designed, developed, lead the implementation project and provided for the maintenance of the Company’s ERP financial systems. Provided vision for the finance organization, establishing goals and objectives including employee development, retention and succession planning. Supervised a staff of 18 including multiple site locations. Reported to the Division President.

1. Directed SAP FICO / manufacturing implementation as a project board member.
2. Managed the successful execution of the SAP expense budget module.
3. Supported manufacturing product line transition to ASML product lines.
4. Developed product-pricing strategies inclusive of spares and service sales. Coordinated the conversion of heritage SVGL financial reporting to ASML requirements.Lead the division’s financial restructuring including strategic manpower planning and vendor settlement negotiations.
5. Directed and participated in the due diligence associated with the ASML acquisition of SVGL.

**Assistant Controller** (1995 – 2000)

Managed the month-end closing process and consolidation of operating results for seven subsidiary companies. Directed the preparation of month-end internal management reports and preparation of financial statements ensuring compliance with GAAP. Developed the Company’s annual financial plan. Acted as liaison with external auditors during annual audits and publication of end-of-year financials. Prepared financial reports disclosing indirect costs for submission to the government in order to determine allowable rates for pricing on government contracts. Directed daily activities of the accounting and finance departments including cash management, accounts receivable, credit and collections, accounts payable, payroll processing, state and local tax filings and fixed asset accounting including capitalization and valuation of real property. Supervised a staff of 10 -18. Reported to the Chief Financial Officer.

1. Reduced end-of-month closing two days through various process improvements.
2. Implemented a new payroll system providing for greater accuracy and timeliness.

**Norden Systems, Inc.,** Norwalk, CT **1980 - 1995**

*($500mm designer, developer, and manufacturer of advanced electronics systems for military use)*

**Supervisor, Operations Financial Analysis** (1990 – 1995)

Managed and monitored costs associated with production and product development. Performed contract cost at completion and variance analysis. Implemented pro-active steps to maintain costs, including the movement of materials to maximize utilization of existing inventory. Controlled profit and capacity planning. Managed a professional staff of 10 employees.

**Supervisor, Cost Accounting** (1987 – 1990)

Developed and maintained cost accounting procedures. Interfaced with manufacturing operations to monitor and control pricing and production costs. Maintained and controlled cost accounting information system

**Supervisor, Sales Accounting** (1984 – 1987)

Managed the billing and collection process totaling $500 million annually. Prepared cash forecasts. Developed and maintained cash flow models. Updated Sales Accounting departmental procedures. Performed credit analysis and approvals, acting as the Company Signatory.

**Group leader - General Accounting** (1980 – 1984)

Managed all financial reporting including support for 10K and 10Q reports. Developed accounting policy and procedures. Supervised general ledger processing and month-end closing activities, accounts receivable, accounts payable and payroll processing. Performed departmental expense reporting and tracking.

**R.T. Vanderbilt Company** Norwalk, CT **1978 - 1980**

*(Manufacturer and processor of chemical and mineral products at five wholly owned operating subsidiaries in the US)*

#### Staff Accountant

#### Education

Sacred Heart University Fairfield, CT

MBA, Concentration in Accounting, Bachelor of Arts, Accounting Major

### Certifications

Certified Public Accountant, State of Maryland

Certified Management Accountant, Certified Financial Manager, Six Sigma Black Belt, Lean Manufacturing

### Memberships

American Institute of Certified Public Accountants and Institute of Management Accountants

### Computer Literacy

SAP, Oracle, Microsoft Word; Excel , PowerPoint, Project