

**PROFILE**

Executive finance leader and CPA with 14+ years of public accounting & corporate finance experience through operational and strategic assessment and alignment on long term initiatives. Highly accomplished with track record in leading global accounting & finance operations, financial reporting, implementation of internal controls around financial reporting, revenue operations, treasury functions, and GAAP compliance with exceptional acumen in technical accounting. Documented leadership in complex restructurings with an extensive M&A background, Big 4 audit experience, and international reporting experience. Implemented major new accounting standards. Experience with comprehensive compliance assessment experience including U.S. GAAP, IFRS, SOX 404, SAPIN-2, and other regulatory guidance. Management experience leading teams of 25+ individuals.

**EXPERIENCE****CHIEF ACCOUNTING OFFICER; VP FINANCE; AND GLOBAL CORPORATE CONTROLLER***Exactech, Inc; Gainesville, FL (private equity)**November 2021 – Present*

Recruit, manage, and oversee all accounting and finance departments, work cross-functionally with executive and senior leadership teams in a highly competitive landscape with complex modeling and processes

Maintain long term headcount, financial systems, budget, and strategic finance vision for the department

Implement a full slate of accounting policies and procedures

Create accounting strategies to maximize profits, including partnering with international offices for increasing sales, managing financial and management EBITDA numbers, as well as managing the cash flow forecasting

Organize and update financial records; monitor and review all financial compliance to ensure that the financial statements are free of errors

Lead presentations and discussions for lender public and private supplement earnings' calls, including creation of management discussion and analysis.

Analyze accounts and suggest improvements to reduce costs and increase working capital including AR, AP, and Inventory strategy

Make sure all financial data adheres to current tax laws and financial reporting regulations

Stay abreast of industry changes, financial landscape, industry landscape, and current tax/accounting laws

Prepare, manage, and present monthly reporting for the Board of Directors and Private Equity stakeholders

Maintain ownership and ensure attestations and timely completion of the statutory and external audit

Represent the accounting department at board meetings

**INTERIM SR DIRECTOR OF SEC REPORTING AND INVESTOR RELATIONS***Tupperware Inc.; Orlando, FL – remote, full time contract position (public filer) Sep 2021 – November 2021*

Review and oversee 10-Q process for Q3 2021 during a reorganizational structure change within Corp Financial Reporting

Compile and provide reporting and documentation around discontinued operations including carve out and below the line treatment for review and audit purposes

Document and test step zero and step one impairment methodology for goodwill and intangibles for 2021 fiscal year

Coordinate support with auditors and data for earnings calls

**INTERIM VP, TECHNICAL ACCOUNTING***LPL Financial; San Diego, CA – remote, full time contract position (public filer) June 2021 – September 2021*

Oversight and implementation of purchase price accounting and controls related to business combinations and acquisition activity, including push down accounting, controls, auditor review, and equity method investments.

Review and compliance of policy documentation and earnings/ SEC reporting data for public filings

**DIRECTOR OF TECHNICAL ACCOUNTING & POLICY***ConnectWise; Tampa, FL (private equity)**November 2020 – May 2021*

Oversight and implementation of technical accounting standards and updates, including full project management scope of financials systems, assessments of impact, white papers, processes, memos, and routine analyses of impairments, purchase price accounting adjustments, and complex technical considerations

Oversaw financial reporting processes and ensure compliance of financial statement compilation and footnote disclosures. Partnered with senior leadership on financial strategy, as well as collaborate and train cross-departmental teams on relevant impacts of accounting changes. Directed accounting policy build out, revenue accounting, coordinate external audit support, and technical accounting

Facilitated organizational advancement by decreasing the month-end close period by an average of 4.5 days within first 3 months of employment by creating synergies and ensuring congruent priorities across multiple teams and coordinating with financial systems teams on alterations to scripts within the newly implemented ERP and accounting infrastructure systems for initial errors of up to \$25M

Updated debt covenant and credit agreement impacts of new accounting standards including redlining amendments with support from the Treasury team. Improved financial controls through strategic planning of ICFR framework for comprehensive design, documentation, and implementation

#### DIRECTOR OF TECHNICAL ACCOUNTING

*Brown & Brown Insurance; Daytona Beach, FL (public filer)*

*January 2019 – November 2020*

Oversaw and formally opined on ASC 606 – *Revenue from Contracts with Customers* implementation and treatment within a decentralized sales environment for the 6<sup>th</sup> largest insurance brokerage – a Fortune 1000 company with over \$2.5B in annual revenues – with transitional implementation approach scoping a large change from modified cash accounting

Edited and reviewed disclosures for revenue recognition for public filings, 10-K, 10-Q, 8-Ks, and the Management Representation Letter

Reviewed and approved exceptions and processes on a monthly (ICFR testing) and rolling basis (documented exceptions)

Presented complex revenue assessments to large groups of non-accountants, and developed educational materials and exercises for audiences of up to 400 Accounting Leaders and Reviewers on divisional revenue recognition treatment

Wrote accounting guidelines, white papers, and policy updates for accounting changes

Created a revenue recognition playbook for M&A for opening balance sheet adjustments for >40 acquisitions

Wrote-up and implemented methodology for portfolio and contract basis approach assessments

Hired, mentored, and trained technical accounting teammates to act as experts on accounting changes, and reviewed work

Oversaw and tested financial systems application updates and buildouts for GAAP ASC 606 compliant reports

Designed and wrote technical accounting arguments and work with team to design project implementation around agency cash, internally developed software, and Accounting Standard Updates and assessed the financial statement impact

Implemented and managed company-wide CPE solution and developed trainings required for >300 teammates

#### MANAGER OF FINANCIAL REPORTING AND AUDIT

*Trader Interactive; Norfolk, VA (private equity)*

*January 2018 – January 2019*

Senior Manager overseeing projects for the accounting and finance departments including compliance, internal audit, capital reporting, and assurance for a newly created company in 2017, formerly a privately-owned company division

Managed fiscal year 2017 audits including the oversight and management for the period under the former parent company, the audit of the period of Trader Interactive creation, and any documentation around the audit of the former parent company

Implemented time-tracking, capital reporting, and project authorization processes for assets and software development

Formalized, identified, and created key accounting policies and interpretations without any prior narratives, policies, or formalized accounting structure. Created a timeline for implementation and formalization around the internal control structure including potential SOX 404 compliance

Oversaw comprehensive changes for prospective accounting standard updates, including ASC 606, 842, and 350

Facilitated treasury functions and financial analysis for lender agreement for the company including debt covenant compliance and effects of potential acquisition activity. Managed annual impairment analysis for goodwill and intangibles

Compiled, consolidated, and wrote the financial statements and the notes to the financial statements, and quarterly banking narratives under both U.S. GAAP and IFRS. Implemented consistent financial reporting processes for acquisition activity

#### SENIOR FINANCIAL REPORTING ANALYST – TECHNICAL ACCOUNTING

*The Walt Disney Company; Lake Buena Vista, FL (public filer)*

*January 2015 – January 2018*

Strategy and research-based project-driven position concentrating on technical accounting research and preparation for prospective accounting changes and new arrangements within a relationship company

Planned, managed, and led large volume projects with multiple facets. Project emphasis included accounting standard updates in compliance with FASB standards and U.S. GAAP for ASC 606, cloud computing standard and emerging issues for new technologies implementation, ASC 842, consolidations – ASC 805, accounting for VIE's, sale leaseback accounting, fixed assets and capital reporting, and real estate accounting strategy

Integrated business area suggestions for process efficiency and ensured compliance of business areas for the enterprise-wide accounting policy updates. Developed educational materials concerning financial reporting technical update releases for US GAAP and relevant international reporting. Worked closely with international controllership and finance areas

Directly supervised and developed the technical research and writing skills of staff. Produced and edited the technical accounting newsletter with the intent of developing and providing an educational channel for 500 cast members on accounting standard changes relevant to the company on a quarterly basis, with over two years of distributions

Mentored several individuals within the company. Actively participated in company community and task force roles and leadership development. This included design, facilitation, and development of leadership training courses, leadership academy, and on-boarding tool development

Modified contract language for accounting treatment and efficient implementation.

#### EXPERIENCED ASSURANCE ASSOCIATE

*BDO USA, LLP; Richmond, VA (public accounting)*

*September 2013 – January 2015*

Worked as lead auditor and staff in a client-facing environment with Fortune 500 public as well as private companies on integrated and non-integrated audit, review, and 401k engagements

Led assurance testing for complex financial organizations, including derivatives and hedging, interest rate swaps, and implementation oversight of mortgage industry regulatory standards as well as consumer and industrial organizations

Wrote technical memos and developed substantive testing for both U.S. GAAP and IFRS audit engagements. Performed as an assistant IT auditor for risk advisory and IT assurance testing. Reviewed documentation, supervised, and mentored staff

Completed engagements with senior and manager responsibilities for manufacturing and consumer service companies, including percentage of completion accounting, acquisition accounting, and governmentally regulated entities

#### EXPERIENCED ASSURANCE ASSOCIATE

*Pricewaterhouse Coopers; Richmond, VA (public accounting)*

*June 2011 – September 2013*

#### EDUCATION

**THE COLLEGE OF WILLIAM AND MARY; Williamsburg, VA**

*May 2012*

Bachelor of Business Administration in Accounting with a concentration in Process Management & Consulting

*The Mason School of Business, cumulative 3.24 GPA and 3.3 business course GPA*

Led three semester-long research and consulting projects both internal and external with a cold call component for engaging clients, including two area businesses and a division of the college which led to the creation of four paid internships for *The College of William and Mary's Committee on Sustainability* for the food services department

**THOMAS NELSON COMMUNITY COLLEGE; Williamsburg, VA**

*August 2010; August 2012*

Phi Theta Kappa Honors Society

Associate of Science in Business Administration; *August 2010 – Magna cum Laude*

Associate of Arts in Liberal Arts; *August 2012 – Magna cum Laude*

**TULANE UNIVERSITY; New Orleans, LA**

*August 2004 - May 2006*

#### PROFESSIONAL DEVELOPMENT

**FLORIDA INSTITUTE OF CERTIFIED PUBLIC ACCOUNTANTS**

*July 2020 – Present*

*Chairman, Volusia County Chapter*

*July 2020 – Present*

Reconcile cash inflow and expenses for monthly meetings. Prepare budget on an annual basis. Assist with coordination of speakers and member support

*Chairman Accounting Principles and Auditing Standards Committee*

*July 2020 – Present*

Write and coordinate responses on four outstanding exposure drafts issued by various regulatory setting bodies

[Proposed Accounting Standards Update—Business Combinations \(Topic 805\): Accounting for Contract Assets and Contract Liabilities from Contracts with Customers](#)

[Proposed Accounting Standards Update—Leases \(Topic 842\): Targeted Improvements](#)

*CFO & Controller Conference Planning Committee*

*July 2020 – Present*

Coordinate and plan speakers for annual CPE event. Coordinate speakers for relevant sessions.

**VIRGINIA SOCIETY OF CERTIFIED PUBLIC ACCOUNTANTS**

*May 2014 – Present*

*Young Professionals Advisory Council*

*May 2014 – Present*

Developed, led, and provided support in networking events, mentoring programs, CPE webinars, and developing content for *Disclosures Magazine* from 2016 – 2020, with 15 articles published, and four republished in other publications

*Editorial Task Force for Disclosures Magazine* *September 2014 – Present*  
Propose and discuss articles and emerging topics and series. Author and edit accepted articles for Disclosures Magazine, including developing and coordinating four years of articles for the young professionals' column

*Foundation Scholarship Committee* *December 2019 – Present*  
Review scholarship applications and select recipients for the 2020 – 2022 academic years and provide any feedback regarding the scholarship program and review process

#### COMMUNITY INVOLVEMENT

COMMITTEE MEMBER; *Scouts BSA*; Troop 436, 88, and Pack 320 Central Florida Council *August 2015 – Present*  
Varied Committee, Troop, and Pack Member Responsibilities

NSAH VOLUNTEER SUPPORT SPECIALIST; *RAINN* *November 2013 – January 2020*  
Volunteer support specialist assisting visitors to the hotline in relation to domestic violence and sexual assault situations

#### PUBLICATIONS, PRESENTATIONS, & AWARDS

G Hancock (2021). *A Chip off the Old Block: A Crash Course in Blockchain*, Disclosures Magazine, VSCPA. V. 34, No. 1  
G Hancock, JJ Edmunds (2020). *The Future of Remote Auditing*, Disclosures Magazine, VSCPA. V. 33, No. 6  
G Hancock (2019). *The Future of Revenue Recognition is Here*, Disclosures Magazine, VSCPA. V. 32, No. 4  
G Hancock (2017). *Talk isn't Cheap*. Disclosures Magazine, VSCPA. V. 30, No. 5  
G Hancock (2016). *The Future of Lease Accounting*. Disclosures Magazine, VSCPA. V. 29, No. 4

Florida Institute of CPA's [Women to Watch Experienced Leader](#) for 2021 featured in [Accounting Today](#) online  
Virginia Society of CPA's Top 5 CPA's under 35 for 2019, featured in [Disclosures Magazine](#) and [Accounting Today](#) online

NCACPA Accounting Symposium, *Tax Implications of Cryptocurrency*, November 17<sup>th</sup>, 2021  
FICPA CFO & Controller Conference, *ASC 842* and *ASC 606* Speaker Panels; March 25<sup>th</sup>, 2021  
FICPA Brevard County Chapter, *ASC 842 Leases*, 2 CPE credits (AA), October 28<sup>th</sup>, 2020  
FICPA Volusia County Chapter, *ASC 606 Overview*, 2 CPE credits (AA), January 8<sup>th</sup>, 2020  
VSCPA webinar panel host, *VSCPA Overview for Young Professionals*, 1 CPE credit (BE), December 10<sup>th</sup>, 2019

#### LICENSES

Certified Public Accountant (CPA), Virginia Board of Accountancy License # 48281  
CPR and AED certified, Red Cross/ American Heart Association

#### SKILLS

Completed graduate level course work at the College of William & Mary including course work in Advanced Taxation, Change Management, Project Management, and International Financial Reporting Standards  
Nominated for and completed the VSCPA Leadership Institute during June 2011  
Active member of American Mensa and Mensa International (June 2015) via the Central Florida Regional Chapter  
Accounting Information Systems experience including: SAP; JDEdwards; Microsoft Dynamix AX; Workday; and NetSuite. Extensive additional software experience, as well as SQL query and VB macro script writing  
Member of the AICPA (2011), VSCPA (2011), and FICPA (2016)  
Proficient in conversational French speech and fluent in written word