

PROFILE

Subject matter expertise: Accounting Advisory | Finance Transformation | Audit & Assurance | Treasury | Due Diligence | Accounting Policy | Financial Planning & Analysis | SEC & Financial Reporting | IPO Readiness | ASC 606 Revenue Recognition | Internal Controls | Internal Audit | Valuation | Capital Reporting | ASC 842 Lease Accounting | ASC 718 Stock Compensation | Complex Accounting & Modeling | Audit Preparation | ASC 805 Business Combinations | Debt Compliance | Organizational Structure | Change Management | Indirect Procurement | Managing Large Teams

Industry experience: Media & Entertainment | Financial Services | Insurance & Brokerage | Manufacturing | Professional Services | Manufacturing | Distribution | Private Equity | Medical Device | Information Technology | Banking | Financial Brokerage | Hospitality | Software Development

EXPERIENCE

PRINCIPAL CONSULTANT; OWNER

G Hancock Advisory, LLC

June 2019 – Present

Contract and consulting positions on a small to large public filer basis including but not limited to: financial reporting, technical accounting implementations, project management, financial planning and analysis, financial systems assessments, treasury, and tax planning. Interim Chief Accounting Officer, Treasurer, and Interim Chief Financial Officer roles in a private company capacity, while filling subject matter expert specific consulting roles, and larger project Senior Director and VP roles in finance and accounting for large public filers. The larger contract positions are highlighted below:

INTERIM SR DIRECTOR OF SEC REPORTING AND INVESTOR RELATIONS

Tupperware Inc.; Orlando, FL

Sep 2021 – Nov 2021

Reviewed and oversaw 10-Q process for Q3 2021 during a large reorganization within corporate financial reporting
Compiled and provided reporting and documentation around discontinued operations including carve out and below the line treatment for review and audit purposes
Documented and tested step zero and step one impairment methodology for goodwill and intangibles for fiscal year
Coordinate support with auditors and data for earnings calls and reviewed budget to actual reporting

INTERIM VP, TECHNICAL ACCOUNTING

LPL Financial; San Diego, CA

June 2021 – Sep 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

Nov 2020 – May 2021

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

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, coordinated 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 by identifying inefficiencies and ensuring consistent priorities across multiple teams. Coordinated 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

CHIEF ACCOUNTING OFFICER; VP FINANCE; GLOBAL CORPORATE CONTROLLER

Exactech, Inc; Gainesville, FL

Nov 2021 – April 2023

Recruited, managed, and oversaw all accounting and finance departments, work cross-functionally with executive and senior leadership teams in a highly competitive landscape with complex modeling and processes

Maintained long term headcount, financial ERP technology stack, budget, and strategic finance vision for the department

Acted with responsibilities of interim CFO for period of April 2022 through October 2022

Fast month-end close initiative, bringing the close period in by 3 days for month and quarter-end hard close

Implemented and ensured compliance for a full slate of accounting policies and procedures

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

Organized and updated financial records; monitored and reviewed financial compliance to ensure the financial statements were free of errors. Oversaw all treasury functions and financial ratio reviews

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

Analyzed accounts and implement strategy improvements to reduce costs and increase working capital including AR, AP, sourcing and procurement, and inventory

Ensured all financial data adhered to current tax laws and financial reporting regulations

Reviewed and implemented industry changes, financial landscape, industry landscape, and current tax/accounting laws

Led finance organization through the largest recall in the history of the company, including reassessment of the management estimates and accrued expense processes

Managed, reviewed, and presented monthly reporting for the Board of Directors meetings and monthly operating reviews

Maintained ownership and ensured attestations and timely completion of the statutory and financial statement audit

DIRECTOR OF TECHNICAL ACCOUNTING

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

Jan 2019 – Nov 2020

Oversaw and formally opined on ASC 606 – *Revenue from Contracts with Customers* implementation and treatment within a decentralized sales environment for the 6th 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-Ks, 10-Qs, 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

Involved with FP&A and budgeting system implementation

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

Jan 2018 – Jan 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**Jan 2015 – Jan 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**Sep 2013 – Jan 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**June 2011 – Sep 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 3.4 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**Volusia County Chapter, 2022-2023 Chair**July 2020 – Present*

Manage relationships for the chapter, including venue and vendor negotiations. Reconcile cash inflow and expenses for monthly meetings. Prepare budget on an annual basis. Assist with coordination of speakers and member support

*Accounting Principles and Auditing Standards Committee; 2022-2023 Chair**July 2020 – Present*

Lead committee in order to write and coordinate responses on outstanding exposure drafts issued by various regulatory setting bodies for accounting and auditing, including (but not limited to):

[Proposed Accounting Standards Update – Concepts Statements No. 8, Conceptual Framework for Financial Reporting Chapter 5: Recognition and Derecognition](#)

[Blueprint Response – The Final Report: Maintaining the Relevance of the CPA Exam; p. 38-39](#)

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

CFO & Controller Conference Planning Committee Member 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

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 with 15 articles published, and four republished in other publications

Innovation Advisory Council
Participate in discussion and solutions within a think tank for CPA emerging issues, most notably technology and the declining pipeline for students and professionals on a CPA career-track

Foundation Scholarship Committee Dec 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* Nov 2013 – Jan 2020
Volunteer support specialist assisting visitors to the hotline in relation to domestic violence and sexual assault situations

PUBLICATIONS, PRESENTATIONS, & AWARDS

G Hancock (2022). *Leases on the balance sheet: ASC 842 is here*, Disclosures Magazine, VSCPA. V. 35, No. 2
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

FICPA Corporate Finance Forum, *The Only Constant is Change: How Embracing Change Management can help Leadership and the Finance Organization*, 2 CPE credits (BE) confirmed for May 18th, 2023

FICPA Volusia County Chapter, *ASC 842 Leases*, 2 CPE credits (AA), March 8th, 2023

NCACPA Accounting Symposium, *Tax Implications of Cryptocurrency*, November 17th, 2021

FICPA CFO & Controller Conference, *ASC 842 and ASC 606 Speaker Panels*; March 25th, 2021

FICPA Brevard County Chapter, *ASC 842 Leases*, 2 CPE credits (AA), October 28th, 2020

FICPA Volusia County Chapter, *ASC 606 Overview*, 2 CPE credits (AA), January 8th, 2020

VSCPA webinar panel host, *VSCPA Overview for Young Professionals*, 1 CPE credit (BE), December 10th, 2019

LICENSES

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

SKILLS

Completed MAcc and MBA 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

Accounting Information Systems experience including: SAP; JDEwards; Microsoft Dynamix AX; Workday; QAD; and NetSuite. Extensive additional financial system technology stack and software experience for consolidations, collections, banking, procure to pay, document management, expense reporting, reconciliations, treasury and cash forecasting, budgeting, as well as SQL query and VB macro script writing

Active member: AICPA (2011), VSCPA (2011), FICPA (2016), American Mensa and Mensa International (2015)

Proficient in conversational French speech and fluent in written word