John G. Kammerer, MBA...

Driving Results through Vision,
Financial Leadership and Business Acumen

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Senior Financial Executive with a solid background in domestic and foreign-owned multi-site manufacturing operations - who provides vision, leadership and innovative solutions to achieve overall organization strategic goals and mission. Possesses in-depth experience across diverse industries including start-up, high growth, turnaround, publicly traded, equity-backed and not-for-profit organizations. Skilled communicator and team leader who makes complex financial information understandable to non-financial decision makers. Consistent record of optimizing resources and delivering strong contributions to profitability. Fiercely devoted to the mentoring and development of staff members. Notable results across:

* Shared Services Organizations—Built 36-person shared service organization within six months, supporting Gamesa Technology’s entry into the US market. Achieved unqualified opinions from audit partner throughout tenure.
* Mergers and Acquisitions—Participated in due diligence and post-acquisition integration for Kimble Glass Company acquisition of $60M plant; partnered with legal department in due diligence of Integra Life Sciences acquisition of $80M facility in Boston and executed integration with no interruption in business; conducted post-acquisition review of EMR purchase of Dallas facility.
* Restructuring—Involved in numerous restructuring initiatives over the past 14 years, including joining EMR USA Holdings Inc. to stem out-of-control administrative expenses. Ensured delivery of all financial information on time during period of management change, structured self-insured business, casualty and medical insurance saving $1M annually and restructured company into a subsidiary of parent company capturing annual savings of $18M (6% EBITDA).

Expertise that Drives Company and Stakeholder Value

* Strategic Financial / Treasury Planning
* IFRS, GAAP, SOX, COSO
* High Performing Teams
* Acquisitions, Divestitures
* Forecasting, Budgeting
* Internal / External Reporting
* Data, Metrics, Dashboards and Analytics
* IT Services
* Taxation ~ Derivatives, Hedge
Accounting
* ERP Implementations
* Financial Statements / Analysis
* Employee Benefits Programs
* Risk Management
* Internal Controls
* Coaching and Mentoring

A Career of Leading Financial and Operational Improvements

KAMMERER FINANCIAL SERVICES, LLC 2013 – Present

Consultant / Principal

Provide business consulting services, leveraging expertise in leadership to translate business behaviors into financial outcomes. Develop financial models, tools and dashboards to identify gaps and document success. Representative engagements include:

* Metal Mining Industry—converted company from compile/review to audit/attest; coordinated reconfiguration of business/casualty and medical insurance programs.
* Heavy Metal Fabrication—documented all processes and procedures; provided recommendations on cost savings; streamlined workforce capturing annual savings of $1M.
* Medical Device Industry—documented process from order to cash, identifying Lean Manufacturing opportunities.

EMR (USA Holdings) INC., Fort Lee, NJ 2012 – 2013

$2.6B family-owned global metal recycling company with 2,000 employees across the US.

Vice President of Finance (2012 – 2013)

Member—Board of Directors US Operating Companies (2013)

Secretary / Treasurer Officer—US Operating Companies (2012 – 2013)

Recruited to direct Financial Reporting, Treasury, Insurances, Payroll, Benefits and Tax activities; managed outside audit function with KPMG and taxes with E&Y. Prepared and reviewed US financial statements for submission to global group leadership. Played key role in design and negotiation of employee benefits, business/casualty insurance and credit risk programs; coordinated regional enrollments. Organization-wide restructuring resulted in facility closure and legal entity restructuring.

* Consolidated monthly financial performance reporting, weekly income forecasting and weekly cash flow forecasts across six reporting regions.
* Assumed sole responsibility for US-based annual audit with KPMG and tax related services with E&Y; received unqualified opinions for two years.
* Managed daily treasury needs for four wholly owned subsidiaries and one joint venture; forged strong working relationship with PNC Bank and consolidated bonding into single provider, reducing interest costs.
* Conducted analysis demonstrating $18M/year savings by capitalization of synergies in Southern Region office upon relocation from New Jersey to Louisiana.
* Instituted proper policies, procedures, compliance and statutory reporting.

GAMESA TECHNOLOGY CORPORATION, INC., Fairless Hills, PA; (HQ: Zamudio, Spain) 2006 – 2012

$1B publicly held global renewable energy company principally involved in fabrication of wind turbines and construction of wind farms.

Vice President of Finance and Internal Audit (2009 – 2011)

Vice President, Finance / Corporate Controller / Treasurer (2008 – 2009)

Corporate Controller / Director of Accounting Shared Services (2006 – 2008)

Recruited for start-up environment with inefficient systems following entry into US market by Spanish-based company. Created a shared services organization structure encompassing Accounting, A/P, Payroll Fleet Management, Treasury and Travel functions. Hired and onboarded 36 FTEs within first six months.

* Instituted structured reporting in multi-equity organization; decreased days-to-close from 22 to six while elevating quality of information; streamlined global accounting/finance through process mapping.
* Served as primary contact for annual tax services and audits with Deloitte, receiving unqualified opinions from FY06 until FY11 for US GAAP.
* Designed and led company’s first internal control structure including establishing policies and procedures in compliance with SOX 404; completed project ahead of time and on budget.
* Designated as Treasury Officer for all US operations; managed relations with foreign and local lending institutions, audit firms and government agencies.
* Identified and rectified payroll processing problems; changed payroll management and implemented electronic timekeeping providing improved controls, accuracy and employee confidence.

INTEGRA LIFESCIENCES CORPORATION, Princeton, NJ 2005 – 2006

$750M publicly traded medical device company providing innovative solutions in orthopedics, neurosurgery, spine and reconstructive and general surgery.

Group Controller, Manufacturing

Hired to direct financial reporting across five domestic and four international (France, Germany, UK, Spain) manufacturing sites, traveling throughout US 75% of time and to Europe twice annually. Served on merger and acquisition team charged with identifying potential acquisition targets and conducting due diligence.

* Introduced “Lean” orientation; consolidated operating processes reducing indirect headcount 10% capturing ~$15M in annual savings.
* Played key role in acquisition of manufacturing plant in Massachusetts; assisted with integration and change management.
* Implemented monthly mini-close process using business operating system to achieve real-time reporting.
* Reviewed budgets and devised key metrics across all plants.

DPT LAKEWOOD, INC., Lakewood, NJ 2003 – 2004

Contract manufacturer of pharmaceutical products.

Manager of Cost Accounting (Contractor)

Hired on contract to implement real-time financial reporting package and streamline/consolidate finance operations. Project was completed on time and budget with position eliminated as a result of consolidation.

INRANGE TECHNOLOGIES CORPORATION, Lumberton, New Jersey 2001 – 2003

$500M publicly traded manufacturer of high-end scalable storage networking solutions.

Director of Working Capital (2002 – 2003)

Division Controller—Engineering / Research and Development (2001 – 2003)

Initially recruited to stabilize spending across various departments and complete special projects. Company was acquired in 2003 and finance department was eliminated.

* Formulated key business indicators for Engineering and Marketing groups which provided measurements and targets that stemmed unnecessary spending.
* Performed comprehensive reconciliation of capitalized assets and inventory on loan; ensured compliance with SOX per FAS 86.
* Participated in consolidation of three outside facilities with 100,000 square feet and $35M in assets, sale of site in Pittsburgh, PA, Shelton, CT and Fairfax, VA with communication to 150+ employees.
* As Director of Working Capital, reduced DSO from 105 to 82 within 90 days, generating $26M in cash.

KIMBLE GLASS, INCORPORATED, Vineland, NJ (HQ: Germany) 1998 – 2001

$250M manufacturer of scientific and pharmaceutical glass.

Business Unit Controller—Scientific Group (2000 – 2001)

SAP Project Manager (1999 – 2000)

Plant Controller – Glass Manufacturing (1998 – 1999)

Hired to company that had undergone change in senior management, had insufficient controls and was focusing on rightsizing during period of reduced revenue. Immediately process mapped capital spending and reconciled ROI of $70M+ in committed spending; created presentations in English and German for company’s ownership.

* Reduced operating equipment from 160 to 120 pieces, generating $400K in revenue and saving $250K in annual repair and maintenance cost; reduced plant assets $2.5M saving $1.5M in insurance expense.
* Conducted due diligence on $55M plant in Illinois; led team of 56 in executing $3.1M SAP all-module implementation project within six months. Completed ahead of schedule and within budget.
* Played key role with McKinsey & Company in instituting Lean methodologies which included consolidating technical infrastructure into wholly owned subsidiary, Kontes Glass (2001).

***Earlier Career Progression***

Cost Accounting Manager—BMW of North America, Incorporated (HQ: Germany) Woodlake Lake, NJ; 1994 – 1998

Director of Finance and Production Planning—Polo Ralph Lauren Corporation, New York, NY; 1990 – 1994

Senior Cost Analyst—Grand Metropolitan / Pillsbury Company, Teaneck NJ (HQ: UK); 1989 – 1990

Cost Analyst—Philip Morris / General Foods Company, White Plains, NY; 1987 – 1989

Education

Master of Business Administration—Southern New Hampshire University, NH

B.S. & A. A. in Accounting; Economics / Computer Science Minor—Saint Peter's University, NJ

International Experience

Tettau, Brandenburg, Czech Republic (Six-month Gerrisheimer Lean Manufacturing exercise; 2000)

Berlin, Germany (BMW, US SAP six month SAP implementation training; 1996)

Foreign Languages: Fluent in German; working knowledge of Spanish
Community Service/Volunteer Work: National Treasurer and Secretary for non-profit 501(c)(3)