

Résumé

KEVIN C. PAUL

Residence: Tampa Bay, Florida

Telephone: (310) 773-7302

E-mail: kcg paul@gmail.com

❖ QUALIFICATIONS/CORE COMPETENCIES

- 'C' Level Executive with 30+ years of experience and accomplishments in the professional and accounting arena.
- Consistent record of impacting profit performance and enterprise value throughout career.
- Strengths include; financial/strategic planning, merger/acquisition negotiations, business expansion.
- Areas of expertise in; crisis management, accounting/financial operations, staff management, mentoring/development.
- Highly motivated with strong work ethics, integrity and loyalty.
- Excellent team leader skills, strategic vision and business acumen.
- Consummate change agent and skilled negotiator.
- Prior experience in public accounting with PricewaterhouseCoopers in Europe, Asia and the U.S.

❖ EDUCATION/PROFESSIONAL MEMBERSHIPS

- **M.B.A. – International Business & Finance** – London Business School - London, England
- **M.B., Taxation** — University of Essex – Essex, England
- **B.S., Business Administration** — University of Essex – Essex, England
- **FCA - Certified Chartered Accountant** – Institute of Chartered Accountants in England & Wales
- **American Institute of Certified Public Accountants**
- **California Society of Certified Public Accountants**
- **Association of Legal Administrators**

❖ PROFESSIONAL EXPERIENCE

CONSULTING SERVICES

Law Firm Management

Tampa, Florida

Sept 2019 - Current

SEILER LLP

Certified Public Accountants

Redwood City, California

Nov 2018 – Jul 2019

Chief Operating Officer: Responsible for directing and managing all Directors in areas of operations for the firm including; Finance, Human Resources & Professional Development, Marketing & Business Development, Administration & Facilities, Technology, Risk Management. Part of the following internal committees; Management Committee, Tax Committee, Audit Committee, Family Office Committee, Operations Committee. Report directly to Chief Executive Officer.

WOMBLE BOND DICKINSON (US) LLP

General Practice Law Firm

Los Angeles, California

Jan – Mar 2018

Director of Administration – Transitional: Assist with transition matters in regards to merger with Blakely Sokoloff Taylor & Zafman LLP including; personnel, systems, insurance, leasing, financial, banking and taxation.

Intellectual Property Law Firm (merged with WBD)

Executive Director/Chief Financial Officer:

As Executive Director - Oversee and direct all firm administrative and business operations which include: Accounting and Finance, Human Resources, Information Technology, Business Development/Marketing and Office Services. As Chair of the Executive Management Committee, responsible for contribution to the firm's strategic vision/direction together with financial planning/structuring, business performance measurement/analysis, and expansion. Primary mission of the role: to constantly seek transformation through optimal changes in order to strike a balance between efficiency, budgetary integrity and entrepreneurial vigor for sustained and renewed growth. Report directly to Executive Management Committee.

As Chief Financial Officer - Oversee and manage the corporate Accounting and Finance department team of 12. Directing of corporate treasury, budgeting, audit, partnership tax, insurance and employee benefit functions. Act as primary contact for all external financial, banking, and audit relationships.

Selected Contributions:

- Lead in revising Partnership/Withdrawing Partner Agreements together with Partnership Compensation formula.
- Lead advisor to the Partnership in efforts to develop and analyze financial and strategic alternatives for growth.
- Author of company controls, policy/procedures, best practices and various training manuals.
- Lead in overseeing various software migrations and ensuring the timeliness from start to completion.
- Developed and revised firms budgeting, forecasting and profitability models.
- Centralized all Finance and Accounting, Human Resources and Information Technology functions so as to optimize the efficiency, accuracy and integrity of all data.
- Devised and implemented with Information Technology dept. software, procedures and security measures to protect and safeguard all company assets.
- Assisted with redeveloping training and mentoring programs for Associates.
- Lead in developing a new Business Development, Marketing/Strategic Plan for the Partners.
- Assisted in developing and documenting plan for firm's Succession Planning and Disaster Recovery.
- Chair of the firm's following committees: Executive Management Committee, Partner Compensation Committee, Strategic Planning Committee, Insurance and Benefits Committee, 401(K) Investments Committee, Collections Committee.
- Lead in firm's Merger and Acquisitions Committee. Directly responsible for identifying and hiring of M&A consultant and working closely with such consultant. Intimately involved on all negotiations (internally with Partners) and externally (with prospect firms) from start to finish on the merger process.

ROXBURY CAPITAL MANAGEMENT, LLC

Santa Monica, California

2002 - 2006

Investment Management

Chief Financial Officer: Manage and direct financial and accounting functions for this Investment Management Company.

Accountability extended to financial statements, profit flow/cash flow analysis, and management of internal systems and controls. Oversee and direct treasury, budgeting, audit, tax, accounting, purchasing, real estate and insurance activities. Hire, train and supervise Accounting staff of 10, together with directing them with the monthly/annual financial close. In addition, supervise Compliance staff of 4, Human Resources staff of 3 and Information Technology staff of 4. Responsible for financial control and the protection of all company assets. As primary financial lead of the company, participate in Executive Committee strategic planning, including short and long term forecasting, tax planning, and cash management/investment strategies. Responsible for establishing and recommending to the Executive Committee major corporate economic strategies and objectives. Corporate interface with investors, lenders and auditors. Directly responsible for negotiating/renewing of all Vendor contracts and leases together with the reviewing of all new client contracts. Report directly to President and CEO.

Selected Contributions:

- Instrumental in providing the Executive Committee financial data and advice on cost cutting measures and alternative revenue streams in order to maximize profitability.
- Assisted in planning acquisitions/lift-outs and the set-up and management of these divisions thereof.
- Devised strategy to reduce company overhead, lead in implementing these strategies.
- Devised and implemented alternative commission structure to incentivize and motivate marketing force.
- Instrumental in revising the employee benefits package for Medical, Vacation and 401(K).
- Established and implemented overhead budgeting system for all departments company wide. Lead in monitoring these budgets.

- Directly contributed to overhaul of company operations and systems as part of the Operating Committee.
- Devised, documented and implemented controls, systems and procedures that adhere to SOX.

O'NEIL DATA SYSTEMS, INC

Los Angeles, California

1999-2002

Data Publishing

Controller: Supervised accounting and financial functions for this Printing and Data Publishing Company. Accountability extends to assisting CFO with multiple projects including analysis, budgeting, forecasting and monthly/annual financial close, together with furnishing him with all necessary information to effectively manage the company. Devising and implementing of internal controls so as to minimize both accounting errors and fraud. Mentoring and managing accounting department of 10 and responsible for ensuring the stability and professional standards of these personnel. Primary point person for insuring the integrity, presentation and timeliness of all financial data. Lead contact for external auditors, banks, legal entities and tax agencies. Report directly to CFO.

Selected Contributions:

- Assisted CFO with stream lining and creating uniformity in all financial policies and inter-company processes. Primary point person to ensure the aforementioned policies and processes were maintained.
- Point person in researching, locating and setting up of satellite offices and print sites nationally.
- Assisted CFO in financial merger/acquisition of publishing company. Appointed primary lead to assist newly acquired subsidiary in all financial areas.
- Directly involved with CFO in devising and implementing financial strategy and revenue streams to assist sister company in achieving profitability. Goals were achieved in 10 months.

CHEM DRY

Los Angeles, California

1997-1999

Carpet Manufacturing & Cleaning

Chief Financial Officer/Consultant: Managed accounting and financial functions for this Carpet Manufacturing and Cleaning Company. Accountability extends to budgeting, finance, audit, tax, purchasing, real estate and insurance activities of the company. Managing 6 accounting personnel and responsible for their hiring, training, overall direction and monthly/annual financial close. Oversee all contract management together with other statistical, regulatory and routine reports. Directly responsible for: the company's financial position and the monthly reporting thereof on its stability, liquidity and growth to the Board of Managers. Report directly to the President/CEO.

Selected Contributions:

- Lead in establishing and implementing internal controls, systems and procedures for company.
- Assisted President/CEO in the acquisition of subsidiary company. Liaising with the subsidiary company's personnel and establishing systems, policy and procedure.
- Assisted President/CEO in all negotiating with financial lender and investors.

PRICE WATERHOUSE COOPERS

London, England

1987-1997

Global Public Accounting

Senior Audit Manager/Forensic Auditor:

As Senior Audit Manager - managed an accounting team of 25 audit associates for this global Public Accounting Company, generating annual sales in the billions of dollars. Responsibilities include planning, directing and completing of audits for a variety of clients and industries in both the private and public sectors. Supervise, plan and review work of staff on assigned audit engagements. Responsible for: the mentoring and training of staff to achieve performance goals and objectives. Interact closely with Partners on all client and audit team matters. Monitor the budget and progress of assigned audit engagements. Review and analyze the financial statements and make amendments and recommendations as necessary. Evaluate clients' internal controls to ensure compliance with Federal and State laws and regulations. Consult with client base to make recommendations for business and process improvements. Assist clients in all financial matters and services. Report to the Audit Partner.

As Forensic Auditor – managed a team of forensic accountants on forensic audits in regards to alleged or suspected wrongdoing and fraud and undertook vulnerability assessments to such risks. Performed internal investigations and litigation related analysis, reviewed and analyzed financial statements and business records and participated in investigative interviews. Liased and worked directly with law enforcement and regulatory agencies. Directly assisted clients subsequent to the forensic audit in the design and implementation of remedial steps, including improvements in processes and controls to mitigate the risk of recurrence. Report to the Audit Partner.

Selected Contributions:

- Responsible for recovering over £10 million (pounds sterling) of client company money during the audit and subsequent investigation of a single client.
 - Part of PricewaterhouseCoopers internal committee of Managers.
 - Lead Forensic Auditor on several Client/IRS tribunals and investigations.
 - Mentored and prepared 18 senior associates for potential manager responsibilities during course of employment.
 - Part of internal panel set up to facilitate the integration of practice development skills in order to improve client service and business opportunity.
 - Established and maintained 11 international clients worldwide. Coordinated and conducted audits for these clients via local satellite office locations in Europe, Asia and the U.S.
-

❖ COMMUNITY INVOLVEMENT & BOARD MEMBERSHIPS

- Good Sheppard Shelter
- St. Jude Children's Hospital
- The Boys and Girls Club of Venice
- Big Brothers Big Sisters of America