

Susan M. Pierce, CPA

Career Summary & Mission

Experienced accounting and finance manager in both industry and public accounting (auditing). Industries include manufacturing, services, waste and recycling with emphasis on both financial and production results. Passion is to work hand in hand as a business partner with all levels of operational management. Also administrative management experience in human resources, risk management (package, workmen's comp, DOT, safety, environmental, health and wellness benefits). Focus for teams is not only on performance but ongoing development of skills.

Republic Services, Louisville, KY Assistant Division Controller
(Publicly held national waste management company) October 2014- Present

- Manages all financial aspects including profit and loss review, balance sheet, forecasting and budgeting for hauling division - Louisville market.
- Manages credit and collection activities and approvals for commercial and residential customers.
- Evaluates internal control and ensures proper segregation of duties in all key functions.

QRS Recycling, Louisville, KY VP of Administration and Corporate Accounting
(Regional processor of recyclable materials) January 2002 - April 2014

- Managed all financial aspects including profit and loss review, balance sheet, cash flow, forecasting and budgeting for a growing recycling company with locations/legal entities in multiple states.
- Coordinated all Treasury, Banking, Audit, Tax, Legal and Risk Management Services.
- Facilitated all Human Resource functions including annual negotiation and rollout of health benefits and wellness initiatives for over 100 employees.
- Implemented operational and accounting software systems and trained users.
- Primary point of contact in the divestiture of 2 primary markets to publicly traded companies in 2 years and acquisitions of 3 divisions. Have unique perspective on being acquirer and acquired in the due diligence process.
- Developed daily P&L and expense tracking system for operational management and published daily via dashboard system to executive leadership team.
- Managed accounts receivable collections reducing DSO from 60 days to 40 and over 60 to less than 3% of total A/R.
- Primary point of contact with bank for cash and investment accounts, covenant reporting and debt management.
- Primary point of contact with external CPA firm for annual audit of consolidated financials and benefit plans. Also for company tax returns and owners' personal tax returns (Subchapter S Corporation).

Papa John's International, Louisville, KY Director of Corporate Accounting March 2000 - January 2002

- Managed Compensation Accounting, Fixed Assets and General Ledger & Selected Franchisee Reporting areas
- Developed and implemented restaurant and corporate operations capital policies (including appropriation and reporting processes - focus project was Online ordering)
- Monthly close process shortened from two weeks to three days with detail P&L review in arrears

Allied Waste Systems (formerly BFI Waste), Louisville, KY Divisional Controller

(Publicly held national waste management company – now part of Republic Services) March 1994 - March 2000
Supervised all accounting support functions, prepared and analyzed monthly financial statements and statistical information, monthly projections and annual budget. Divisions included residential and commercial solid waste hauling and collection, medical waste, recycling and landfill.

Electronic Data Systems (EDS) (Energy Management Division), Atlanta, GA Assistant Controller
(Electric and gas utilities software and consulting) July 1985 - January 1994

Managed project accounting system for all revenue and billings, accounts receivable collections
Assisted controller with month end close and financial statement review (including budgets)
Implemented and helped design a new automated accounting system and assisted in the conversion of EMA accounting subsystems to be merged with EDS systems

Touche Ross, Miami, FL Auditing Division – Senior June 1983 – July 1985
Performed auditing and tax services for public and private clients in retail, manufacturing, health care assisted living and banking industries.
Prepared and reviewed financial statements, internal control, acquisition audits and SEC filings.

Education

Georgia Southern University, Statesboro, GA

Bachelor of Business Administration - Major in Accounting Magna Cum Laude
Bachelor of Arts - Major in Spanish Magna Cum Laude
President, Beta Alpha Psi Accounting Fraternity

Software Expertise

Microsoft Navision, SAP, Lawson, Oracle, ADP, Excel, Word, PowerPoint, Sharepoint, Salesforce.com, Various customized industry specific programs for operations.

Professional Licensure

Certified Public Accountant (Florida) - Active Status

Other Activities

Member, Kentucky Society of CPAs

Volunteer Comptroller, Highland Baptist Church