

Joseph CATALANO

2, Rte de Sous-Pendu
1566 Saint-Aubin / FR
Switzerland

Born April 1st, 1968

Swiss

Phone +41(0) 76 326 92 95

Fax +41(0) 32 751 35 00

EDUCATION

1983-1986 Economic High School, College St-Michel, Fribourg
1989-1993 Certified Specialist for Finance and Accounting, SEC Fribourg
1993-1996 Swiss Certified Expert in Finance & Controlling with Federal Diploma, SEC Fribourg

DIPLOMA, CERTIFICATE, DEGREE

1986 Diploma High School of Commerce, Fribourg
1991 Certificate Windows user, NCR Lausanne
1991 Certificate Apprenticeship Teacher, Morat
1993 Swiss Certified Specialist for Finance & Accounting, Fribourg
1995 Management courses Gustav Kaeser, Fribourg
1996 Swiss Certified Expert for Finance & Controlling, Fribourg
1999 SAP R3 FI/CO courses, Lausanne
2002-2004 Anti-money Laundering courses, Lausanne

LANGUAGES

French Mother Tongue
Italian Second mother tongue, good spoken knowledge, professional use
English Fluent, professional use since 1994
German Good spoken and written knowledge, professional use
Spanish Spoken knowledge

SPECIAL ABILITIES

- Finance management – Operational level
- International accounting standards implementation (IFRS, US-GAAP)
- Controlling: strategic and operational analysis
- Cash management and balance scorecard
- Cost accounting implementation (Standards, ABC – Activity Based Costing)
- Merger & Acquisition (M&A), consolidation, value based management, EVA
- Tax optimisation
- Reengineering
- HR management

IT SKILLS

- Accounting software (SAP, Navision, Net Suite, ABACUS, TOPMAN, CLIME, CRESUS)
- Proficiency use of MS-Office software (Excel, Access, PowerPoint, Word, Outlook)

SPECIAL FUNCTIONS

- Vice-president of Financial Corporate, Commune
- President of the Swiss Certified Expert Chamber (www.swisco.ch)
- Expert/lecturer for Swiss certified expert in finance & controlling exams
- Teacher to Western Switzerland Fiduciary Institute (www.iref.ch)
- President of Controlling Academy (www.swisco-academy.ch)

CAREER SUMMARY

EXPERTISE & FINANCE Sàrl, St-Aubin FR Own Financial Consulting Company (www.exfina.com)	August 2004 - today
TOWER BRIDGE TRADE SERVICES SA, Neuchâtel CFO – member of the board of directors AML Officer (anti-money laundering)	June 2002 – July 2004
PARITY EUROSOFTE SA, Neuchâtel (IT Services Company) Head of Finance & Controlling	April 2000- March 2002
SCOTT USA Ltd, Fribourg , Worldwide headquarter Europe Finance Controller - Financial Analyst	April 1996 – December 1999
ILFORD AG, Fribourg (Held by International Paper LTD USA) Manager of Finance & Control	September 1994 – April 1996
NORDMANN & Cie SA, Fribourg Chief Accountant	August 1991 –August 1994
ZSCHOKKE SA, Fribourg (Building Company leader in Switzerland) Administration manager	March 1989 - July 1991
GRISONI-ZAUGG SA, Bulle FR (Building Company) Payroll Manager	October 1986 – February 1989

PROFESSIONAL EXPERIENCES

EXPERTISE & FINANCE Sàrl, St-Aubin FR

Own Financial Consulting Company (www.exfina.com)

August 2004 - today

- ✓ Fiduciary services
- ✓ Company administration
- ✓ Balance scorecard implementation
- ✓ International consolidation tool design
- ✓ Business intelligence implementation, DCF
- ✓ Cost accounting module design (SAP)
- ✓ Company creation and evaluation, EVA, value based management
- ✓ Tax optimization
- ✓ Due diligence execution for company acquisition (16 achieved during last 5 years)
- ✓ Support client for periodic close and financial analysis

TOWER BRIDGE TRADE SERVICES SA, Neuchâtel

June 2002 – July 2004

CFO – member of the board of directors

AML Officer (anti-money laundering)

- ✓ Member of the board of Directors
- ✓ Finance department reorganization
- ✓ Relationship with family offices and private investors, regular abroad trips
- ✓ Support to the Managing Director and deep involvement in strategic decisions
- ✓ Company Secretary (for offshore jurisdictions)
- ✓ Ensure that the Anti-money laundering law is clearly applied, acting as financial intermediary
- ✓ Direct relationship with banks, insurances and brokers
- ✓ Financial tools management to ensure clients import/export
- ✓ Direct involvement into private funds facilities
- ✓ Tax optimization at Swiss and international level
- ✓ Development of reporting customized tools for clients

PARITY EUROSOFT SA, Neuchâtel (IT Services Company)

April 2000 - March 2002

Head of Finance & Controlling

Award of Group Best Service Provider during 2000, Strasbourg

Finance department

- ✓ Reorganization of department tasks and process
- ✓ Individual redefinition of responsibilities
- ✓ Time frame reduction for periodic reporting (under UK & Swiss GAAP)
- ✓ Set-up control procedures for group requests
- ✓ Increase accuracy and efficiency
- ✓ Cost center implementation analysis in the IT system
- ✓ Reduction of DSO by 20%

Organisational tasks

- ✓ Purchase order implementation
- ✓ Cost control procedure
- ✓ Self-cost absorption control
- ✓ Redefinition of employee calculation
- ✓ Discussion with clients
- ✓ Move to calendar month
- ✓ Pan European travel in Head Offices

Commercial tasks

- ✓ Negotiation of volume rebates and payment conditions
- ✓ Overdue cash collection
- ✓ Partnership optimisation

Legal & fiscal tasks

- ✓ Tax optimisation
- ✓ Set-up of loan agreement with abroad companies
- ✓ Lead special contracts with European major companies
- ✓ Comments and explanations during Board of Directors meetings
- ✓ Involvement in management meetings

Operation implications

- ✓ Vendor coaching
- ✓ Reengineering process
- ✓ Proposition to the group for joint venture
- ✓ Discussion with Group Management about Pan-European reorganization

Reorganization of the Head Office

- ✓ Redefinition of priorities and main task of each department
- ✓ Purchase order procedure. Cost control implementation
- ✓ Reduction of spending by 30%
- ✓ Increase in communication and efficiency

SCOTT USA Ltd, Fribourg, Worldwide headquarter

April 1996 – December 1999

Europe Finance Controller - Financial Analyst

Month-end and annual reporting

- ✓ Build up of a new reporting package. This process has been reduced from 1 week to 2 days including technical consolidation (P&L at subs level with comparison of performance versus Prior Year, Budget and variance explanations)
- ✓ Consolidation by business area, by products with P&L and Balance sheet comparison
- ✓ Management of monthly consolidation's entries and tax calculation (US GAAP)

Year-end close

- ✓ Balance sheet review
- ✓ Risks and opportunities appraisals
- ✓ Audit package preparation
- ✓ Tax disclosures and calculation
- ✓ Consolidated financial statements together with statutory auditors' report
- ✓ Performance measurement by country and by subsidiaries

Budget

- ✓ Design of an integrated procedure, from the sales to the expenses, with currency exposures and cash flow statement (Define forwards agreement to cover our short currencies)
- ✓ P&L by subsidiaries, consolidated financial statements, transfer prices policy and margin analysis

Inventory exposures

- ✓ Design of separate database software (Access) to calculate every month our inventory reserve, purchase price variance capitalisation, foreign exchange impact, duplicate reserve and inventory composition with separate line of business (SLOB). This database is maintained for internal purposes (purchasing and distribution) and can provide quick and accurate analysis (GR/IR, slow movers statistics, etc.)

Periodic closure

- ✓ Self organized process design, with chronological job achievements
- ✓ Balance Sheet and P&L analysis
- ✓ Cash flow statements, fixed assets analysis, currency exposure, margin analysis
- ✓ Provide divisional P&L statements
- ✓ US-GAAP / Swiss book annual closure and variances management
- ✓ Sales statistics discussions/coaching
- ✓ Investigations with local controllers
- ✓ Responsible of the follow up of our facility plant in Aosta (Italy)
- ✓ Quarterly and monthly discussion with local management and local fiscal advisor
- ✓ Taxes optimisation in regard of Italian law
- ✓ Transfer price analysis, etc

Tax calculation

- ✓ Responsibility of the consolidated and Swiss annual income tax returns. With deferred tax calculation. The aim is to pay the little amount of income tax in each country by using all the tax laws opportunities
- ✓ Discussion with tax authorities when necessary

Other tasks

- ✓ Many others punctual missions (company acquisitions, business appraisals, marketing, logistic or distribution requests) – due diligence
- ✓ Improve the quality contact with all our internal customers
- ✓ Procedure improvements
- ✓ Audit of our subsidiaries in Europe, etc

Swiss Certified Expert for Account and Controlling with Federal Diploma



ILFORD AG, Fribourg (Held by International Paper LTD USA)

September 1994 – April 1996

Manager of Finance & Control

- ✓ Variance explanation versus budget (AROE, BROE)
- ✓ Constantly search for ways to simplify and improve processes
- ✓ Margin analysis, monthly & annual closure (Swiss book, US GAAP)
- ✓ Controlling, organisation improvement, US GAAP - Swiss GAAP adjustments
- ✓ Annual income tax returns filings
- ✓ Audit pack – direct responsibility
- ✓ Activity based costing analysis, variance explanation
- ✓ Provide analysis required by Marketing department or Management Team
- ✓ Review and improve significant communications with other departments (Distribution, Marketing, R&D and Production)
- ✓ Team management with year-end performance discussion (bonus)

From October 1995

Member of Management Team

Director of Finance

- ✓ Financial projections based on assumptions developed by the management team
- ✓ Direct and oversee the execution of the detailed financial planning process
- ✓ Direct financial reporting, controlling and accounting functions (Lead and ensure that these functions are delivering the vital information to effectively manage the business and meet regulatory requirements)
- ✓ Manage relationships and financial expectations of Managing Team from US headquarters
- ✓ Special projects required by local management
- ✓ Final audit reports discussion
- ✓ Cash flow statements
- ✓ Direct and oversee the execution of detailed financial planning process

NORDMANN & Cie SA, Fribourg

August 1991 – August 1994

Chief Accountant

- ✓ Reorganisation of accounting dept. (acquisition of 8 new companies in CH)
- ✓ Merge of these new companies
- ✓ Closure and consolidation (monthly, quarterly, annual basis)
- ✓ Audit pack preparation
- ✓ Holding and Pension Fund accounting
- ✓ Implementation of a new IT system (Oracle)
- ✓ Monthly finance analysis for Sales Manager, business area

Swiss certified Specialist for Finance and Accounting certificate



ZSCHOKKE SA, Fribourg (Building Company leader in Switzerland)

March 1989 - July 1991

Administration manager

- ✓ Accounting of special consortium (150 Mio turnover)
- ✓ Implementation of a new IT system
- ✓ Organisation development (branch with headquarters)
- ✓ Business partner contact improvement (bank, insurance, competitors)
- ✓ Salary dept. manager with same contacts as above mentioned

Beginning of Chartered accountant classes

GRISONI-ZAUGG SA, Bulle (Building Company)

October 1986 – February 1989

Payroll Manager

- ✓ Manager of payroll department for business area Fribourg and Vaud (450 employees)
- ✓ All tasks and relationship related to this function (bank, insurance, syndicate, Cantonal tax departments)