

George W. Garner Jr. CPA, MBA

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EDUCATION & CERTIFICATIONS

- Professionally Qualified (PQ) Certification granted by AACSB, Babson College, October 2009
- Trained to perform reviews of other CPA firms under the AICPA practice monitoring program, September 2009
- Masters of Business Administration degree from the College of William & Mary, August 1987
- Certified Public Accountant State of Virginia since 1983
- Annual Continuing Professional Education that meets AICPA & Virginia State Board requirements
- Bachelor of Science degree in Business (Finance Concentration) from Virginia Commonwealth University, June 1977

PROFESSIONAL PROFILE

- Executive operational and consulting experience in public accounting, finance, information technology and supply chain management
- Extensive experience managing and motivating large organizations, leading project teams, and working in hands-on operational roles
- International experience including work in South Africa, Asia, and Europe
- Demonstrated ability to achieve results within a wide range of organizational contexts including start-ups, large corporations, and professional service firms
- Consistent record of promotion and advancement

EXPERIENCE

George W. Garner & Associates, PLLC, Richmond, VA

Certified Public Accountants & Consultants

Managing Director

Established this professional services firm, which specializes in accounting, taxation and consulting services to start-up and emerging growth companies. As the owner, responsibilities include all aspects of marketing, sales, production, planning and human resources. Selected accomplishments include:

- Firm has achieved a significant growth every year since inception.
- Established financial processes to assist clients in growing their businesses.
- Implemented state of the art technology including a paperless environment
- Selected as one of only two firms by large regional practice to participate in workload sharing and professional growth.

eTIME CAPITAL, INC., Sunnyvale, CA

Senior Vice-President & Chief Financial Officer

Established all financial and administrative processes for this Silicon Valley based business-to-business application service provider that enables enterprises and eMarkets to optimize their financial supply chain. Responsibilities included directing all finance, accounting, corporate planning, human resources, information technology and administration functions. Selected accomplishments include:

- Key member of original team which conceptualized, planned and developed this business opportunity.
- Supported first and second round funding efforts, which secured \$7M and \$30M respectively.
- Established the financial organization, including all financial activities, processes and systems to support the company from start-up through post-IPO. System implementations included the Oracle Financial Suite.
- Established business and financial plans for the organization.

- Established and directed all human resource activities including staffing, compensation, benefits and policies & procedures as the organization grew to 165 employees in 15 months.
- Developed financial strategy and supporting tools, including the development of models to evaluate pricing and profitability scenarios. Identified alternate pricing strategies in response to changes in business and market conditions.
- Member of executive team that evaluated and executed a strategic acquisition, which significantly expanded the service offering and enhanced market positioning.
- Selected and established relationships with key professional advisors to address audit, corporate banking and treasury management functions.
- Directed the team responsible for IPO planning and S-1 preparation.
- Directed the establishment of international subsidiaries in the UK and Germany.

J. R. O’Pry Consulting, Virginia Beach, VA
Executive Vice President & Chief Operating Officer

Responsible for all day-to-day operations of this privately held health-care information technology consulting company. Directed staff of 44 individuals including company’s senior staff of four vice-presidents. Selected accomplishments include:

- Responsible for growing the company from \$2 million dollars in revenue to \$5.5 million in two year. Led sales function, recruited staff for client delivery, and scaled internal business processes so support revenue growth.
- Implemented the necessary human resource infrastructure to support the personnel growth from 8 to 45 employees. This included a comprehensive benefits program, formal job descriptions, performance appraisals and pay-for-performance programs.
- Redesigned all accounting systems and internal financial practices. Established financial policies and controls and developed enhanced reporting capabilities.

AT&T Solutions, Cambridge, MA
Client Partner, Worldwide Manufacturing Industries Practice

Recruited for a leadership position in this organization, which was founded to focus on using internet technology to transform business operations. Responsible for selling, directing and providing consulting services to senior executives of Global 2000 companies. Specific areas of emphasis included information technology strategy, financial planning and supply chain management. Played a lead role in developing the service offerings for the manufacturing practice. Personally responsible for generating revenues in excess of \$1.0 million in the first year of this start-up organization. Selected accomplishments include:

- Led a comprehensive review to evaluate the strategy and operational effectiveness of the information technology department of a South African based consumer goods manufacturer. Sold follow-on engagement to implement the organizational changes recommended.
- Directed the evaluation of the information technology department of a catalogue retailer to support the company’s changing business needs. Recommended a new organizational design, identified staff, technology and investment requirements and led the implementation process.
- Directed the assessment and strategy development of a Japanese multi-national electronics manufacturer’s global information technology organization. Identified opportunities to better leverage and coordinate resources across the US, Europe and Asia. Based on recommendations, company delayed investment in SAP R/3 implementation in Europe.
- Evaluated the procurement process for a major airline. Identified opportunities for cost reductions through supplier consolidation and process re-design.
- Co-directed an effort for a world-wide carrier to develop a business plan for a new Internet based service offering, which was focused on improving the efficiency of its customers’ supply chains. Ultimately this effort culminated in the founding of eTIME CAPITAL as a stand-alone business.

EDS/AT Kearney, Cambridge, MA

Principal, Enterprise Resource Operations Practice

Original member of the senior team of four that was recruited to develop a supply chain management practice. Instrumental in growing practice to 120 consultants within an 18-month period. Leadership responsibility for developing practice service offerings and providing consulting services in all aspects of supply chain and operations management. Directed activities of seven senior-level management consultants. Areas of focus included business process redesign and enterprise systems. Responsible for revenue generation of \$5 million in second year of operation. Selected accomplishments include:

- As part of a senior management team, led the development of a new service offering focused on expediting the freight payment process for a leading financial institution. Developed the revenue projections, operational processes, business and investment requirements. System is currently operational and has generated significant revenues for the client.
- Directed a financial re-engineering project for a multi-national engineering firm, which identified annual expense reductions in excess of \$8 million and cash flow benefits of \$13 million.
- Assisted a major apparel manufacturer/retailer in the selection and implementation of a new ERP system, which resulted in improved operational and financial controls. Re-engineered the financial processes to support the new system.

Philip Morris USA, Richmond, VA

Assistant Controller, Finance & Administration

Within this \$10 billion consumer goods company, directed all financial accounting & reporting, payroll, and administrative service activities. Also responsible for financial policy, procedures, controls, and financial systems development. Led group responsible for conducting company-wide audits to ensure compliance with established controls. Led restructuring of the area, which resulted in savings of 15% with improved productivity. Responsible for staff of 125 with an annual operating budget of \$5 million.

Philip Morris USA, New York, NY

Director of Budgets & Profit Planning

Directed all profit planning activities including the overall control of a \$4 billion budget and the development of alternative financial plans to respond to changing business strategies, consumer preferences and competitive actions. Also, responsible for credit and collections, review and approval of all capital appropriations in excess of \$500,000 and special projects as assigned by the CFO. Responsible for a staff of 15.

Philip Morris USA, New York, NY

Director, Information Technology-Sales, Marketing and Corporate Affairs

Led the design, development and implementation of all information systems to support sales, marketing, and corporate affairs. Also responsible for the selection and implementation of the technology infrastructure supporting these systems. Responsible for a staff of 65 with an operating budget of \$7 million. Selected accomplishments include:

- Directed the implementation of direct marketing and corporate affairs databases, which better identified target consumers and company supporters.
- Initiated and directed a project to automate a 4,000 person sales force with portable computers. System increased sales force productivity by 30%.
- Initiated and directed a project to provide the first decision support capability to brand management.
- Led study of entire IT organization, recommendations resulted in a comprehensive reorganization with improved service to the respective business units.

AFFILIATIONS

Member of the American Society of Certified Public Accountants
Member of the Virginia Society of Certified Public Accountants