

**DEBBIE HINESLEY**  
(360) 281-3354  
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**CONTROLLER**

*Committed to visionary financial oversight, decisive leadership, and performance excellence.*

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**Summary of Qualifications**

- 25 Years of experience as a Controller and HR Manager
- Month-End Close
- International Financial Reporting
- Revenue Recognition, Accrual, Journal Entries
- Multiple Entities, Global Consolidated Financials
- Cash Flow and Variance Reporting
- Inventory Management
- Expense Management Forecasting

**Accomplishments**

- Assisted in the conversion from e-commerce Woo to Shopify
- Identified tax implications saving the company 150k
- Implemented an inventory management system reducing annual adjustments from 300k to 30k
- Negotiated early payment terms saving the company approximately 25k

**Controller – HR Specialist**

04/2023 – 8/2023

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Host Bioenergy Systems N.A. is a provider of bioenergy solutions. My primary responsibilities were to direct the accounting operations of the company, ensuring compliance with IFRS guidelines. Collaborating with cross-functional teams, providing guidance and support, and overseeing financial analysis. Maintaining ownership of all accounting functions within two entities which included payroll, project management, cash flow, accounts receivable, accounts payable, WIP accounting, and tax reporting. Crafted detailed process documentation and user manuals for each tool, standardizing practices across departments and expediting the onboarding process.

**Contract Interim Controller**

02/2022 – 10/2022

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Grunden's USA is an e-commerce business where I prepared consolidated financials for various international entities along with month-end close processes for the corporate office following GAAP requirements. Compiled and prepared cash flow, payroll, budget, and variance reports for department managers. Worked and corresponded with managers and operations at all levels and implemented policies and procedures for financial reporting. Working with an outside CPA firm for external auditing.

**Contract Interim Controller**10/2021 – 2/2022

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Columbia Ventures (CVC) is a private investment firm. As a fund controller, I oversaw accounting, accomplished consolidated financial statements, and reported for multiple investment funds. Mapped numerous Excel worksheets for maximum efficiency. Reconciled balance sheet, trial balance, and all fund accounts. Performed all month-end close processes, accrual, and journal entries and prepared and coordinated internal and external financial statements.

**Contract Interim Controller**5/2020 - 4/2021

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Allstar Magnetics, LLC, wholesale distribution and manufacturer. My primary responsibilities were all accounting and human resources functions. Duties included payroll, creating benefit, and compensation plans, policy, and procedures, creation of audit processes, and ensuring correct consolidated financial statements. I managed expenditures, inventory, revenue, general ledger, cash flow, and variance reporting. internal controls, employee recruitment, and employee training, worked with department managers to create processes, budgets, and forecasts. Promote a positive work culture improving morale and satisfaction. Maintained employee records, confidentiality, and performance reviews, updating all policies and procedures.

**Controller / HR Manager**8/2017- 9/2019

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Stainless Cable & Railing is an e-commerce business that sells deck and stair railing systems to the public. As the Controller and HR Manager, I spearheaded new creating and implemented onboarding processes and performance review processes. Functions included recruiting, interviewing, and hiring, consulting with top executives on strategic planning, benefits, and compensation plans. Training and development of employees and maintaining company culture. Developed and maintained accounting principles, practices, and procedures. Managed tight deadlines, and a multitude of accounting activities including international wire, e-commerce sales, GL reconciliation, payroll, variance, budget, and forecast activities. Managed month-end close and worked with outside CPA and audit team to create audited financials annually. Collaborated with various departments during the design, development, and implementation of a new software system.

**Controller / HR Manager**4/2011 - 3/2017

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Finishing Technologies is an industrial equipment supplier and general contractor of finishing systems. As the controller and HR Manager, I managed and coordinated all aspects of the financial and accounting functions. Collaborated with management to compile annual financial plans using extensive Excel spreadsheets, modeling, analysis, and cash flow forecasting. Managed month-end close process and financial report, GL reconciliations, and payroll. Established monthly project reporting package including sales, LIFO inventory, system project analysis, WIP reporting. Fulfilled human resources responsibilities; onboarding, training, payroll, compensation, and benefits plans, and recruiting.

**Education:**

Bachelor of Applied Science in Applied Business Management

GPA: 3.9

Honors: Vice Presidents List

**Software:**

QuickBooks Epicor Prelude, Timberline, Sage 50, Microsoft Dynamics, NAV17 and NAV18, SaaS Applications, Bill.com, Clockify, Expensify, Microsoft Excel, Word, Outlook, HRIS, ADP, Paychex, Zenefits, Paylocity, and Workday.