

# Pete Sacripanti, CPA

36580 Innisbrook Circle • Purcellville, VA 20132 • Tel: 703-623-3369 • Email: sacripan5@aol.com

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## SUMMARY

Senior Finance Executive with broad business experience including Financial Reporting and Analysis, Internal Controls, Mergers & Acquisitions, Corporate Restructuring, Financial Systems Development and Implementation, Tax, Insurance, Human Resources, IT Strategy, Strategic Planning, and Working Capital Management.

Seasoned “business partner” working with all facets of large and small organizations; identifying business priorities and ensuring strategy and objectives are effectively communicated, supported and accomplished. Self-motivated, dependable and resilient, strong team builder, and very effective communicator.

## EXPERIENCE

### **Rock Solid Consulting, LLC**

**May 2007 – Present**

Sole proprietorship, established in May 2007 to provide business advisory services to the construction materials industry. Primary deliverables include preparing business valuation analyses of potential targets, performing financial due diligence, analyzing market attractiveness, identifying synergy opportunities, benchmarking, and reviewing purchase agreements.

#### **Significant Accomplishments:**

- Completed \$50M acquisition of a western MD aggregate and concrete operation
- Completed Caribbean aggregate joint venture
- Completed numerous business valuations and market attractiveness assessments

### **Lafarge North America**

One of the largest cement and construction materials company in North America. The company produces and sells cement, ready mix concrete, aggregates, gypsum wallboard, asphalt and related products and services to the residential, commercial and public works construction projects across North America. Lafarge North America is part of the Lafarge Group, a world leader in building materials that is active in 76 countries and employs 90,000 people.

#### **Vice President – Finance**

#### **Eastern US Aggregates & Concrete Region, Baltimore MD**

**April 2004 – May 2007**

This position is a key member and business partner to the regional president and the regional executive team. Responsible for all aspects of the region’s financial reporting and analysis, transaction processing, annual budget and periodic forecasts, and working capital management. Other responsibilities include: drive improved profitability by rigorous financial analysis, review and maintain adequate internal controls to ensure the integrity and reliability of the region’s financial statements and Sarbanes-Oxley compliance, lead all financial due diligence efforts in executing region’s growth strategy, assist in all acquisition negotiations, liaise with Human Resources in rolling-out new programs, setting and administering incentive plans, and assisting with labor negotiations, and hiring and developing high potential employees.

#### **Significant Accomplishments:**

- 50% EBIT improvement over 3 years by aggressive target setting, implementing performance improvement plans, increasing equipment utilization and rigorous analysis
- Completed 3 acquisitions over 18 months for a total investment of \$220 million and captured #2 Aggregate position in the 3<sup>rd</sup> largest Aggregate market in the US
- Completed regional restructuring efforts that resulted in \$3 million per year of cost savings
- Completed financial reorganization designed to enhance product line performance
- Developed and co-chaired Eastern Region Safety Summit “*Let’s Engage*” which contributed to a 30% reduction in medical incidents and lower workers compensation claims
- Assumed Business Development department responsibilities for 12 months

**Vice President – Finance**  
**Construction Materials Division, Herndon VA**  
**June 2001 – April 2004**

This position reports to the North American CEO for Construction Materials Division (\$2B in revenues) and indirectly to the North American Corporate CFO and the Group's Divisional CFO. The position also interfaces with 5 regional presidents and their respective VP-Finance as well as the Division's Executive Committee members (HR, IT, Strategy, and Performance). Key responsibilities include coordinating and communicating all financial reporting requirements (monthly reporting and variance analysis, budgets, forecasts and capital investment projects) for the Division, Sarbanes – Oxley certification, EVA, implementing company-wide ERP system, oversight of the North American Financial Shared Services Center and driving financial process improvement by identifying best practices and implementing standardization .

**Significant Accomplishments:**

- Successfully led the Division's North American financial restructuring
- Reduced Division's monthly financial reporting period from 12 days to 7 days
- Achieved all Corporate requirements to fulfill Sarbanes – Oxley certification
- Stabilization of the North American Financial Shared Services Center
- Championed business case to implement ERP in order to reduce SG&A costs and achieve "world-class" transaction processing costs. Headcount savings of >200 people and \$10M in annual savings

**Vice President & Controller, Western Canada**  
**Construction Materials Division, Calgary Canada**  
**June 1998 – June 2001**

This position reports to the regional President and is responsible for supervising 6 department managers (Financial Reporting, Billing, Payroll, Budget & Forecast, Payables and IT) and indirectly supervising 4 area controllers. Key responsibilities include timely and accurate financial reporting and analysis, credit and collection activities; optimizing net working capital, coordinate regional budget, forecast and strategic review submissions, monitor capital investment projects, lead financial due diligence teams, and manage all internal and external audits.

**Significant Accomplishments:**

- Led Financial Due Diligence Team for the \$400M acquisition of a national Aggregate, Asphalt and Construction Paving company
- Completed 2 strategic "tuck-in" acquisitions that contributed to the overall turn-around of the British Columbia operations
- Achieved 30% net working capital reduction (\$20 million annual savings)
- Developed multi-phase business plan to transform an under-performing aggregate quarry into a premier, west coast aggregate supplier
- Identified, hired and coached several high potential employees who went on to assume leadership positions

**Assistant Regional Controller, Eastern Canada**  
**Construction Materials Division, Toronto Canada**  
**June 1996 – June 1998**

This position reported to the Regional VP-Finance along with 5 other department managers (Billing, Payroll, IT, Special Projects and Tax). Key responsibilities include assisting the VP-Finance with all regional financial reporting requirements, including detailed analysis of monthly operating results, implementing and supervising a central cost accounting and inventory department and managing internal and external audits.

**Significant Accomplishments:**

- Co-chair Region's cross-functional task force to prioritize and resolve financial system and process deficiencies following the Lawson software implementation

- Delivered “financial statement analysis” seminar to 200 operations and sales employees during region’s annual conference
- Identified and implemented accounting processes around 2 newly formed joint ventures

**Divisional Controller, US  
Construction Materials Northeast Division, Youngstown Ohio  
October 1989 - June 1996**

This position reported to the VP-Finance for the Northeast Division and supervised 6 department managers. Key responsibilities included preparing accurate and timely monthly financial statements and analysis, annual operating and capital budgets, managing the various financial departments (invoicing, payables, payroll, credit and collections), and the local IT department to ensure system stability and integrity

**Significant Accomplishments:**

- Implemented parent company financial reporting processes and requirements into newly acquired operations
- Led US Lawson Financial Systems Implementation Team - a 2 year project to design, test, train and implement Lawson financial software throughout the US operations

**Senior Corporate Tax Accountant  
June 1987 – October 1989**

This position reported to the Corporate Tax Manager and was responsible for preparing the US Corporate and state annual income tax requirements, providing analysis of tax law changes, and performed various tax planning analysis aimed at reducing federal and state effective income tax rates

**Arthur Andersen & Co, Washington DC & Tyson’s Corner, VA  
Senior Associate  
June 1983 – June 1987**

Responsible for planning and completing corporate and individual tax engagements including identifying potential tax savings opportunities, completing federal and state income tax returns, and providing tax research as requested

**EDUCATION**

**M.S. in Taxation, 1991**  
Georgetown University, Washington D.C.

**B.S. in Business Administration - Accounting, Cum Laude, 1983**  
Georgetown University, Washington D.C.

**LICENSES &  
OTHER**

Maryland Certified Public Accountant (CPA) Exam, 1983  
3 Marine Corp Marathons (2005, 2006 and 2007)

**AFFILIATIONS**

Knights of Columbus  
American Institute of CPA  
Georgetown University Alumni Club of Washington, DC  
St. John’s College High School, Washington DC Class of 1979

**INTERESTS**

Lacrosse, Cycling, Church Youth Group, American History