William Joseph Damm, FPAC

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Finance and Human Resources Executive

Senior financial and human resources executive with broad experience in financial planning and analysis, compensation planning, financial operations, payroll, accounts payable, management reporting, risk management, treasury, corporate finance, and financial controls. Strong "hands-on" technology skills: completely conversant with Workday, Oracle Essbase, Adaptive Insights (Workday), ADP Reporting, Tableau, Microsoft BI, Cognos, Visual Basic for Applications, Access, SAP, Microsoft Office, Concur FITS, and other software tools. Demonstrated ability to articulate policies and procedures in plain English sentences. Extensive international experience. Led numerous small to medium sized teams throughout my career. Experienced recruiter of financial talent. Detailed knowledge of international banking and treasury gained through numerous engagements and positions. Strong track record of success cross functional collaboration. International taxation expertise.

- **Workday Financials – Implementation Lead**
- Compensation Design and Analytics
- Management Reporting
- US and Canada Payroll Oversight (ADP)
- Financial / Strategic Analysis
- Systems Design and Implementation

PROFESSIONAL EXPERIENCE

INDEPENDENT CONSULTANT, Fairfield, CT — **October 2020 - present**

Independent Compensation Consultant

Currently engaged in a compensation consulting project for a large Fairfield County nonprofit. Examining current compensation practices and metrics, and evaluating improvements to reporting, workflow, and compensation alternatives. Coordinated salary survey process with external consultant to benchmark compensation for all employees. Developed a road map for compliance with affirmative action guidelines and made numerous recommendations for data capture and process flow improvements.

NEWS AMERICA MARKETING, Wilton, CT — **2018 - October 2020**

Senior Director, Compensation

News America Marketing (aka Neptune Marketing Solutions) is an instore marketing and coupon business in the United States and Canada formerly owned by News Corp. Completely overhauled the compensation planning process. Oversaw numerous process improvements in payroll, designed the firm's bonus model, and developed a comprehensive planning process for headcount planning and compensation. Successfully completed an application to receive over C$400K of COVID related payroll expense reimbursement from CRA.

POINT72, L.P., Stamford, CT — **2010 - 2018**

Point72 is a global asset management firm with offices in Stamford, NYC, Hong Kong, London, and Singapore

Associate Director, Workday Implementation Lead (2017-2018)

Financial lead for the firm's implementation of Workday to replace legacy HR and accounting systems. Principal architect of the firm's Financial Data Model ("FDM"). Completed training in numerous Workday subject areas, including Report Writer, Calculated Fields, Business Processes, Financial Fundamentals, and numerous others. Developed the business case and led the implementation of the Projects module. Designed and tested the process for secure transmission of electronic payments to financial institutions, and related integrations. Designed numerous management reports. Oversaw end to end implementation of Workday Expense to replace Concur for expense management. Wrote many HowTo's and Quick Reference Guides ("QRF") and conducted numerous training session to speed Workday adoption.

Head of Accounts Payable / Market Data Finance (2010-2017)

Promoted from VP to Associate Director in December 2013. Responsible for management company cash management and payments function. Also oversaw the administration and financial control of the firm's procurement of specialized alternative research and market data. Additional responsibilities include oversight of the firm's soft dollar programs, T&E control and reporting, and legal expense control. Early wins include oversight of a new document management system for invoice approval and developing an automated process for the review of sales use tax assessment.

INDEPENDENT CONSULTANT, Fairfield, CT **2009 - 2010**

Independent Consultant

Provided financial planning, financial analysis, and treasury consulting services to various clients. Two primary engagements: 1) Financial Planning consulting project for a major global hedge fund, and 2) completed a cash management consulting project for a major global media and advertising firm. Aided in the implementation of an award-winning project to centralize the paper and electronic deposits for the media firm's U.S. operations.

TREMONT GROUP HOLDINGS, INC., Rye, New York **2004 - 2008**

Tremont Group Holdings, Inc. was a leading fund of hedge funds investment adviser, and a wholly owned subsidiary of Oppenheimer Funds, Inc. / MassMutual. At peak, assets under management exceeded $7 billion.

Vice President, Director of Financial Planning and Analysis, Treasurer (2006-2008)

Second in command to CFO. Responsible for annual and quarterly budget and forecast, financial planning and analysis, management reporting, business line profitability analysis, and treasury.

- Spearheaded a comprehensive analysis of the profitability of nearly 100 separate relationships and products in Tremont's product line. Created a comprehensive model which involved complex allocation rules that identified which products should be emphasized or eliminated, resulting in significant cost savings (over $3 MM annually).
- Developed a framework for the pricing of separate and customized accounts, and led the analysis of the financial impact of new accounts, giving the sales force significantly greater direction in the pricing of new client relationships, directly leading to acquisition of several new profitable relationships.
- Implemented numerous innovative monthly, quarterly, and annual management reports, including a "dashboard" of key financial metrics, providing senior management a significantly improved view of the firm's financial progress, leading to a renewed focus on Tremont's core business segments.

Director of Financial Reporting and Control (2004-2006)

- Directed efforts to sell a key information services subsidiary, coordinated purchaser due diligence efforts, assisted in negotiation of purchase/sale agreement, developed methodology for allocation of sale price, and aided in the prompt and successful closing of the sale.
- Authored detailed revenue recognition analysis in response to auditor challenge of gain recognition for sale of a business, requiring significant research into the relevant FASB and EITF policies, resulting in auditor sign-off on recognition of most revenue up-front.

INDEPENDENT CONSULTANT - SARBANES OXLEY 404 **2004**

GE STRUCTURED FINANCE - GLOBAL COMMUNICATIONS, Stamford, CT **1999 - 2003**

Managing Director - Strategy and Business Development *(2001 - 2003)*

- Prepared a comprehensive review of all GE exposure to CLEC industry, with a detailed industry breakdown, key issues and challenges, and focused recommendations on how to address portfolio issues from a macro perspective. Project resulted in a more focused marketing effort on the highest quality names in this emerging segment.
- Oversaw portfolio management for GESF's limited partnership investment in over 15 communications related private equity funds. Initiated wind-down of our participation in three funds, saving over $1 MM per year, and reducing exposure.

Managing Director - Risk Management - *(2000 - 2001)*

- Provided financial direction to the second largest CATV provider in France and a Belgian holding company for international communication investments through seats on company Board of Directors, resulting in a better focused effort on the ultimate disposition of these investments.

Vice President - Risk Management - (*1999 - 2000)*

- Analyzed, underwrote, and prepared investment requests for debt and private equity investments in global technology and communications. Participated in due diligence and prepared investment memos for nearly 20 sizable private equity investments, primarily in Europe, Latin America, and the US.

CANADIAN IMPERIAL BANK OF COMMERCE, New York, New York **1998 - 1999**

Executive Director - Credit Capital Markets, Media and Telecom

- Managed a portfolio of media and communications credit relationships totaling over $500 MM.

VERIZON COMMUNICATIONS / GTE, Stamford, Connecticut **1994 - 1998**

Manager of International Treasury

- Analyzed, structured, and negotiated credit facilities for new telecommunications ventures outside of the US, including ventures in Mexico, El Salvador, China, and Indonesia

PIONEER HI-BRED INTERNATIONAL / DUPONT, Des Moines, Iowa **1988 - 1993**

Director of International Treasury

- Oversaw financing of international subsidiaries, managed foreign exchange exposure, structured trade finance transactions, mobilized overseas cash, streamlined international cash management structure, coordinated financing activities consistent with complex international tax factors.
- Developed and implemented the corporation's foreign exchange exposure management policy that hedged and eliminated transaction losses of over $9 million.

BANK OF AMERICA / CONTINENTAL BANK, Chicago, Illinois **1981 - 1988**

Vice President, Corporate Banking

- Relationship Manager for major upper Midwest corporations and major Chicago based futures / options exchanges, managing a complex product that mitigated settlement risk for foreign exchange options.
- Completed bank credit training program

EDUCATION

Harvard University Graduate School of Business, Boston, Massachusetts
Master of Business Administration, 1981

Northwestern University, Evanston, Illinois
Bachelor of Arts, Economics, 1977

CERTIFICATIONS:

- Certified FP&A Professional (FPAC - 2019)

OTHER INTERESTS:

- Active in Northwestern University alumni affairs, former Director of Alumni Admission Council
- Passionate runner