

ALLIANCE RESOURCE GROUP, LLC

CAREER MATRIX

<http://www.AllianceResourceGroup.com>

Position Title	Industry	Location	Base Salary	Bonus	Description / Requirements	Status
Senior Director, Financial Operations	DIVERSIFIED COMPANY WITH GLOBAL OPERATIONS	Orange County	150 - 180k	Yes	We are presently representing a dynamic, highly complex organization that has been the growth engine for the parent company. Reporting to the CFO, the successful incumbent will oversee financial operations for the largest division of the company, partnering with key business unit leaders and executive management. The successful candidate will provide value-added insights and opportunities to various BUs and further strengthen the partnering relationships to earn the right to positively influence the business. The Senior Director will be interfacing with all levels of the organization, including senior leaderships and line of business teams and will be partnering on initiatives critical to the performance and organizational behaviors of the company. To qualify for this sought-after role, the successful candidate will have a stable and progressive work history within large, highly complex organizations. This position requires experience operating as a Director, VP, or Senior Manager responsible for business analysis and financial modeling and reporting. MBA and/or CPA required.	Very active
Director of Financial Operations	PRIVATE EQUITY BACKED COMPANY (PRE-IPO)	Orange County	140 - 165k	Yes	Excellent opportunity with a financially sound and acquisitive company headquartered in Orange County. This unique position will manage a team of CPAs and MBAs responsible for supporting the fastest growing segment of the company. This position will work directly with the President from a business partnering perspective, providing sound financial analyses and decision support. This high profile position will provide management and strategic alignment between finance and operations with a primary focus on accounting, financial reporting, forecasting, budgeting and operational metrics either	Very active

					by performing said duties or through highly competent subordinates. This position requires prior experience supporting marketing and/or sales executives within a large company environment (preferably Fortune 500). Must have prior experience working as a Director or Senior Manager within a Fortune 500 or large cap company, including management of highly talented MBAs and CPAs. Must have a stable and progressive work history in the areas of both finance and accounting. MBA and/or CPA required.	
Corporate Controller (Reporting to VP of Finance)	MIDDLE MARKET PUBLIC COMPANY	Orange County	135 - 150k	Yes	We have secured a firm partnership with a fast growing public company. They are looking for a public company controller with advanced SEC and technical accounting skills. Knowledge of complex financial instruments, including derivatives is strongly preferred. Must have previous controllership or senior management experience within a public company. Also requires recent SEC experience. A blend of public accounting and private industry experience is required. CPA required.	Very active
Director of Finance (Financial Planning & Analysis)	SUBSIDIARY OF A MAJOR PUBLIC COMPANY!	Orange County	130 - 150k	Yes	This is an excellent career opportunity with a company that operates on a billion dollar platform. The company has a global presence and has remained profitable despite the global economic meltdown. Our client is very acquisitive and seeks an upwardly mobile Director of Finance to work in the fastest growing division with over \$600 million in annual revenue. Reporting directly to the Chief Financial Officer, the successful candidate will oversee all corporate finance and reporting functions, supervising a team of highly competent professionals and managers. The Finance Director will provide improved visibility, utility and impact from reporting of financial and operational metrics. Excellent communication and business partnering skills are required as the incumbent will be interacting with all levels of the organization, including senior leadership and will be leading initiatives critical to the strategic direction and organizational behaviors of the company. A strong background in corporate finance	Very active

					including FP&A and reporting is required. To be qualified for this unique role, candidates must have relevant experience within large, highly complex organizations, utilizing the most advanced business tools and ERP systems. MBA and/or CPA required along with a track record that reflects longevity and upward mobility.	
Director of Internal Audit	FINANICALLY SOUND COMPANY; LISTED ON THE BIG BOARD	Orange County	150 - 180k	Yes	This is a ground floor opportunity within a large corporate environment. The IA Director will initially collaborate with the external Big Four Partner in establishing the internal audit framework and enterprise risk environment. The successful incumbent will have four direct reports and will be responsible for managing the audit functions for a specialized segment with national operations. The IA Director will work closely with senior management and external constituents to identify opportunities to enhance risk mitigation and internal efficiency initiatives and to provide counsel in enhancing the internal controls of field offices. This unique position requires 15+ years of related experience including progressive responsibilities in internal audit, fraud examination, and regulatory compliance. A proven track record in managing a large team of field examiners at a publicly traded (Fortune 500) company is highly preferred. A Bachelor's degree in Accounting, Finance, IS, or a related field is required. A CPA license is preferred, with a CIA and/or CFE professional designation required. Industry experience in financial services, insurance, or banking is strongly preferred.	Very active
Corporate Controller	PRIVATE EQUITY BACKED COMPANY (PRE-IPO)	Orange County	135 - 150k	Yes	We are representing a growing OC based company with a strong capital structure, industry leading margins and strong brand recognition. The corporation is privately held by well-known investors who are committed to significant long-term growth and value creation. The brand has significant potential to develop new markets, grow sales and drive profit growth. This position reports to the Chief Financial Officer and will be responsible for leading financial reporting processes, internal controls,	

					providing excellent support to operations and improving business processes and information needed to drive significant growth. The Controller will be responsible for all accounting, audit, and income tax matters. To qualify for this sought-after position, the successful candidate will have a minimum 7-10 years of progressive experience in financial leadership roles including exposure to large or medium sized companies with multi-unit operations. Must have experience with SEC reporting and SOX requirements. A CPA along with public accounting (preferably Big 4) experience is required. Also, must have a strong technical accounting foundation including experience with change-in-control transactions, purchase accounting and initial or secondary public offerings.	
Senior Internal Audit Manager (Financial Systems)	FORTUNE 500	Orange County	120 - 150k	Yes	This is a newly created position responsible for leading the development, recruitment, management and execution of a de novo information technology audit practice, with a focus on information security, change management, cyber threat management, business continuity management, privacy & security, and data operations management. This unique position requires at least ten years of experience in conducting integrated IT audits; with part of the experience obtained with a Big Four public accounting/consulting firm. Requires a proven track record in business and IT Audit Integration within the financial services industry; insurance or banking. CISA, CIA and CISSP designations strongly desired.	Very active
Revenue Manager (Director level)	MULTINATIONAL TECHNOLOGY COMPANY	Orange County	120 - 140k	Yes	We are aligned with a multinational public company in the technology space. This company is very profitable and generates revenue in excess of \$300MM. This newly created position will be responsible for revenue recognition related to both software and hardware and ensures compliance with IFRS and US GAAP. The successful incumbent will have heavy interaction with sales and legal on contracts and in developing best practices for the organization. This position will also be a core member of the IFRS team and serve as a resident	Very active

					expert on all revenue recognition matters. Qualified candidates will have recent software industry experience along with proficiency in revenue recognition. Previous Big 4 experience is a big plus.	
REIT Controller	DIVERSIFIED REIT	Orange County	120 - 140k	Yes	This unique position will oversee two REITs in the context of accounting and reporting. Will handle a blend of investment accounting, technical accounting, and corporate accounting. Requires a foundation of Big 4 experience along with two to three years of experience within the private industry. Must have strong technical accounting skills. CPA required.	Very active
Manufacturing Controller	PRIVATE EQUITY BACKED MANUFACTURING CONCERN	Orange County	110 - 130k	Yes	We have secured a firm partnership with a diversified, VC-backed manufacturing corporation. Our client is cash-flow positive, acquisitive, and poised for exponential growth both organically and through strategic acquisitions. This will be responsible for all facets of finance and accounting for a growing division, including financial planning and analysis, cost and inventory accounting, general accounting, and financial reporting. To qualify for this exciting role, the successful candidate will have in-depth accounting and finance experience within the manufacturing industry. Additional requirements include advanced proficiency with cost accounting and inventory analysis, including inventory valuations and internal controls. CMA and/or CPA certifications strongly preferred.	Very active
Manager, Manufacturing Cost and Inventory (Director level position!)	LARGEST DIVISION OF A FORTUNE 500 COMPANY!	Orange County	110 – 120k	Yes	Our client generates approximately \$2 billion in global revenues. This position reports to a Controller within the largest division in the company, located in Orange County. Our client is seeking a manufacturing finance executive with strong inventory, cost accounting, and financial operations experience. The ideal candidate will have 7(+) years of related experience within middle market and large cap companies. Must have excellent communication and strong leadership skills. CMA and/or MBA a huge plus. This is a newly created position that will transition into Controllershship within reasonable time frame.	Very active

Manager, Finance and Accounting	DIVERSIFIED FINANCIAL INSTITUTION	Orange County	110 – 130k	Yes	The ideal candidate will have a progressive track record within large, highly complex organizations. The ideal candidate will have in-depth finance and accounting experience to include the Big 4. The total package could hit 175k, minimum of ten years progressive experience, Big Four CPA and strong accounting background that has moved into a more finance analytical role	Very active
Director of Finance/Controller	FAST GROWING CONSUMER PRODUCTS COMPANY	South Los Angeles County	100 – 120k	Yes	This is a great opportunity for a motivated, ambitious finance professional. This position reports to the CFO of a private equity backed company and oversees all finance and accounting functions for the company. This exciting role requires a minimum of five to maximum of ten years experience, combo of Big Four and private experience working for fast growing private equity backed consumer product company	Very active
Global Institutional Operations Manager	FINANCIAL SERVICES	Orange County	100 – 120k	Yes	This is a unique role that requires a blend of public accounting and private industry experience. Must have a strong background in the financial services industry, including investments, etc. The total package for this position is very rich, including generous bonus incentives, great benefits, etc. A CPA designation is required.	Very active
Corporate Assistant Controller	GLOBAL PRIVATE EQUITY FUND	Orange County	100 – 120k	Yes	This position reports to the Controller and is responsible for worldwide consolidations, financial reporting, and management of general accounting functions. This position will oversee a team of highly competent managers and professionals within a dynamic, fluid environment. The ideal candidate will be an experienced manager or senior manager from the Big 4 or another national CPA firm with publicly traded clients. Must have international experience in terms of consolidations and/or IRFS reporting. A CPA designation is strongly preferred.	Very active
Manager, Financial Systems	PUBLICLY TRADED CONSUMER PRODUCTS COMPANY WITH OVER \$1BN IN GLOBAL REVENUE	South Los Angeles County	90 – 110k	Yes	This unique role will represent the corporate and global finance use community in regard to IT Systems. Partnering with IT professionals, the incumbent will ensure that finance system related problems and enhancements worldwide are properly identified, escalated, prioritized and addressed in a	Very active

					timely manner. The ideal candidate will have 5 – 7 years of related experience, including proficiency with Oracle and Hyperion. Also, to be considered for this role, candidates must have large company experience. Experience with international operations is a big plus.	
Business Support Group Manager	DIVERSIFIED MANUFACTURING CORPORATION (PUBLICLY TRADED)	Orange County	100 – 120k	Yes	Our client has a strong global presence with over 10,000 employees. This position will work at the corporate office located in Orange County, and will manage and mentor the Business Support Team. The successful incumbent will liaise with end users and the BI team and a key area of focus is coordinating the business requirements for data. This position requires strong functional management, project management, systems, and BI experience. In addition to a very competitive salary and bonus opportunity, our client also offers a robust benefits package that includes low cost health insurance cover for you and your family; matching 401 (k); a retirement account plan; stock purchase options; paid time off (PTO) and holiday pay.	Very active
Assistant Fund Controller/Lead Senior Accountant	FINANCIAL SERVICES	Orange County	85 – 95k	Yes	This unique opportunity is with a multinational national company in the investments industry. This highly visible role will work within the private equity group and requires a strong background within the investments industry. Our client is seeking a financial professional with a blend of public accounting and private industry experience along with strong verbal and written communication skills. Excellent bonus incentives and comprehensive medical benefits will be provided.	Very active
Senior Financial Analyst	BILLION DOLLAR SEMICONDUCTOR COMPANY	Inland Empire	80 – 90k	Yes	This position reports to the Controller and will be based at a large manufacturing division located in the Inland Empire. The successful candidate will handle a variety of finance functions including FP&A, budgeting, forecasting, inventory valuations and analysis, and various ad hoc requests for management. Requires 5 – 10 years of finance experience within the manufacturing industry. MBA a big plus.	Very active

Senior Financial Analyst (Finance and Reporting)	FORTUNE 200 COMPANY	Orange County	75 – 85k	Yes	Our client has global operations, is financially sound, and has a dominant market position within their respective industry. This position will handle a variety of finance and reporting functions, including financial planning and analysis, budgeting, forecasting, SEC reporting, technical accounting, and various special projects. The ideal candidate will have a blend of public accounting (Tier I or Tier II CPA firms) and private industry experience. All candidates must have SEC reporting experience. Will also consider a Senior Auditor or Supervising Senior Auditor from the Big Four or another national CPA firm with public client experience. A CPA license is preferred but not required. Must have experience working for or auditing large public companies.	Very active
Senior Tax and Treasury Analyst	INVESTMENTS	Orange County	85 – 95k	Yes	This role works closely with finance and legal teams as well as investment professionals to understand the investment process and to address any tax issues/implications. Requires a minimum of three to six years experience in tax – prefer sophisticated client experience, some international is preferred	Very active
Senior Financial Analyst	PUBLICLY TRADED PHARMACEUTICAL COMPANY	Orange County	75 – 85k	Yes	We have secured a firm partnership with a multinational pharmaceutical company. This role reports directly to an experienced Director and is responsible for FP&A functions at the plant level. Manufacturing operations experience is required, along with advanced excel and financial modeling skills. MBA and/or CMA certifications are a big plus.	Very active
Senior Financial Reporting Analyst	FORTUNE 500 MANUFACTURING COMPANY	Orange County	70 – 85k	Yes	Our client is a top employment destination for financial and accounting professionals in Southern California. With over two billion dollars in annual revenue, our client is poised to continue growing in domestic and global markets. This position requires a minimum of three to four years experience with SEC reporting and technical research. Will consider a professional out of public accounting (Tier I or II).	Very active
Senior Accounting Analyst	GLOBAL INVESTMENT COMPANY	Orange County	80 – 90k	Yes	Excellent position with a global financial institution. This position involves a blend of accounting and analytics, including reconciliations, reporting, and research. Strong package and excellent benefits will be provided. Will consider someone with 3 – 4 years	Very active

					of public accounting or a blend of public and corporate accounting experience. CPAs are strongly preferred.	
Senior Tax Accountant	\$2 BILLION PUBLIC COMPANY POISED FOR EXPONENTIAL GROWTH!	Orange County	70 – 80k	Yes	Our client is a multifaceted technology company that is poised for explosive growth. This newly created position will work in conjunction with the Tax Manager in driving the tax reporting and planning functions specific to State and Local Income Tax matters. This is a unique position that encompasses compliance, planning, reporting and analytical functions within a company that operates over 100 subsidiaries! To qualify for this sought-after position, the successful candidate will have 4-5 years of corporate tax or a blend of public/private industry experience. Excellent benefits and unlimited growth and advancement opportunities will be available.	Very active
Senior Business Analyst	DIVERSIFIED SERVICE OPERATION	Orange County	70 – 80k	Yes	This is an excellent opportunity that involves a healthy blend of routine and non-routine functions within a fluid, ad hoc environment. Will prepare and/or modify complex financial models, work on budgets and forecasts, and interface daily with operations. This is a highly visible role expected to make a positive and measurable impact on operations and revenue. To qualify for this awesome role, one should have a desire to win with an aptitude and hunger for challenging and complex issues. The successful candidate will also have demonstrated competence in the context of leading without authority through charisma, confidence, effective communication, and an outstanding attitude. This employer rewards performance via general bonus incentives, rapid advancement opportunities, and relentless training programs. This is a time-sensitive search as our client wants someone on the ground by mid to late August 2010.	Very active

Senior Financial Analyst	PRIVATE EQUITY BACKED COMPANY GROWING AT A FORTY PERCENT CLIP!	Orange County	65 – 75k	Yes	Excellent opportunity with a private equity backed and financially sound company. This unique position will report directly to the CFO and handle a variety of corporate and operational financial analyses within a fluid, ad hoc environment. Requires strong financial modeling and computer skills with at least four years of relevant experience.	Very active
Senior Accountant	FINANCIALLY SOUND MANUFACTURING CONCERN; BACKED BY PRIVATE EQUITY	Orange County	65 – 75k	No	Excellent opportunity with a financially sound, private equity backed manufacturing concern. These positions will handle a variety of finance and accounting functions, including financial statement preparation, budget preparation, monthly close activities, etc. Requires 4-7 years of corporate accounting or 2-3 years of public accounting experience.	Very active
Senior Accountant	MULTINATIONAL PUBLIC COMPANY	South Bay	60 – 70k	Yes	This position will support the North American Accounting Manager and Technical Accounting Manager, handling a blend of corporate and technical accounting functions. This position requires strong knowledge of GAAP accounting, including at least two years within public accounting.	Very active
Senior Accountant	MULTI-BILLION DOLLAR INVESTMENT COMPANY	Orange County	60 – 70k	Yes	Our client is a multinational private equity firm with headquarters based in Southern California. This unique position involves a blend of investor reporting, ad hoc analysis and reporting, and various month end close functions. To qualify for this exciting role, the successful candidate will have two to three years of public accounting experience.	Very active
Manager, Accounts Receivable	GROWING CONSUMER PRODUCTS COMPANY	South Los Angeles County	60 – 70k	Yes	This position will oversee all accounts receivable, credit and collections functions. This is a newly created position with an opportunity to build a new team and establish policies, procedures and best practices related to AR, Credit and Collections. To qualify for this position, candidates must have 5-10 years of relevant experience, a hands-on management style, and experience hiring and training employees.	Very active

Regional Accounting Analyst	LARGE CAP CONSUMER PRODUCTS COMPANY!	South Bay	60 – 65k	Yes	This position will support accounting operations in South America and requires a strong understanding of US GAAP, SOX compliance, and accounting best practices. Knowledge of Oracle or similar ERP systems is required.	Very active
Cost Accountant	MANUFACTURING AND DISTRIBUTION COMPANY	South Los Angeles County	50 – 55k	No	This position is responsible for inventory and cost accounting functions, reporting directly to the Assistant Controller. Requires 3-5 years of inventory and cost accounting experience along with a Bachelor's degree.	Very active
Staff Accountant	PROFITABLE CONSUMER PRODUCTS MANUFACTURING COMPANY	Los Angeles County	40 – 48k	No	Responsible for general accounting functions including journal entries, bank reconciliations, and various general ledger activities. Requires 1-3 years of general ledger accounting experience. A Bachelor's degree in finance or accounting is required.	Very active
Accounts Receivable Associate	DIVERSIFIED REAL ESTATE COMPANY POISED FOR RAPID GROWTH!	Orange County	38 – 42k	No	Requires at least one year of accounts receivable experience. Must have strong administrative skills with a basic knowledge of debits and credits.	Very active
Consulting Projects	Manufacturing and Financial Services	Orange County	35.00 – 70.00 per hour	No	We currently have two long-term consulting projects involving Six Sigma business process review pertaining to credit and collections; and a long-term project involving heavy reconciliations and analysis. Please contact our consulting practice for further details at 949-250-1600	Very active