



BOTTOMLINE

GROWTH STRATEGIES

NO ONE SUMMITS SOLO

Glenn McAvoy – CFO Advisor

As part-time CFO for multiple companies, dealing with client banking, treasury, real estate, cash flow and P&L forecasting, profitability analysis and all other financial matters, including staff supervision. Glenn's arrangements provides clients with ongoing access to broad financial expertise and experience without the significant monetary commitment to a full time CFO position. Improved financial insight has helped clients improve their cash flow and profitability, resulting in the sale of one client at a very favorable multiple, another client achieved a 10 point pretax margin improvement on declining revenues.

As member of senior management team at Educate Online, Inc (*previously eSylvan, Inc., a subsidiary of Educate, Inc.*) Glenn managed the Internet based tutoring start-up, was involved with developing and executing business strategies which increased revenue eight-fold in three years to \$22 million and reduced operating losses over a six year period from \$12 million annually to near profitability. He worked effectively with operations and sales personnel to integrate finance into all facets of the business by providing in-depth analysis of operating metrics in order to identify areas of opportunity/improvement, achieving a 65% reduction in overhead spending per tutoring session. Developed a budget model and established hurdle rates for use by sales personnel to ensure adequate contract margins considering operating variables. He also developed reliable long-term cash flow forecasts.

He has also held various accounting positions including: Chief Financial Officer at University Physicians, Inc., Controller, Vice President and Chief Financial Officer at Pharmakinetics Laboratories, Inc., Director – Financial Services, Director – Corporate Accounting and Manager – Financial Analysis and Treasury Operations at Black & Decker Corporation.

Highlights of some of his experiences include:

- Proven proactive financial executive with financial and administrative management experience with start-up to Fortune 500 companies and Big Four public accounting.
- As Chief Financial Officer / Vice President- Finance of multiple entities, effectively deal with all financial reporting, treasury, financial analysis, budgeting, forecasting, audit and financial control matters.
- Excellent interpersonal, analytical and organizational skills utilized to help achieve an eight-fold increase in revenues in a three year period with low employee turnover. Able to establish positive relationships with all levels and all functions within an organization.
- Demonstrated ability to ensure reliable forecasting and reporting by integrating attention to detail with an understanding of key business objectives and operational processes.
- Administrative experience includes all aspects of facility management, fringe benefit program design, insurance and interactions with outside legal counsel.