

Donald (Skip) Gronauer, CPA, CGMA, CPCU

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EXECUTIVE SUMMARY

- **Performance-driven and relational senior financial executive** with 24 years of diverse business and entrepreneurial experience.
- **Strong communicator, motivator and leader** who adeptly directs strategic initiatives to positively transform organizational performance.
- **Proven track record** of increasing revenue, containing costs and managing risks.
- **Consultative, problem-solver** with proven ability to manage stakeholder relationships and motivate teams.

PROFESSIONAL EXPERIENCE

Ducks Unlimited, Inc.

2017 – 2020

The world's largest and most effective private waterfowl and wetlands conservation organization.

Director of Finance & Compliance

- Collaboratively managed the Accounting, Finance and Compliance department with over \$220 million in total operational support and revenues.
- Streamlined banking services and treasury management operations resulting in a 65% savings in annual bank fees through negotiation of interest credits, product costs and maximum use of treasury platform as part of Request for Proposal (RFP).
- Researched and analyzed annual corporate cell phone and data usage spend and negotiated new contracts resulting in annual cost savings of 45%.
- Utilized special third-party software to efficiently prepare 990 tax returns for all entities.
- Formulated organizational metrics for board and committee meetings to effectively benchmark and manage key performance indicators (KPIs) for the organization.

American Residential Services, LLC

2015 – 2017

Largest national network of Plumbing/HVAC service centers with presence in over 22 states.

Senior Auditor/Branch Controller

Led financial, operational and compliance audits throughout branch network of 70 service centers with over \$800 million in sales. Directed Accounting operations for a local multi-service line business (Conway Services) with over \$20 million in sales.

- As Senior Auditor, partnered to develop corporate audit initiatives, including PCI compliance. Collaborated with key stakeholders and provided recommendations to improve procedural compliance and increase productivity and performance.
- As Branch Controller, performed financial duties and reporting for the operation, supervised an Accounting team of four and worked with General Manager and Service Line Managers to develop appropriate strategies and controls to optimize service center performance. Increased past due Accounts Receivable collections by 55% through coordination of weekly staff meetings and customer follow-up calls.

Crye-Leike Realtors

2012 – 2015

5th largest privately-held U.S. residential real estate firm.

Corporate Controller

Led Accounting functions for organization with 18 business units and over \$150 million in sales.

- Managed accounting operations including financial reporting, maintenance of an adequate system of accounting records and a comprehensive set of controls to mitigate risk and enhance the accuracy and GAAP compliance of the company's reported financial results.
- Supervised, trained, mentored and evaluated staff of ten in GL accounting, commissions, receivables and payables areas.
- Consolidated, analyzed and reported timely status of company's financial condition to owners as well as managers throughout the organization.
- Performed cash forecast and treasury management functions, including intercompany transactions. Served as company's central point of contact for HR, Legal, Banking, Audit, Tax and Insurance matters.
- Provided strategic financial leadership and support on the evaluation of potential alliances, acquisitions, mergers, retirement funds and investments and/or other issues affecting the business. Managed the conversion of company's 401K Plan Administrator, including coordination of reporting and data exchange, education and training for over 500 employees.
- Evaluated technology opportunities and systems for property management, title and other entities.
- Assisted Insurance Agency with business coverage applications, underwriting and claims.
- Reduced 2013 and 2014 Tennessee franchise tax liability 21% as a result of examination of full service leases by segregating maintenance and utility costs from rents as previously reported.
- Negotiated audit settlement with State of Arkansas that resulted in a 35% savings in use tax fees and interest.

Regal Motors, Inc.**2001 – 2012****Owner/CFO**

Built new automotive sales business, achieving \$2 million in revenues. Memphis Business Journal Finalist for Executive of the Year (2007). Served as SVP for TN Independent Auto Dealer Association.

- Developed the business plan, selected strategic location, hired competent sales and management team and created brand strategies to reposition and retain sales.
- Revitalized stagnant sales through new product introduction and marketing campaigns, maximizing online presence and direct relationships with debtor attorneys.
- Created profitable niche lending model during down economy inclusive of personal budgeting techniques and payment behavior modification. Served 500+ new customers with credit impairments.
- Established and licensed an auto insurance agency to cross-sell to dealership's customers resulting in 155 policies during first year; received two company appointments with Preferred Auto Insurance and Progressive Insurance.

Carton Service & Design, LLC**1999 – 2012**

General Manager of family packaging business.

Crump Insurance Services**1994 – 1999**

Finance and Administration Manager/Broker for wholesale insurance brokerage organization.

EDUCATION and PROFESSIONAL AFFILIATIONS**Bachelor of Arts in Business Administration, RHODES COLLEGE**

Tennessee Society of CPAs, Member

American Institute of CPAs, Member