

JOSEPH RASPANTI

VICE PRESIDENT FINANCE - CONTROLLER

Leading organizations up to \$10B+ with 100 divisions and 10,000 employees.

Leader with 20+ years public company experience. Expert in all facets of finance, accounting and operations. Distinctive record of profit and operational improvements through business restructurings, system consolidations and adding value to financial processes. Excel in partnering with business and functional leaders. Proven record in recruiting and developing top talent.

Areas of Expertise

M&A Extensive experience ♦ Strategic Planning ♦ Financial Reporting ♦ Accounting Operations ♦ Capital Planning ♦ Management Reporting ♦ Policy Development ♦ Process Improvement Systems Migrations ♦ SOX Internal Controls ♦ Restructuring ♦ Workforce Planning ♦ Change Management ♦ Analyzing & Resolving Complex Business Issues

Recognition

**2011 CEO AWARD
2009 CHAIRMAN'S COIN**

PROFESSIONAL EXPERIENCE

INTERNATIONAL PAPER/XPEDX 1990 – Present
\$28B global paper & packaging company. xpedx is division of parent company. Distributor of printing, packaging and facility supplies.

VP Finance & Controller – Loveland, Ohio 2003 – Present

Responsible for all aspects of finance, accounting and administration for a \$10B distribution company with 100 locations and 10,000 employees. Possess unique combination of leadership, technical skills and understanding of key profit variables. Work closely with both line and staff management to drive improvements up and down the organization.

- Responsible for organization that performs decision support, accounting services, financial reporting and FP&A. 300 member team – half employees and half offshore contractors
- Excel at leading change, people development, building teams and driving for results employee development.
- M&A responsibility from introduction to candidate to closing, including valuation work, internal presentations, negotiations, document reviews, due diligence and integration planning. Over 50 transactions evaluated with values ranging from \$50 to \$200 million
M&A work included 4 week assignment in Shanghai, China
- Served as **CFO** during period of transition.
- Financial reporting includes both SEC and management reporting; Responsible for Form S-1 financials for IPO
- Key member of the xpedx Strategy Initiatives Team. Identified \$200M in EBIT improvements, tracked and measured by direct reports.

- Led enterprise wide profitability improvement initiative resulting in customer specific action plans; engaging management up and down the organization
- Responsible for SOX implementation; strong internal control environment

Division General Manager – xpedx Erlanger, KY 2000-2003

Responsible for sales, purchasing, and operations of xpedx division; sales of \$30 MM, 4 locations and 60 employees.

- Turnaround project. In less than 24 months, executed a \$1 MM profit improvement
- Established sales commission plan
- Implemented employee gain-sharing
- Created first pricing models for sales
- Increased machine utilization and contributed profit
- Identified right people for right positions

Region Controller – xpedx Southeast Group, 1998-2000

Responsible for finance, accounting and non-sales functions for a portfolio of 14 divisions with 650 employees and sales of \$570 MM in North and South Carolina, Virginia and Georgia. Non-sales functions included warehouse, delivery, purchasing, credit and customer service.

- Record earnings and sales performance; produced significant improvement in service
- Implemented new purchasing system
- Provided support for sales force and price management
- Responsible for budgeting, forecasting and internal controls

Manager, Business Analysis – Covington, KY 1990-1998

Charter assignment in new business venture of parent. Responsible for financial planning and analysis.

- Member of small working group which collaborated with Boston Consulting Group to develop distribution business within International Paper
- “Cradle to Grave” responsibility including negotiations, valuation, document drafting, due diligence and post-acquisition integration. Grew from \$1.5 B to \$5B as a result of 17 acquisitions.
- Implemented first planning and budgeting process
- My findings during diligence on acquired companies resulted in multi-million reductions in purchase price

HJ HEINZ COMPANY

1985 – 1990

\$12B global food processor with plants in 6 continents and sales in 200 countries. One-half of revenues earned outside of North America.

Director Global Financial Policy – Pittsburgh, PA

Chief Accounting Officer - Responsible for world-wide compliance with generally accepted accounting principles; reporting SEC Form 10-K and 10-Q and internal accounting policy.

- Implemented new accounting standards including tax and pensions
- Developed internal policies establishing procedures and processes
- Prepared company responses to draft accounting proposals
- Planned and implemented amalgamation of foreign subsidiary; on-site supervision resulting in \$20 MM tax savings

PWC

1980 – 1985

*Global accounting, auditing and consulting firm.***Supervisor – Pittsburgh, PA**

Planned and led audits of Fortune 100 companies including Gulf Oil, Alcoa and Heinz

- Reviewed numerous client SEC filings including 1934 Act (10-K and 10-Q) and 1933 Act registration statements, complex tax issues.
- Early promotion to Supervisor
- Technical and Administrative skills rated outstanding

EDUCATION & CREDENTIALS**Certified Public Accountant****Masters of Science in Industrial Administration; Masters in Business Administration**

- Carnegie Mellon University- Tepper School of Management; MSIA is CMU version of MBA
- Concentration in Finance and Microeconomics
- Intensive management curriculum with emphasis on analytical, quantitative approaches to decision making.

Bachelors of Science, Accounting

- Clarion University
- Graduated Summa Cum Laude
- Named Outstanding Accounting Student by National Association of Accountants
- Recipient of Alumni Scholarship Award