

PAMELA S. PRIOR, MBA, CPA

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CHIEF FINANCIAL OFFICER

PRIVATE EQUITY AND PUBLICLY OWNED SENIOR EXECUTIVE AND AUDIT COMMITTEE CHAIR

*** Documented success in driving multimillion-dollar revenue/profit gains and overall company growth ***

Strategic, resourceful senior executive who transforms the company's finance, accounting, information systems, and administrative functions into a well-oiled operational engine, drives forward innovation and achievement, and serves as a trusted #2 to the CEO/Owner. Proven ability to develop and implement strategic and tactical initiatives that improve enterprise value, including breakthrough process and IT solutions.

Global financial leader with business and personal international experience and a deep understanding of the intricacies of different cultures. Proactive, principled manager who builds top-performing, diverse teams, and inspires individuals to reach their highest expectations. Capable of both big-picture and hands-on leadership.

Exceptional relationship developer who works effectively with a matrixed environment and partners with C-level team members, Board members, and investors. Confident, polished public speaker.

Sought after as a Government Agency Advisor & Speaker on Sarbanes Oxley (SOX) for Small Companies

CORE COMPETENCIES

Strategic Planning & Execution | Turnaround Leadership | Full P&L Accountability | Process Optimization |
Board & Investor Relations | ERP Systems Design and Implementation Leadership |
Change & Crisis Management | Working Capital and Financing Strategy and Execution

EXPERIENCE AND ACHIEVEMENTS

PREDICTIVE ONCOLOGY □ Pittsburgh, PA

January 2020 – Present

Audit Committee Chair and Compensation Committee Chair

Building and maintaining effective relationships with shareholders, management, committee members, and board members to effectively provide oversight of the company's financial reporting, audit and internal control processes.

PRIORITIESGROUP, INC. □ Yardley, PA

March 2013 – Present

Chief Executive Officer (*CFO Insight and Management for Entrepreneurs*)

Working directly with the CEO's, owners, and divisional business leaders to align, integrate, and transform accounting, finance, and strategy in businesses of all sizes and life-cycle stages. Focus on infrastructure build and financial leadership in both high growth and crisis environments.

SCHILLERGROUNDSCARE, INC. □ Philadelphia, PA

June 2015 – June 2016

Chief Financial Officer (*\$100M US Manufacturer of Lawn Care Equipment – Six Brands*)

Recruited by Owner and President to design, lead, and implement enterprise-wide systems upgrade while supporting same with advisory board on all financial and information technology matters. Led both Information Systems and Finance organizations.

GLOBAL SPECIMEN SOLUTIONS □ Raleigh, NC

July 2013 – August 2015

Chief Financial Officer (Part-Time) (*Concentrated global expert team for future biomedical research specimen collection*)

Working directly with the CEO to establish the financial reporting, forecasting and investment to support this early-stage life sciences venture which promises a three-year ramp up to \$20M minimum annual revenue.

SJ TRANSPORTATION □ Woodstown, NJ

February 2015 - Present

Chief Financial Officer (Part-Time) (*Environmental and hazardous transportation and logistics*)

Extending the CEO's vision and reach into the organization by establishing fully integrated KPI's, personal objectives, and performance review processes. Designing and implementing balanced (P&L, Balance Sheet & Cash Flow) reporting and forecasting with 12 month rolling view of cash requirements. Working with all transactional processes (and initiating operations) to compress financial closing cycle from >20 days to <3 days.

EXPERIENCE AND ACHIEVEMENTS, continued

GENTRIS CORPORATION □ Raleigh, NC

September 2013 – July 2014

Chief Financial Officer (Interim) (*\$10M industry leader in Pharmacogenomic solutions; biorepository and CLIA-regulated laboratory; successfully restored the company from cash burn and successfully sold to a public company.*)

Recruited by CEO to provide financial insight and accountability in the focused effort to quickly return to profitability and position the company for growth with its existing blue-chip, “Big Pharma” client base. Includes working capital management, establishing organizational accountability, and identifying and procuring financing, equity investment, and evaluating alternatives for investment in or sale of the organization.

- **Working closely with the CEO to establish** cross-functional accountability and measurable performance expectations.
- **Reconstructed financial statements and forecast** to assess liquidity and flexibility and identify immediate and long-term funding requirements, investment opportunities, and profitability expectations.
- **Acquired bridge funding** to support required investment in the company’s growth potential.
- **Partnering with CEO and Board of Directors** to position the company for maximizing its return to investors.

GREATWIDE TRUCKLOAD MANAGEMENT □ Langhorne, PA

2007-2013

Chief Financial Officer / Role of EVP & COO (*\$300M division of privately held \$1.2B transportation/logistics provider*)

Recruited by CEO and parent company CFO to join turnaround team in order to generate return to profitability through private equity financing restructure, balance sheet reconstruction, working capital management, ERP upgrade design and implementation, and organization-wide reengineering. Focused efforts tightly on organization-wide transformation, succession planning, servant leadership, and stakeholder deliverables.

- **Teamed with the CEO on a major realignment initiative** involving Sales, Operations, and Administrative functional areas to support and grow the customer and agent base. Dramatically improved operational efficiency and raised satisfaction among core constituents while regaining \$50 million in lost revenue as a result.
- **Reconstructed balance sheet and reduced working capital \$6 million** through complete restructuring of order-to-cash cycle. Prepared division fully for company bankruptcy/sale to reduce debt by \$480 million.
- **Contributed \$1 million annually to earnings, 25% of total EBITDA**, during 2008 economic downturn (w/ extreme spike in fuel prices). Accomplished by reducing “over 60-day” trade A/R from 25+% to under 5%.
- **Identified requirement for improved technology platform** to support investor plan to increase company size from \$250 million to \$500 million in 3 years. Convinced investors and parent company leaders to finance \$2.5 million investment in a full-scale technology upgrade and was executive in charge of implementation.

TASTY BAKING COMPANY □ Philadelphia, PA

2003-2006

Corporate Controller, 2004-2006 □ Director, Internal Control, 2003-2004 (*\$260M publicly traded leading baker of snack cakes, pies, cookies and doughnuts*)

Tasked with enhancing profitability, increasing shareholder value, and bringing company from environment of zero internal controls into compliance with new Sarbanes Oxley (SOX) legislation, as well as engineering turnaround for under-performing, fractured accounting department. Managed SEC reporting, balance sheet, ERP system integration, and monthly financial reporting. Partnered with Sales, Marketing, and Operations to strengthen alignment between forecasting, production, and fulfillment. Served as Strategic Partner to CFO and Board of Directors.

- **Ensured compliance with brand new complex Sarbanes-Oxley legislation** by setting up sustainable internal control structure and reporting, including development and maintenance of Rules of Order with audit partner and Board of Directors dictated by changing SOX requirements. Company achieved compliance within first year following enactment of legislation.
- **Developed and launched vibrant, world-class accounting function**, increasing value and perception of accounting group company-wide, elevating its credibility/stature and aligning it with overarching strategy.
- **Led cross-functional business process teams in supply chain initiative** involving comprehensive evaluation of supply chain and identification of opportunity/focus areas. Facilitated a 6% gross margin improvement, 7 day reduction in day’s sales outstanding (DSO), and contributed to restoration of company’s profitability.

EXPERIENCE AND ACHIEVEMENTS, continued

- **Participated on government policy-making boards** resulting from leadership and achievements with Tasty Baking Company; selected for Advisory Board to newly-formed Public Company Accounting Oversight Board (PCAOB) and member-at-large in development of internal control guidance for smaller companies, published by COSO in 2006.

CARDINAL HEALTH, INC. □ Philadelphia, PA

2002-2003

Corporate Controller (*\$400M subsidiary of \$40B diversified outsourcing and manufacturing company*)

Brought on board to partner with CFO in transforming global accounting organization. Directed global accounting team of 30. Led transactional and financial reporting groups for subsidiary of a world-renowned company. Established and maintained policies/procedures to ensure appropriate, compliant financial reporting. Led change management and program management of full ERP implementation (SAP).

- **Introduced team to concept of care-based, individual accountability-driven leadership**, building high levels of trust from subordinates and illustrating to them process improvement and individual development.

DUPONT DE NEMOURS/DUPONT PHARMACEUTICALS/BRISTOL MYERS-SQUIBB □ Wilmington, DE 1988-2002

Accounting Manager, 2000-2002 □ **U.S. G/L Team Leader and Senior Accountant, 1997-2000** □ **Senior Accountant, 1994-1997** □ **Accountant/Analyst** (*\$1B subsidiary of \$25B company- sold to Bristol Myers-Squibb in 2002*)

Built distinguished record of achievement and advancement through progressively responsible positions with an industry leader. As Accounting Manager, directed all financial reporting activities and reported to the Controller. Developed and oversaw standardization and world-class closing process as well as change initiatives for accounting and reporting across all Canadian and European subsidiaries; Led implementation of U.S. G/L and standardized G/L in all European, Canadian, and Puerto Rico subsidiaries, interacting with all levels of in-country and U.S. management to achieve buy-in and cooperation (ERP implementation lead for core accounting).

- **Hand-selected by European Finance Director** to join European Finance Managers team as a permanent member. Contributed to development and rollout of accounting/reporting policy across European region.
- **Converted European and Canadian operations to new accounting system** that consolidated and standardized accounting processes. Overcame series of challenges to achieve successful changeover.
- **Assembled and implemented 360-degree U.S. Accounting team** interactive performance review process subsequently replicated in various areas of the organization. Earned effusive praise from Controller as a result.

EDUCATION & CREDENTIALS

UNIVERSITY OF DELAWARE, NEWARK, DE • MBA • BS in Accounting

CPA, Commonwealth of Pennsylvania (Active)

ASSOCIATIONS AND BOARD MEMBERSHIPS

Task Force Member – “Internal Control over Financial Reporting- Guidance for Smaller Public Companies,” COSO, 2006

Board of Directors, Treasurer, The Crossing Choir – (2016–present) leading Finance Committee in directing the management of the \$0.7k operating budget of this rapidly growing, 11-year-old pride of Philadelphia, committed to commissioning and performing new choral music. www.crossingchoir.com

Board of Directors, Treasurer, A Soldier’s Hands – (2007–present) working closely with CEO to manage financials, compliance, fund-raising, and contracting for this 501(c)3 organization raising funds for and delivering care packages to whole units of deployed military service men and women. www.asoldiershands.com

Board of Directors, Audit Committee Chair, Predictive Oncology, POAI (NASDAQ) - (2020-present)