

**POSITION:** Corporate Controller

**LOCATION:** Fort Myers, FL

**CLASSIFICATION:** Exempt

**REPORTS TO:** Chief Financial Officer (CFO)

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### POSITION DESCRIPTION

Reporting to the Chief Financial Officer, the Corporate Controller provides global accounting leadership, technical accounting expertise and governance oversight for the Company. The Corporate Controller serves as the senior authority on accounting matters and is responsible for worldwide accounting operations, financial reporting integrity, tax compliance, internal controls, treasury oversight, and finance systems governance. This role supports executive management, the Audit Committee, and external stakeholders through disciplined financial stewardship and high-quality reporting.

### PRINCIPAL ACCOUNTABILITIES

- Own worldwide accounting operations, including general ledger, intercompany accounting, accounts payable and receivable, fixed assets, inventory, cost of goods sold, payroll, and indirect taxes
- Ensure compliance with U.S. Generally Accepted Accounting Principles (GAAP) and serve as the final technical authority on accounting interpretations and judgments
- Manage personnel across financial operations and locations (domestic and international)
- Lead the global period-end close process and ensure timely, accurate monthly, quarterly, and annual financial reporting
- Prepare and review external financial statements, footnotes, and supporting schedules, including materials supporting the annual report
- Ensure the accuracy of the Company's financial statements and reporting
- Develop, maintain, and document accounting policies, estimates, and technical accounting position papers
- Maintain and test effective internal control frameworks and lead continuous process improvement initiatives
- Provide accounting guidance on revenue recognition, contracts, capital transactions, and new business initiatives
- Oversee accounting for equity compensation plans and treasury share activity
- Provide global cash visibility, oversee intercompany settlements, and support treasury and lender compliance reporting
- Serve as finance systems owner for ERP and related financial applications, including system controls, enhancements, and scalability
- Lead, develop, and mentor global accounting teams across locations, establishing clear review and escalation processes
- Support the CFO with Audit Committee materials, governance documentation, and accounting-related disclosures
- Provide accurate, timely financial information and insight to support executive and operational decision-making
- Act as primary liaison with external auditors and oversee global statutory audits of international subsidiaries
- Oversee global tax compliance in coordination with external advisors
- Collaborate with and advise Sales Admin regarding proper revenue recognition
- Liaise with Selling, General and Administrative (SG&A) and Cost of Goods Sold (COGS) departments to ensure proper accounting and compliance with Company policies
- Maintain and test adequate internal controls and implement process improvements
- Manage tracking of and accounting for the Company's stock-based compensation plan
- Administer the Company credit card and gas card program
- Assist with the administration of the vehicle fleet maintenance program



- Oversee 401(k) and worker's compensation audits
- Work safely in an office environment and follow all company safety policies and procedures

**ATTRIBUTES**

- Strong command of Generally Accepted Accounting Principles (GAAP) and complex technical accounting matters
- High integrity, sound judgment, and strong attention to detail
- Excellent written and verbal communication skills
- Proven leadership and people development capabilities
- Ability to operate effectively in a global, multi-entity environment
- Strong analytical, problem-solving, and process improvement skills
- Ability to manage multiple priorities in a deadline-driven environment
- Capable of identifying and developing processes and process improvements
- Maintain a positive attitude in high-pressure situations

**EDUCATION/EXPERIENCE**

- Bachelor of Arts (BA) Degree in accounting/finance or related field required; Master of Business Administration (MBA)/ Master of Accounting preferred
- Active Certified Public Accountant (CPA) designation strongly preferred
- 7+ years progressive accounting/finance experience including leadership roles
- Preferred experience in manufacturing accounting
- Experience in desktop application software; Microsoft Office, Enterprises Resource Planning (ERP) systems, QAD experience preferred

**WORKING CONDITIONS**

- Periodic domestic and internal overnight travel
- Ability to work extended hours as business needs dictate
- Ability to work for extended periods of time sitting using a computer

**JOB DESCRIPTION ACKNOWLEDGEMENT:** I have received, reviewed and discussed any questions I may have had about this job description prior to signing this form.

**PRINTED NAME:** \_\_\_\_\_

**SIGNATURE:** \_\_\_\_\_

**DATE:** \_\_\_\_\_