

ALLIANCE RESOURCE GROUP CAREER MATRIX

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| Position Title | Industry | Location | Base Salary | Bonus | Description / Requirements | Date |
|---|-----------------------|---------------|-------------|-------|---|-------|
| Senior Accounting Executive | Professional Services | Orange County | 150-180k | Yes | This is a confidential search due to a major corporate restructuring. To qualify for this role, candidates must have 10-15 years of controllership/senior leadership experience within the financial services industry (e.g., investments, banking, etc.) along with prior experience within the Big Four. CPA also required. | 12/11 |
| Senior Manager, Corporate Tax (Public Accounting) | Professional Services | Orange County | 150-200k | Yes | Requires heavy Federal and State Income Tax experience. The ideal candidate will have a minimum of six years of related experience within a large public accounting firm, preferably the Big Four. Exposure to M&A or international tax would be ideal. | 9/11 |
| Vice President, Finance and Accounting (Reporting to the CFO) | High Technology | Orange County | 200-250k | Yes | Our client is acquisitive and expanding rapidly both domestically and internationally. The company is well capitalized and offers excellent benefits including stock options, on-site gym, and flexible work hours. This unique position will oversee all corporate finance, treasury and accounting functions. This includes financial planning and analysis, financial reporting, general accounting, plant accounting, and tax functions. Reporting to the CFO, the successful candidate will oversee a team of highly motivated CPAs and MBAs located in Orange County, Canada, and Texas. This sought-after position requires experience operating as a VP, Officer, or Senior Director of a public company along with a foundation of Big 4 experience. CPA and/or MBA preferred. This position will be eligible for a generous bonus incentive and significant stock | 1/12 |

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| | | | | | options. | |
| Senior Director of Tax | High Technology | Los Angeles County | 150-190k | Yes | This position will serve as the “go to” source and strategic thinker for all issues related to taxation. The company is a California S-Corp. with multi-state income and sales tax nexus. It has a UK presence, sales in Canada, and is considering further international expansion. This position will ensure tax compliance including preparation of quarter tax estimates, K-1s, and tax returns and proactively identify and strategize tax saving opportunities. To qualify for this exciting role, candidates will have 10-12 years of relevant experience. Experience with S-Corporation, multi-state nexus, and sales and use tax preferred. CPA and/or MBT preferred. Experience with Section 199 is helpful. | 2/12 |
| Director of Finance | Professional Services | Orange County | 120-150k | Yes | This position requires experience supporting sales and marketing functions; including providing consultation to sales team on deal terms and pricing that maximize wins and revenue recognition. Responsibilities include developing business cases for new business opportunities, evaluate business alternatives and advise management on the impact of potential financial and operational decisions. Candidates will also have 7-10 years of relevant sales finance and FP&A experience. MBA required | 12/11 |
| Regional Finance Director | Hospitality | Orange County | 130-140k | Yes | Requires strong financial leadership experience within the restaurant, retail, or hospitality industries. Candidates must have a blend of finance and accounting experience. Prior experience within public accounting is a very strong preference. MBA and/or CPA preferred. This position comes with a generous compensation package, a company car, and great perks. Requires 50 percent travel. | 11/11 |

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| Senior International Tax Manager (Partner Track) | Public Accounting | Orange County | 140-165k | Yes | Our client is a regional CPA firm with offices primarily on the West Coast. Due to an upcoming retirement within the partnership suite, they would like to hire an experienced International Tax Senior Manager to serve as the firm's subject matter expert (SME) and eventually move into a partnership role. To qualify, candidates must have extensive experience with all aspects of international tax issues with aspiration to move into partnership. | 7/11 |
| VP of Tax – Private Equity | Investments | Orange County | 130-150k | Yes | Reporting to the SVP of Tax, the successful candidate will serve as a senior tax resource for the Firm's private equity funds' business and broader administration group. This business segment includes various private placement fund structures investing in a range of fixed income securities, equity securities, financial derivatives, distressed debt instruments, residential and commercial mortgages and real estate. To qualify for this sought-after role, candidates will have 10+ years of relevant experience, preferably within the Big Four. Candidate should also have specific experience working with hedge funds, private equity style funds, and similar products. | On hold |
| Director of Treasury (Reporting to the VP Treasurer) | Confidential | Orange County | 120-145k | Yes | Our client is highly profitable, acquisitive, and growing. Reporting to the Treasurer, the successful candidate will assist with all aspects of capital markets and treasury operations, including cash management, banking, capital structure strategy, interest rate risk management, unsecured bond offerings, equity and preferred stock transactions, secured financings, syndicated bank facilities, and debt covenant compliance. To qualify, candidates will have a stable and progressive track record within large public or private organizations along with advanced treasury and capital markets experience. Project financing experience (secured or mortgage debt) strongly preferred. | 1/12 |

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| Corporate Controller | Real Estate | Orange County | 100-140k | Yes | Reporting to the Chief Accounting Officer, the Controller will manage treasury, corporate accounting, and portfolio accounting functions. To qualify, candidates will have a blend of public accounting and private industry experience, preferably within a REIT or commercial real estate company. Prior Controllershship or Senior Manager experience is required. CPA strongly preferred. | 2/12 |
| Assistant Treasurer | Investment Management | Los Angeles County | 120-140k | Yes | The Assistant Treasurer will manage and review the monthly, quarterly and annual financial reporting process for the company's open-end and closed-end mutual funds. Specific job functions include creating and implementing fund accounting and operational controls, policies and procedures; as well as preparation of external reports, quarterly and annual financial statement packages. To qualify for this position, candidates will have 7+ years of public and/or private experience within the financial services industry. CPA required. This position comes with excellent benefits, a strong base salary, and a bonus up to \$60k. | 2/12 |
| Manager of Financial Reporting | Financial Services | Orange County | 100-130k | Yes | Our client is a well-known public company that is moving their corporate operation from the East Coast to Orange County. This position will oversee a team of highly competent CPAs responsible for financial reporting and technical accounting functions. Reporting to a dynamic ex-Big Four Senior Manager, the successful incumbent will manage SEC and other reporting functions for multiple entities. To qualify, candidates will have 5-7 years of relevant experience within mortgage banking, financial services, or financial institutions. Prior supervisory experience is required. CPA (Active) also required. | 2/12 |

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| Assistant Corporate Controller | Manufacturing | South Los Angeles County | 100-125k | Yes | This position will be an integral member of the accounting team, responsible for managing the day-to-day accounting operation and leads the monthly accounting close. Primary responsibilities include overseeing the accounting and financial reporting functions; establishing and maintaining internal controls and procedures; and enhancing accounting business processes. Additional responsibilities include oversight of all financial activities pertaining to the manufacturing operation, including subcontractors, factory equipment, and inventories. The incumbent will work closely with Plant Management, Supply Chain Management, their production and support teams to provide financial expertise, cost and budget support in all areas. To qualify for this hybrid role, candidates 7+ years of direct financial management experience in a complex environment with escalating levels of responsibility. Strong knowledge of GAAP and cost accounting is also required. CPA preferred. | 12/11 |
| Finance & Accounting Manager (Institutional Operations) | Investment Management | Orange County | 100-120k | Yes | This is a unique role that requires a blend of public accounting and private industry experience. Must have a strong background in the financial services industry, including investments, etc. The total package for this position is very rich, including generous bonus incentives, great benefits, etc. A CPA designation is required. | 12/11 |
| Corporate Accounting Manager | Technology | Orange County | 100-110k | Yes | Our client has over \$2 billion in annual revenues with a strong global presence. This position manages all corporate accounting functions, including multi-entity consolidations, intercompany transactions, month end close functions, and provides assistance to the external reporting group. To qualify, candidates must have 10+ years of corporate accounting and/or public accounting experience. The ideal candidate will have experience managing general accounting functions within a large public company environment. CPA | 9/11 |

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| Senior Financial Reporting Manager | High Technology | Orange County | 100-125k | Yes | This is a newly created position within a fast growing company. Our client has an expanding global presence, is well capitalized, and very acquisitive. This position will take ownership of all external (SEC) reporting functions, technical accounting research, stock compensation accounting, and preparation of Board and financial reports. To qualify, candidates will have 5-7 years of relevant experience. Prior or current Big 4 experience is strongly preferred. | 9/11 |
| Senior Finance Manager | High Technology | Orange County | 110-130k | Yes | This highly visible role is responsible for balance sheet and cash flow forecasting, strategic and long term business outlook, ROI and resource allocation process across business units. Additional duties include cost reduction strategies, P&L modeling and competitive benchmarking, WASO and related dilution analysis, capital structure strategy, and special projects and requested. To qualify for this exciting role, candidates will have 7-10 years of relevant experience along with an MBA and/or CPA. Must have strong financial modeling and business partnering skills, preferably within technology or public company environments. | 2/12 |
| Corporate Accounting Manager | Consumer Products | Orange County | 100-120k | Yes | Our client is very stable with annual revenues of approximately \$2.5B. This highly visible role oversees the corporate general accounting department, supervising a team of highly competent accounting professionals. To qualify, candidates will have 10+ years experience, preferably within manufacturing or distribution. CPA preferred. | 12/11 |

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| Finance Manager (Finance & Accounting) | Alternative Energy | Orange County | 100-110k | Yes | This is a role comprised of FP&A (70%), accounting, and administrative functions. This highly visible role supports the President of a high growth subsidiary of a public company. The ideal candidate will have a foundation of accounting experience with at least 5-7 years of finance (e.g., FP&A, reporting, etc.) experience within small to mid size companies. The expectation is for the Finance Manager to move into Senior Manager (e.g., Controller, VP, or CFO) within an accelerated time period. The compensation package will include stock options, a generous bonus incentive, excellent benefits, and a strong base salary. CPA and/or MBA a big plus. | 1/12 |
| Senior Financial Planning Analyst | Investment Management | Orange County | 100 – 110k | Yes | Requires in-depth financial planning and forecasting experience within large sophisticated environments. Must have experience working on strategic initiatives for senior management, preparing and presenting presentations, and having interface with high level executives. MBA preferred but not required. | 3/11 |
| Project Manager | Financial Services | Los Angeles | 95-105k | Yes | The Project Manager will manage projects and relationships with internal business customers. The ideal candidate will have in-depth project management experience within larger organizations. Requires 5-8 years experience in Big Four consulting or internal audit. | 3/11 |
| Finance Supervisor | Service | Greater Los Angeles County | 90-110k | Yes | The successful candidate will supervise a small team on budgeting, forecasting and variance analyses for capital related projects. Will also assist senior management in evaluating the need for debt and equity placements, and financial modeling for cash flow and M&A transactions. To qualify, candidates will have strong financial modeling skills with 6-7 years of experience. | 1/12 |

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| Accounting Manager | Real Estate | Orange County | 90-100k | Yes | This position is responsible for reviewing financial statements and month end close process for multiple commercial properties, reviews CAM reconciliations, and manages the lease review process to ensure proper accounting treatment. To qualify for this role, candidates will have 2+ years in a supervisory capacity along with 6+ years of relevant experience. Prior public accounting and current commercial real estate experience is strongly preferred. CPA preferred. | 1/12 |
| Construction Accounting Manager | Construction | Orange County | 85-100k | Yes | This newly created role will manage and perform accounting functions for the construction division. This division is expanding rapidly and the company plans on hiring over 100 new employees in 2012! To qualify, candidates will have a strong foundation of construction accounting experience. A CPA designation is highly preferred but not required. | 1/12 |
| Supervising Senior Accountant | Investment Management | Orange County | 85-100k | Yes | This supervisory role will serve as a Chief Accountant, performing and supervising accounting activity within the hedge fund area of the company. To qualify, candidates will have 4-7 years of relevant experience, preferably within public accounting or a large investment company. Prior supervisory experience is also required. | 11/11 |
| Manager of Compliance (Finance, IT, and Operations) | Consumer Products | Orange County | 85-95k | Yes | Our client is a well-branded company that offers excellent benefits including generous bonus incentives, a great work/life balance, and a fantastic work environment. Supporting a fast growing and highly profitable vertical, the successful candidate will manage a team of analysts that perform financial, operational, and IT audits. The ideal candidate will have experience managing projects and staff with at least 5 years of relevant experience. Prior or current public accounting experience is highly desired. CPA, CISA, PMP, CFE, and CIA designations are encouraged. | 1/12 |

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| Senior Tax Accountant | Service | Greater Los Angeles County | 75-95k | No | Our client is a very stable and growing company that offers excellent benefits, opportunities for professional development, and a good work/life balance. This role is responsible for tax compliance and reporting, concentrating primarily on income tax and other complex tax functions. To qualify, candidates will have 3-5 years of related experience along with a Bachelor's degree in Finance or Accounting. A Master's degree in Tax is a big plus. | 1/12 |
| Manager, Financial Planning & Analysis | Retail | Orange County | 80-90k | Yes | Our client is a private equity-backed company that is poised for rapid expansion. This newly created position will perform and manage a variety of FP&A functions, managing one experienced financial analyst. In addition to regular finance, the incumbent will also create financial models for profitability for new international locations; perform valuations for potential dispositions, and significant ad hoc projects. To qualify, candidates will have 5-7 years of FP&A experience along with strong financial modeling skills. Previous supervisory experience is preferred. | 2/12 |
| Assistant Controller | High Technology | Orange County | 75-85k | Yes | Our client is seeking a high energy, outgoing and highly responsible individual to work with the CFO in performing and streamlining the finance, accounting and financial reporting functions at a start-up technology hardware firm. The candidate must be proficient in performing day-to-day functions as well as supporting the management team in strategic decision-making. To qualify, candidates will have a Bachelor's Degree in Business Administration, Economics, Finance, Accounting, or related field along with 5-7 years of related finance and accounting experience. | 2/12 |
| Senior Accounting & Tax Analyst | Financial Services | Orange County | 75-85k | Yes | This is a newly created position which supports the company's private client services group. The ideal candidate will have a tax background with a concentration in trusts, high net worth individuals, and partnerships. This position will be responsible | 12/11 |

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| | | | | | for reviewing the work of tax preparers and trust documents. CPA preferred but not required. | |
| Senior Accountant | Medical Technology | Orange County | 75-85k | Yes | Our client is a rapidly growing, publicly traded company in the medical technology industry. This unique position will handle a broad range of treasury, cash management, and reporting functions. The ideal candidate will be highly motivated with a strong career trajectory and possess a Bachelor's degree in Accounting or Finance. | 2/12 |
| Audit Senior (Public Accounting) | Public Accounting | Orange County | 70-85k | No | Seeking public accounting professionals with 2-4 years of experience. Ideal candidates will have experience working national or local CPA firms with financial audit experience. | 9/11 |
| Senior Accounting Analyst | Financial Services | Orange County | 85-95k | Yes | Our client is a well-established company and one of the largest employers based in Southern California. This unique role will handle complex accounting functions as well as financial analyses for the company's more complicated transactions. This highly visible role will support VPs throughout the organization and provides guidance to a team of professionals. To qualify, candidates will have 5-6 years of relevant experience, preferably within public accounting. CPA preferred. | 2/12 |
| Senior Financial Analyst | High Technology | Orange County | 75-85k | Yes | This position will support a strategic business unit within a high profile Fortune 500 company. Reporting to the Director of Finance, the successful candidate will have heavy interaction with Sales and Operations. To qualify, candidates must have 3-5 years of relevant experience. Advanced Excel skills and experience within manufacturing, consumer products, or high tech industries is strongly preferred. MBA a huge plus. | 1/12 |

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| Financial Analyst | Consumer Products | Orange County | 60-70k | Yes | Our client is a multinational consumer products company with over \$1 billion in annual revenue. This role supports manufacturing operations including analysis related to cost of goods sold, gross margins, etc. To qualify, candidates will have 2-3 years of financial analysis experience supporting a product-driven operation. MBA a plus. | 10/11 |
| Senior Corporate Accountant X2 | Public Company | Orange County | 75-85k | Yes | Our client is publicly traded and offers a fun and relaxed work environment. The company employs a strong senior management team and offers flexible hours, excellent compensation, and numerous opportunities for continuous professional development. These roles are based at corporate and involves a blend of corporate functions including fixed assets, cash accounting, and other G/L functions. To qualify, candidates will have either 3-4 years of public accounting or 4-5 years of corporate accounting experience. | 1/12 |
| Senior Internal Auditor | Public Company | Orange County | 70-80k | Yes | Our client has a strong global presence with a market cap of approximately \$15 billion. This newly created position is heavily focused on operational and compliance audits reporting to a very experienced manager. To qualify, candidates will have 3-7 years of experience in either public accounting or corporate internal audit, or a combination thereof. Requires the ability to work in cross-functional teams, cultivate leadership abilities and to develop financial and operational management skills. CPA and/or CIA designations preferred. | 2/12 |
| Senior Internal Auditor | Investments | Los Angeles County | 70-80k | Yes | This position will support key control testing for SOX and documentation support and facilitates control discussions with business areas in order to identify key risks and mitigation procedures related to compliance and operational business functions. Requires 4-6 years of related experience, preferably from the Big Four. Must have a strong compliance and risk assessment background. Must be adept with | 3/11 |

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| | | | | | SOX. | |
| Senior Accounting Analyst (Mutual Funds) | Investment Management | Orange County | 75-85k | Yes | This exciting role will support the mutual funds segment of the company and will gain significant experience to international operations. To qualify, candidates will have 2-4 years of public accounting experience, preferably from the Big Four. CPA a big plus. | 11/11 |
| Senior Financial Reporting Analyst | Public Company | Orange County | 70-75k | No | This position is responsible for preparing SEC filings and regulatory reporting for a well-established organization. Our client offers an excellent work environment, strong benefits and compensation incentives, and numerous opportunities for professional development and career advancement. To qualify, candidates will have 2-4 years of public accounting or a blend of public/private experience. CPA preferred. | 2/12 |
| Senior Accountant | Pre-IPO Company | Orange County | 70-75k | Yes | Our client is a rapidly growing, private equity backed company. This newly created position will supervise accounts payable functions and perform a variety of corporate accounting functions, reporting to the Corporate Accounting Manager. To qualify, candidates will have 3-5 years of public accounting and/or a blend of public/private experience. Candidates without public accounting experience should still apply; however, a strong grasp of GAAP and internal controls is required along with a Bachelor's degree in Accounting or Finance. | 1/12 |
| Credit & Collections Manager | Alternative Energy | Orange County | 65-75k | Yes | This position will oversee all credit and collections and accounts receivable functions for the company. This highly visible role will be instrumental in streamlining AR and lockbox functions, developing reports for executives and sales professionals, and developing best practices for the department. The | 12/11 |

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| | | | | | ideal candidate will have a strong track record in credit and collections including experience developing best practices, policies and procedures, etc. | |
| Senior Analyst, Operational & Financial Compliance (2 Available Positions) | Consumer Products | Orange County | 65-75k | Yes | These newly created positions are with a growing compliance and internal audit department. Our client offers stability and unlimited opportunities for long range career development and advancement. Requires 2-5 of corporate internal audit or public accounting experience. CPA, CIA, and CISA designations are welcomed. These positions also qualify for annual bonus incentives, paid overtime, and excellent healthcare benefits. | 1/12 |
| Senior Accountant | Real Estate | Orange County | 65-75k | Yes | This position will handle a blend of accounting and reporting functions, supporting both corporate (e.g., SEC filings, BOD reports, etc.) and portfolio operations. To qualify, candidates will have 3-4 years of public or public/private experience. Will also consider commercial real estate accounting professionals. | 1/12 |
| Senior Accounting Analyst | Financial Services | Orange County | 65-75k | Yes | This exciting role will work within the investment accounting group, working alongside a large team of highly competent CPAs. Our client offers amazing benefits, excellent career advancement opportunities, and annual bonus incentives. To qualify, candidates will have 3 years of public accounting experience, preferably from the Big Four. The ideal candidate will have excellent communication skills, an active CPA license, or a CPA candidate (e.g., Form E signed, passed the CPA exam, etc.) | 9/11 |
| Financial Analyst | Real Estate | Los Angeles County | 65-75k | Yes | This position will receive a strong base salary, bonus incentives, and a stock component. To qualify, candidates will have 3-5 years of corporate finance experience, preferably within the investment, financial services, or real estate industries. MBA strongly preferred. | 12/11 |

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| Senior Accountant – Investments | Financial Institution | Orange County | 70-75k | No | This is a newly created position with a fast growing financial institution. To qualify, candidates will have 3-4 years of investment and/or fund accounting experience along with a Bachelor’s degree in Finance or Accounting. | 1/12 |
| Senior Staff Accountant | Consumer Products | Orange County | 60-70k | Yes | This position reports to the Accounting Manager and handles a variety of general accounting functions with a heavy G/L interface. The successful incumbent will also assist with Sales & Use Tax and other tax/general accounting functions. | 8/11 |
| Internal Auditor | Financial Services | Los Angeles County | 65-70k | Yes | This position will support key control testing for SOX and documentation support and facilitates control discussions with business areas in order to identify key risks and mitigation procedures related to compliance and operational business functions. Requires 2-3 years of related experience, preferably from the Big Four. Must have a strong compliance and risk assessment background. Must be adept with SOX. | 3/11 |
| Analyst (Internal Audit & Compliance) | Consumer Products | Orange County | 60-65k | Yes | Our client is a well-branded company with a large presence in Orange County. These roles work within the internal audit and compliance areas, working closely with business unit executives and professionals. To qualify for these sought-after roles, candidates will have 1.5-2 years of corporate internal audit or public accounting experience. These positions are also eligible for annual bonus incentives, paid overtime, and comprehensive large company benefits. | Opening 1/2012 |
| Senior Associate (Financial Sales) | Professional Services | Orange County | 60-65k | Yes | This is a unique role which services as an in-house account manager whose primary responsibilities include servicing clients, client renewals, selling product upgrades, and managing existing accounts. The ideal candidate will be able to train clients, organize discussions between clients and internal research team, obtain answers to client questions, and retain existing clients. Requires significant team | 7/11 |

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| | | | | | work with sales group and interaction with Sales Director. To qualify, candidates will have a Bachelor's degree with 3-4 years experience in a financial sales or customer service environment. | |
| Staff Accountant (Financial Reporting) | Public Company | Orange County | 55-65k | No | This position will support a team of CPAs responsible for financial (SEC) and regulatory reporting. Our client offers an excellent work environment and numerous opportunities for professional development and career advancement. To qualify, candidates will have 1-3 years of relevant experience along with a Bachelor's degree in Finance or Accounting. | 2/12 |
| Staff Accountant | Medical Technology | Orange County | 50-60k | No | This position reports to the Corporate Accounting Manager and is responsible for general accounting functions including fixed assets, journal entries, account reconciliations, and various monthly close activities. To qualify, candidates will have 1-3 years of related experience along with a Bachelor's degree in Accounting or Finance. | 1/12 |
| Supervisor, Accounts Receivable | Retail & Distribution | Orange County | 45-55k | No | Requires 5+ years of accounts receivable experience | 1/12 |
| Payroll Specialist | Alternative Energy | Orange County | 40-50k | No | This position reports to the Payroll Supervisor and is responsible for processing payroll for 700 employees. To qualify, candidates will have 5-7 years of payroll experience, preferably with companies that have at least 500 employees in a multi-state environment. Experience with ADP and/or Kronos timekeeping is a big plus. | 12/11 |