

# JAMES M. FRITZEN

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## V.P. FINANCE MANUFACTURING

A strategic leader of Finance & Administration. Consistently contributes to business growth by leveraging information from Manufacturing, Finance, Information Technology and Human Resources. Possess the rare ability to mine, manage and utilize data and resources in what are assumed to be compliance functions and turn them into efficient business decision-making tools. Highly experienced with startups, rapid growth, acquisitions, divestitures, turnarounds, and managing the creative process. Superior business acumen, leadership and team building skills. MBA.

CORE COMPETENCIES: **Contract Accounting and Revenue Recognition**, Marketing, **Supply Chain**, Finance, Accounting, **Strategic Planning**, Contract Negotiations, **International Consolidations**, Annual Budgets, **SAP**, Price Models, **Job Order Cost/Standard Cost Systems**, **Credit & Collections**, **International**, GAAP, Cash Flow, Internal Controls, Mentor, Audits, Insurance, Human Resources, **Great Plains**, Business/Accounting Systems Implementation, **Query Tools**, Data Mining, Crystal Reports, MS Office (Excel, Access, PowerPoint)

### PROFESSIONAL EXPERIENCE

DATWYLER PHARMA PACKAGING USA, Inc.

October 2014 to Present

*\$1.5 billion Swiss based manufacturer of pharmaceutical components*

#### Head of Finance

*Staff of 4, NJ location of 300*

- **Revised** standard costs increasing forecasting accuracy and resulting in more strategic market pricing
- **Replaced** Worker's Compensation carrier and altered the policy resulting in savings of \$400,000 annually.

THE STRIVE GROUP/MENASHA PACKAGING, Lyndhurst, NJ

Dec. 2001 – May 2013

*\$1 billion privately held packaging company that acquired the \$195 million Strive Group in 2011.*

#### Director of Finance and Operations

*Staff of 3, office of 50 (Left due to Menasha Acquisition of The Strive Group)*

- **Secured a 5-year \$250 million contract (the biggest in company history), increasing the enterprise value by \$50 million to a sale value of \$150 million:** Kraft Foods wanted price certainty for their display programs. Designed an Excel Price Model linked to a rate sheet based on statistically calculated averages of historical business that was easy to use, scalable and included provisions for "what if" pricing.
- **Developed data collection systems to precisely track** the monetization for the celebrity fragrance launches for **Coty Cosmetics**, including Celine, JLo, Beyoncé, Lady Gaga, Tim McGraw and Faith Hill, among others.
- When Menasha Packaging acquired Strive, both companies had different rate cards supporting PepsiCo's \$35 million annual business. The customer wanted one rate card. In Excel, rate modifiers were programmed to accommodate both companies display lines that were accepted by PepsiCo: **The \$35 million was preserved and both Strive and Menasha protected their site level profitability.**

## MENASHA PACKAGING (continued)

- **Accurately tracked the business from \$0 to \$45 million from 2002 to 2005.** The data provided secured business with **Coty Cosmetics, GlaxoSmithKline, Kraft Foods, SC Johnson, Schering Plough (now Merck), and Rite Aid:** Start-up financial tracking systems. Using Access programmed Labor Tracking, Accounts Payable, Order Entry, Invoicing, Purchasing and Job Order Costing.
- The three partners of the NJ location needed to renegotiate their ownership agreements with Strive. Brokered the negotiations by providing historical data and counseled the partners on the choices available: **The partners traded 25% ownership of the NJ sub for 18% of the consolidated parent which included a \$2.7 million dividend payout on completion of the negotiation, and a \$11.2 million payment when the company was sold in 2011.**
- Developed accurate business forecasting and budgeting tools building credibility and confidence with primary and secondary lenders. Tools used were Crystal Reports, Excel and Access coupled with industry knowledge: **Secured a long and short term financing vehicles and was recognized by the owners for achieving the highest forecasting accuracy in the company.**

ADVERTISING DISPLAY COMPANY, INC., Lyndhurst, NJ

1995 – 2001

*\$117 million privately held corporation***Corporate Controller***Directed a staff of 12. (Left to move to The Strive Group/Menasha Packaging)*

- The owners wanted to take advantage of the favorable tax treatments of an Employee Stock Option Plan (ESOP). The company was debt free and the ESOP was going to be financed by issuing debt. The books were subject to stringent audit review by bank auditors as well as the company's auditors. The banks competed for the debt package based upon the information developed: **The two owners of the company split \$40 million tax-free dollars and each employee realized a pre-tax cash contribution to their 401(k) plan - 40% of the company was placed in employee ownership.**
- Brown & Williamson Tobacco awarded the company the largest contract in company history and required new reporting systems to track, invoice and provide weekly status reports. Links were created from the ERP software to Excel automatically creating Key Performance Indicators (KPIs) and spreadsheets for B&W executives: **The contract awarded resulted in \$75 million of revenues at a 40% gross profit and \$35 million cash generation.**

HOSOKAWA MICRON INTERNATIONAL

1978- 1994

\$350 Million Global Manufacturer

**Director of Finance and Administration***Staff of 18 (Left as Operations were moved to Santa Rosa, CA)***Director of Finance and Administration**

1991 – 1994

- Managed Finance, HR and IT functions, Reported to Division President - Summit, NJ

**Group Controller**

1988 – 1991

- Consolidated manufacturing operations in North America, Reported to Group President for the Americas – Summit, NJ

- Corporate Accounting Manger** 1985 - 1988
- International consolidations, Procured Insurance, Reported to VP Finance with dotted line to CFO in Osaka, Japan – New York, NY
- Cost Accounting Manager** 1981 – 1985
- Cost of Goods, Inventory valuations, manufacturing rate calculations, Reported to VP of Finance – Summit, NJ
- Cost Accountant** 1978 – 1981
- One write transaction posting, cost of manufacturing for monthly close, Reported to Cost Accounting Manager – Summit, NJ

**EDUCATION**

- MBA, Finance** 1985  
FAIRLEIGH DICKINSON UNIVERSITY
- BA, Accounting** 1977  
KEAN UNIVERSITY