

# PAUL KADLETZ, CPA

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## Summary

Results-oriented accounting professional with expertise in financial analysis and budget management. Focused on enhancing organizational efficiency and ensuring compliance with GAAP. Experienced in coaching teams and utilizing various accounting software for precise financial reporting.

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## Skills

- Accounting and GAAP compliance
- Financial analysis
- Financial reporting
- Budget management
- Tour accounting
- BlackLine reconciliation
- Oracle EBS expertise
- NetSuite knowledge
- CCH ProSystems engagement
- Microsoft Office proficiency
- Organizational efficiency
- Staff coaching

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## Experience

### **Assistant Business Manager** | Leftbrain - Los Angeles, California | 05/2024 - Current

- Develop and oversee detailed budgets and financial forecasts for large-scale international tours including live budget-to-actual variance analyses
- Develop cash flow planning, credit management, and financial risk mitigation strategies to support touring musicians
- Manage comprehensive income and expense tracking for high-net-worth music industry clients.
- Perform full-cycle tour accounting, including reconciliation of agency settlement statements
- Reconcile royalty accounting statements across performance, recording, and publishing revenue streams
- Analyze and present financial statements and commission reports to inform management and legal teams
- Collaborate with managers, agents, attorneys, and label representatives to ensure financial accuracy and compliance

### **Accounting Manager** | GBL LLC - Costa Mesa, CA | 11/2023 - 05/2024

- Managed day-to-day operations of accounting team of 3, ensuring compliance with GAAP and company policies
- Prepare monthly consolidated financial statements and analyses, ensuring accuracy and adherence to GAAP standards
- Review monthly general ledger balance sheet account reconciliations, enhancing accuracy and reliability of financial reporting
- Develop and implement month-end close checklist with comprehensive internal control policies
- Increased team productivity through effective coaching and professional development initiatives

### **Senior Accountant SEC Reporting** | HydraFacial - Long Beach, CA | 12/2022 - 08/2023

- Prepared and reviewed financial statements, footnote disclosures, and management discussion and analysis in compliance with U.S. GAAP and SEC regulations
- Supported preparation and filing of SEC documents, including 10-K, 10-Q, and 8-K, ensuring compliance with regulations.
- Performed SEC filings using Wdesk (Workiva) application, ensuring accurate XBRL tagging for regulatory

compliance.

- Gathered and organized edits from management, auditors, and attorneys to maintain accuracy and compliance in documents.

**Staff Accountant II** | Deckers Outdoor Corporation - Goleta, CA | 04/2021 - 11/2022

- Executed month-end and quarter-end close procedures, maintaining and reconciling corporate balance sheet accounts through analysis and journal entries
- Analyze financial statements on a quarterly basis to explain significant variances in account balances
- Maintain worldwide intercompany transactions through intercompany journal postings and netting process
- Maintained right-of-use asset and liability accounts for 842 schedules to ensure compliance with lease commitments and distribution center reporting
- Oversaw monthly activities for foreign currency derivative and hedging contracts, ensuring accurate financial reporting and risk management
- Work closely with the SEC reporting team to perform financial statement and public filing tie-outs and schedule reviews
- Work internationally with teams in Asia and Europe to streamline the financial reporting process to ensure accurate financials

**Staff Accountant (Audit Manager & Tax Supervisor)** | Nasif, Hicks, Harris & Co., LLP - Santa Barbara, CA | 10/2017 - 02/2021

- Designed, organized, and executed financial statement audits for diverse private clients across multiple industries, ensuring compliance and accuracy.
- Conduct client interviews and lead internal meetings to facilitate effective and efficient audit planning and execution
- Perform substantive and analytical testing for all sections of the financial statements, including the planning of the engagement, and preparation of the financial statements, footnotes, and supporting schedules
- Prepared and reviewed tax returns for large private entities (S-corps, C-corps, Partnerships, LLCs) and high net worth individuals, ensuring timely and compliant submissions.
- Developed and monitored project staffing plans, budgets, and schedules while collaborating with clients to resolve variances and meet project expectations.

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**Education**

University of California, Santa Barbara | 06/2017

**Bachelor of Arts:** Economics and Accounting

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**Certifications**

Certified Public Accountant, California Board of Accountancy, 01/01/20

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**Hobbies and Interests**

- Music
- Swimming
- Cycling
- Running
- Backpacking
- Rock climbing
- Traveling