



Accretive Solutions ^{as}





... conducted vendor payment audit resulting in identification of overpayments to vendors equal to 10 times the cost of our engagement

... reduced financial close cycle by 10 days, and cost of closing by approximately 33%

... reduced operating budget by more than 30% over an 18 month period, without sacrificing quality or performance of their internal applications and support resources

... increased client's cash flow by \$4M per month by redesigning and streamlining cash forecasting processes



OVERVIEW

Accretive Solutions, Inc. is a national consulting and executive search firm that has been helping companies for over 30 years manage and improve their financial, operational and IT performance. We specialize in a wide range of business solutions, but do one thing exceedingly well: get results.

From developing accurate cash forecasting models to optimizing the performance of business systems, we implement solutions that make our clients more successful.

It's simple. Our clients get results because of the caliber of our people. We have over 1000 consultants nationwide providing solutions to companies from start-ups to Fortune 500. Our professionals average 10 to 20 years of Big Four and/or industry experience and will apply it to your benefit.

Their expertise and proven methodologies will optimize the use of your most precious commodities – time and money. That's why we have a 30-year track record of turning a single assignment into a lifelong relationship.

When it comes to Executive Search and filling your most critical vacancies, our extensive network across the country gives us the capabilities and local expertise to find exactly the person you're looking for. We ensure that candidates' leadership skills and their character align with your organization's values and culture. In short, we don't just find the best talent; we find the best talent that's right for you.

Whether you need the complete outsourcing of a project, a subject-matter expert to augment your internal staff or an experienced executive to join your management team, our operating structure offers the flexibility you need. We provide services to companies of all sizes across a wide spectrum of industries, public or private, from domestic entities to foreign-owned enterprises with significant U.S. operations. All of our clients benefit from our vast network of knowledge and resources, including senior industry experts and top professionals for hire.

We offer the most flexible, cost-effective services you need to navigate change. That makes us more than a solution. We're your insurance in a constantly shifting business landscape.



EXPECTED

We understand the stakes are high in your business – and so are your expectations when choosing a partner to help you reach your goals. At Accretive Solutions, we never lower the bar.

Our values guide us in everything we do and ensure we exceed your expectations. They are:

Integrity - we are committed to doing the right thing in our decisions and actions.

Relationships - we develop and nurture lasting, mutually beneficial relationships in the spirit of helping people succeed.

Teamwork - we are inspired to work together to achieve exceptional results.

Ownership - we hold ourselves responsible and accountable and believe in transparency in everything we do.

Balance - we strive to balance outstanding company results with the responsibility to self, family and community.

Entrepreneurial Spirit - we embrace innovation, hard work, perseverance and empowerment in our unyielding push to bring value to our clients.

Excellence - our passion for quality is evident in everything we deliver, providing both our employees and clients with the highest standards in the profession.

Because the competitive consulting world is crowded with firms of all shapes and sizes, we at Accretive Solutions must simply be better performers. We differentiate ourselves by providing the solutions you need most and over delivering on your expectations.

Our clients value having a partner who is a leader in thought and practice – and brings the experience of seasoned professionals. Trust is never an easy win, but our clients trust us time and time again. We offer:

Experienced Consultants:

Our consultants bring technical knowledge and expertise with an average of 10-20 years experience and many are credentialed CPAs, CIAs, CISAs and/or CFEs.

Proven Methodologies and Tools:

We utilize proven methodologies and best practices leveraged from our prior successes to ensure a quick ramp-up and delivery of effective results.

Value for Money:

We provide value, expertise and high quality solutions at a competitive price.

Flexibility:

Our operating structure allows for the flexibility you need – whether it’s the complete outsourcing of a project, a subject-matter expert to augment your internal staff or an experienced executive to join your management team.

Quality:

Our consistent practices, attention to detail and passion for getting it right lead us to deliver higher quality work than you may be used to receiving from other consulting firms.

“Accretive Solutions is our number one choice for professional finance and accounting project services, and has been for years. Their dedicated, seasoned professionals bring a proven track record with valuable expertise, project management skills, flexibility and tools to help us execute our strategic objectives. They played a vital role in our disposition of the hard disk drive business and in our Sarbanes-Oxley implementation. Accretive Solutions helps me to sleep at night.”

VP Finance and Corporate Controller
Technology Company

“We have been involved with too many consultants that analyze our company or a problem within our company and merely tell us what to do without actually engaging and assisting us in the resolution of the problem. Accretive Solutions is the only consulting firm we have found that can help us analyze a problem and then provide us with the resources to work seamlessly with our staff to implement the solution.”

Chief Financial Officer
Energy Company



How are we able to deliver such significant results?
Through relevant and targeted solutions, designed
with input from clients and industry experts.

As a result, our solutions address the most pressing challenges you face today – while going beyond short-sighted fixes to position you for long-term profitability and growth.

The following pages outline our extensive solutions and services. With offerings ranging from quick 2 to 5 day assessments to full-scale longer-term projects, we'll work with you to design a customized solution that suits your unique business and needs.



Business Transformation

Corporate Renewal & Restructuring

Corporate Renewal & Performance Improvement, Restructuring & Bankruptcy

Mergers & Acquisitions

Planning & Due Diligence, Transition & Strategy Development, M&A Readiness Architecture Assessment, Business & Systems Integration, Purchase Accounting & Financial Reporting

Performance Improvement

Cash & Operations Optimization, Business Process Improvement, Organization Change Management, Organization Design & Transition, Training Design & Development

Program & Project Management

Program Management Office Implementation & Operation, Program & Project Health Check, Program & Project Process Improvement, Program & Project Management

Financial Accounting and Reporting

Business Outsourcing Solutions

Business Outsourcing Solutions

Corporate Accounting & Financial Planning

Treasury/Cash Management, Financial Planning & Analysis, Start-Up & Emerging Company Support, Special Projects, General Corporate Accounting

GAAP Compliance & Financial Reporting

Accounting Standards Consultation & Training, Financial & SEC Reporting

International Financial Reporting Standards (IFRS)

Project Management, Technical Accounting & IFRS Policy Development, Business System Alignment & Implementation, Business Process & Controls Re-Design & Implementation, Financial Reporting & Audit Support, Training

Tax Support

Tax Compliance Support, Tax Accounting Support, Special Projects

Governance and Compliance

Cost & Revenue Recovery	Construction Audits, Distributor/OEM Audits, Franchisee Audits, Royalty Audits, Supply Chain/Vendor Audits
Enterprise Risk Management	Enterprise Risk Assessments, Enterprise Risk Management
Internal Audit	Internal Audit Co-sourcing, Internal Audit Outsourcing, Quality Assurance Reviews, Fraud & Forensic Auditing, Audit Committee Advisory
IT Risk Management	Disaster Recovery Planning/Business Continuity, IT Risk Assessments
IT Security	Attack & Penetration Testing, Vulnerability Assessment, Digital Forensics, Information Security Program Design & Assessments, Remediation & Implementation Support
SOX, Regulatory Compliance & Reporting	Sarbanes-Oxley, HIPAA, Model Audit Rule, Other Regulatory Compliance

Information Technology Strategy

Business Analytics & Data Management	Business Intelligence & Reporting, Data Integration, Enterprise Portal
Business Systems Selection, Implementation & Optimization	Business Systems Selection, Business Systems Implementation, Business Systems Optimization
IT Architecture	System Architecture Assessment & Implementation, Application Portfolio Rationalization & Implementation
IT Operations & Infrastructure	Infrastructure Cost Recovery Assessment & Implementation, Outsourcing Assessment & Implementation, Information Technology Infrastructure Library (ITIL) Assessment & Implementation



We make bold promises, but only because we're able to back them up with bold results. When it comes to Executive Search, our promise is simply this: to bring together the most talented people with the most prestigious companies.

Accretive Solutions lives up to the promise of helping companies, large and small, hire the best - professionals who hit the ground running and quickly become top performers in their organizations.

Our Executive Recruiters have established relationships with many of the best and brightest professionals in the industry. Based on our unique approach to recruiting and expertise in assessing talent, we have the ability to expose you to top talent you will not attract on your own. Taking the time to compare our top candidates with those identified through your internal efforts will not cost you a penny. And, in the end, you will have more confidence in your hiring decision no matter who you decide to hire.

We promise to find the best fit - for the client and the candidate.

In need of new management brainpower to lead you through challenging times?

At Accretive Solutions, we have worked with many organizations to help them hire new management talent who have the experience to not only lead them through challenging times but also to strengthen their position in the market and take them to the next level.

Tired of engaging search firms only to receive the same quality of candidates you find on your own?

At Accretive Solutions, we represent passive job seekers with whom we have developed long-term, trusted relationships over the past 10+ years. Engaging us will expose you to the best talent in the industry you otherwise would not have an opportunity to consider for hire.

Finding it hard to attract the best talent to your organization?

Accretive Solutions has been performing Executive Search for over 30 years with a track record of helping high-growth and start-up companies as well as Fortune 500 organizations hire top notch talent. Given the relationships we have established with high-quality passive candidates, we are able to reach out to professionals who align with your ideal profile, tell your story and generate interest in the position you are seeking to fill.

Recruiting talent for roles in the following areas:

- Executive Management including CFO and CIO
- Corporate Finance
- Financial Reporting
- Tax
- Treasury
- Mergers & Acquisitions
- Audit / IT Audit
- Security & Compliance
- Risk Management
- Application Services
- Network Services
- Program & Project Management
- Business Intelligence & Analytics

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