

Brian Starks, PMP, MBA

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EXECUTIVE SUMMARY

A dedicated financial professional with experience in financial planning and analysis. I have many years using multiple ERP systems, Excel VBA, Workday, Google Scripts, SQL Developer, Clarity, Power Bi, Tableau & SAP. I am able to work independently and meet deadlines efficiently with a strong understanding of various financial models. Currently on the leadership team that oversees financial reporting and operating functions while maintaining a high accuracy rate.

PROFESSIONAL EXPERIENCE

Disney – Orlando, FL (May 8, 2023 - Present)

Senior Project Financial Analyst, IT/Finance (Consultant)

- Responsible for finding imparities within our PPM(Clarity) system to ensure all requirements are being met
- Formed a system using automation tools to integrate Workday data into our PPM software to certify alignment
- Created multiple dashboards using Microsoft Power BI & Tableau for leadership to bring in live data. Leadership is now able to review labor & expenses in real time.
- Help to support other financial projects doing re-classes, journal entries & updating forecast.
- Worked in multiple systems including Clarity, SAP, Excel using VBA code to create Macros

Hyatt Vacation Club – Orlando, FL (January 3, 2023 – May 8, 2023)

Manager, FP&A – Sales & Marketing (Consultant)

- Manage the Finance department for the Sales & Marketing Team for six different properties around the US and one International Site
- Created commission structure and processes to align with the updated commission structure and ensure correct payouts to employees
- Processed Month End closing procedures which include journal entries, creating accruals & commission true up payments
- Automated several manual tasks using macros, saving the team over 20 hours a month on daily tasks.
- Analyze and compile different financial reports such as cash flow reports, sales performance, daily flash reports & more
- Developed period forecasts and analyzed the information against budget. Researched variances and presented results to the leadership team monthly.

Verizon – Orlando, FL (August 28, 2017 – January 3, 2023)

Manager, FP&A – Human Capital

- Provided FP&A support to Verizon's Human Capital department (headcount of 2k+ employees).
- Managed department budget of \$500M, including business partnering with Human Capital department heads (Directors, VPs) to create budgets for each subset of the HR function, and forecast full time labor expense, operating costs (such as training, professional service fees, travel, etc.), overhead costs.
- Analyzes month end variances and provides explanations to Human Capital department leaders using Workday
- Pulls ad hoc reporting for the Human Capital leaders, such as travel spend, headcount; Provides advisory and consultancy
- Creates dashboards using GSuite products, and created dashboard automations using Google Script

Consultant (Title Equivalent to Lead) - Enterprise Validations

- My team manages the financial closings for multiple companies within the Verizon family.
- Help support all aspects of data security Globally while maintaining Sarbanes Oxley (SOX) controls
- Work closely with HR to manage new hires and termination and ensuring we meet state or international law
- Supervise quarterly and yearly tax audits and security access
- Work closely with FP&A to build out complex models concerning a wide range of forecasting and budgeting
- Formulate ad hoc analysis while presenting findings to the Executive team using different applications to present

Digital Risk – Senior Business Analyst – Orlando, FL (August 30, 2015 – August 21, 2017)

- Acted as an internal consultant to line management and the Human Resource department on all compensation related matters including incentives, employee salary, commissions and other compensation related policies, programs, and strategies.
- Led the technical end of various compensation projects to review base pay, incentives, merit, pay adjustments and other compensation related topics. Uses programs such as SQL, Dynamics & Excel
- Ensured all compensation plans, programs and practices remain legally compliant with federal and state laws and/or regulations relating to compensation.
- Updated the daily financial forecast and help with the creation of yearly budgets.
- Worked closely with large mortgage companies such as Bank of America, Morgan Stanley and US Bank to ensure we are meeting our SLA goals. Built different financial models to monitor revenue and growth of different projects.

Union Pacific/Norfolk Southern – HR Consultant – Orlando, FL (June 3, 2013 – August 30, 2015)

- Worked has a consultant on recruitment and hiring of qualified candidates in various locations
- Worked closely with corporate HQ to ensure all company policies are followed
- Operated the program Recruit Web/SAP in which was used to disposition all candidates and send updates to those candidates
- Traveled throughout the United States to many different locations handling hiring sessions and performed other HR functions
- During Hiring sessions, handled one on one interviews with candidates after presenting power point presentation that describes the benefits of working with Union Pacific/Norfolk and expectations of the new candidate
- Coordinated weekly conference calls to ensure that all recruiting numbers are being met

Casa Moderna Hotel & Spa – Controller – Miami, FL (July 18, 2011 – December 31, 2012)

- Supervised the Accounting/HR department and its functions including accounts payable, accounts receivable, onboarding, and payroll
- Reduced expenses by 30 % in less than six months while helping to increase revenue by 20%
- Prepared monthly and annual financial statements, balance sheets and financial forecasts
- Worked with programs Profit Sword, ADP, Visual One, Great Plains, and Spa Soft
- Created the 2012 budget while maintaining an accurate weekly forecast +/- 3%
- Monthly Audits of HR department to ensure accuracy

Robert Half International – Accounting Consulting – (January 2010 – July 2011)

Ritz Carlton – Consultant – Miami, FL (February 11, 2011 – July 21, 2011)

- Worked with the programs PeopleSoft Financial, Oracle, and Opera support
- Checked Peoplesoft for figures, postings, and documents for accuracy on a daily basis
- Prepared and audited the D.O.R.(Daily Operations Report) that is distributed to all Directors
- Classified, code, and summarized numerical and financial data to compile and keep financial records, using journals and ledgers
- Prepared, reviewed, reconciled, and issued bills, invoices, and account statements while resolving past due accounts and vendor invoices until payment in full is received

Craig Zinn Automotive Group – Consultant – Miami, FL (September 2010 – January 2011)

- Approved and priced auto credit loans up to \$120K for Lexus, Toyota and Acura
- Maintained in-depth understanding of all credit policies and procedures
- Underwrote products such as business installment loans & leases and revolving lines of credit
- Prepared financial statements such as cost analysis, forecasting and collateral valuation
- Arranged PowerPoint presentations for quarterly meetings with CEO and CFO
- Handled accounts receivable and payables, while organizing the monthly budget

MTV Latin America – Consultant – Miami, FL (January 14, 2010 – August 27, 2010)

- Prepared financial revenue and forecast while working with the CFO on new deals and growth strategies
- Assisted with the monthly, quarterly, annual close and revenue variance analyses
- Managed the long-term financial planning budgets for TV Production and Marketing
- Worked on international payroll for all of South America
- Responsible for updating currency exchange rates on daily basis

EDUCATION

Bachelor of Science

University of Central Florida, Orlando, FL

Major: Political Science Minor: Public Administration

PMP Certification

University of Miami, Orlando FL.

Master of Business – Finance

Nova Southeastern University