



POSITION TITLE: Group Controller

The purpose of this position is to provide accounting and reporting oversight to three manufacturing businesses within the Anderson Instrument Group (AIG), including Anderson Instrument Company, Venture Measurement, and Negele located in Fultonville, NY, Spartanburg, SC, and Egg a.d. Günz, Germany, respectively. AIG has 250 associates and \$65 million in annual sales.

The Group Controller will primarily ensure compliance with US GAAP, Sarbanes-Oxley, global financial policies and control standards, resulting in proper reporting and recording of accounting transactions while leading the analysis of operational results to identify performance gaps against planned results and strategies to improve. The position impacts policy deployment objectives directly by driving working capital improvements, cost reduction and ensuring successful integration of systems and reporting of any acquired companies. The Controller is responsible for consolidating AIG information and reporting weekly, monthly, quarterly and annually information to Danaher Corporate, including annual book and tax basis reconciliations. The Group Controller recommends direction and solutions to the leadership team based on interpretation of financial information.

This position reports to the President and has 5 direct reports (IT Manager, Assistant Controller, General Accounting Clerks (2), and payroll administrator). Controllers at Venture Measurement and Negele report directly to their respective Company presidents and to the Group Controller, indirectly.

KEY RESPONSIBILITIES

This position will manage accounting staff, special projects, process improvement initiatives, and lead development of Annual Operating Plan and monthly reporting for the multiple sites. Specifically:

1. Plan and direct the group's accounting and finance activities to ensure a strong financial position and compliance with Generally Accepted Accounting Principles (GAAP), statutory tax guidelines, International Accounting Practices and related regulatory requirements and internal financial policies and procedures.
2. Provide project management leadership and serve as controls expert to ERP system conversion from MAPICS to Syteline scheduled (June 2008)
3. Coordinate weekly, monthly, quarterly and annual financial, tax schedules and statistical reporting for Anderson Instrument Group to provide useful, timely information to Danaher Corporate and executive management, including preparation of financial content of monthly President's Letter.
4. Coordinate annual Strategic Plan Financials and Budget process to produce a comprehensive financial plan. Coordinate consolidated plan reporting to Danaher Corporate.
5. Ensure Sarbanes-Oxley compliance including proper revenue and expense accounting with supporting account reconciliations prepared and reviewed timely
6. Provide financial leadership on acquisitions from performing pre-acquisition due diligence through post-acquisition financial integration activities.
7. Participate as leader on special projects and process improvement initiatives (Kaizen events) to drive continuous improvement. Lead financial evaluation of capital equipment investment.
8. Manage personnel including performance evaluation, pay increases, disciplinary actions, consulting on career enhancement, hiring and terminations. Provides final approval of similar actions regarding indirectly supervised personnel.

Required Education & Experience

- Bachelor's degree in Accounting, with a minimum of 12 years of progressive professional accounting/finance experience including at least 5 years in a manufacturing environment
- Minimum 4-6 years in a management or supervisory position, including at least 2 years of international leadership experience
- Strong computer aptitude and proficiency, including expert Excel and skills. Experience in consolidation of multiple company financials and Hyperion Enterprise experience is a plus.
- Strong understanding of US GAAP, SOX and international accounting principles
- Experience with Corporate M-1 book-to-tax differences and deferred tax balance computation.
- Experience in system ERP conversion issues and controls. Experience with Crystal reports will be

advantageous.

Desired Qualifications

- MBA, CPA, CMA, or similar professional certification or advanced degree
- Exceptional analytical and financial analysis skills with passion for details and 'digging in'
- Exceptional communication skills with ability to present analysis and findings in both verbal and written formats to all levels of management and size of audience
- Skilled at analysis of financial information and interpretation into useful information communicated to non-financial personnel
- A self-starter and independent thinker who has the desire to work in a fast-paced organization
- Ability to develop creative solutions to problems and work towards continuous improvement.
- Ability to manage multiple projects simultaneously with superior attention to detail
- Ability to organize and work with large amounts of complex information, managing multiple project priorities
- High degree of maturity, diplomacy, and professionalism
- Experience with Infor's Syteline ERP