



Consultant - Financial Reporting, Equity Methods Consulting Practice

The Financial Reporting area of our practice specializes in developing controlled processes to handle the requisite accounting (including compensation expense, diluted EPS, and deferred tax computations) for large, complex equity compensation plans of Fortune 1000 clients. As a key member of an emerging practice area, you will have an immediate opportunity to begin adding value and supporting growth by helping clients with complex plans migrate from spreadsheet-based procedures involving significant manual intervention to well-designed, thoroughly documented algorithmic solutions that you help design and implement.

If you have a strong grounding in accounting theory, enjoy problem-solving, and have a collaborative client-focused mindset, then we would like to meet you and give you the opportunity to learn more about our practice. Our specialty is the accounting, finance, and economics surrounding equity compensation. While not all our professionals came to us with a background in equity compensation or consulting, all share our cultural values: solving complex problems thoughtfully and working with project stakeholders to create value for clients.

About the Equity Methods Consulting Practice

A wholly owned subsidiary of Merrill Lynch, Equity Methods serves a diverse clientele primarily consisting of Fortune 1000 companies. We are strategically partnered with some of the largest financial institutions and work closely with Big 4 and other large public accounting firms. Our academic affiliates have provided key guidance to the FASB and SEC as they formulate policy regarding FAS 123R and equity accounting.

We provide valuation and accounting solutions in the equity compensation space with a particular focus on the various compliance challenges created by Statement of Financial Accounting Standard 123 Revised (SFAS 123R), SFAS 128, and SFAS 109. Our practice is constantly performing research to expand our offerings into new areas valued by our client base.

Equity Methods' consulting practice and academic affiliate team include some of the nation's foremost experts in valuation and accounting. Members of the practice are given stimulating engagements that involve analysis and presentation to senior-level finance and accounting executives at client firms and managers/partners from Big 4 audit firms. Including both junior associates and seasoned individuals with decades of research and practitioner experience, the team is a diverse group of bright, thoughtful, and collaborative professionals.

Roles for the Financial Reporting Consultant:

- 1) Lead in *custom financial reporting (CFR)* engagements, providing client-specific solutions that meet specialized reporting needs and communicating complex ideas to clients and their external auditors orally and in writing. A successful implementation involves the development, documentation, and testing of a process that correctly handles the various components of an equity plan from the receipt of data to the delivery of financial reports.
- 2) Manage implemented clients that receive financial reports from Equity Methods on a recurring basis. Own the process of receiving client data, generating reports, auditing these reports, and presenting/explaining them to clients post delivery.
- 3) Apply documented processes and conduct frequent testing to ensure these processes remain robust to the client situation. Where possible, enhance and improve processes by establishing additional controls to improve the reliability and efficiency of the overall report delivery process. Client experiences should continuously improve as a result of Equity Methods' ongoing testing and client management.
- 4) Manage client relationships to ensure clients perceive high value from Equity Methods' services and that additional areas for improvement do not exist. Where service improvement opportunities exist, champion the implementation of these changes with other project team members. Ultimate responsibility is over clients renewing their engagements with Equity Methods.
- 5) Foster a healthy and respectful work environment by encouraging collaboration, supporting contributions of team members and giving/receiving constructive feedback as necessary.

Specific SFAS 123R experience is not required; however, successful candidates will have experience in designing processes, developing and/or reviewing working papers, and interacting with clients. The Consultant will be supported by



members of the practice in an effort to train and develop the consultant to assume additional client, research/innovation, or managerial responsibilities.

Proficiencies and background should include:

- 1) Bachelors or Masters in accounting or finance.
- 2) Expertise and experience in theoretical accounting subjects; candidate must be capable of interpreting complex accounting theory and developing accurate, applied solutions.
- 3) Ability and willingness to think critically and solve “out-of-the-box” problems independently.
- 4) Creativity in engineering and then following processes from both a controls and efficiency perspective.
- 5) Maturity in internal/external communication and time management.
- 6) 2 – 5 years experience in a financial reporting, advisory, or audit role. Candidates at a more senior level may be considered for a different position within the practice.
- 7) Desirable: Exposure to database design principles.
- 8) Desirable: Exposure to SAS or another programming language for high-volume data handling.
- 9) Desirable: CPA license or CPA candidacy.

Interested candidates should send their resumes to va_hr@equitymethods.com.

Please visit us at: www.equitymethods.com.