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# ANDY MAYOBRE

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## **EDUCATION**

**Nova Southeastern University – MBA**  
Davie, Florida

**Florida International University – BBA**  
**Majors in Accounting and Marketing**  
Miami, Florida

**Wharton School of Business Leadership Training**  
Deutsch Post University, Germany

**Prince 2 Project Management Certification**  
Phoenix, Arizona

**Florida Real Estate Agent License**  
State of Florida – 2006

**Certified Business Intermediary**  
International Business Brokers Association – 2008  
CPA

## **PROFESSIONAL ASSOCIATIONS**

**Member of the Florida and International Business Brokers Association**

**Past Chairman and Founder of IATA's Area 1 (Americas) Airline Advisory Committee**

**Past Vice-Chairman and Founder of the Central American Airlines BSP – IATA**

**Financial Board Member – United Way of Dade County (1998-2000)**

**Member of the University of Miami Mentors Program (1996 – Present)**

**Member of the Beacon Council, Coral Gables and Greater Miami Chambers of Commerce (1996 – 2000)**

## **CAREER SUMMARY**

Over 25 years of proven international accounting and financial experience, including being a key member of senior management teams accomplishing major business and finance department turn-arounds. Led very successful international Change Programs, Integration and Financial Systems implementations. Approved IATA Training and Development Center instructor.

- Executive level industry experience in airline, tourism and transportation industries.
- M&A and business acquisition and sales experience.
- Conducted business and financial consulting for various industries.
- Worked for 3 global leading airlines, CRS, and leading international transportation carrier.
- Led the creation of an innovative and industry leading Shared Service Center with IATA for all the airlines in Area 1 (Americas).
- Worked very closely with the Senior Management team to improve profitability, operations, customer service and marketing.
- Successfully led the implementation of SAP in the Americas as well as the creation and deployment of innovative and effective financial management software.
- Redesigned, automated and improved international finance operations resulting in improved and timelier information as well as reduced costs and improved perception of the finance team.
- Built and mentored excellent teams recognized for their performance and enthusiasm.

## **PROFESSIONAL EXPERIENCE**

### **PRIMSTEP SOLUTIONS, LLC, CORAL GABLES, FL –**

**2006 - Present**

*Managing Director – 2006 - Present*

- Advised businesses and improved their financial accounting and reporting, revenue systems, and management efforts.
- Led business development and profit optimization management for clients, completed the sale and purchase of small businesses and engaged in M&A research and related activities.
- Pro-bono advice and assistance to small businesses and counseling to students on their careers.
- Pro-bono career advice and support to unemployed and students.
- Developed a network of companies that provide synergistic services and which support and incentivize each other resulting in increased business for all.
- Gained experience in the ATM business and developed complimentary payment and marketing services that enhance the value provided to clients and increase net income.
- Taught classes for the highly regarded IATA Training and Development Center worldwide.

### **DHL WORLDWIDE EXPRESS, PLANTATION, FL**

**2000 - 2006**

*Vice President Financial Projects and Integration, Americas – 2003 - 2006*

- Led and Managed the America's Region financial and process optimization projects.
- Successfully led teams that implemented SAP in 12 Latin American countries meeting schedule and cost expectations.
- Took over complex US legal entity consolidation and the SAP Financials project and successfully implemented it.
- Expedited the development of a new billing system and implemented a Billing Optimization Program with yearly savings of over \$2.3M USD.
- Designed and implemented a company leading advance performance reporting system.
- Led the integration of Finance for 3 companies throughout the Latam and Caribbean regions.

**Past Board Member of the  
Institute of Management  
Accountants – Dade  
County**

**Advisor to the Miami-Dade  
Boys and Girls Club of  
America**

**Member of the Host  
Committee of Amigos for  
Kids charitable  
organization**

**LANGUAGES –**

**English and Spanish –  
Fluent**

**Portuguese – Proficient**

**DHL WORLDWIDE EXPRESS, PLANTATION, FL**

**2000 - 2006**

*Vice President Finance / CFO, Latin America, Canada and Caribbean – 2000 - 2003*

- Overall financial responsibility for the region with revenues over \$1.2B USD and 53 entities.
- Functional responsibility included strategic and financial planning, reporting, budgeting, forecasts, accounting and consolidation of results, monthly close, auditing, treasury and cash management, capital planning, taxes, procurement, foreign financial reporting, and statutory reporting.
- Active participant of senior management team that accomplished business turn-around.
- Successfully reorganized the department and improved the closing timetable and performance.
- Built a strong team and gained credibility and respect for the finance function.
- Developed cross-functional business performance analysis and management.
- Exceeded profit and service objectives and achieved business turn-around.
- Participated as member of the Global Financial Board of Directors.
- Developed the concept for a near-shore regional Shared Service Center (in Costa Rica) providing full billing and accounting services to the Division.

**UNITED AIRLINES, INC., CORAL GABLES, FL**

**1996 - 2000**

*CFO South Florida and Latin America*

- Overall financial responsibility for the region with revenues over \$0.6B USD and 12 entities.
- Functional responsibility included strategic and financial planning, reporting, budgeting, forecasts, accounting and consolidation of results, monthly close, auditing, treasury and cash management, capital planning, taxes, procurement, foreign financial reporting, and statutory reporting.
- Led team selecting new sites and improved facilities. Led successful Y2K regional project.
- Implemented successful regional accounting center with major benefits and cost efficiencies.
- Supported and led efforts, with senior management team, to achieve increased profitability and improved operating performance resulting in major turn-around, record profits and service levels.
- Worked closely with Headquarters to improve Finance functions performance and implement corporate directives while ensuring that local regulations and market demands were met.
- Actively led an Industry Advisory Committee to create a new regional data processing center (SSC in Mexico) which greatly benefitted the airlines and resulted in major savings.
- Closely worked with Sales, Marketing, Operations and Customer Service to support efforts to increase profitable sales and provide direct customers and agencies with optimum service.
- Supported and led the implementation of a centralized reservation operation in Mexico which provided the region with improved service, lower costs and could more effectively and efficiently handle the US overflow and special service calls.

**AMERICAN AIRLINES, INC. MIAMI, FL**

**1991 - 1996**

*Sr. Financial Administrator, Florida, Caribbean and Latin American Division*

- Overall accounting responsibility for the region with revenues over \$1.0B USD and 37 entities.
- Successfully reorganized and built regional accounting organization that went from high percentage of unsatisfactory audits to leading international division in excellent audits without a failing audit result.
- Worked closely with other functions to earn respect for finance and become a trusted partner.
- Built a strong finance team and operation resulting in improved performance and reduced costs.

**GREENWICH AIR SERVICES, MIAMI, FL**

**1989 - 1991**

*Division Controller – Engine, Component and Accessory Divisions*

- Responsible for planning, analyzing and controlling the financial performance of 3 divisions.
- Implemented planning and pro-active performance reporting and management.
- Implemented successful and very profitable power by the hour program for leasing engines.
- Developed and implemented cost control programs to forecast and track the progress of various product lines.

**EASTERN AIRLINES AND SYSTEM ONE CORPORATION, MIAMI FL**

**1980 - 1989**

*Regional Accounting Manager – System One*

*Manager Financial Planning and Analysis (EAL – Engine Service Center)*

*Senior Financial Analyst – Operations Services / Miscellaneous Accounting & Finance positions*