

Gary Skiba

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Summary of Experience and Skills

Versatile and accomplished CPA and global mobility professional with over twenty years of tax, financial, and human resource experience with the Big Four. Demonstrated industry expertise in finance, consumer products, business services, manufacturing, and retail sectors. Known for mentoring and developing staff with a flexible leadership style that enables individuals and results in the successful delivery of projects on time and within budget. Areas of expertise:

- Leadership and oversight of global service delivery teams
- Global account relationship management
- Individual tax consulting and compliance for US taxpayers abroad, foreign nationals in the USA, multistate taxpayers and employer benefit plans
- Payroll and individual tax audit management
- Management of complex global projects including design and implementation of:
 - Strategic global employee deployment policies & processes
 - Budgeting & accounting for global mobility programs
 - Global payroll implementation

Professional Experience

Western Connecticut State University

Associate Professor

2012 to Present

Full time faculty member teaching income tax and financial accounting in the undergraduate and MBA programs and researching income tax, financial accounting and global business topics.

Deloitte Tax LLP

Director - Stamford, CT

1989 to 2012

Director in the Global Employer Services practice with an emphasis on serving mid sized global mobility programs in finance, consumer products, business services, manufacturing and retail industries. Advised senior human resource, tax and financial executives on a number of issues related to global mobility. Experience includes extensive interactions with senior level executive on business and personal tax, financial and operational issues. Managed and supervised global client service teams with an excess of 100 staff in more than 20 countries. Participated in the management of a \$50 million practice with more than 200 staff located in the Northeast United States and India, responsible for recruiting on campus and for experienced hires.

- Led client through a transformation of their global mobility program from a traditional expatriate program to a flexible program that allowed for their program to meet the business' financial, operational, and employee development needs.
- Assisted client with review of their US and state payroll compliance for inbound and outbound expatriate employees including securing documentation for residency position, non-resident compensation reporting and tax withholding exemptions. Established process for reporting of non-US retirement plan benefit including treaty claims resulting in significant tax reimbursement savings.
- Provided US and New York tax planning for CEO candidate transferring to the US resulting in significant income tax savings relating to deferred and equity based compensation from previous employment outside the United States.
- Consulted on tax planning and compliance process for client's commuting and cross border project employees including resolution of issues related to double taxation, payroll reporting, loss of retirement

benefits, etc. Extensive knowledge in situations where employees travel between the US, and affiliates in Canada, UK and France as well as other country pairs.

- Assisted with establishing employer multijurisdictional payroll reporting and chargeback processes for equity-based compensation for employees who have worked in multiple countries and states.
- Helped clients build budgeting, accounting and finance processes for costs related to global mobility programs. Processes include developing budgets for global mobility, establishing cost allocations that meet tax, accounting and operational needs, and tracking actual costs against budget. Trained human resource, accounting and operational executives to enhance understanding of the complexities and costs related to employees working across borders resulting in improved decision-making.
- Responsible for global mobility consulting and tax compliance services covering in excess of 600 client employees in more than 30 countries with \$5 million in service revenue.

Deloitte & Touche

Audit Staff to Tax Senior Manager - Stamford, CT

Broad Global firm experience in Tax and Audit including:

- Short term expatriate tax projects in Hong Kong, London and Germany
- Tax advice on acquisitions, mergers and disposition
- Corporate tax planning, compliance and tax provisions
- Supervised and participated in audits of public and private companies
- Tax planning and compliance for corporate executives and business owners

State University of New York - Albany

Graduate Assistant

Taught Intermediate Financial Accounting I and Managerial Accounting, assisted Professors with research and classroom duties.

Education and Certification

- M.S. in Taxation, Pace University
- M.S. in Accounting, State University of New York - Albany
- B.A. in Economics, University of Massachusetts-Amherst
- AACSB, International Bridge Program, June 2013
- Certified Public Accountant, Connecticut
- Member of American Institute of Certified Public Accountants, Connecticut Society of Certified Public Accountants and American Accounting Association

Activities

- College Summit: Writing Coach, Panel discussion leader, Workshop volunteer, 2011
- Alumni Admissions Ambassador, State University of New York - Albany, Fall 2011
- Avid Cyclist and Member of Sound Cyclist Bicycle Club
- Wilton Soccer Association, Past President and Treasurer
- Connecticut Junior Soccer Association, Past District Treasurer
- Presenter, TPG Seminars: Federal Individual Income Tax Update, December 2011