CURRICULUM VITAE

Ríos, Pablo Sebastián

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PERSONAL INFORMATION

Marital Status: married.

Place and date of birth: Capital Federal, Buenos Aires. November 1, 1978.

Nationality: argentine.

CUIL: 23-26966142-9

PROFESSIONAL PROFILE

Economist, aimed at **optimizing accounting business processes** with powerful **analytical, resolute and decision making skills** in the face of the interpretation of **financial, accounting and economic indicators**.

I underline my **responsibility**, **dedication**, **leadership** and **adaptability** to different scenarios and financial-economic situations.

STRENGTHS TO HIGHLIGHT

- Great ability to **learn fast**, to be **self-motivated**, to **lead**, to **take decisions** and to **select personnel**.
- Full **commitment** and **tenacity in achieving goals.**
- Great ability and adaptability to **work individually,** in **teamwork's** and/or **works by objectives**.
- Very good skills in overcoming difficult situations in order to **find the best financial solutions to the company**.
- Great **didactic** skills in **sharing knowledge** within the **team**.
- Very good skills in predicting possible contingencies and controlling project planifications.
- Ability to **easily understand** the **essence** of each part of the **business**.
- Excellent skills in managing **SAP**, Oracle Hyperion, Word, Excel and Power Point.
- Great skills in **drafting** and **speaking Spanish** and **English procedures**.
- Great ability to **deal with vendors**, to **negotiate** and **review** legal **contracts**.

PROFESSIONAL EXPERIENCE

AES Servicios América S.R.L.
(Jun 2019 - Present)

Central America Accounts Payable Team:

Tasks performed as Senior AP Analyst for:

Mexico, Puerto Rico, Panama and Dominican Republic:

Since June 2019 I have been leading (along with two other seniors) a team of 7 employees (3 semi seniors and 4 junior analysts). Our objective was to migrate from the El Salvador Share Service the whole AP operation to Buenos Aires in 3 months and stabilize it before 2020.

During the first three monts I learned the AP processes and controls for those countries and travelled to El Salvador for two weeks in order to complete the knowledge transfer. There, I gathered with controllers, supervisors, managers and directors from different departments (AP, treasury, tax, accounting) and we made sure they know about our professionalism because they were very reluctant of the change. Services based on excellence is what we showed and developed during the past 6 months.

These are my current tasks:

- As a Leader:
    - Coaching and mentoring the team in hard (SharePoint, accountability, Outlook, Excel and SAP) and soft skills (team work is essential and it can be taught). This is the same I have done in The Coca Cola Company.
    - Giving counseling and assistance in times of great pressure generated by the business units, especially to the younger ones.
    - Workday: Completing and reviewing the team´s annual objectives.
    - Process improvements: leading the creation of a set of videos for easy learning the AP processes.
- As an Auditor:
    - Analyzing and unblocking invoices (for local and foreign vendors) for payment. Following SOX controls. More than 5000 invoices are posted every month.
    - Sales tax, VAT and Withholding tax controls supporting the tax department.
    - Petty Cash controls.
    - Concur controls so that credit cards and reimbursements to employees are paid on time.
- As an Analyst:
    - Review of payment proposals. This task is performed along with treasury.
    - GR-IR analysis.
    - Internal and external clients contact in order to improve AP processes.
    - Month end tasks: provisions, adjutsments, compensations, account balances analysis.
    - Account reconciliations approver for AP accounts.
    - Support to internal and external auditors.

Servicios y Productos para Bebidas Refrescantes S.R.L.
(January 2016 – May 2019)

North American Accounts Payable Team:

Tasks performed as AP Supervisor for:

US and Canada since May 2017:

Since 2017 I have been supervising a team of 8 employees (7 validators and 1 analysts). Our main objective is to provide service excellence to high demanding internal and external clients. My responsibilities are:

Excellence in Baseline Services:

- ✓ To ensure invoices are properly indexed within 48 hours. Per month we work almost 33,000 invoices.
- ✓ To ensure all the AP special processes (Daily Audit Process, Duplicate Report Analysis, Tax and Wire Transfers requests and special attention to high sensitive vendors) are properly performed during the day, week and month.
- ✓ To keep Desk Procedures updated.
- ✓ To ensure confidentiality policy compliance in North America AP Team.
- ✓ To ensure processes are being done according to the approved Desk Procedures.
- ✓ To assist internal and external auditors during the auditing times.
- ✓ To meet operating budgets.
- ✓ To interview and select New Joiners.
- ✓ To perform global reports that show our daily status to Senior Management.

Drive Productivity:

- ✓ To have less than 300 documents at Quarter End Close and no documents at Year End Close.
- ✓ Develop all my team members to an excellence level of service by developing technical (SharePoint, basic accountability, Outlook, Excel and SAP) and soft skills (as most of the New Joiners had no job experience, my objective is to help them understand the importance of the skills they need to develop. By doing so they are able to understand not only the impact that their work generate in other teams and clients but also the clues to growth within the company). To achieve a "continuous improvement" state of mind is the daily objective. During 2017 I trained 7 New Joiners, 2 of them are now in new positions with new responsibilities.
- ✓ To lead different Projects and to perform improvements not only within my team but also by working along with others AP teams. During 2017 our savings reached the amount of USD 49,000.00

Tasks performed as AP Team Leader for:

US and Canada from January 2016 to April 2017:

During 2016 I led a team of 10 employees (7 validators and 3 analysts). Our main objective was to provide service excellence to high demanding internal and external clients. My responsibility as Team Leader involved the following matters:

Excellence in Baseline Services:

- ✓ To ensure invoices were properly indexed within 48 hours. Per month we worked almost 30,000 invoices.

- ✓ To ensure all the AP special processes (Daily Audit Process, Web Payment Request Process, Recurrent Payment Process, Electronic Data Interface Process, AP Excel Upload Process, Duplicate Report Analysis, Non Optical Character Recognition Invoices, Operational Retirement Program & Director Fees, Tax and Wire Transfers requests and special attention to high sensitive vendors) were properly performed during the day, week and month.

- ✓ To keep Desk Procedures updated.

Drive Productivity:

- ✓ To have less than 600 documents at Quarter End Close and no documents at Year End Close.

- ✓ To train, coach and develop all New Joiners (millennials) and developed them in hard and soft skills. I trained 8 New Joiners in 2016. 7 of them are now in new positions with new responsibilities.

- ✓ I developed an onboarding AP training for New Joiners which helped us to reduce the time spent in trainings from 15 to 5 week days. This meant a save of almost USD 17,500.00

Baker Hughes Argentina SRL.
(July 2005 – October 2015)

Inventory and Fixed Assets Team:

Tasks performed as Accountant Senior for:

Ecuador (March 2012 – October 2015), Peru and Colombia (April 2013 – October 2015) and Mexico (January 2015 – October 2015):

Inventory: Accounting processes migration to the Regional Accounting Center in Buenos Aires – Estimation and scheduling of materials rotations: consumptions, transfers and assistance in the analysis for materials availability for selling and repairing – Accounting assistance to operations managers and field engineers – Physical audits in operational bases – Detection and correction of physical deviations in operational bases – Repairs: policies compliance follow up – Detection and correction of general ledger accounts deviations – Slow Moving or Obsolete Stock/Inventory (Slob): calculation following slob policies – Scrap materials (Write-off): policies compliance follow up – General ledger and Sub-ledger Reconciliation in SAP – Cost materials analysis – Period close: inventory and cost related accounts control, analysis and adjustments – Local and international freights and duties: Capitalizations and amortizations in accordance with the inventory rotation – Performing of journal entries accruals – Gross Profit of Inventory (GPI) calculation.

Periodic Unit Price (PUP) Implementation Project since September 2013: Inventory valuation migration from Standard Cost to PUP. Deviations analysis and SAP adjustments (at material ledger and sub-ledger levels).

Moving Average Price (MAP) Project and Net Realizable Value (NRV) 2014: Consolidation of customs declarations during 2014 for Ecuador, Peru and Colombia.

Fixed Assets: Accounting processes migration to the Regional Accounting Center in Buenos Aires – Retirements and acquisitions in accordance with local and foreign regulations – Depreciations: Control and projections – Physical audits in operational bases – Detection and correction of physical assets deviations in operational bases – Accounting assistance to field engineers – Rentals, Leasing's, Repairs: policies compliance follow up – General ledger and Sub-ledger Reconciliation in SAP – Period close: fixed assets and related cost accounts control, analysis and adjustments – Importation costs capitalization – Performing of journal entries accruals – Gross Profit to Asset (GPA) calculation.

Tasks performed as Accountant II for:

Argentina, Bolivia and Chile (July 2010 – February 2012):

Inventory: estimation and scheduling of materials rotations: consumptions, transfers and assistance in the analysis for materials availability for selling and repairing – Accounting assistance to operations managers and field engineers – Physical audits in operational bases – Detection and correction of physical deviations in operational bases – Repairs: policies compliance follow up – Detection and correction of general ledger accounts deviations – Slow Moving or Obsolete Stock/Inventory (Slob): calculation following slob policies – Scrap materials (Write-off): policies compliance follow up – General ledger and Sub-ledger Reconciliation in SAP – Cost materials analysis – Performing of tax-based inventory valuation – Period close: inventory and cost related accounts control, analysis and adjustments – Local and international freights and duties: Capitalizations and amortizations in accordance with the inventory rotation – Performing of journal entries accruals – Gross Profit of Inventory (GPI) calculation.

Fixed Assets: Retirements and acquisitions in accordance with local and foreign regulations – Depreciations: Control and projections – Physical audits in operational bases – Detection and correction of physical assets deviations in operational bases – Accounting assistance to operations managers and field engineers – Rentals, Leasing's, Repairs: policies compliance follow up – General ledger and Sub-ledger Reconciliation in SAP – Period close: fixed assets and related cost accounts control, analysis and adjustments – Importation costs capitalization – Performing of journal entries accruals – Performing of Annex of Fixed Assets – Gross Profit to Asset (GPA) calculation.

Accounts Payables (AP):

Tasks performed as AP coordinator for all the product lines for:

Argentina, Bolivia and Chile (July 2009 – June 2010):

Responsible for: payments to vendors (monthly payments average: 1200) – AP reconciliations accounts – Key vendor´s account analysis – Contracts compliance: negotiation and review – Management control, process improvement, analysis and feasibility of control options in cost optimization – SAP, SOX (Sarbanes-Oxley Act) and FCPA (Foreign Corrupt Practices Act) trainings to already settled base administrators and new trainees – Monthly Expense Reports and Corporate Cards (300 cards approximately): controlling, monitoring, and SAP registration follow up – 9 employees in Argentina and 2 in Bolivia.

Account Payable WorkFlow (APWF) Implementation in Argentina: standard processes adaptation to local AP conditions – Trainings to local (more than 50) and foreign employees (Accenture staff from Buenos Aires and Manila, Philippines)

Tasks performed as AP coordinator for Wireline Services for:

Argentina, Bolivia and Peru (March 2007 – June 2009):

Responsible for: payments to vendors (monthly payments average: 800) – AP reconciliations accounts – Key vendor´s account analysis – Contracts compliance: negotiation and review – Management control, process improvement, analysis and feasibility of control options in cost optimization – SAP, SOX (Sarbanes-Oxley Act) and FCPA (Foreign Corrupt Practices Act) trainings to already settled base administrators and new trainees – Monthly Expense Reports and Corporate Cards (120 cards approximately): controlling, monitoring, and SAP registration follow up – 2 employees in Argentina, 2 in Bolivia and 1 in Peru.

Tasks performed as Accounting Clerk for Wireline Services in:

Argentina (July 2005 – February 2007) and Bolivia (February 2006 - February 2007):

AP payments: registration and control in SAP in accordance with internal, SOX and FCPA standards – Monthly payments average: 750 (Argentina 650 and Bolivia 100) – Local accounting standards, SAP, SOX (Sarbanes-Oxley Act) and FCPA (Foreign Corrupt Practices Act) trainings to employees from Argentina and Bolivia.

NO PROFESSIONAL EXPERIENCE

While I was finishing **high school** and during my studies at the **university** I worked **administrating** different **family businesses**, such as: newsagent´s, phone booths, an official gambling house and restaurants. I **analyzed costs**, **dealt** with **vendors**, **defined products** and their **prices**. I also **managed employees** in order to achieve **effectiveness**, **efficiency** and a better **quality attention** to customers.

Promotions, Merits and Awards:

The Coca-Cola Company

- ✓ May 2017 – May 2019: **Promoted** to **Accountant Senior/AP Supervisor.**
- ✓ January 2016 – April 2017: Started as **AP Team Leader.**
- ✓ January 2019: **Kudos Award: Empowered** - Quoting my manager: *"For your big contributions to the Year-End Closure. Taking care of each of the processes; being close to the Clients and to the Team. Thanks for making it happen!"*
- ✓ December 2018: **Kudos Award**: **2018 Cyber security Champion**
- ✓ October 2018: **Kudos Award**: **Curiosity -** Quoting my manager: "*Pablo is always looking for new ways of doing and improving things. He created a set of videos that will help new joiners to easily have user-friendly on-boarding training. Well done!*
- ✓ May 2018: **Kudos Award: Empowered** - Quoting Vivian Baker (Dir, Procure to Pay Operations): *"The reason of my email is to express my gratitude to Pablo for his outstanding work. In the last 3 years from everyone that I've worked with Pablo has been a shining star.*

  In now days we are so busy that we don't have time for recognition, but rather for constrictive feedback when something goes wrong. Therefore, it is so important for our Company to follow the new culture that comes from James (CEO) and his leadership team.

  Once again, I would like to thank Pablo for his support. His works can be compared to a German machine, with a Japanese precision, and an American determination."
- ✓ May 2018: **Kudos Award: Empowered** - Quoting my manager: *"Thanks for managing an intensive month-end close. You made it by being on top of the Operation's priorities and short staffed."*
- ✓ April 2018: **Kudos Award: Empowered** - Quoting my manager: *"I would like to recognize you for your strong support given to me and my team during Q1 2018. This Quarter was particularly hard and your support with HR issues, SAP and IT issues were extremely helpful."*
- ✓ December 2017: **Kudos Award: Passion** - Quoting my manager: *"Thanks for your ongoing contribution and for being on top of the Year-end priorities!"*
- ✓ November 2017: **Kudos Award: Passion** - Quoting my manager: *"Pablo, you did a great job in regards the Credit Memos analysis and cleansing. As of September 2017, there are only 5 items pending ($ 1.115). Thanks for your hard work and to keep this in a very good shape."*
- ✓ July 2017: **Kudos Award: Accountability** - Quoting my manager: *"In recognition for being a tireless Worker, taking ownership of the "AP Accuracy" project, making the overall AP Quality going up rapidly and aligned with the targets and deadlines"*

- ✓ June 2016: **You Rock Award**. Recognized as the best employee for May 2016 for replacing my supervisor while she was on holidays taking responsibility of the whole team. At that time (May 2016) our manager had to develop an urgent AP Plan because our validation and processing numbers were off track. By coaching and inspiring our team we manage to reach the required goal for the validation team.

Baker Hughes Argentina SRL.

- ✓ March 2012 – October 2015: **Promoted** to **Accountant Senior.**
- ✓ July 2010 – March 2012: **Promoted** to **Accountant II.**
- ✓ July 2008 – June 2010: **Double Promotion to Accountant I.**
- ✓ March 2007 – June 2008: **Promoted** to **Accounts Payable Coordinator.**
- ✓ March 2006 – February 2007: **Promoted** to **Accounting Clerk III.**
- ✓ July 2005 – February 2006: Started as **Accounting Clerk II.**
- ✓ January 2015: **Energize Award – Applause**. Recognition for accounting assistance to the Intercompany Team within the Regional Accounting Center in Buenos Aires.
- ✓ December 2014: **Energize Award – Applause**. MAP and NRV Projects. Recognition for consolidating customs declarations during 2014 for Ecuador, Peru and Colombia.
- ✓ March 2014: **Energize Award – Applause**. Recognition for accounting assistance to the FP&A team from Ecuador and Peru.
- ✓ November 2013: **Energize Award – Applause**. Recognition for detection and correction of materials price deviations due to the new material valuation process (PUP). Corrections done for materials from Ecuador, Peru and Colombia.
- ✓ April 2013: **Energize Award – Applause**. Recognition for accounting assistance to the General Ledger (GL) Team within the Regional Accounting Center in Buenos Aires during Q1 2013.
- ✓ June 2012: **Honorific Mention** presented in Houston recognizing the successful migration of all inventory accounting processes from Ecuador to the Regional Accounting Center in Buenos Aires.
- ✓ June 2010: **Core Value Reward and Recognition - Gold Award** for a successful implementation of the APWF system in Argentina.
- ✓ December 2009: **Core Value Reward and Recognition - Silver Award** for implementing a unified vendor payment system. Reducing monthly payment costs in more than USD 3,500.00.
- ✓ July 2009: responsible for supervising seven more employees in Argentina. Total number of employees under my supervision: nine.
- ✓ November 2008: **Core Value Reward and Recognition - Silver Award** for Team Work. I gave help to develop the 50 years of Baker Atlas Event and the Congress for Customers in Mar del Plata, Buenos Aires.
- ✓ October 2008: **Core Value Reward and Recognition - Silver Award** for implementing Interbanking as a new payment system. Reducing monthly wiring payment costs in more than USD 3,000.00.
- ✓ July 2008: **Core Value Reward and Recognition - Gold Award** for the performance during an internal auditing. Internal auditing result: Very Good.

- ✓ May 2008: responsible for supervising one more employee in Argentina. Total number of employees under my supervision: two.

- ✓ September 2007: **Core Value Reward and Recognition - Silver Award** for teamwork. I gave assistance in dealing with a key vendor to the head of the base located in Rincon de los Sauces, Neuquén.

- ✓ May 2007: **Core Value Reward and Recognition - Gold Award** for working simultaneously in two different sectors (File Sector and Payments) from Q2 2006 to Q1 2007.

- ✓ April 2007: responsible for supervising my first employee in Argentina.

EDUCATION

School of Economics. University of Buenos Aires.
Capital Federal.
Bachelor's degree in economics. 1997-2002
Average lasts 20 subjects: 8.00
Final average university career: 7.14

José Ingenieros Institute.
Caseros, Buenos Aires.
Degree: **Expert accountant**. 1992-1996
Average high school: 9.04.

COURSES AND SKILLS

TCCC Courses and Trainings

Ethics and Compliance Courses.	2016-2018
PLP Training.	Jul-Nov 2016
Inspiring GBS to New Heights Session.	Oct 2016
Operational Excellence Associate Certification.	Oct 2016
FAST 1 Training.	Apr 2016
Ambassador Program GBS BA.	Feb 2016

Accounting & Administration

BDO – Becher y Asociados. Buenos Aires, Argentina.

Cost Optimizations: efficiency as the key factor.	04-2009
Controversial aspect in the retention schemes Course	08-2007
SOX Course.	07-2006
Effective time management Course.	05-2006
IFRS (ex – IAS) Course.	11-2005
Accounting for non-accountants Course.	10-2005

School of Economics. University of Buenos Aires. Argentina.

Account Reconciliations Course.	07-2007
Gross Income and Value Added Tax Course.	07-2007
Financial mathematics.	Q1-2 2003

Language & Computer

Cambrigde Institute. Buenos Aires, Argentina.

7 Years ended Course – Pre First Certificate.	1994-2000
Business English Class Course Vantage**.**	2006-2007
Video and Conversation Course.	2007-2008

Baker Hughes Argentina SRL. Buenos Aires, Argentina.

Portuguese (intermediate level).	2011-today

School of Economics. University of Buenos Aires. Argentina.

Microsoft Office Course: Word 2000, Excel 2000 and Access 2000.	2002-2003

Baker Hughes Argentina SRL. Buenos Aires, Argentina.

Microsoft Office Course: Word 2010, Excel 2010, Access 2010, Power Point 2010 and Outlook 2010.	2010-today
Oracle/Hyperion Course.	2010-today
SAP Course.	2005-today

Typing

José Ingenieros Institute. Buenos Aires, Argentina.

Typewriting (Nowadays I typewrite 40 words per minute).	1994-1996

OTHER COURSES AND SEMINARS

School of Economics. University of Buenos Aires.
Capital Federal, Buenos Aires.

"Computerized Econometric Models". Intensive course given by Ph.D. H. L. Urbisaia. From 10 to 13 September 2002. Chair hours: 12.

"Time Series Analysis". Intensive course given by Ph.D. H. L. Urbisaia and Ph.D. Juana Brufman. From 11 to 13 June 2002. Chair hours: 9.

"Investment Project Evaluations". Intensive course given by the Eng. Raúl Tombolini. From 13 to 16 September 2001. Chair hours: 20.

CEIL-PIETTE - CONICET.
Capital Federal, Buenos Aires.

"Activity, Employment and Unemployment". Intensive Seminar given by Ph.D. Julio C. Neffa. From 11 to 13 July 2001. Chair hours: 9.

“From Full Employment to Full Activity. Full Employment yesterday, ¿Full Activity tomorrow?”
Intensive Seminar given by Ph.D. Oliver Marchand. From 26 to 28 March 2001. Chair hours: 9

ADDITIONAL INFORMATION

OBJECTIVES

To have the opportunity to **share** the knowledge acquired during my academic training and professional development for the **growth** of the organization and also having the chance of **getting** new experiences that allow me to grow and develop intellectually and financially in order to **achieve** a secure economic well-being.

INTERESTS, HOBBIES AND OTHER INFORMATION

I consider that it is essential to **cultivate mind and body** so that a very **good life quality** can be achieved. If you do so, you will be able to **behave** not only **properly** but also **efficiently** in your **work and social environment**. That is why I keep a **healthy diet**, practice **Chi-Kung and Tai Chi Zen**, play **chess**, the **piano** and love **reading** about different topics.