

MIQUEL RENAE HADSALL

6857 NE Rising Sun Dr. * Pleasant Hill, IA 50327 * (515-238-0510 Cell) * miquel.hadsall@mchsi.com

Profile

Accounting professional with 10 years of financial, administration, and operations management experience in the Construction and Advertising industries. Strong qualifications in developing and implementing financial controls and processes, in addition to productivity improvements.

Career History

Beal Derkenne Construction, LLC

Vice President of Finance

Des Moines, IA

07/2015 to Present

A lean, \$110 million General Contractor that provides robust construction services relentless on lasting relationships and repeat clients.

Manage all company accounting and finance analysis to identify potential challenges and opportunities. Provide leadership and guidance within the company to create more efficient and fiscally responsible processes.

- Oversee accounts payable, monthly bank reconciliations, payroll processing, and customer pay applications
- Oversee human resource department functions
- Manage and control all accounts receivable transactions
- Manage all company lines of insurance renewals, claims, and audits
- Create, analyze, and present monthly financials to ownership, bank, and annually to bonding company
- Prepare all required information and address all inquiries for annual Financial Review
- Process quarterly payroll tax returns and monthly sales tax returns
- Work with ownership on budget creation and tracking
- Strategize with ownership on short term and long term company needs and goals
- Manage & control all accounting and property management functions of ownership's real estate investment entities

Controller

06/2014-07/2015

- Oversee accounts payable, monthly bank reconciliations, payroll processing, and customer pay applications
- Prepare sworn statement for customer pay application packages
- Create, analyze, and present monthly financials to ownership
- Submit required information to CPA firm for quarterly payroll tax returns and monthly sales tax returns

Staff Accountant

03/2014-06/2014

- Manage and control all account payable functions including subcontractor pay application reviews, project payment releases, and lien waiver creation and tracking
- Assist with onboarding of new hires
- Manage and track subcontractor insurance certificates
- Assist controller in close-out of monthly financials
- Process bi-weekly payroll

Key Accomplishments:

- ◇ Lead role in the transition to a more sophisticated ERP system for all accounting and project management functions within a three-month period
- ◇ Lead role in membership implementation in of Property Casualty and Health Benefit insurance captive programs.
- ◇ Created, documented, and implemented new SOP for customer pay application process
- ◇ Assisted with creation and development of a formal Human Resource Department

Lamberti Concrete of Iowa, Inc.

Accountant / Owner

Pleasant Hill, IA

03/2007 to Present

A \$1.2 million privately held commercial and residential concrete company.

Managed all company accounting and finance analyses with a final company dissolution in 2014. Drove all customer projects start –to –finish with excellent written and verbal communication skills. Displayed solid leadership, communication, and interpersonal skills to establish rapport with all levels of staff and management

- Manage and control all account receivable, account payable, and billing requirements
- Monthly reconciliation of bank statements, tax liabilities and payments, and employee garnishment account
- Create and disperse all project estimates

- Daily coordination of project schedules with vendors, customers, and work crews
- Weekly processing of payroll for 28 employees
- Management and administration of 10 vehicle fleet

Key Accomplishments:

- ◇ Embraced a progressive and adaptive business outlook upon acquiring all business operations and administrations for Lamberti Concrete immediately after graduate school.
- ◇ Implemented marketing strategies that increased revenue from \$600,000 to \$1.2 million
- ◇ Developed an in-house accounting infrastructure
- ◇ Provided several successful second-chance work opportunities to participants in the Bridges of Iowa program and the Fort Des Moines work release program
- ◇ Instrumental in our participation in the Hubbell Homes and Anawim Housing “9 Homes in 9 Days” challenge, the clean up of Parkersburg, IA after an F5 tornado flattened the city, and the construction of the Miracle League in Des Moines, IA

McDonald Imaging Solutions, Inc.**West Des Moines, IA***Part time Bookkeeper*

09/2010 to 01/2014

Vice President of Operations

09/2008 to 09/2010

A \$1.5+ million print and promotional distributor

Responsible for the processing of all accounting duties. In addition, inform owner of any discrepancies and help resolve these issues in a timely manner.

- Process approximately 50 invoices on a weekly basis
- Handle billing and collection activities for approximately 50 projects per week
- Monthly reconciliation of bank statements and credit cards statements
- Assist with IT matters when necessary

Key Accomplishments:

- ◇ Created detailed training program for new employees
- ◇ Balanced corporation books within two weeks of hire
- ◇ Implemented new catalog system to allow items to be more easily accessed by the sales department

Channel Prime Alliance**Des Moines, IA***ISO Coordinator*

08/2006 to 12/2006

An international plastic and rubber resin distributor, part of the Ravago family of companies

- Coordinate and manage the ISO 9001 certification of the recently merged company
- Responsible for coordinating and resolving all product quality matters, including processing returns and issuing credits
- Educate the purchasers and customer service representatives about their role in the acquirement of ISO 9001 certification

Contract Project Assistant

06/2005 to 08/2006

- Assist controller with inventory monitoring and reconciliations, monthly financial statement production, sales forecasts, consignment account rollovers, and completing closing documents following the company's recent merger
- Provide support to the assistant controller with accounts payable, accounts receivable, and billing; create and manipulate several reports in Excel
- Daily assistance within the logistics department, assigning freight companies to shipments across the nation using VISIship (software)
- Fill in when the warehouse manager was absent; duties included preparing bill of lading for outgoing shipments, communicate with warehouse workers to fulfill outgoing shipments, coordinate with incoming freight companies, and relay all necessary paperwork to inventory manager

Key Accomplishments:

- ◇ Reconciled several years of inventory discrepancies

City of Altoona, IA**Altoona, IA***Finance Intern*

02/2005-07/2005

The governing body of a population of more than 15,000 residents

- Provide assistance to the payroll department with bi-weekly payroll processing
- Research and generate updated job descriptions for 50+ city employee positions
- Serve with the 2005 special census; research previously completed census and official census requirements, relay appropriate information to the City's legal representation to prove the necessity of a special census, and distribute notices to residents and local businesses about the importance of participating in the special census

Education/Training

Drake University, Des Moines, IA

Master of Business Administration, May 2006,

Emphasis in Executive Management

Drake University, Des Moines, IA

Bachelor of Science in Business Administration, May 2006,

Double Major: Finance and Economics

Southeast Polk High School, Runnells, IA

Graduated one year early, 2002, GPA 4.0

BEAL DERKENNE CONSTRUCTION

1/11/18

Attn: Nominating Committee
Des Moines Business Record 40 Under 40

RE: Miquel Hadsall reference letter

It is an honor to write this letter of recommendation for Miquel Hadsall in regard to formally being recognized as one of Des Moines 40 under 40 for 2018.

Miquel has been a standout employee of Beal Derkenne Construction for 5 years and in that time, has shown tremendous growth and leadership across a number of key roles in the company. Having started as a Staff Accountant for Beal Derkenne Construction, Miquel quickly showed great promise and was shortly thereafter promoted to Controller. In the summer of 2015, Miquel was further promoted to Vice President of Finance for Beal Derkenne Construction and handles CFO style responsibilities for Beal Derkenne Construction's annual \$110 million construction portfolio.

In a male-dominated industry, Miquel shines like a diamond. Small in stature yet huge in presence – the impact Miquel has through her leadership of the Beal Derkenne Construction teams is instrumental to the success of the company. Miquel's drive, knowledge, tenacity and passion for success make her a standout asset for Beal Derkenne Construction and is simply unmatched in the industry.

I would highly recommend Miquel being recognized as a Des Moines Business Record 40 under 40 ambassador for 2018. If you have any additional questions in the interim, please do not hesitate to contact me.

Andrew E. O. Beal
Co-Owner
Beal Derkenne Construction



515 P 288 0345 F 282 0300 bdconstruct.com

215 E. 3rd Street, Suite 200, Des Moines, IA 50309

To Whom It May Concern:

I am writing this letter of recommendation for Miquel Hadsell for the Forty under 40 award annually given to best of the best business and community leaders in the Des Moines metro area.

I have known Miquel for the past 13+ years. I know Miquel in three different capacities:

- **Employee** – Miquel started working for me almost immediately after I started my business. Miquel was a tremendous asset to my company. She had an extraordinary work ethic. Her attention to detail was outstanding. Miquel was a self-starter that was always looking for more responsibilities and ways she could help me grow my business. Honestly, I wish she still worked for me at Mc Donald Imaging Solutions, Inc.
- **Concrete Company** – Miquel left my company to operate her families concrete business. I hired Lamberti Concrete to completely remove my front porch and replace it with concrete and a decorative brick outlay. Miquel was heavily involved in the project. Of course she didn't do any of the concrete work but she would check in with me to make sure I was happy with the progress of the project. She was very hands-on and wanted to make sure I was 100% satisfied.
- **Customer** – I currently work with Miquel in her new position at B & D Construction. My company sells printing and promotional items. Miquel is a current customer of mine. She is professional and is easy to work with. She demands we deliver high quality products and has the best interest of B & D Construction top of mind.

Miquel is definitely shining star in the Forty under 40 demographics of metro Des Moines. It is not an accident she is so successful. Miquel has tremendous drive. She wants to be the best at everything she takes on and proves it over and over again on a daily basis. Her ethics are also above reproach.

If you have any questions about Miquel please feel free to call me at the numbers listed in my email address. She should not only be one of your Forty under 40 winners but she should be the number one winner! Miquel is the cream of the crop!

Marty Mc Donald
Mc Donald Imaging Solutions, Inc.
974 73rd Street – Suite 23
Windsor Heights, Iowa 50324
P. – 515.276.2587
C. – 515.249.6969

To Whom It May Concern:

It is my great honor to recommend Miquel Hadsall for the Business Record 40 Under 40, 2017. In the past nine years that I have known Miquel, she has not only become a great colleague, but a wonderful and trustworthy friend. She is known to be dependable, efficient and hardworking. In addition to being a busy and dedicated mother, she devotes fully to her career; and to volunteering at her children's school.

As President of the Board of Education, I have had the honor of working closely with Miquel. Miquel has acted as head Secretary for two years; I know can always trust that her input, is focused on what is best for the school, but more importantly what is in the best interest of the kids. Our main focus became creating a fundraiser that would finance the renovation of our school gym/cafeteria. Miquel initiated our first annual Gala in 2016, as Co-Chairs we work all year to try to reach new donors, and increase our audience to make each Gala more successful than the last. I was thoroughly impressed with her great knowledge and skills, as well as the endless hours she put in to achieve our goal.

Miquel never ceases to amaze me. She is easily the most hard-working, and humble individual I know and can be counted on for her organization, and leadership. She goes above and beyond all that is asked of her. I have no doubt that she will continue reaching for new goals and surpass any obstacles that may come her way.

It is with confidence that I believe you will agree that Miquel is a most deserving candidate and I am pleased to recommend Miquel Hadsall for the Business Record 40 under 40, 2017 award.

Sincerely,
Carolyn Farrell