

# Angela L. Macke

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## EXPERIENCE:

**Dice Holdings, Inc.**, Urbandale, IA (November 2006-present)

*Director of Financial Reporting* (January 2009-present)

*Assistant Controller* (January 2008- January 2009)

*Manager of Financial Reporting* (November 2006-January 2008)

Dice Holdings, Inc. is a \$200 million public company with international operations, specializing in online recruitment and career management for select professional communities. During my seven years at Dice, I have participated in nine acquisitions, the initial public offering in 2007, two secondary offerings, three debt refinancing projects, and the conversion of several key systems.

### *Current Responsibilities:*

My role has expanded beyond financial reporting during my years at Dice. I currently am responsible for:

- The overall direction of internal and external financial reporting, including SEC and statutory requirements and reporting to the Board of Directors.
- Interpreting and implementing new and complex accounting standards, including the fair value analysis for eight acquisitions, share based compensation, revenue recognition, foreign currency, goodwill and intangible assets, fair value standards, and SEC regulations.
- Coordinating the external audit process under U.S. accounting standards and statutory audits in the U.K., Singapore, Beijing and Shanghai. Implementing a proper control environment under Sarbanes-Oxley 404.
- Participating as the lead for the variable compensation portion of Dice's Integrated Enterprise Project ("IEP"), which includes altering commissions and bonus structure to drive desired sales behaviors and streamlining commission plans between six different businesses. The process includes implementing a new compensation system to calculate and report results to sales reps and management. Also participating in the IEP project as a stakeholder in the invoicing, cash application and revenue recognition system changes, as well as the financial reporting changes resulting from the implementation of Salesforce.com.
- Training and developing five direct reports, including general accounting, payroll and financial reporting functions.
- Overseeing the payroll process for more than 500 employees in nine countries.
- Coordinating the annual goodwill impairment test.
- Working with other members of the Finance leadership team, including Corporate Controller, Tax Director, and Director of Financial Planning & Analysis to solve issues as they arise and proactively mitigate potential issues.
- Liaising with Investor Relations on needs of our investors and analysts. Liaising with Legal on our equity award plan and needs of our Board of Directors. Liaising with Human Resources on changes impacting payroll around the world.

**Accomplishments:**

- Completed purchase accounting for a \$90 million international acquisition in 2006 as well as seven other acquisitions ranging in size from \$1 million to \$50 million in purchase price. My role on the acquisitions has expanded over time from being responsible for the accounting for the acquisition and integration of the finance function to being included in due diligence work for the past three acquisitions. For our two most recent acquisitions, I led the company's efforts in integrating the business across multiple function areas, including Finance, Technology, Legal, HR and Facilities.
- Prepared financial statements and related disclosures for the company's \$271 million initial public offering in 2007 and for quarterly and annual SEC requirements subsequent.
- As Assistant Controller, supervised general accounting functions of accounts receivable and payable, payroll, and collections, while continuing financial reporting duties.

**Deloitte & Touche, Des Moines, IA (July 1999- November 2006)**

**Manager, Audit** (August 2004-November 2006)

**Senior Consultant** (August 2001-July 2004)

**Staff Accountant** (July 1999-July 2001)

- Responsible for the coordination and overall management of audits from planning to reporting. Technically sound and current on accounting pronouncements. Responsible for daily supervision and training of staff, including reviewing work papers and providing guidance in technical areas and in the audit approach.
- Spend 80% of time serving MidAmerican Energy Holdings Company, an SEC filer and largest energy company headquartered in Iowa. Meet tight deadlines and respond quickly to changing client needs. Responsible for implementing Sarbanes-Oxley Act Section 404.
- Involved in multiple registration statements for debt issuances. Coordinate annual audit and quarterly review procedures for MidAmerican subsidiaries at six Deloitte offices, including U.K. office. Serve in audit capacity including Sarbanes 404 readiness projects for companies in various industries, including property management and real estate, manufacturing, transportation, higher education, and not-for-profit industries.
- Significant role in the Des Moines office campus recruiting program and various human resource initiatives. Participated in the enhancement of firm software for the energy industry.

**EDUCATION:**

**Buena Vista University, Storm Lake, IA**

Bachelor of Arts Degree, May 1999 Major: Accounting

**GPA: 3.99**

Honors: Summa Cum Laude, Dean's list, 1999; Outstanding Accounting Student Award from the Iowa Society of Certified Public Accountants

CPA exam, passed in May 1999. Inactive Iowa CPA license.

**MEMBERSHIP:**

Employee & Family Resources, Board Member since 2010

American Institute of Certified Public Accountants

Iowa Society of Certified Public Accountants

United Way Emerging Leaders Initiative (including Board prep course)

Presenter at the Iowa Society of CPAs 2003 and 2005 Career Conference