

SOLOMON STEPLIGHT

EXECUTIVE MANAGEMENT: ASSISTANT FINANCE DIRECTOR, DIRECTOR OF OPERATIONS

Innovative executive leader with 15 years of experience driving the performance of multimillion-dollar organizations, leading the design and implementation of software, public policy, and financial systems. Successfully led public and private start-up operations, and established new revenue initiatives. Widely recognized as a focused and dedicated leader, strategic problem solver, trusted mentor who cultivates high-performing work teams in diverse work environments. Industry experience includes information technology, government, education, retail, and finance.

Business Expansion & Start-Up • Software Development Life Cycle Management • Financial Operations • Process Re-Engineering • Banking & Cash Management • Strategic Planning • Team Building • Cost Reduction • Negotiations • Business Analysis • Marketing • Strategic Alliances • Workflow Automation • Financial Analysis

EXPERIENCE

ROCKET LEARNING

Miami, FL

Director of Operations, Operations

2010-2011

Promoted to expand business operations and new service lines in this start-up education company focused on providing supplemental education services to school districts and community based organizations. Developed and implemented financial and operational processes to support the expansion to 17 states. Led the design and implementation of SQL-based student activity tracker, Embedded Salesforce.com call center application and excel-based activity reports.

- Designed and deployed custom Salesforce.com application, which improved parent outreach efficiency by 75%
- Worked with NYU to produce a quantitative report on Rocket Learning's impact on student achievement
- Led 8 direct reports that streamlined and facilitated financial and compliance reporting for 15 remote offices
- Developed policies and performance reports, which improved revenue forecasts and reduced expenses

Dallas, TX

Regional Director, Dallas-Fort Worth, Texas

2009

Recruited to launch Texas operations, branding company and establishing new client base through strategic partnerships resulting in new business opportunities.

- Hired and managed 10 member team, which secured 2,000 new clients and increased regional revenue by 40%
- Recognized as the top new provider out of 100 competitors in the DFW area after the first 4 months
- Established strategic alliances and led negotiations with school districts, which secured new revenue

CITY OF NEWARK, MAYOR CORY BOOKER

Newark, NJ

Assistant Finance Director, Department of Finance

2008 – 2009

Promoted to assist Finance Director with the administration of a 100 person department with 15 direct reports responsible for a \$1B capital and operating budget. Implemented software and processes to provide structure to functional areas of treasury, cash & banking, inventory control, general accounting, accounts payable, accounts receivable, budgeting and financial reporting.

- Increased revenue collection by 5% over same period in 2008 which helped secure City's Baa2 Moody bond rating
- Led inter-departmental team that designed and implemented Peoplesoft to streamline city-wide transactions and reporting, which reduced processing time by 23%
- Coordinated audit and compliance review with banks and external providers and implemented corrective actions
- Instituted Asset Management Board responsible for the capital improvement plan and bond issuance process

Manager, Division of Real Estate Tax Abatement and Business Taxes **2006 – 2008**

Recruited to lead 32 direct reports that improved efficiency and increased revenue in division responsible for collecting fees from business activity. Oversaw the collection of \$65 million in tax revenue, issuance of business licenses and administration of parking meters for the City of Newark. Worked with City Council and Booker leadership team to develop initiatives to increase business investments and consumer spending in the City while improving perception.

- Identified revenue generating initiatives resulting in a 10% year over year increase in reoccurring revenue
- Led team that designed and implemented a SQL-based software application to track and report business tax activity
- Established financial processes and internal controls that reduced outstanding balances by 30%
- Implemented internal policies and processes that reduced the business license approval timeframe by 35%

PLATFORM LEARNING, INC. **New York, NY**

Business Analyst, Business Development **2004 – 2006**

Recruited by CEO to assist with structuring start-up for-profit Supplemental Education Service business and centralizing operations to support national expansion. Designed and deployed software applications to support financial and operational processes.

- Launched operations in six new markets including Miami, Los Angeles, Las Vegas, Detroit, and Cleveland
- Developed reconciliation process for doubtful accounts, which resulted in \$4MM in unanticipated revenue
- Established a PMO and implemented a business process management system for Finance, HR, and IT

FREE LIBRARY OF PHILADELPHIA FOUNDATION **Philadelphia, PA**

Project Manager (Urban Library Council Grant) **1997 – 2002**

Led the day-to-day operations of an award-winning \$2.5 million city-wide program covering 50 sites, which ultimately gained national recognition. Responsible for 30 direct reports that developed and implemented sustainable K -12 afterschool programs based on positive youth development principles and improving access to technology in each Philadelphia neighborhood.

- Recipient of numerous awards including the Whitehouse's National Award for Museum and Library Service (2003)
- Expanded program from 9 employees at 3 sites to 175 employees at 50 sites encompassing the City
- Prepared detailed compliance reports on program outcomes, student preferences, retention rates, and scalability

MASSACHUSETTS INSTITUTE OF TECHNOLOGY, MEDIA LAB **Cambridge, MA**

Graduate Research Assistant for Dr. Randal Pinkett **Fall 2001**

- Performed quantitative and qualitative analysis of the technology usage in urban communities

EDUCATION

THE WHARTON SCHOOL, THE UNIVERSITY OF PENNSYLVANIA **Philadelphia, PA**

Master of Business Administration Candidate, Joined startup company after first year **2003-2004**

Awarded Joseph Wharton Grant for Academic and Professional Excellence

THE SCHOOL OF ENGINEERING AND APPLIED SCIENCE, THE UNIVERSITY OF **Philadelphia, PA**

PENNSYLVANIA **2000**

Master of Science and Engineering, Mechanical Engineering and Applied Mechanics

Thesis: "A Mode-Based Sensor Fusion Approach to Robotic Stair-Climbing"

Bachelor of Science and Engineering, Mechanical Engineering and Applied Mechanics **1997**

Varsity Penn Football: Back to back undefeated championship seasons (Member '93-'96)