



Corporate Headquarters
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www.saltchuk.com

CAREER OPPORTUNITY

JOB TITLE: Vice President of Tax
LOCATION: Seattle
REPORTS TO: Chief Financial Officer
POSTED: July 23, 2015

POSITION SUMMARY

The Vice President of Tax will report to the Chief Financial Officer and have overall responsibility for all aspects of the corporate wide Tax strategy. The Vice President of Tax will lead the design and implementation of tax policies and strategies and contribute as a key member of the finance leadership team. He/she will be expected to lead and develop a Tax department that identifies and implements best practices for tax compliance and return filing, optimizing the multitude of the Company's tax structures currently employed, and stay abreast of tax legislation on both the federal and local levels that impact the Company's cost of doing business or tax filing status.

Specific tax responsibilities will include overseeing all U.S. and international tax research, planning, compliance and dealing with all applicable federal, state, local, and foreign tax laws and regulations. Will interact with the Controller, Treasurer, operating company Presidents and CFO's, and the General Counsel of the Company to proactively identify opportunities to optimize the corporation's effective tax rate including state and local income and other business taxes. The successful candidate will also be responsible for assessing and communicating to senior management the potential tax consequences of existing laws and pending tax legislation.

SALTCHUK OVERVIEW

Saltchuk is a family-owned, diversified transportation and distribution company headquartered in Seattle. With consolidated revenue of nearly \$3 billion and approximately 7,500 employees, Saltchuk is ranked among the largest privately held businesses in Washington. Saltchuk companies provide air cargo, domestic shipping and logistics, international shipping and logistics, marine services, petroleum distribution and trucking services throughout North America. We believe in—and champion—the inherent value of our companies' individual brands. The Corporate office provides leadership and resources to our companies, but not direct management of their operations. We do, however, provide integrated leadership in finance, risk management, human resources and internal audit. A primary function of the Corporate Home is to deploy capital and manage debt. Although the company has grown considerably since its' founding in 1982, the Corporate Home employs about 50 people and has retained the collegial and entrepreneurial culture of a much smaller organization. Saltchuk is a values-driven organization, committed to safety and taking care of its employees, communities and the environment.



JOB RESPONSIBILITIES

- Lead the tax related analysis of business activities, structures and commercial transactions, including the identification and evaluation of alternatives and recommendation of solutions to senior management.
- Set company-wide tax strategies for the corporation including the development of business plans and execution of strategies.
- Establish company-wide tax policies and procedures with the objective of partnering with the business to determine the most tax efficient manner to repatriate cash, reduce the current tax liability and lower the effective tax rate.
- Serve as a consultant to other departments by providing tax information and advice.
- Develop tax efficient strategies for acquisitions and dispositions and actively participate in due diligence activities to optimize tax savings and minimize potential tax exposures and liabilities.
- Responsible for tax compliance with the tax laws of all of the jurisdictions in which the Company operates. Ensure timely and accurate filing of tax returns; oversee the preparation of federal, state and local, and where applicable international, tax returns for multiple entities (i.e. S-Corps, C-Corps, LLCs, CFC's).
- Represent Saltchuk before all domestic and foreign tax examiners and defend the tax positions taken.
- Review and monitor changes in domestic and foreign tax legislation, rulings and regulations. Work collaboratively with the VP of Government Affairs, other Company executives and outside consultants to communicate and educate public leaders on legislative opportunities impacting the Company.
- Develop tax efficient domestic and international structures while achieving administrative efficiency and operational flexibility.
- Establish and update tax planning models to forecast the utilization of tax attributes, changes in tax positions and other opportunities. Assure the adequacy of book tax provisions, tax reserves, valuation allowances, unrecognized tax positions and deferred income taxes.
- Ensure all tax accounting (and related financial statement disclosure) is properly performed and complies with current GAAP and statutory GAAP, as appropriate.
- Review the Company's process for the preparation and filing of sales and use, property tax and other non-income based tax returns to identify opportunities for savings.
- Interface with taxing authorities, including coordination of tax audits, negotiation of tax issues, appeals filings and directing litigation. Provide direction to external tax consultants and counsel.
- Travel to visit subsidiary companies, and attend meetings & conferences.

QUALIFICATIONS

- The ideal candidate will have over 15 years of public/private accounting experience managing a tax department and dealing with complex tax issues, leading teams of tax professionals.
- Experience working in a large multi-entity environment with multiple tax structures that includes some international experience.
- In-depth knowledge of ASC740 provisioning and technical requirements.
- U.S. Maritime tax experience is preferred but not required.
- Experience in a high growth, complex and changing environment is essential.
- Bachelor's degree in Tax, Accounting, Finance, or related area required; Master's degree preferred.
- Strong leadership abilities, including experience leading teams of tax professionals. Must have demonstrated experience developing, mentoring, coaching, and motivating teams. Experience managing remote teams highly desired.



QUALIFICATIONS (cont.)

- Proven change-agent who has high intellect, is results-oriented and leads an organization through his/her own inspiration and example.
- Demonstrated ability to operate in a fast paced, continuous improvement environment and be hands on when necessary, yet see the big picture.
- Entrepreneur in spirit with exceptional business acumen and tax vision.
- Accomplished professional with strong knowledge of tax strategies and planning.
- Self-starter with high degree of confidence and conviction with the ability to defend his/her plans and programs, yet is capable of accepting reasonable compromise.
- Sets high standards and fosters a sense of teamwork and pride within the segment.
- Passionate and motivated to deliver superior value to the organization and serve as a change agent to help achieve the superior performance for the Company, its employees and its shareholders.
- Consistent with the Company's corporate culture, this individual must be respectful, collaborative, and supportive of others and treat team members and others in the Company with dignity and respect.
- Practical and realistic approach to problem solving in a team-oriented environment.
- Outstanding interpersonal skills, communication skills, and executive presence.
- Strong set of personal and professional ethics with unquestionable integrity, consistent with the high ethical standards of the Company.

Qualified applicants should respond by sending their resume and cover letter to:

Colleen Rosas, SVP, Human Resources, Saltchuk
Careers@saltchuk.com | 1111 Fairview Ave North | Seattle, WA 98109

Saltchuk is a family of diversified transportation and distribution companies with a vision to serve our customers by being the best in North America. We value safety, reliability, and commitment to our organization -- in a work environment where anyone would be proud for their children to work. Please see www.saltchuk.com

Equal Opportunity Employer