

ROBERT P. SALAS II

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PROFESSIONAL EXPERIENCE

Pacific Federal Management, Inc. President *May 2017 to Present*
Tumon, Guam

- ✚ Provide leadership for \$17 million local company with over 170 employees offering federal contracting services including environmental, construction, and maintenance services.
- ✚ Responsible for developing and implementing comprehensive business strategic plans to facilitate cost-effective operations and to increase revenue and profits.
- ✚ Evaluates operations to implement latest trends in the industry to maximize the company's level of competitiveness.
- ✚ Works with human resources to maximize talent acquisition and people development.
- ✚ Oversees the company's financial performance to ensure accurate and timely accounting practices and financial reporting.

Landscape Management System, Inc. Director of Operations *February 2015 to May 2017*
Tumon, Guam

- ✚ Responsible for business development resulting in the Portable Office Space Multiple Award Contracts (MAC) with a value of approximately \$29 million.
- ✚ Excellent partnering skills leading to strong teaming agreements with and the Demolition MAC \$63 million over 5 years and 8(a) Construction MAC \$75 million over 5 years.
- ✚ Found value add opportunities for the customer increasing contract value from \$34 million to \$55 million while maintaining lean operations resulting in overall EBITDA growth year over year.
- ✚ Manage HR functions for the office including organizing and creating an administrative office.
- ✚ Create and grow accounting operations leading to appropriate costing of job functions to allow for more effective budgeting and analysis.

PricewaterhouseCoopers LLP

Manager

Senior Associate

San Francisco, California

July 2013 to January 2015

October 2010 to July 2013

- ✚ Responsible for planning and business development.
- ✚ Project manage large pipeline of projects for several Fortune 100 customers.
- ✚ Interview and select candidates to enhance project team and perform annual reviews to develop talent.
- ✚ Drafted protest letters regarding several issues, including agency nexus of online retailers, nexus of nonresident LLC members, classification of income recognized from the triggering of a Gain Recognition Agreement, and sourcing of income on the sales of software in Minnesota.
- ✚ Assisted with the due diligence, structuring, and analysis of the taxability of acquisitions, and reorganizations involving various issues such as sales/use nexus, DISAs on the distribution of a

corporate subsidiary, transfer taxes, discharge of indebtedness, Subpart F-income, and application of section 338 to foreign subsidiaries.

- ✚ Prepared matrices on a variety of issues including taxation of canned software, custom software, hosted software, penalties/interest, and inbound/outbound direct mail printing.
- ✚ Prepared and reviewed both Federal and State returns for partnerships and corporations.

EDUCATION

LL.M. in Taxation

December 2008

University of San Diego School of Law, San Diego, California

Juris Doctor

May 2008

University of San Diego School of Law, San Diego, California

Master of Science in Accounting and Financial Management

May 2005

University of San Diego School of Business Administration, San Diego, California

Bachelor of Arts in Accounting

May 2004

University of San Diego School of Business Administration, San Diego, California

PROFESSIONAL MEMBERSHIPS

- ✚ Admitted, California State Bar, April 2009
- ✚ Inactive, California CPA
- ✚ American Bar Association
- ✚ California Society of CPAs
- ✚ Guam Contractors Association
- ✚ American Builders and Contractors Association
- ✚ Guam Chamber of Commerce
- ✚ National Association of Landscape Professionals
- ✚ International Cemetery and Funeral Association

COMMUNITY & CIVIC INVOLVEMENT

National Association of Landscape Professionals

- ✚ Participated in an Emerging Leaders conference at Cornell University in becoming a Landscape Manager in September of 2018

Guam Young Professionals Steering Committee, *Secretary & Legal Reviewer*

- ✚ Oversee the organization to ensure protocol is followed and offer advisement

FDMS Endowment Board, *Secretary*

- ✚ Led the Charitable Donations Committee and organized the inaugural FD Auction Night, generating income of \$30k and \$15k respectively

Smart Trees Pacific in Hawaii, *Board of Director/Treasurer*

Rotary Club of Tumon, *International Committee*

- ✚ Assisted in set-up and selling of tickets for the most successful Melbourne Cup fundraising

PUBLICATIONS and PRESENTATIONS

- ✚ San Francisco's New Tax – What It Means for Asset Managers
- ✚ Deadlines Look for San Francisco's New Gross Receipts Tax: Installment Payments Due April 30.
- ✚ Guam Chamber of Commerce's 13th Annual Small Business Expo and Outreach - Panelist