Lake State Railway Company
Job Description

Job Title: Financial Planning & Analysis **Department:** Finance **Reports to:** EVP/CFO

Primary Activities and Responsibilities:

The core mission of the Financial Planning & Analysis (FP&A) position will be to support both day-to-day operational financial analysis and investor reporting requirements. This role will focus on budgeting, forecasting, performance analysis, and preparation of materials for the shareholders. The analyst will work cross-functionally with operations, commercial, and finance leadership to ensure accurate financial reporting, transparency for investors, and support for strategic initiatives.

- Assist in developing and updating annual budgets, quarterly forecasts, and long-range plans.
- Maintain financial models that track revenue drivers (carloads, pricing, switching, demurrage, storage), operating expenses (fuel, labor, care hires, maintenance-of-way), and capital expenditures (locomotives, track infrastructure)
- Conduct sensitivity and scenario analyses to support investor reporting and strategic decisions.
- Prepare monthly reporting packages including variance analysis, operating metrics, and cash flow forecasts.
- Support quarterly and annual reporting requirements for the infrastructure fund, including investor presentations and board materials.
- Track performance against lender covenants and assist with debt reporting.
- Analyze project ROI, lease vs. buy decisions, and funding strategies for capital projects.
- Partner with operations to analyze cost drivers, efficiency opportunities, labor and asset utilization.
- Collaborate with commercial team to evaluate customer profitability, contract performance, and pricing strategy.
- Support strategic initiatives, including due diligence and integration analysis for potential acquisitions.
- Maintain and improve financial models, dashboards, and reporting tools to enhance transparency.
- Ensure data integrity and alignment between operational KPIs and financial results.
- Assist in the implementation of systems or processes required by investor reporting standards.
- Other duties as assigned.

Competencies:

To perform this job successfully, an individual should demonstrate the following competencies:

- Strong Excel and financial modeling skills; exposure to BI/reporting tools a plus.
- Strong PowerPoint skills and experience preparing materials for investors, lenders, or boards is highly valued.
- Strong analytical, communication, and presentation skills with ability to explain financial results to non-financial stakeholders.
- Detail-oriented, self-motivated, and able to balance multiple priorities in a fast-paced environment.
- Analytical Thinking, Thoroughness, Accuracy, Cross-checks work and develops crosschecks where none exist
- Takes ownership of responsibilities and shows initiative.
- Ability to effectively communicate (both speaking and listening) in face to face interactions or via telephone and email.
- High level of initiative and ability to interact well in a team environment.
- Organization skills; uses time efficiently and sets goals and objectives along with the ability to plan and carry out responsibilities with minimal direction.
- Multi-tasking capabilities; ability to meet deadlines.
- Ability to maintain professionalism while working in a high-pressure environment.
- Ability to observe all safety procedures and report potential unsafe conditions.
- Ability to keep a clean and safe work environment and build harmonious relationships with your colleagues and supervisors.

Physical Demands:

Reasonable accommodation may be made to enable individuals with disabilities to perform the physical demands listed below:

- Sitting for long periods of time; majority of time will be spent in front of a computer screen. Walking or standing for brief periods of time is required occasionally.
- Infrequently lift and/or move up to 25 pounds; exert up to 10 pounds of force occasionally, and exert a negligible amount of force frequently.
- Ability to handle and maintain constant stress and strain of maintaining a high production rate pace.

Education and Training:

- Bachelor's degree in Finance, Accounting, Economics, or related field required.
- 2–5 years of experience in FP&A, corporate finance, or investment reporting; experience in transportation, logistics, or asset-heavy industries preferred.
- This position will be subject to drug and alcohol screening.
- Must be 18 years old or older
- This position will be a minimum of 40 hours per week. Occasional evening and weekend coverage will be expected to meet deadlines. Travel is limited.

Acknowledgement:

I understand and agree that it is my responsibility to read this description in its entirety. I also understand and agree that this job description is not designed to cover or contain a comprehensive listing of all duties, responsibilities, competencies, physical demands, or working conditions that are required of the employee for this job. Duties, responsibilities, competencies, physical demands, or working conditions may change at the discretion of Lake State Railway Company at any time with or without notice. I also understand and agree that Lake State Railway Company retains the right to eliminate the position or reassign me to another position and that my employment is at will and that Lake State Railway Company may terminate the employment relationship at any time, with or without cause or notice.

____
Employee Printed Name

____________________________________ ______________
Employee Signature Date