

**Solutions You Need. Technologies You Trust.**

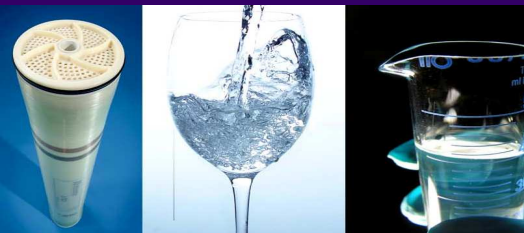
## **Employment Opportunity**



**Hydranautics—  
A Nitto Denko Company...  
We make life better.**

**Water is our Earth's most precious resource**, yet more than 99 percent of the Earth's water supply is unavailable for life improving use. As the world's population grows, the demand for clean water is increasing dramatically. Our membrane filtration elements are in use worldwide, producing enough clean water daily to sustain healthy living for four hundred million people.

**Join our team** and help further our mission to provide the world with pure, safe, and accessible water supplies by providing innovative and technologically superior membrane treatment



### **Application Procedure:**

Send your resume, with salary requirements, to:

**Human Resources Dept.**  
 401 Jones Road  
 Oceanside, CA 92054  
[hrresumes@hydranautics.com](mailto:hrresumes@hydranautics.com)

Equal Opportunity Employer.

## **Director of Finance/Controller**

Hydranautics, an industry leader in membrane manufacturing, currently seeks skilled professional responsible for the overall accounting and financial aspects of Hydranautics, including general ledger, accounts payable, fixed assets, consolidation, budgetary/expenses analyses, cash management and financial analyses of operations including interim and final consolidated financial statements with supporting schedules, and managerial reports for management's decision making. Directly and indirectly through subordinates, oversees the administration of financial statements, 401K plan, worker's compensation insurance, and audits relating to internal controls and J-Sox. Accountable for the Company's tax filings including income tax, business tax, property tax, sales and use tax, payroll tax and others. Participates in the establishment of effective strategic, accounting, financial policies and Procedures, sound business processes, and internal control systems.

### **MINIMUM REQUIREMENTS:**

- Knowledge of tax laws and regulation including income tax, business tax, payroll tax, sales/VAT and use tax, property tax of US parent and its subsidiaries, at a level typically demonstrated by designation as a Certified Public Accountant (CPA) and several years of public accounting experience.
- Proficiency in Generally Accepted Accounting Principles (GAAP), computerized accounting system, Accounts Payable, Accounts Receivable, Payroll, audits, cash management, financial reporting, budgeting and cost controls, at a level typically obtained with eight or more years of experience as a Controller for a multi-national company.
- The ability to apply knowledge of internal controls, audits and Japan's Financial Instruments and Exchange Law, commonly referred to as "J-SOX" to develop effective business processes that comply with the law.
- The ability to communicate business and financial concepts clearly, in English, verbally and in writing, to audiences of diverse native languages and cultures.
- Advanced computer software skills in office, spreadsheet, and accounting applications.
- Effective leadership skills, including team development, team goal setting, conflict resolution, training and coaching, at a level consistent with three or more years of experience successfully supervising more than one direct report.

### **CANDIDATE DIFFERENTIATORS:**

In addition to the minimum requirements for the position, the ideal candidate would also possess some of the following qualifications:

- Detailed knowledge of business, accounting and financial management concepts, at a level typically obtained by completion of a Master's Degree in Finance, Business Administration or a related field.
- Knowledge and experience with consolidation and accounting guidelines of Nitto Denko Corp.
- Fluent in Japanese or any other language frequently used within the Nitto Denko Group or by Hydranautics subsidiary companies.
- Familiarity with the JD Edwards Enterprise One ERP system, and OBI reporting.

## Solutions You Need. Technologies You Trust.

### Employee Benefits

**Innovation**  
**Flexible Solutions**  
**Real Relationships**  
**Global Responsibility**  
**Unwavering Integrity**

**At Hydranautics, we believe in *real relationships*, not just with our customers, but with our employees as well.** Every employee has a unique role in making Hydranautics a more inspiring and rewarding place to work. We expect that all employees treat one another with respect and dignity. As good global citizens, we act in a socially responsible way in the communications where we live and work. As a Nitto Denko Company, Hydranautics is committed to a policy of equal employment opportunity and fair treatment. We prohibit our employees to engage in activities that do not maintain individual integrity and respect, even if permissible under applicable law.

It is understood that employees add "new value" directly through their contributions. Hydranautics believes that every employee has a tremendous amount of potential and we will treat all employees with due respect. We aim to share the "new value" that employees bring to the company with all Nitto Denko Group stakeholders.

**Our benefits philosophy is to attract and retain top talent by offering an attractive and competitive employee benefits program that focuses on meeting our employees' needs.**

Hydranautics offers a comprehensive employee benefit program which includes coverage for full-time employees and eligible family members. Most benefits begin on the date of hire. Employees may take advantage of the following plans:

- ✓ Medical & Prescription Drug Plans for employees and dependents with four options to meet your needs:
  - Open Access Plan (OAP) Plan
  - Preferred Provider Organization (PPO) Plan
  - Consumer Advantage Plan (CAP)
- ✓ PPO Dental Insurance for employees and dependents
- ✓ Vision Insurance for employees and dependents
- ✓ Employee Life and Accidental Death and Dismemberment Coverage
- ✓ Supplemental Life and AD&D for employees and dependents
- ✓ Employee Long Term Disability Insurance
- ✓ 401(k) Retirement Savings Plan with matching
- ✓ Two weeks vacation to start
- ✓ Twelve paid holidays per year
- ✓ Ten sick days annually
- ✓ Employee Assistance Program
- ✓ Dependent Care Reimbursement Account
- ✓ Health Care Reimbursement Account
- ✓ Tuition/Education Reimbursement Program
- ✓ Commuter Benefit Plan
- ✓ Gym Membership
- ✓ Bereavement & Jury Duty
- ✓ Dell employee discount program
- ✓ AT&T Wireless Employee discount program
- ✓ Voluntary supplemental insurance
- ✓ Pre-paid legal services
- ✓ Pet insurance

***"We think of our land and water and human resources not as static and sterile possessions but as life giving assets to be directed by wise provisions for future days."***

**- Franklin D. Roosevelt**

