KARMAN L. EASH, CPA (inactive)

Executive level accounting professional responsible for all areas of Finance. Exceptional analytical skills, with the ability to examine and understand business needs and deliver information effectively and efficiently to all levels of staff and external board of directors. Accustomed to managing multiple projects simultaneously in highly diversified environment. Strong collaborative skills with experience working in team environment.

- **Highly accomplished and focused** with proven core competencies in finance, back-office accounting and administration, ERP systems, operational management, continuous improvement and cost reduction. Foster productive partnerships with internal and external stakeholders to attain corporate goals.

- **Noted for strong leadership**, team building and coaching. Proactive with a total commitment to streamlining operations, controlling costs and implementing sound internal controls.

- **Recognized for strategic insight** providing value-add analysis to move organization to the next level. Collaborative business partner; change agent; excellent communicator with the ability to present information to target audiences in easily-understood format.

Strategic Planning * Budgetary Oversight * Cost Control * Operational Management * Leadership * Communication

PROFESSIONAL EXPERIENCE

GOODWILL INDUSTRIES OF MICHIANA, INC, South Bend, IN **June 2020 - Present**
CHIEF FINANCIAL & CORPORATE COMPLIANCE OFFICER - for non-profit organization; lead team of 11; report to President/CEO

Member of executive team responsible for finance & accounting, compliance and risk management areas throughout the company. Treasurer of The Excel Centers for adult education. Manage financial planning and budget with focus on growth and diversity of revenue while maintaining mission focus. Collaborate with other members of executive team on cross-functional strategic vision initiatives focused primarily on growth, company culture and mission advancement.

FURRION, LLC, Elkhart, IN **July 2018 – June 2020**
U.S. REGIONAL CONTROLLER - for international electronics distributor; supervise staff of 7; report to Corporate CFO (Hong Kong)

Senior finance member in US tasked with integrating relatively new US locations with international headquarters.
Key Contributions & Results:

- **Hire, train and develop** US Finance team
- **Overall ERP system responsibility related to business model change**. Lead back-office transition from third party processing to internal processing, ensuring all responsibilities transition smoothly to internal team by go-live date. Successful implementation of integrated SAP Business One ERP system through system understanding, process improvements, documentation and training. Enhance current use of ERP system to match changing and expanding business model
- **Implement sound accounting policies and procedures** in growing US facility to match global initiatives while still serving local needs.
- **Transition key accounting functions** from Hong Kong Finance team to US Finance team and implement streamlined month-end closing process. Responsible for cash management, financial statements, budget, external audit, risk management and other traditional finance functions.
- **Supervise** local IT department in all aspects of systems and software

GENESIS PRODUCTS, INC., Elkhart, IN **January 2018 - July 2018**
DIVISION CONTROLLER – for 2-plant division of RV components supplier; report to CFO

ELKHART PLASTICS, INC., Middlebury, IN **December 2013 - December 2017**
DIVISION CONTROLLER – for largest division of 5-plant national rotationally molded plastics distributor with local plant over 250 employees on three shifts; supervise 1 staff; report to CFO

Key Contributions & Results:

- **Key strategist** in financial reporting, cost analysis and budgeting. Create and maintain Excel-based dashboards based on operational metrics used to drive business planning and improvements. Instrumental in company-wide roll-out of Policy Deployment/Business Summary (KPI) model to measure plant goals and appropriately reward management team based on outcomes.
- **Results- and growth-oriented,** successfully exceeding cost reduction goals year-over-year while championing multiple plant-wide KPI projects at all levels of the plant
- **Demonstrated operational efficiency** through process improvements and employee training based on identified areas of need. Actively participated in all aspects of various plant improvement projects, including design, cost and ROI analysis, documentation of process and final implementation.
- **Company innovator sought out by Key Management** to participate on 8-person executive-level strategic planning and process improvement committee. Worked directly with C-Suite in off-site planning sessions to drive change and improvement across all aspects of the company. Assigned various projects over 3-year span from corporate level down through production associates. Projects required communication, innovation and coordination with staff across all 5 locations.
- **Driver of continuous improvement** through establishment of monthly Lunch & Learn training program across all levels of staff. Obtained Green Belt Certification through Ivy Tech Community College.
- **Retention committee member** where committee was tasked with improving 200% plant turnover in record low unemployment environment.

MARTIN CAPITAL MANAGEMENT, LLP, Elkhart, IN **January 2007 - November 2013**
CFO/CHIEF COMPLIANCE OFFICER; OPERATIONS MANAGER – for niche investment advisory firm (RIA) with $750 million under management, supervise staff of 6; report to Managing Partner

Key Contributions & Results:

- **Compliance focused** to ensure the firm meeting all SEC requirements in highly-regulated securities industry. Revise boilerplate internal audit program to customized compliance program designed for company's unique business model.
- **Back-office administration responsibility** including all aspects of finance, trade execution, human resources, customer service, risk management and IT infrastructure.
- **Implement annual budget process** and establish points of accountability for those responsible for various line items. Present financial results to the partners and external board on an on-going basis.
- **Reduce operating costs** of firm by identifying and eliminating areas of waste and implementing operational efficiencies, negotiating reductions in areas such as risk management and health insurance, and streamlining processes.

RSM (formerly McGLADREY & PULLEN, LLP), South Bend, IN **October 2005 – January 2007**
SUPERVISOR – for large national public accounting firm focused on the middle market

MANCHESTER UNIVERSITY, N. Manchester, IN **April 2001 – October 2005**
CONTROLLER/ACTING TREASURER **–** for small liberal arts college; supervise staff of 6; report to Treasurer

Key Contributions & Results

- **Functioned in the capacity of Acting Treasurer** for 7 months during the hiring and transition of a new Treasurer.
- **Worked with Treasurer to implement zero-based budget and forecasting**
- **Lead accounting team** to review and improved areas of responsibility related to work flow, internal controls, improved cash flow, etc. Reduced student receivable past due accounts by 75% year-over-year.
- **Advised senior and middle management groups in ways to identify potential cost saving** during times of reduced revenue in order to generate positive cash flow and minimize reduction of net assets.
- **Implemented and trained users on a purchasing card system**
- **Supervised and/or implemented various modules** of a campus-wide fully-integrated software system.
- **Served on various committees** to **1)** improve communication among departments at the college; **2)** improve retention rate of continuing students; **3)** establish and improve wellness options for staff and students and **4)** selected to co-lead newly created middle management group to drive business change and improvement across a variety of areas.

EDUCATION and PROFESSIONAL & COMMUNITY AFFILIATIONS:

Manchester University (formerly Manchester College)
Bachelor of Science in Accounting
Graduated with Honors
3.9 Major / 3.8 Cumulative GPA

Union North United School Corporation Board Member, Lakeville, IN; President-4 years, Secretary-2 years
Indiana CPA Society
AICPA
Lancer Booster Club, Lakeville, IN; Treasurer-3 years
Rotary Club, North Manchester, IN
Lions Club, Lakeville, IN
Potawatomi Kiwanis Club, South Bend, IN
Volunteer Coach – basketball - various teams – 10 years