



Karen Mooney

Qualifications Summary

A seasoned professional with strong experience in finance, operations and human resources, Karen has served as a senior executive in a variety of industries. Additionally, she has the in-depth knowledge necessary to develop the systems and teams essential to support a growing company. Karen is a team builder, a mentor and a collaborator who approaches each challenge with steadiness and a sense of humor.

Professional History

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|--------------------------------------|-------------------------------------|----------------|
| CFO Selections | Consultant | 2023 – Present |
| Colehour + Cohen Inc (dba C+C) | Chief Financial Officer | 2016 – 2023 |
| Techstars (UP Global parent company) | Vice President Financial Operations | 2015 – 2016 |
| UP Global (dba Startup Weekend) | VP Finance & VP Int'l Expansion | 2013 – 2015 |
| CFO Selections | Consultant | 2011 – 2013 |
| Pacific Aero Tech, Inc | President & Owner | 1993 – 2011 |
| Food Services Of America | Director of Finance | 1986 – 1993 |

Accomplishments

- At Colehour + Cohen, Karen managed Finance, HR & IT while the company scaled from 12 employees in one office to 100+ employees working in seventeen states. As C+C's first ever CFO, she assembled a team, implemented software and created the systems and processes needed to support growth and productivity.
- When COVID-19 struck, Karen managed most aspects of C+C's response, including management of HR. The company was able to quickly pivot to a 100% remote workforce with little turnover and no loss of productivity. She implemented systems to support the new reality of remote work and negotiated with landlords to scale back physical office space.
- As VP Expansion of UP Global, Karen opened and oversaw offices in Malaysia, Brazil, UK & India.
- As VP Finance of UP Global, she helped create the infrastructure that allowed the non-profit organization to conduct 1,500 "Startup Weekend" events each year in over 100 countries.
- During her 18 years at the helm of Pacific Aero Tech, the company grew from \$100k to \$18M and became a significant player in its industry. The company won awards and recognition for high quality and customer service, including 2001 Boeing Supplier of the Year.
- Karen has been involved in several successful business sales, acquisitions and mergers.
- Budgets, cash flow projections and business models created for clients have provided critical information for strategic planning and financing decisions.

Licenses / Education

- MBA - Marketing & Operations, Seattle University, WA
- BA in Business Administration - Accounting, University of Washington, WA