



Joe Plouf, CPA

Qualifications Summary

Senior financial leader and CPA offering over 15 years of experience in varying fields, including senior management and board positions in non-profit organizations, oversight of day-to-day financial functions as a non-profit controller, finance manager in a Fortune 500 company, and audit manager for KPMG LLP. Expertise in the field of non-profit financial leadership including building long-term strategic plans, streamlining budget processes, incorporating analytics into financial review, and oversight of day-to-day operations. Excellent leader and mentor with a history of improving financial performance, heightened productivity, and enhanced internal controls.

Professional History

Full Life Care	CFO	2019 - 2022
Full Life Care	Finance Project Manager	2017 - 2019
Starbucks Coffee Company	Finance Manager	2016 - 2017
Bastyr University	Controller	2011 - 2016
KPMG LLP	Audit Manager	2006 - 2011

Accomplishments

- Led the successful shortening of the close process at Full Life Care, reducing it from over thirty business days to just five business days within a six-month period.
- Restructured organizational operations at Full Life Care over the course of twelve months, resulting in improved financial stability and generating net increases of over \$1.0M in annual cash flow.
- Successfully negotiated with SEIU 775 during bargaining sessions at Full Life Care, ensuring the agency received adequate legislative funding to sustain ongoing support for union employees and clients.
- Oversaw revenue growth of \$32.0M to over \$43.0M during tenure at Bastyr University. This achievement included overseeing the implementation of internal controls and accounting systems at a new campus in San Diego.
- Implemented a university-wide purchase order and capital budgeting system at Bastyr University. Ensured compatibility with existing general ledger software and provided enhanced financial reporting capabilities for capital budgets.
- Redesigned the monthly financial reporting package documents at Bastyr University to enhance transparency and user-friendliness for key stakeholders. Additionally, developed new financial and non-financial metric packages for teaching clinics in Seattle and San Diego.

Licenses / Education

- Active Washington State CPA
- Bachelor of Business Administration, Accounting, University of Washington
- Masters of Professional Accounting, Auditing & Assurance, University of Washington