



Karyn F. Huffman, CPA, CGMA

Qualifications Summary

Financial Executive with over 20 years of experience helping companies achieve results and mission through financial strategy. Driver of revenues, implementer of digital transformation and standardization, and steward of the balance sheet. Big picture thinker with Big 4, M&A, global audit, international accounting, and SOX experience. Industry expertise spans large public, private, and not-for-profit organizations in health care, insurance, software, engineering, banking and financial services, investment management, light manufacturing, not-for-profit, and public utilities.

Professional History

CFO Selections	Consultant	2022 – Present
LCSNW	Chief Financial Officer	2017 - 2022
TrueBlue [NYSE: TBI]	Director of Accounting	2013 - 2017
Kaiser [formerly Group Health]	Associate Director of Accounting	2008 – 2013
Robert Half	Consultant	2006 – 2008
Jacobs Engineering [formerly CH2M Hill]	Director of Internal Audit	1997 - 2002
Ernst & Young	Supervising Senior	1993 - 1996

Accomplishments

- Led financial strategy, planning and implementation to turnaround underperforming operations in multiple organizations.
- Secured \$7.5M of funding through debt financing and federal funding for a not-for-profit.
- Led strategic M&A from due diligence through integration on a deal involving \$125M in assets.
- Led and implemented digital and centralization strategy through implementation as part of cost rationalization and M&A in for-profit and not-for-profit organizations.
- Revamped internal controls and SOX controls and related policies for domestic and international operations in publicly traded and private companies. Saved audit fees by an order of magnitude.
- Implemented and led aspects of changes in GAAP and regulatory financial reporting frameworks resulting in successful audit results.
- Led and supported key external relationships with bankers, investment manager, auditors, federal contract officer, technology service providers, and key suppliers.

Licenses / Education

- Certified Public Accountant (CPA), Washington State 2006 to Present
- Certified Global Management Accountant (CGMA) 2012 to Present
- Master of Science, Finance, University of Colorado at Denver 1996
- Bachelor of Science, Finance, Metropolitan State College of Denver 1989
- Master of Divinity, Trinity Lutheran Seminary 2006