

# CFO

---

## SELECTIONS

---

### Rich Shawen

#### Qualifications Summary

Seasoned accounting and finance leader with over thirty years of experience in manufacturing and professional services industries. Known as a collaborative problem solver, versatile and adaptable to various business situations. Capable of taking an in-depth look at the various impacts of each decision on all levels of the organization.

#### Professional History

RGS Advisors LLC	Management & Financial Consultant	2012 – 2019
XPLANE Corp, A Dachis Corporation	Chief Financial Officer	2012 – 2018
	Vice President of Finance	2008 – 2011
JVNW, Inc.	Chief Financial Officer & VP of Logistics	2012
Widmer Brothers Brewing Company	Chief Financial Officer	2000 – 2008
	Director of Finance & Human Resource	1998 – 2000
	Financial Analyst	1996 – 1998
Tree Frogs, Inc.	Vice President & Treasurer	1994 – 1995
Doehler-Jarvis, Inc.	Assistant Treasurer	1991 – 1994
	Treasury Analyst	1990 – 1991
	Financial Analyst	1989 – 1990

#### Accomplishments

- Drove strategic priorities and objectives within XPLANE to re-establish the company in the consulting sector. Created an economical employee owned B Corp.
- Implemented new processes and procedures to improve financial position and operational efficiencies.
- Managed all non-financial administrative functions within the organization including human resource, operational and office management, information technology, and legal.
- Reversed income loss trends to achieve record company profits due to business model changes.
- Increased 2010 profit by 44% over the record 2009 profit level.
- Implemented controls, processes, procedures and forecasting tools that did not exist previously.
- Provided new direction and financial opportunities to Widmer Brothers Brewing Company which grew from \$16M to \$100M in revenue during tenure.
- Analyzed, negotiated and completed the 2008 merger with Redhook Ale Brewery, Inc. while at Widmer Brothers Brewing Company.
- Directed and implemented the sales and marketing joint venture with Redhook Ale Brewery, Kona Brewing and Widmer, creating Craft Brands Alliance LLC, a \$70M revenue entity.
- Served as the decision maker for company benefits including all insurance (health, life, and disability), 401K, Section 125, and E.A.P.
- Developed a company-wide training program for new hires along with creating a professional development program for existing employees.
- Performed due diligence reporting and SEC compliance in conjunction with legal team and investment bankers. Coordinated and implemented initial public bond offering (IPO).

#### Education / Certifications / Board Participation

- Bachelor of Business Administration, Accounting and Finance, Miami University
- Board member for Salmon-Safe in Portland
- Board advisory member for Hopworks Urban Brewery in Portland