

Leslie Karnauskas, CMA, MBA

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BOARD MEMBER PROFILE

CFO with over thirty years of experience, who qualifies as a board financial expert. Industry focus includes medical device, manufacturing, distribution, equipment service, and consulting. Significant international expertise in Canada, Europe, South Africa, and Asia. Leadership involvement in strategy development and tactical implementation. Expert in business process design and improvement including multiple information systems implementations. Experience in integrating acquisitions and performing due diligence analysis.

International Experience

- Managed banking relationships in Europe and South Africa
- Directed all accounting activity including audit and tax in Canada, Netherlands, UK, South Africa, China, and Taiwan
- Successfully managed relationships with executives in a multi-cultural environment working to develop and implement business strategy

Non Profit Board Experience

- Over twenty-five years of experience in leadership positions on various non-profit boards and committees at both national and local levels.
- Organizations and board positions varied extensively in size and scope. Positions held included President or Board Chair, Treasurer, Strategy Committee Chair, and Finance Committee Chair.

CORPORATE LEADERSHIP

BMGI, Denver, Colorado

2010 – present

Chief Financial Officer

Global consulting company specializing in Six Sigma, lean, process improvement, strategy, and innovation delivered through various on line and onsite training and consulting engagements.

- Transitioned all accounting activity from South Africa to U.S. corporate office
- Member of senior management team charged with achieving double digit growth

Gambro Renal Products, Lakewood, Colorado

2007 – 2010

Business Process Director, Controller

Worldwide medical device company specializing in kidney and liver dialysis equipment and disposable products owned by a Swedish private equity group.

- Business process lead for SAP project including change management, communications, and training areas. Managed process and role changes across all functional areas of the organization.
- Led project to transition commercial business in Canada to a distributor partnership. Activities included contract development, process design, project plan, and issue management.

Tatum, LLC, Denver, Colorado

2006 – 2007

Principal

National executive services firm supporting the offices of the CFO, Controller and CIO.

- Participated in business development to introduce the Controllershship Practice to the Denver market.
- Supported various clients – interim controller for air filter manufacturer bringing financial reporting current and rebuilding accounting organization, developed carve out historical

financials for investment company spin off, assisted with cost accounting analysis and redesign proposal for restaurant chain, and prepared new financial statement reports after system conversion for meat process and packaging company.

COBE Cardiovascular, Arvada, Colorado

2000 – 2006

Director U.S. Finance and Accounting

World leader in the development, manufacture and marketing of equipment and disposable products used in heart/lung surgery owned by Sorin Group, a \$1.0 billion Italian corporation.

- Successfully led analysis development for worldwide manufacturing strategy resulting in product consolidation recommendations.
- Participated on strategic planning team which identified operational excellence as the corporate direction. Led many sub-projects identified as required to support this strategy.
- Led team that mapped order fulfillment process after ERP implementation; identified and implemented solutions that improved customer delivery.

Datex-Ohmeda, Louisville, Colorado

1998-2000

Director of Marketing, Controller and Assistant Treasurer

World leader in the development, manufacture and marketing of anesthesia machines and monitoring products owned by Instrumentarium, a \$1.0 billion corporation based in Helsinki, Finland.

- Led a team that developed the strategic marketing and product development plan for a major product line.
- In conjunction with Research and Development, created Center of Excellence teams that combined market needs and technical capabilities to determine specific new product development requirements.
- Participated in the team that determined and completed the financial activities necessary to merge Ohmeda into Datex-Ohmeda.

Ohmeda, Louisville, Colorado

1988-1998

Controller, Manager Financial Planning, General Accounting Supervisor

Ohmeda was a world leader in the development, manufacture and marketing of anesthesia and critical care products and services. Until April 1998, Ohmeda was wholly owned by the BOC Group, a \$6.4 billion corporation based in Windlesham, England.

- Led an inventory reduction team which managed a decrease in inventory of \$3.8 million (27%) in nine months and received a President's Award for this achievement.
- Participated on a team charged with designing and implementing a consistent worldwide employee performance management system throughout all divisions and operating sites around the world. Proposed design included a closer link between individual goals and objectives and those of the organization resulting in improved company performance.
- Guided the business through two site consolidations and several restructuring projects, resulting in \$4.0 million in annual savings over a three-year period.
- Assumed project leadership role for a new product development effort which was failing due to outstanding design issues and a dysfunctional design team. Resolved all issues and launched the product within nine months.
- Member of ERP conversion team which moved organization from multiple systems to one integrated system.
- Participated in the design and implementation of a structured process for managing and reviewing new product development projects.

Guerdon Industries, Denver, Colorado

1984-1988

A mobile home manufacturer which had plants in eight States and a corporate office in Denver.

BOARD EXPERIENCE

DenMark Communications 2012 – present
Advisory Board Member

DenMark is a startup marketing and communications company that assists organizations in understanding market opportunities, customer value, and strategy development.

FIRST Colorado 2010 – present
Chair Finance and Audit Committee

FIRST (For Inspiration and Recognition of Science and Technology) provides age and skill appropriate robotic challenges for Colorado youth from middle grades through high school.

Colorado Women's Hall of Fame 1998 – present
Treasurer 1998 - 2000, Selection Committee Chair 2002 and 2004, Nominator, Book Committee

Colorado Women's Hall of Fame seeks to inspire by celebrating and sharing the lifetime achievements of Colorado Women.

Financial Executives International (FEI) member 2000 – present
President Denver Chapter 2004 – 2005

FEI is a membership organization of senior level financial executives which provides continuous professional education and networking opportunities for its members.

Institute of Management Accountants (IMA) member 1988 – present
President Denver Chapter and National Board Member 1995 – 1997

IMA is a membership organization for accountants which provides continuous professional education and networking opportunities for its members. It is also the certifying body of the CMA designation.

Business and Professional Women (BPW) member 1988 – present

Colorado State Strategy Team Chair 2008 - 2010
National Finance Committee Chair 2003 – 2006
Colorado State President 1998 - 1999

BPW is a national membership organization that provides leadership opportunities to enhance women's personal and professional growth.

American Red Cross 1990 - 1998

Mile High Chapter Finance Committee 1990 – 1998, Treasurer 1997 - 1998

American Red Cross supports disaster recovery efforts worldwide and public education aimed at preventing disasters of all kinds.

EDUCATION, AWARDS AND OTHER MEMBERSHIPS

B.S. Business Administration - Finance, University of Minnesota in Minneapolis

MBA - Accounting, University of Colorado at Denver

Certified Management Accountant (CMA)

Colorado Women's Leadership Coalition Leader of Excellence Award, 1997

Institute of Management Accountants/Accountants On Call Financial Executive of the Year Award, 1999

National Association of Corporate Directors (NACD) – member 2011 – present

Association for Corporate Growth (ACG) – member 2012 - present