

# KERRY JANOVITCH, CMA, CFE

Milwaukee, WI

360-789-0266 • kerry.janovitch@gmail.com

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## QUALIFICATIONS SUMMARY

Highly motivated and focused financial and accounting professional with demonstrated record of success leading comprehensive finance and accounting operations, driving process improvements, building and managing strategic partnerships, and delivering excellent customer service. Dynamic, detailed, and goal-centric leader, known for building team capabilities and achieving short and long-term objectives. Proactive and organized project manager, able to handle multiple tasks while maintaining the highest standards of quality and excellence.

*History of excellence in ...*

- Accounting
- Financial Reporting
- Planning and Analysis
- Leading and Motivating Teams
- Process Improvement
- Regulatory Compliance
- Budgeting and Forecasting
- Financial Risk Management
- Project Management
- Cashflow Management
- Workforce Management
- Problem Solving
- Internal Audits and Controls
- Tax Compliance Management
- Capital Management

## PROFESSIONAL EXPERIENCE

### POTAWATOMI CASINOS & HOTELS, Milwaukee, Wisconsin

*Premier Midwest entertainment and hospitality company with two casino and hotel properties. Offers over 3000 slot machines, 65 table games, poker, sportsbook, bingo, pull tabs, 589 rooms, 400 seat theater and bar (space was remodeled into the new sportsbook area in 2024), seven restaurants, three counter service food and beverage venues, catering, a VIP Lounge, and several full-service bars. Employed 2900+ people prior to COVID-19 pandemic and 2600+ people post pandemic.*

#### Chief Financial Officer

09/2022 to Present

Responsible for developing and implementing financial strategies to support organizational goals, and managing the budgeting and forecasting, financial reporting, cash flow management, risk management, capital management, regulatory compliance, and financial operations for Potawatomi Casinos & Hotels.

Accomplishments Include:

- Provided strategic financial management and oversight of the successful remodel and expansion of the second level of the Milwaukee property, which resulted in a 3% increase in operating profit year-over-year and increasing revenues back to pre-pandemic levels, even in the face of increased competition in the Northern Illinois market.
- Merged the Carter and Milwaukee properties under the same chart of accounts, software systems, and financial reporting; centralizing accounting, revenue audit, payroll, and procurement functions and leveraging the buying power of the larger property for the benefit of the smaller more remote property, increasing the operating profit of the smaller property by more than 40% annually.

#### Director of Accounting

10/2015 to 09/2022

Responsible for providing overall vision, direction, and leadership to the Accounting, Financial Planning & Analysis, Payroll, and Revenue Audit teams, and managing the financial planning and analysis, financial reporting, budgeting and forecasting, cash flow management, and capital management functions.

Accomplishments Include:

- Transformed the finance and accounting functions into a strategic and operational partner for business leaders, with a focus on an analytical approach to business trends and growth drivers.
- Restructured the accounting and revenue audit teams and implemented robotic process automation software that reduced staffing needs by 35% and provided a clear career path progression from entry level to leadership positions.
- Researched, selected, and implemented a financial reporting and budgeting system that replaced Excel based budgeting, automating some budgeting functions, improving the accuracy, visibility, and user access controls, and reducing the turnaround speed of producing various budget scenarios.

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- Worked with the Cage Director to secure approval and implement a cage accounting and audit software system to replace a manual paper-based system, reducing labor and increasing accuracy and real time visibility of cash on-hand.

### **MCGLADREY, LLP (now RSM), Seattle, Washington**

03/2015 to 10/2015

*McGladrey & Pullen, LLP operates under the McGladrey brand as the fifth largest U.S. provider of assurance, tax and consulting services, with nearly 6,500 professionals and associates in more than 70 offices nationwide. McGladrey & Pullen is a licensed CPA firm, and is a member of RSM International, the sixth largest global network of independent accounting, tax and consulting firms.*

### **Consulting Supervisor – National Gaming and Hospitality**

Responsible for providing a variety of financial management consulting services to gaming and hospitality clients. The types of consulting services include, but are not limited to: financial projections, internal controls improvement and assessment, organizational structure, profit enhancement, cash management, profitability analysis studies, cost accounting, operational reviews, process improvement and policy and procedure documentation.

### **TACOMA YACHT CLUB, Tacoma, Washington**

12/2014 to 03/2015

*Private club with a full-service restaurant and bar, banquets and events, and retail merchandise sales in addition to membership dues and donations revenue.*

### **Consultant/Interim Controller**

Responsible for all areas of accounting (GL, AP, AR, and payroll) and financial reporting. I was hired to assist the Club in implementing new processes and controls, moving from manual to automated processes, and getting the financial records ready to be audited.

#### **Accomplishments Include:**

- Improved efficiency, customer service, and financial reporting by overhauling finance department organization, filing systems, and use of electronic systems versus manual processes.
- Shortened the financial close process by 15 days.
- Assisted with the discovery and recovery of a financial loss due to fraud.

### **LITTLE CREEK CASINO RESORT, Shelton, Washington**

2010 to 11/2014

*Premier Northwest entertainment and hospitality company. Offers over 1200 slot machines, 20 table games, poker, keno, bingo, pull tabs, 190 room hotel and spa, award winning golf course, 1600-seat entertainment venue, four restaurants, coffee barista, catering and four full service bars. Employs 800+ people.*

### **Controller**

Responsible for all areas of accounting (GL, AP, AR, and payroll), financial reporting, inventory management and receiving, cage operations, and revenue drop/soft count. Perform financial and compliance based analytical reviews – ad-hoc, forecasting, and budgeting. Guide compliance with National Indian Gaming Commission Minimum Internal Controls, Tribal State Compact, and Federal Tax laws.

#### **Accomplishments Include:**

- Improved efficiency, customer service, and financial reporting by overhauling finance department organization, filing systems, and use of electronic systems versus manual processes.
- Wrote and implemented new accounting, complimentary, and Title 31 policies and procedures.
- Shortened the financial close process by 4 days, including moving from monthly to daily revenue posting.
- Implemented the use of MS Dynamics Management Reporter software to compile the monthly consolidated financial statements, as well as developed daily and weekly reports to executive management.
- Implemented credit extension policies and improved collection procedures, which resulted in a 50% decrease in outstanding receivables and a 98% decrease in uncollectable receivables.

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- Set up systems and processes for daily reconciliation of cash drop by gaming machine instead of in total by month.
- Worked with external auditors to ensure timely filing of reports to state, federal, and banking institutions.

### **EMERALD QUEEN HOTEL & CASINOS, Fife, Washington**

2006 to 2010

*Premier Northwest entertainment and hospitality company. Offers 3,400 gaming machines, 50+ table games, 20+ foodservice options, and 2,000-seat entertainment venue. Employs 2,000+ people in 2 locations.*

#### **Income Audit Manager**

Managed the revenue audit and compliance divisions to ensure ethical accounting and compliance with all policies, procedures and internal controls. Participated with casino operation areas in establishing sound accounting and control environments and ensuring compliance with all applicable laws and regulations. Participated in development, implementation and maintenance of casino policies, objectives, and short-and long-range planning. Developed and implemented projects and programs to assist in accomplishment of established goals.

#### **Accomplishments Include:**

- Completed my Masters in Accountancy degree while working full-time, with a cumulative GPA of 3.97.
- Improved morale and teamwork within the Income Audit department.
- Increased quality of communication both within the Income Audit department and between Income Audit and other departments.
- Wrote and implemented new audit policies, procedures, and checklists to meet regulatory compliance requirements and improve efficiency and accuracy.
- Improved exception reporting process through standardization of report wording, electronic issuance and tracking of reports, and increased applicability and usability of reports.
- Implemented systems and processes that allowed for daily reconciliation of cash drop by gaming machine once casino operations moved to 24/7.

### **SQUAXIN ISLAND GAMING COMMISSION, Shelton, Washington**

1999 to 2005

*Regulatory agency for a premier Northwest entertainment and hospitality company, Little Creek Casino Resort, which offers over 1200 slot machines, 20 table games, poker, keno, bingo, pull tabs, 190 room hotel and spa, award winning golf course, 1600-seat entertainment venue, four restaurants, coffee barista, catering and four full-service bars. Employs 800+ people.*

#### **Internal Auditor**

Developed and implemented annual audit plan, programs, and checklists covering Little Creek Casino Resort's (LCCR's) accounting, internal controls, and operational functions – gaming, food & beverage, retail, hotel, A/P, A/R, Payroll, inventory, and capital assets. Prepared and delivered audit reports describing the results of audit reviews, findings requiring corrective action, and recommendations for improvement to executive management. In addition to internal audit duties, performed accounting duties for the Squaxin Island Gaming Agency – which included preparing and presenting financial statements monthly to the Squaxin Island Gaming Commission.

#### **Accomplishments Include:**

- Established first internal audit department for the regulatory agency with oversight of Little Creek Casino Resort.
- Created annual audit plan, programs, and checklists.
- Uncovered fraudulent activity by an executive level employee. Properly investigated, documented, and reported my findings, which eventually lead to that employee's termination.
- Successfully migrated agency's accounting from excel workbooks to QuickBooks Pro.
- Established new accounting policies and procedures.
- Assisted with creation of annual budget.

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## **EDUCATIONAL BACKGROUND**

**Masters of Science in Accountancy** – 2010

University of Phoenix

**Bachelor of Science in Business Management and Accounting** – 2006

City University

## **CERTIFICATIONS**

Certified Management Accountant – 2017

Certified Fraud Examiner – 2014

## **LEADERSHIP TRAINING**

Franklin Covey's 4 Essential Roles of Leadership – 2019

Brene Brown's Dare to Lead - 2019

Franklin Covey's Leading at the Speed of Trust - 2018

## **TECHNICAL SKILLS**

Acumatica • MS Great Plains • Sage Mas 500 • PeachTree • QuickBooks Pro • Adaptive Insights • FRX • MS Dynamics Management Reporter • MS PowerBI • Bally One, Multi Media Games, and IGT slot accounting systems • Opera • Agilysis Visual One • Micros • InfoGenesis • Bally Casino Marketplace • ACSC • New Wave • ADP • Ceridian Dayforce • Kronos WFC • UKG Pro Dimensions • Red Rock • Yellow Dog Inventory • Active Resort's Open Activity (spa) and Open T (golf) • 1099 Pro • Microsoft Office Products