

# Karen L. Bleach, CPA

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## Profile:

I am an operations and accounting professional with a proven track record of success in building and growing business units in the Environmental Industry. Currently manage five facilities in the Midwest, 175 employees and revenues exceeding \$65 million. Hands on management in the development and implementation of strategic plans to ensure company growth. Planning and organizational skills across all aspects of projects from inception to completion. Strong team builder and facilitator, fostering an atmosphere that encourages highly talented people to innovate and grow the business. Effectively communicate direction, commit people to action and convey complex information in easy-to-understand formats.

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## Professional Experience:

### Covanta Environmental Solutions, LLC 01/2017 – Present Vice President/GM West Region

Overall financial and operational responsibility for the west region, which includes five business units located throughout the Midwest.

- Created annual operating and capital expenditure budgets and managed performance to budget.
- Worked with operations team to create culture of safety and environmental compliance first. Ended 2019 with zero environmental compliance violations and no lost time incidents.
- Led the west region to implement new ERP/CRM system in 2019 to improve waste tracking and increase efficiencies.
- Built new facility in our Fox Valley location and building expansion in our Portage, IN location.
- Established daily operational and financial metrics.

### Covanta Environmental Solutions/ Advanced Waste Services General Manager – Wisconsin /Iowa 06/2014 - 12/2016 CFO Advanced Waste Services

In June of 2014 I took over as GM for the Wisconsin and Iowa facilities for Advanced Waste Services. I had overall financial, sales and operational responsibility for these two locations. In May of 2015 Advanced Waste Services was purchased by Covanta Environmental Solutions. As part of the CFO responsibilities, provided the financial and operational due diligence information requested from Covanta Environmental Solutions.

- Created annual budget and capital expenditure budgets and managed performance to budget.
- Managed sales team to grow all business units and new lines of service.
- Moved Milwaukee facility to new location and closed out old location.
- CES acquired the Fox Valley Wisconsin location in 01/2016. Successfully integrated this facility into CES within 2 weeks.

### Advanced Waste Services, Inc. 09/1998 – 06/2014

## Chief Financial Officer

Responsible for managing all financial reporting including budgeting and monthly deviation analysis. Implemented a new ERP/CRM system for corporate location and 5 facilities. Managed both financial department and Information Systems for the company. Responsible for banking relationships and securing financing for acquisitions.

- Provided due diligence and integration for 11 acquisitions. This included implementing the ERP system for the acquisitions along with moving employees onto the company payroll and benefits from their existing plans.
- Designed and implemented customized cloud ERP/ CRM system. The new ERP system moved the billing from 3 weeks to 1-to-2 days from receipt of waste. The system provided real time tracking of the waste and margin analysis for every invoice.
- Secured financing for new acquisitions.
- Designed and implemented operational metrics for all treatment facilities that led to improved accountability for the General Managers.
- Spearheaded move to an Insurance captive to reduce premiums by over \$200,000 per year.
- Worked with management team to grow business from \$5 million revenue to \$45 million.

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### Other Professional Experience:

Teletch Resources – Controller 4 years. Teletch - A shared tenant telecommunications provider. Teletch was owned by the Wisconsin Venture Capital Fund.

Arthur Andersen – Staff - Senior Accountant – Auditor - 4 years. Arthur Andersen - public accounting firm.

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### Education:

Bachelor's Business Administration – Accounting – University Wisconsin Oshkosh  
Master Information Systems – University of Phoenix

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### Volunteer Involvement:

Imapct100 Greater Milwaukee – Director Information Technology  
MMAC COSBE Board – Director  
Divine Savior Holy Angels High School – Chair Technology Committee, Member Finance Committee  
Christ King Catholic Church – Chair Finance Council