

KAREN REESE



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SENIOR FINANCIAL EXECUTIVE, HOSPITALITY INDUSTRY

Building connections between diverse teams, functions, and disciplines to drive results.

Member of leadership team that transformed a small hotel company into a multibillion-dollar global enterprise recognized as one of the world's largest resort and leisure companies with 9 brands and 1,200+ properties in 100 countries with 180,000+ employees. Logical and critical thinker with a long and continuous history results:

- ✓ Primary influence on finance infrastructure and planning processes
- ✓ Hired and promoted multiple leaders in the company
- ✓ Delivered \$100 million savings as leader of cost reduction initiative
- ✓ Turned around supply chain team and delivered \$45 million savings
- ✓ Key leader in disposition of \$4 billion resort real estate
- ✓ Evaluated multiple transactions up to \$10 billion in size
- ✓ Served as co-CFO for 5 months

Built and cultivated results-focused, high-performance culture described by a McKinsey consultant:

"When you work with Wentworth, you better be prepared to bring it - they run at a really fast pace."

Corroborated by past direct reports:

"We accomplished more in the last year than we had in the last 3 years combined"

Known as a "straight shooting" and influential strategic finance leader who skillfully works across teams to solve diverse problems. Expertise spanning all areas of finance (tax, treasury, accounting, budgeting, forecasting, performance management) complemented by rare breadth of business leadership (strategy, P&L management, M&A, supply chain operations).

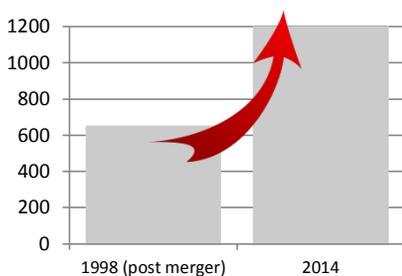
Professional Experience

WENTWORTH HOTELS & RESORTS WORLDWIDE, INC. (NYSE: WHR) – Los Angeles, CA

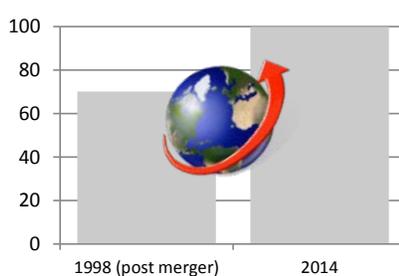
1998 – Present

Key leader in the organization, playing a significant role in the evolution of the company from inception in 1998, following acquisition by Wentworth Lodging of Stark and Glowood, propelling it almost overnight to a global enterprise. Recruited during this chaotic rapid growth period, collaborating with other leaders to merge the 3 companies and create the foundation that enabled growth to its current world-leading position in the industry.

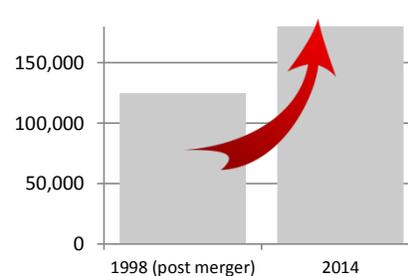
85% Increase in # of Properties



71% Growth in # of Countries



45% Increase in # of Employees



Providing leadership through a diversity of challenges, including a change in top corporate leadership 4X, the integration into Wentworth of 8 additional global brands, and the 2008 financial crisis, worked as a thought leader and implementation leader on numerous transformational strategic initiatives, including "asset light" strategy that led the company to...

Higher Growth ↑ Higher Margins ↑ Higher Return on Capital ↑ Higher Cash

Wentworth Hotel & Resorts Worldwide, Inc., continued

**Promoted 8 times in 16 years.
Merged 3 companies, creating a global enterprise.
Integrated 8 more global brands, growing to
1200+ resort properties in 100 countries.**

Advanced through a series of 8 promotions, including a recent 5-month interim assignment as co-CFO, as well as previous operations and strategic assignments beyond the scope of many finance executives. Credited as a primary influence on the finance infrastructure and business processes throughout the company’s growth and evolution over the past 16 years. Built a reputation for attracting, mentoring, and retaining high-quality, top-performing

teams and individuals who have since been promoted into top leadership roles within the company.

INTERIM CO-CFO (2014) / SVP, CENTRAL FINANCE, TREASURY & M&A (2011 – Present)

Provide financial oversight for all corporate business units and support functions (10 global call centers and websites, loyalty program, technology, global sales, and global brand management), involving \$1+ billion budgets and 1,000+ employees. Manage 5 direct reports and 50 indirect reports with responsibility for:

- ✓ strategic finance leadership
- ✓ P&L management
- ✓ budgeting & forecasting
- ✓ performance management
- ✓ closing & reporting
- ✓ financial controls

Broad leadership also includes corporate treasury functions as well as heading due diligence for potential strategic M&A transactions. Additionally spearhead the “Brand Strategy Team” in driving cross brand initiatives in support of global brand leaders, as well as leading and/or sitting on almost a dozen internal committees. Assumed added co-CFO responsibility on an interim basis and during a particularly critical time for the company.

**\$150 million increased revenue.
\$10 million in savings.
\$650 million in bonds reissued.**

Selected Results:

- ▶ Increased revenue \$150 million over a 5 year period as result of having favorably influenced negotiations with a key partner; refocused negotiations on relevant issues relating to risk, profitability, and inflation.
- ▶ Collaborated with the CEO and the Board of Directors to develop a new leverage policy and to reshape strategy to return capital to shareholders, including \$1.1 billion increase in share repurchase authorization.
- ▶ Devised financing strategy that enabled optimal delivery of leverage target and return of capital to shareholders, implementing a commercial paper program, issuing \$650 million bonds, and extending maturity of revolver 2 years.
- ▶ Identified and then eliminated ~\$10 million in losses in several business areas by revising pricing, a change that resulted from fundamentally changing the way P&L was analyzed.
- ▶ Turned around a floundering evaluation of a target acquisition with \$300+ million potential; leveraged business logic and talent for pinpointing and resolving issues that others overlook to get the project back on track.

SVP, STRATEGIC INITIATIVES & SUPPLY CHAIN (2010 – 2011)

SVP, STRATEGIC INITIATIVES (2008 – 2010)

Handpicked for high-profile role leading an internal consulting team focused on cross-disciplinary, large company initiatives, including initial charge to drive down costs 20%, a goal that became more urgent following the start of the financial crisis. Spearheaded all strategy, communications, reorganization, and change management necessary to produce results.

Selected Results:

- ▶ Accelerated cost reduction initiatives and saved more than \$100 million in just 12 months, exceeding all expectations; orchestrated several reorganizations and reduction in force initiatives.

...Continued

Wentworth Hotel & Resorts Worldwide, Inc., continued

- ▶ Produced ~\$50 million in benefits through increased account coverage and revenue gains resulting from a sales optimization project that redesigned the sales force at all levels, from the bottom to the top.
- ▶ Raised the profile within the corporation, developing long-term strategy and framework for the food & beverage (F&B) organization that made up more than 30% of the total business.
- ▶ Responded proactively to industry trends, championing franchise operations and development strategy, including establishment of a new quality management program and creation of a development strategy to grow a business line.

In 2010, assumed additional interim responsibility for the 30-person global supply chain team managing \$1 billion annual spend and handling all contracting for North America and oversight/subject-matter expertise at resort properties worldwide.

\$50 million improved cash flow.
\$100+ million savings in just 12 months.
20% of total supply chain spend eliminated.
30% lower vendor costs.
\$3 billion disposition of a global resort brand.
\$4 billion sale of a large hotel chain.

- ▶ Revitalized underperforming supply chain team during a period of significant challenges and cost-cutting pressure; completely reorganized and turned over 30% of the team, achieving a high degree of accountability and focus on results. Implemented business review processes and a highly effective performance culture.
- ▶ Generated \$45 million in savings, translating to ~20% of total spend addressed—a figure that set a new record for the supply chain organization.
- ▶ Spearheaded local sourcing initiative that coordinated spending with local hotels in each city to combine purchases and negotiate with vendors for reduced pricing of up to 30%; highly successful initiative that obtained discounts that even outperformed those of a benchmarked third-party procurement company by 10%.

SVP, CORPORATE PLANNING (2005 – 2008)

VP, FINANCIAL PLANNING & ANALYSIS (1999 – 2005)

DIRECTOR, FINANCIAL PLANNING & ANALYSIS (1998 – 1999)

Began tenure at inception, post-merger of 3 companies and worked through the chaos of combining 3 companies, earning multiple promotions and playing a key role in establishing and running the corporate planning team. Recruited and hired talent, building the corporate planning team from the ground up. Led corporate budgeting, forecasting, business performance management, and long-range planning. Supported corporate strategy and numerous strategic initiatives, guided external communications, and played integral role in evaluation of acquisitions and dispositions.

Selected Results:

- ▶ Integrated planning functions across 3 companies following 2 resort brand acquisitions by Wentworth Lodging that transformed the small company overnight into a global, multibillion-dollar business with ownership of major brands.
- ▶ Transitioned the financial planning team from a focus on reporting and analytics to full financial and corporate planning, servicing as the “right hand” to the CFO.
- ▶ Built process for the company to project its earnings and provide guidance to Wall Street; established many of the core business processes and partnered with the COO in annual budget process and reviewing results quarterly.
- ▶ Evaluated multiple transactions ranging in size between \$1 billion and \$15 billion; key leader in \$4 billion real estate sale in 2006 and worked on team involved in the \$3 billion disposition of Patton in 1999.

Began career as a senior auditor with Peterson & Silva (1992 – 1996) and as a controller for Sibben, LLC (1996 – 1998).

Education

B.S., Finance/Accounting (1992) ■ Boston University – Boston, MA

Certified Public Accountant/CPA (1994)

Dear Professional, Executive, or Aspiring Executive:

100kCareerMarketing.com is the culmination of nearly 20 years of successful experience. During this time, I have been privileged to work with thousands of executives, professionals, and leaders all across the U.S. and worldwide in developing their resumes and other career marketing documents.

I formed 100kCareerMarketing.com because of my ongoing dedication and commitment to delivering unparalleled service and quality to my clients. As demand for my services as an executive resume writer and career marketing strategist grew to far exceed the time available, a new model for delivery of my services to you was essential. 100kCareerMarketing.com was born of that need and it provides me with a way to deliver dedicated, personal attention to a *very select number of clients* - no more than 20 clients per year (approximately one person every 2 weeks).



Today, 100kCareerMarketing.com is the ONLY way to work with me one-on-one.

That's right. Because it takes time, collaboration, and intense attention to quality and detail to create truly compelling, powerful, results-generating executive career marketing portfolios, I make certain that I give you – and you exclusively – all of the time and attention you need.

I work with a VERY SELECT base of no more than 20 clients per year. When you hire me you benefit from not only my preeminent experience and expertise but from my exclusive, personal attention focused *only* on you and the creation of your career marketing portfolio. I would be honored to work with you. But my schedule fills up *very* quickly, so if you are ready, please reserve your spot today. Of course, if you have any questions, I will be happy to answer them. Just send a quick email or give my office a call.

I also invite you to book a personal 45-minute consultation with me, to go over your resume and job search concerns one-on-one, discuss the strategies I would use in writing your resume, answer your questions, and benefit from my recommendations. Although I charge for the consultation (\$155), you have nothing to lose! If you book a consultation and then decide to proceed with my services I will give you a full \$300.00 discount on my VIP executive services.

<https://vip-intro-consultation.youcanbook.me/>

I look forward to meeting with you and hope we have the chance to work together.

Sincerely,

- Michelle

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