

Karen H. Curione, MBA

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Summary of Background

Treasury and Global Shared Services Executive specializing in enterprise-wide business process design and leadership.

- Extensive experience in ensuring adequate liquidity for corporate goals, forecasting, cash management, trade and expense payables, world class ERP Financial systems implementations including SAP & JDE.
- Broad array of financial operations experience includes design, refine and implementation of key end-to-end business operations processes of procure-to-pay and record-to-reconcile across multiple industries.
- Highly skilled in maximizing technologies to achieve business process efficiencies such as ADP, Concur, Workflow, Citibank Advance Funding, Treasury Forecasting and Cash Position applications.
- Management strategies constituted documented savings of \$15M+ in a large public company arena.
- Experienced in changing public company “minded” staff and processes to succeed in a Private Equity Management strategy.
- Proven negotiation skills along with talent acquisition and retention expertise contributed to the successful implementation of developed processes and strategies.

Professional Experience

Nine West Holdings, Inc. Bristol, PA

12/98 to Present

Treasurer, 1/2018 to Present

Head of Treasury functions and Shared Services Financial Operations providing strategic direction, support and opportunities for all aspects of treasury, cash management and forecasting as well as leadership of all financial operations for Accounts Payable, Accounts Receivable, Credit, Collections, Purchasing, Payroll and Corporate Services.

Corporate Vice President, Payment Services (Shared Services), 12/10 to 12/2017

Innovative leadership by designing efficiencies and end-to-end operational processes for shared services in an SAP environment for global treasury and cash management operations, trade and accounts payable, purchasing, payroll, lease administration and corporate services departments.

- Restructured Treasury, Accounts Payable and Payroll Departments to meet Private Equity business transformation requirements specific to building divisions supporting brand success
- Transitioned from \$200M+ annual Letter of Credit trade payable solution to an Open Account global post shipment financing program that led to significant interest expense savings and over \$1.5M+ annually in revenue stream
- Awarded 2011 Citibank Import Partner of the Year for our Open Account post shipment financing program
- Upgraded to best in class corporate, procurement card and e-payables program to increase rebate potential by over 40 percent while gaining program administration efficiencies
- Improved overall Forecasting model to better connect working capital requirements to actual and changing business needs
- Revamped entire cash management structure to accommodate multi-currency divisions and manage multi-company \$500M credit facilities, term loans, senior notes while reducing bank fees and cash movement requirements
- Transitioned to SAP EBS Treasury module allowing for mapping of all incoming and outgoing cash transactions, preparing daily cash position and final day cash balances

- Migrated UK and Canada divisions from small outdated legacy payroll providers to best in class payroll processing systems gaining overall accuracy and visibility for centralized head count/cost center reporting
- Negotiated major supplier contracts, amendments, and outsourcing efforts leading to significant savings in corporate and divisional spend and head count reduction
- Led teams of internal and external professionals during systems or service agreement implementations
- Centralized Indirect Purchasing function with build out of contract repository and bid software as well as SAP purchasing requisition solution for routing and approval to PO issuance. Allowed full review of spend prior to awarding the PO to suppliers.

Corporate Director of Accounts Payable, 3/08 to 12/10

Overall leadership of all facets of AP/Operations/employee relations in an SAP environment including trade payables featuring inventory discount/non-discount payables program, expense payables featuring workflow operations and e-Payables solutions, card services operations, T&E policies and procedures, payment processing/payment research and resolutions. Improved process to pay time (DPO) operational processes as well as reduced FTEs by 25 percent by:

- Reorganizing the department into logical sub-departments to service specific areas of payable needs while retraining each team of employees to become experts at specific types of payables and retooling the workflow process within each team.
- Revamped job levels and pay levels within Accounts Payable to give logical career progressions, aid in the recruitment efforts and retention of key employees.
- Participating as a key member and business owner of the SAP Blueprint Committee that mapped out all business processes moving from JD Edwards to SAP to ensure all critical financial functions were captured and developed properly by the SAP programming team.
- Retooled all workflow and keying instructions for Accounts Payable functions moving to SAP and trained all employees on SAP functionality prior to go live.
- Turned a failing T&E Electronic solution into a positive experience for entire traveling employee base (approximately 2,500) and increased rebate potential with credit card provider by delivering on time payments, developing a team for performing audits on pending approvals to ensure compliance with corporate program and establishing daily reporting tools that gave Divisional Controllers visibility to possible violations to T&E policies.
- Rolled out a Procurement Card Program solution to buyers within the company to increase speed to pay and ensure timely delivery of goods and service. Tied the P-card program with T&E program for increased rebate potential.

Accounts Payable Manager, 2/03 to 3/08

Led all payables, travel and entertainment areas of the Accounts Payable department. Directed Accounts Payable Specialists and Supervisors in the full process to pay solution for on time delivery of payments to suppliers and employees.

Retail Inventory Control Manager, 2/01 to 2/03

Led the retail inventory control function and operations for over 750 wholly owned Jones New York, Nine West, Kasper and Easy Spirit stores.

Marketing Manager, 12/98 to 2/01

MG Industries, Fairless Hills, PA
Administrative Manager

7/97 to 11/98

LRP Publications, Horsham, PA (Company Relocated to Florida)

1/91 to 7/97

Publications Manager, 9/91 to 7/97

Circulation Manager, 1/91 to 9/91

Honors/Awards

- Graduated Summa Cum Laude from Temple University
- Temple University President's Scholar 1990
- Recipient of Temple University's 1990 Management Award

Computer Experience

- Windows XP, NT, 2010, 98 and 95
- Office 2010—Fully versed in Excel, Word, Microsoft Outlook, PowerPoint
- Significant experience in SAP migration and build out of critical financial operations, JD Edwards, STS and various other software packages

Education

Holy Family University, **Master of Business Administration**—12/11

Temple University, **Bachelor of Business Administration**—5/90