

# DOUGLAS "DOUG" NEIBLOOM

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## CHIEF FINANCIAL OFFICER

Best-Practices Operational Design ♦ Corporate Financial Acumen ♦ Revenue & Profit Growth

**A Front-Line Collaborative Financial Management Professional** with several decades of success helping business owners from an array of industries develop growth and stability strategic plans and implementation tactics, enhance financial reporting, and acquire needed funding. Expert in the development of internal controls and technology systems that solidify bottom lines, accelerate cash flow, and raise a company's overall value.

### *Finding Pathways to a More Prosperous Future*

Adept at identifying, formulating, and applying the metrics that reveal avenues for growth, illuminate disruptive root causes, and accurately measure progress toward desired goals. An insightful, inventive, and pragmatic planner skilled at reducing overhead costs while maintaining quality and customer satisfaction. The person others rely on to produce notable ROI in consequential situations.

## CORE COMPETENCIES

- Strategic / Tactical Planning & Execution
- Expense Control / Budget Development
- Executive Leadership / Team Building
- Technology & Business Integration
- Compensation & Benefits
- Administrative Prowess
- Mergers & Acquisitions
- P&L Governance
- Contract Preparation / Negotiation
- Internal Processes Engineering
- Multi-site Operations Oversight
- Change Initiation / Finalization

## PROFESSIONAL EXPERIENCE

### Round Up Country LLC | Davie, FL | 2019 - Present

*Largest and longest-operating music and dancing entertainment venue in South Florida.*

#### Chief Financial Officer

Create accounting and operational procedures, control lending relationships, manage insurance and third-party compliance, direct systems enhancements, oversee financial analysis, and supervise AP, payroll, and tax documentation.

### Neibloom Financial Services Corp | 2003 - Present

Provide management advisory and special-project directional services and serve as a fractional CFO through The CFO Center to small and medium-size companies.

### Regal Senior Care Management | Hollywood, FL

2016 - 2018

*For-profit, ten-company assisted-living group startup that grew to a \$25 million organization serving 775 residents in ten locations employing 475+.*

#### Vice President & Chief Financial Officer

Authored and administered policies and procedures, trained field managers, managed banking and investment-group relations, processed financial analysis reporting, oversaw billing, AP, payroll and benefits. Managed a staff of 20 with four direct reports.

- 8 companies added in fewer than 12 months with no confounding issues by designing and installing a seamless absorption method that required minimal addition of personnel and stimulated up to 100% growth.

### Royal Senior Care Management | Aventura, FL

2005 - 2016

*Upscale, \$65 million for-profit assisted-living group managing 16 facilities located in multiple southeastern states providing capacity for 1,700+ residents.*

#### Chief Financial Officer

Oversaw all finance and accounting functions and benefits deployment for 900 employees through a staff of 30 indirect and nine direct members. Participated as a key contributor to acquisitions. Augmented development of corporate policies and procedures and advanced operational quality within individual facilities. Responsible for division budgeting and maintenance of banking and vendor relations.

- \$380,000+ of operating expenses avoided over five years by maintaining constant surveillance and trimming overhead, insurance, and payroll spending.
- \$285,000 in worker's comp premium reimbursement by analyzing Work Comp audits and Job classifications.

- \$100,000 of health-insurance premiums removed by researching carrier and policy options and redefining the nature and scope of offered benefits.
- Over \$100,00 of Work Comp and unemployment cost eliminated by outsourcing \$17 million in payroll.
- 45% gain in the efficiency of individual insurance renewals accomplished by analyzing multiple commercial lines and bringing all facilities under an annual reinstatement schedule.
- Reduced a 20+ days sales outstanding (DSO) performance to negative days by establishing procedures that rigorously tracked accounts receivable.
- 14 individual companies effortlessly added to the corporate family by streamlining the process used to combine disparate operating systems.

**Raltron Electronics Corporation | Doral, FL****2003 - 2005**

*Manufactures and distributes the industry's most comprehensive line of frequency-management devices.*

**Vice President of Finance**

Determined and actuated accounting policy and led financial consolidation for companies in North America, Europe, Israel, and East Asia. Managed banking relations and controlled all company financing including the ABL line for factoring. 67% decrease in time required to complete the monthly closing process reached by customizing the automated operating procedures of the ERP solution, Glovia.

- Accelerated cash flow by converting \$50 million of revenue to a factoring environment that offered 24-hour funding.
- Led project that closed three years of open financial audits by performing detailed analysis and reconciliation and documenting all findings.

**U.S.A. Labs | Doral, FL****2000 - 2002**

*\$25 million manufacturer and distributor of shampoos, conditioners, and various kinds of scented candles.*

**Chief Financial Officer**

Maintained cash flow, budgeting, cost accounting, the perpetual inventory-control system, banking transactions, Insurance coverage, and all financial analysis and reporting.

- 35% efficiency boost in international imports administration gained by structuring a financial reporting system capable of functioning within the existing operating system.
- Conformed a comprehensive employee-benefit package that included a 401K fund along with a variety of supplemental insurance coverages.
- Introduced monthly financial reporting by planning and launching a manufacturing and financial information-gathering methodology that combined data from a highly fragmented work environment into one universal statement.
- Obtained \$10 million in equipment financing by establishing a financial reporting system that reflected the actual activity of the company's performance.
- Redesigned and installed a financial summary system that provided the first accurate monthly reports based on results organized by individual cost centers.

**Additional Experience**

**Director of Business Processes**, Beverage Canners International Corp

**Cost Accounting Manager**, Swingline, Inc.

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**EDUCATION**

**Bachelor of Science *in Accounting***, State University of New York – Brockport