

RON HILSENHOFF, CIA

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PROFILE:

Internal Audit, Compliance, and Finance professional with 28 years of diversified experience in Internal Control processes and the Financial Services Industry; 17 years with a Fortune 100 Company. Specialized in analyzing, organizing, managing, presenting, and implementing process & control enhancements and internal control best-practice ideas in concert with senior management.

- Assist management in achieving operational and process efficiencies by solidifying their internal control environment.
- Identify steps reducing annual SOX expenses and employee resources while maintaining ongoing regulatory compliance.
- Utilize company information, communication, and monitoring channels to identify cost savings and operational efficiencies.

EXPERIENCE:

Owner - Badger Audit Services LLC

2013 -present

- Internal Controls Consulting, SOX Testing, 2013 COSO Transition & Mapping, Legal Assistance, and Forensic Accounting
- Business efficiencies and cost savings identified in operations and services; for both public and private companies
- Effective and common sense internal control analysis through appropriately applied risk management and audit principles

Director of Internal Audit and SOX Compliance

2008 - 2013

Golden Star Resources, Ltd

Internal Audit, SOX Compliance, Investigation, and Risk Management responsibilities for mid-tier gold mining company; with principal operations located in Ghana, Africa. Establishment of a corporate-wide internal audit process; and development of an internal audit staff in Ghana through effective recruiting, coaching, ongoing communication, on-site guidance, strategic use of consultants, coordinated test work, and leadership-by-example.

- Moved department from primarily a SOX emphasis to an Internal Audit, Investigation, and Risk Management focus.
Results: Risk-based internal audit coverage to ensure effective use of department resources and more in-depth audits; hotline tips & investigations completed timely for management; and SOX testing & time requirements reduced.
- Improved department communication, structure, reporting, and availability to management.
Results: Better coordination & cooperation with management by ensuring management requests are a priority, mutually agreed upon audit report recommendations are addressed timely, and audit employees are respected.
- Integrated third-world financial and physical control concerns into a successful investigative and audit risk-approach.
Results: Effective and timely investigations resulting in employee terminations, tightening of vendor and payment controls to reduce employee fraud risks, and implementation of physical access controls to reduce theft.
- Executed and managed successful overseas consultant projects (3) in 2009/2010/2011.
Results: Effective mine-site physical security implementation, payment-system control corrections, payroll process-improvements, and improved vendor relationship controls.
- Reduced the amount of required SOX testing locally and overseas to be in line with AS-5 regulatory updates.
Results: Significantly lowered outside assistance fees, along with lowering employee time and resources required for semi-annual SOX management compliance testing.
- Encouraged proactive assistance and staff interaction with other departments.
Results: Helped Internal Audit become management's first department of choice for any risk or control questions, compliance-related issues, or management request audits.

Director of Internal Audit

2006 – 2007

Ent Federal Credit Union

Management, Guidance, and Oversight of the Internal Audit Department for Colorado's largest credit union. Ensuring efficient and effective internal control systems were maintained, while meeting audit department schedules, budgets, business objectives, and management reporting responsibilities.

- After prior Audit Director left the credit union ten months prior to my employment, re-energized and re-motivated a disinterested audit staff through proactive, hands-on approaches, and integration of risk-based audits into the schedule.
Results: Improved staff's morale, work effectiveness, and report writing skills; developed detailed audit programs, department charter, policies, and written procedures; updated job descriptions; and implemented new audit software.
- Consulted timely with senior management and effectively leveraged the expertise of the Information Security Officer, the IT department, and Bank Operations personnel to meet business and internal audit objectives.
Results: Effectively identified, quantified, discussed, and resolved technical and administrative control issues to meet VISA Instant Card issuance regulations, ATM physical location control requirements, and information security customer and vendor access risks.

Senior Internal Auditor

2004 - 2006

Matrix Bancorp, Inc.

Executed, Administered, and Reported diverse internal audits and special projects for the bank and its subsidiaries; including financial, operational, corporate & consumer lending, fiduciary, compliance, brokerage, deposits, and investment audits.

Sarbanes-Oxley Section 404 Consultant

2004

Jefferson Wells (for Nordstrom's Federal Savings Bank Project)

Completed Sarbanes-Oxley section 404 work, by conducting process analysis, evaluating risks and controls, flowcharting transaction classes, identifying key controls, and performing substantive control testing to meet SOX regulatory requirements.

Corporate Accounting Temp Consultant

2003 – 2004

White & Steele Law Firm

Executed and monitored the firm's day-to-day corporate accounting, payroll processing, tax monitoring and reporting, reconciliation reviews, and daily management reports.

Wells Fargo Bank, N.A.

1986 – 2003

Fiduciary Management and Personal Trust Administration: 1999-2003

Financial administration, investment management, and trust & estate planning for 130 customer accounts and \$200 million in fiduciary assets managed; including risk analysis, trust compliance, project management, and new business development.

Internal Audit Supervisor: 1994-1998

Financial, Operational, Investment, and Fiduciary internal audit supervision including audit program development, risk management and compliance monitoring, investigations and M&A assistance, staff and audit oversight, budget preparation, performance evaluations, planning, scheduling, training, report writing, project management, and consulting.

- Managed multi-state internal audit trust reviews; incorporating regional and centralized audit staffs, providing appropriate exam coverage, and remaining within prescribed travel timeframes and expense budgets.
- Implemented risk-based audit processes and program controls for corporate-wide trust reviews; reducing internal audit fees by \$500,000 over 3 years, while maintaining ongoing regulatory compliance standards.
- Prepared, monitored, and reported audit plans and budgets to senior management and audit committees; justifying established risk ratings, auditable units, expense allocations, audit frequencies, and applicable billing rates.

Auditor, Staff Auditor, and Senior Auditor: 1986-1994

Coordinated, supervised, and participated on a wide array of financial, operational, and fiduciary audits for the Minneapolis and Denver regions. Also responsible for budgeting, training, staff evaluations, investigations, and project management.

EDUCATION:

- MBA and BBA in Finance - University of Wisconsin-Madison
- Certified Internal Auditor (CIA) and member of the Institute of Internal Auditors (IIA)
- IIA Training – 2013 COSO Internal Control System requirements (3 days total)
- CTM Designation from Toastmasters International
- Cannon Financial Trust School and bank-specific Cannon training for compliance, finance, administration, trust, and sales
- Data Base Management Systems; Financial Planning Software; Word, Excel, Visio, and PowerPoint