

2024 IIA Houston Chapter Annual Conference
April 8, 2024
“Lights! Camera! Impact!”

Registration 7:00 - 8:00 AM	Registration and Continental Breakfast				
Opening Session Keynote Address 8:00 - 9:15 AM	GS 1 Adnan Rahim “State of the Internal Audit Profession”				
Break 9:15 - 9:40 AM	Networking and Sponsor Exhibits				
	Provoking Conversations (Hot Topics)	Tactics for the New Age Criminal (Fraud)	Equipping Good Leaders to Thrive (Leadership)	Digital Innovations (Technology)	Next Generation of Auditors (Core Skills)
Breakout Session 1 9:40 - 10:50 AM	CS 1-1 Auditing ESG and Cyber Security Disclosures Abu Aziz Room 204-205	CS 1-2 Do Good People Commit Fraud? Jamie Amos Room 403-405	CS 1-3 Jack of all Trades – The Perils of a Small Audit Shop Leonard Amaya Room 201	CS 1-4 Navigating the Evolving Digital Organization Tamura Gidado Room 202-203	CS 1-5 The Brendan Dassey Confession: Lessons for Interviewers Bret Hood Room 206-207
Break 10:50 - 11:10 AM	Networking and Sponsor Exhibits				
Breakout Session 2 11:10 AM - 12:20 PM	CS 2-1 IA's Role in Emergency Response: Prepare for the Chaos! Paul Pettit Room 201	CS 2-2 How Employee Fraud is Harming Your Organization: A first look at the ACFE's <i>Occupational Fraud 2024: A Report to the Nations</i> John Warren Room 206-207	CS 2-3 Lessons Learned from seasoned Chief Audit Executives Sonny Brandtner hosts CAE Panel Room 204-205	CS 2-4 Cybersecurity Incident Response – It's More Than Just a Plan in the IT Department Trip Hillman Room 403-405	CS 2-5 Clarity, Impact, Speed: Delivering Audit Reports that Matter Margie Bastolla Room 202-203
Luncheon Session Keynote Address 12:20 - 1:55 PM	GS 2 Shawn Kanungo “The Exponential Auditor in the Age of Generative AI”				
Break 1:55 - 2:20 PM	Networking and Sponsor Exhibits				
Breakout Session 3 2:20 - 3:30 PM	CS 3-1 Raising DEI Awareness Through Internal Audit Lauren Shaw Room 201	CS 3-2 Fraud and Bad Actor Follies Kevin McMahon Room 204-205	CS 3-3 Learn and Earn Leadership Experience - Year One to Executive Vicky Gregorcyk Room 206-207	CS 3-4 The first 90 days: CISO-level risk management Annessa McKenzie Room 403-405	CS 3-5 Soft Skills Unleashed: Elevating Your Core Internal Audit Skills Shayla Russell Room 202-203
Break 3:30 - 3:50 PM	Networking and Sponsor Exhibits				
Closing Session Keynote Address 3:50 - 5:00 PM	GS 3 Renee Marino “Connecting through Communication to Seize Opportunities!”				
Networking Reception 5:00 - 6:00 PM	Networking Reception				

GS 1 “State of the Internal Audit Profession”

Adnan Rahim, 2023-2024 Director, IIA North American Board of Directors; Head of Internal Audit (Corporate Functions) & SOX Compliance at Meta

IIA North American Board Member, Adnan Rahim, will provide a detailed look at the current state of the internal audit profession and global risk landscape. He will share the latest developments on priority topics like cybersecurity, digital disruption, ESG, and fraud, and explain how emerging issues like ChatGPT are rapidly re-shaping business. Adnan will explain what The IIA is doing to help practitioners stay up to date on these topics and advance the profession’s interests in these areas. He will also discuss how The IIA is taking a proactive approach to creating the future of internal audit, including global advocacy initiatives that ensure our profession’s voice is heard, a historic re-imagining of global standards that reflects the rapidly evolving risk landscape, and a first-of-its-kind project that will help us imagine the future of the profession and then create a roadmap to achieve that future.

During the session, attendees will:

- Learn about the latest developments in cybersecurity, digital disruption/AI, ESG, and fraud, and other timely professional issues.
- Discover how The IIA is enhancing member value and shaping the future of the internal audit profession through initiatives like our public policy advocacy program.

GS 2 “The Exponential Auditor in the Age of Generative AI”

Shawn Kanungo, Best-Selling Author and Innovation Strategist, Queen & Rook

We are on the brink of a revolution based on the meteoric rise of Generative AI, particularly ChatGPT. These exponential technologies are transforming the way we communicate, collaborate, and create, revolutionizing industries around the world. Most importantly, it will fundamentally transform how we look at work.

With the rise of generative AI, we’re entering an age of infinite leverage where our work can be replicated at no cost, and we don’t need permission to get started. As a result, we can build exponential auditors — a new breed of auditors that can be more nimble, flexible, and innovative with a superhuman co-pilot at their fingertips.

In this provocative and counter-intuitive keynote, Kanungo dives deep into the age of generative AI. He explores why this will shape the future, and how it will impact culture, business, technology, and individuals.

Key Takeaways:

- Dive deeper into how disruptive trends will drive change in how we approach work and reshape the future of audit.
- Explore the “Exponential Mindset” by moving from incremental improvements to exponential growth. Rather than aiming for a marginal efficiency gain, we should envision and strive for a tenfold enhancement in performance and innovation by leveraging AI.
- Learn the specific tactics of how audit practitioners can successfully experiment with Generative AI within their respective organizations.

GS 3 “Connecting through Communication to Seize Opportunities!”

Renee Marino, *Connection Expert, TEDx Speaker & Best-Selling Author, Master Communicators LLC*

In this powerful and energetic session, attendees will learn how to use communication to connect with others in a genuine way that leads to limitless opportunities. The key takeaways:

- **Communication with Self** – Having strong communication with ourselves is what sets the foundation to being able to communicate and connect with others in a genuine way. Only by being clear on who we are, and understanding our desires and struggles, can we ever form true bonds in our external relationships.
- **Owning Who You Are** – To create strong personal and professional relationships, we must be authentic. In this digital age, that can feel challenging because of the various communication outlets, but the key to authenticity is to be the same person we are when face-to-face, the same one who shows up online – through text, email, and videos.
- **Complete Listening** – Listening to Hear and not just to respond is one of the most crucial components of connection because this skill is what allows others to feel seen, heard and understood – the core of what every human being desires.
- **Talking from the Heart** – When we learn that speaking up is our superpower, we gain the freedom to share insights, address difficult topics, and ask for what we want. As a result, we open the door to connect with others through honesty, and that honesty creates comradery, which can lead to opportunities!

CS 1-1 “Auditing ESG and Cyber Security Disclosures”

Abu T. Aziz, *Vice President Internal Audit, Excelerate Energy*

We are still in the early days of understanding full scope of ESG requirements and Cyber Security disclosure. However, that does not mean Internal Audit should wait to get involved. We will explore what role Internal Audit could and should play as these new regulations take shape and give rise to new risks for our organization. Specifically, we will:

- Basics of ESG requirements and timeline.
- Basics of Cyber Security Disclosure requirements.
- How Internal Audit may get involved now.
- How Internal Audit should risk assess and approach audits related to ESG and Cyber Security Disclosure.

CS 1-2 “Do Good People Commit Fraud?”

Jamie Amos, PhD, CFE, PMP, *Manager, Risk Advisory, FORVIS*

Gain insight on red flags that may indicate the possibility of fraud and the perpetrators of fraud. Discuss current fraud statistics, how it impacts organizations, and what you can do to help prevent and detect fraud. In addition, some fraud cases will be discussed, including a case CNN considered airing!

CS 1-3 “Optimizing Jack of all Trades – The Perils of a Small Audit Shop”

Leonard Amaya, CPA Vice President Internal Audit at Nine Energy Service

Attendees will be reminded that mastering the basics of people, process and technology can create much needed structure and consistency for small audit shops. Developing enterprise-wide relationships will build trust and partnership for the audit team. Establishing a simplified IA methodology will allow your teams to effectively execute. And if possible, implement an audit tool – make the business case that a tool really is worth an FTE and does not burn out.

CS 1-4 “Navigating the Evolving Digital Organization”

Tamura Gidado, IT Risk Director, KPMG

In today's rapidly evolving business environment, the integration of new technologies and the constant change in organizations have increased pressure for adaptive and efficient audit internal practices. In this session we will cover important aspects of agility and tech enablement in internal audit practices, including:

- Identifying scenarios where technology and risk evolve to impact business risk and the required internal audit activities (signals observability, continuous monitoring, etc.)
- Proactive strategies to enable internal auditors to plan and execute with agile techniques and technology solutions
- Overview of real-life scenarios, approaches, and solutions from across industries
- Forecast of short- and long-term opportunities for internal auditors, with a focus on analytics, automation, and artificial intelligence

CS 1-5 “The Brendan Dassey Confession: Lessons for Interviewers”

Bret Hood, Director, 21st Century Learning & Consulting LLC

In the Netflix series, Making A Murderer, 16-year-old Brendan Dassey confessed to participating in a murder, but there are many opinions regarding the validity and accuracy of the confession. Using snippets and statements from the actual confession, participants will dissect the interviewer's role critiquing what went right/wrong while also discussing how to utilize these findings to perform better interviews in the future. (2 hrs)

Learning Objectives: After this block of instruction, the participants will be able to:

- Given a scenario, evaluate an interview for effectiveness.
- Develop an interview style designed to best elicit information from the interviewee.
- Compare/contrast minimization/maximization techniques.
- Assess the strengths and weaknesses of leading questions.
- Explain the importance of listening in interviews.
- Develop methods to limit the interviewer's percentage of talking during an interview.
- Explain the importance of periodically re-charging System 2 in the interview process.
- Implement the moral equilibrium concept to promote truthfulness.
- Devise methods to avoid false confessions.

CS 2-1 “IA's Role in Emergency Response: Prepare for the Chaos!”

Paul Pettit, *Vice President – Performance Improvement, Renew International*

Emergency response and preparedness has been an important area for Internal Audit to monitor and assess, but very often an organization can lose focus when an adverse event occurs. Internal Audit can help the organization be better prepared for an adverse event by evaluating the strength of processes and controls in the emergency response plan. In this session, we will share some real-life examples of areas that are often overlooked when storms, floods, wildfires, plant explosions and other unexpected events occur.

Learning Objectives:

- Gain a better understanding of common pitfalls and areas that are often overlooked by sharing real-life examples.
- Learn about some of the key areas of risks that can have an operational impact on business interruption.
- Evaluate key supplier risks and how their readiness can impact your disaster recovery plans.
- Learn about contract risks and limitations that impact your company's ability to recover insurance claims in a timely manner.

CS 2-2 “How Employee Fraud is Harming Your Organization: A first look at the ACFE's Occupational Fraud 2024: A Report to the Nations”

John Warren, CEO, Association of Certified Fraud Examiners

The ACFE's Report to the Nations is the largest and most widely quoted source of occupational fraud data in the world. This will be a first look at the ACFE's 2024 report, which is scheduled for initial release just a few days prior to the Houston IIA Chapter Conference. The Report is based on actual cases of fraud reported from around the world, and this presentation will highlight key findings and examine the most interesting facts and trends from the study, including:

- Costs of occupational fraud to organizations and the economy
- Most impactful anti-fraud controls
- Control weaknesses contributing to occupational fraud
- Demographic and behavioral characteristics of fraud offenders
- The most effective fraud detection tools and strategies

CS 2-3 “Lessons Learned from seasoned Chief Audit Executives”

Sonny Brandtner, *Partner, Crowe LLP*

Seasoned Chief Audit Executives (“CAEs”) have a wealth of wisdom from serving in the internal audit profession for decades. Come and listen to a panel of CAEs and hear about lessons learned and their perspective of the current challenges within our profession.

CS 2-4 “Cybersecurity Incident Response – It’s More Than Just a Plan in the IT Department”

Trip Hillman, *Partner – Cybersecurity Services, Weaver*

Incident Response is often treated as a plan or checklist that lives within the IT department that is utilized whenever alerts and alarm bells go off. In this session we’ll take a look at the basics of incident response and then go beyond into the interconnected processes that make up and extend the Incident Response process such as roles and responsibilities (both identified and necessary), risk management (including third & fourth parties), logging and monitoring for event alerting, incident investigation and escalation, incident communication (notice), insurance considerations, and recovery & restoration resources. We’ll also review and connect you with a checklist for broadening the discussion of Incident Response outside of the IT Department.

Learning Objectives:

- Recognize Incident Response as a Multifaceted Process
- Participants will gain an appreciation for the multifaceted nature of incident response, moving beyond IT-centric views to understand the interconnected elements, roles, and responsibilities that comprise an effective response strategy.
- Identify Key Components of Comprehensive Incident Response
- Attendees will be able to identify critical interdependent components of incident response enabling them to evaluate and enhance their organization's readiness for incident response.
- Enable Broader Incident Response Engagement
- Attendees will be equipped to initiate discussions about incident response across various departments and industries, fostering a more inclusive and organization-wide approach to cybersecurity resilience.

CS 2-5 “Clarity, Impact, Speed: Delivering Audit Reports that Matter”

Margie Bastolla, *Principal, Margie Bastolla Facilitations, LLC*

Delivering timely, accurate, and compelling audit reports is essential to an internal audit department’s success. Unfortunately, most auditors dislike—and some even detest—the report-development process. For audit staff and managers, writing is arduous, the editing process is frustrating, and the next audit is already calling. For audit executives, the constant review and revision of report content is both time-consuming and burdensome.

To help internal auditors solve these report-development challenges, Margie will share what she has learned from teaching thousands of auditors to think critically and write clearly. Furthermore, she will discuss her 2023, IIA-published book *Clarity, Impact, Speed: Delivering Audit Reports that Matter*, 2nd Edition.

In this session, you will learn:

- The 7 Deadly Audit Report Mistakes.
- reader expectations for report structure, content, and readability.
- how critical thinking skills underpin content creation.
- five principles for writing compelling reports.
- practical ways to speed up report development.
- examples of innovative audit reports.
- how to build your team’s writing skills and confidence.

CS 3-1 “Raising DEI Awareness Through Internal Audit”

Lauren Shaw, *Partner, Deloitte*

With diversity, equity, and inclusion (DEI) awareness rising worldwide, organizations that nurture a fair workplace will thrive. Internal audit has the skill set to help organizations track their DEI goals, advise on tackling cognitive biases, and accelerate building an all-inclusive culture. This session will focus on the topics covered in the recently published series produced jointly by Deloitte, the Internal Audit Foundation, and The Institute of Internal Auditors (The IIA) on internal audit's opportunity and obligation to nurture an inclusive culture by starting within its own function. The goal of the session is to highlight the role of IA to aid in the broader organization DEI Strategy / priorities, as well as, what IA departments can do to foster DEI within their own function.

CS 3-2 “Fraud and Bad Actor Follies”

Kevin McMahon, *SVP Audit and Chief Compliance Officer, Calpine Corporation*

CAE will discuss real life cases covering different aspects of fraud investigations. Hear about why the fraud actor doesn't have a strong plan to not get caught and how you can exploit that in your investigation. Discuss body language tips, timing, and sequence of questioning to catch the bad actor. Focus areas include:

- Whistleblower Hotlines and why they matter (anonymity and details matter)
- Making supervisors accountable when bad news is delivered
- When the C-Suite is involved, protecting, or scope meddling
- Deceit versus lying and the subtle effects from the interview
- Affinity for the bad actor
- Comfortable / agreeable conversation versus interrogation

CS 3-3 “Learn and Earn Leadership Experience - Year One to Executive”

Vicky Gregorcyk, *Business Advisor, Coach, and Mentor; Retired National Practice Leader, BDO*

Description: Leadership is a skill that goes beyond a person's title and the lessons that allow you to learn - and earn - leadership can be experienced at any stage in your career. As organizations navigate increasingly Volatile, Uncertain, Complex, and Ambiguous (VUCA) workplaces, learning from your own experiences and the experiences of others moves from an important leadership skill to a crucial one. At the end of this session, attendees will be able to:

- Explain the impacts of Volatile, Uncertain, Complex, and Ambiguous (VUCA) markets and workplaces on how you lead yourself and others.
- Discuss how to successfully navigate VUCA environments.
- Identify opportunities to learn leadership skills from your experiences at any stage in your career.

CS 3-4 “The first 90 days: CISO-level risk management”

Annessa McKenzie, *Chief Information Security Officer, ConocoPhillips*

For a new CISO, the first 90 days with a new organization are critical in understanding the risk culture, existing programs, cybersecurity maturity, industry risks, budgets, staff, internal politics and relationships. Annessa McKenzie, an experienced CISO, will talk about her time with ConocoPhillips and how she’s transformed the IT/OT Security organization, including the programs and priorities of an International Oil & Gas company with operations and activities in 13 countries. She’ll also discuss today’s cybersecurity megatrends and how those continue to influence IT/OT Security and Audit.

CS 3-5 “Soft Skills Unleashed: Elevating Your Core Internal Audit Skills”

Shayla Russell, *Protiviti, Managing Director*

In this session, we will delve beyond the traditional ideas of internal auditing to recognize the indispensable value of 'soft skills.' While technical expertise is undoubtedly crucial, our session is dedicated to exploring the often-underestimated power of these 'soft' skills, which are anything but secondary. We will discuss how to enhance and hone skills that go beyond the normal audit toolkit, emphasizing the significance of relationships, effective communication, and the art of compromise. Prepare to shift the spotlight from work programs, report writing, and action plans to the nuanced dynamics of human interaction and other 'soft' but 'core' skills. Through insightful discussions and practical insights, our aim is to equip you with the holistic skill set

Opening Keynote Speaker

Adnan Rahim

2023-2024 Director, IIA North American Board of Directors; Head of Internal Audit (Corporate Functions) & SOX Compliance at Meta

Adnan joined Meta in May 2022 as the Head of Internal Audit (Corporate Functions) & SOX Compliance based in Menlo Park, CA. In this role, he is responsible for overseeing assurance activities for all Corporate Functions (e.g., Finance, Enterprise Engineering, Facilities, Security, and HR) and managing Meta's Global SOX Program.

Prior to joining Meta, Adnan served as VP Internal Audit at Visa, Inc., (2017 – 2022) directing financial and operational audits across all of Visa's business segments and country operations. Previously, Adnan served as EVP Internal Audit, for Texas Capital Bank (2013 – 2017) in Dallas, TX where he implemented technology, training, and tools for the audit team, matured the SOX Program, and managed regulatory engagement.

His background also includes experience as a Senior Finance Manager of Payments Risk Management at Amazon, and various roles in the Internal Audit function at the Federal Home Loan Bank of Dallas. His early career includes experience with KPMG, and Verizon.

Adnan is a member of The IIA's North American Board of Directors and has served in various capacities as a volunteer with the IIA for more than 20 years.

Luncheon Keynote Speaker

Shawn Kanungo

Best-Selling Author and Innovation Strategist, Queen & Rook

A globally recognized innovation strategist and bestselling author, Shawn Kanungo works at the intersection of creativity, business, and technology. He spent 12 years at Deloitte working closely with leaders to help them better plan for the opportunities associated with disruptive innovation. In his high energy keynotes, Kanungo draws on his extensive experience to provide audiences with an optimistic roadmap for the future; one that embraces unexpected approaches to innovation to remain competitive and relevant.

Since leaving Deloitte, Kanungo has worked with hundreds of organizations on their journey to digital transformation. He's led complex projects incorporating artificial intelligence, cloud technologies, behavioral economics, Web3, and more. Today, Kanungo is a Partner with Queen & Rook, where he advises leading organizations and executives on disruptive trends and invests in early-stage ventures.

Kanungo is the first innovation expert to have a streaming special, released on Apple TV and Prime Video in August 2023. It complements and shares the name of his bestselling debut book, *The Bold Ones*, a playbook for individuals to become bolder and push their careers and organizations forward. It has been touted as one of McKinsey's top decision-making books for leaders. Kanungo's work has also been featured in the *Globe and Mail*, *The Guardian*, *CBC*, and *CTV*.

A prolific content creator, Kanungo's content on innovation has garnered millions of views across LinkedIn, TikTok, YouTube, and Facebook. He's been recognized by *Edify* magazine as one of their "Top 40 Under 40" and was called the "best virtual keynote speaker I've ever seen" by *Forbes* in 2021.

Closing Keynote Speaker

Renee Marino

Connection Expert, TEDx Speaker & Best-Selling Author, Master Communicators LLC

Renée Marino is a Connection expert, TEDx speaker, and best-selling author who helps business professionals communicate effectively and confidently through simple and easy tools in person and online. Her best-selling book, *Becoming a Master Communicator*, endorsed by Dean Graziosi, Russell Brunson, Bryan Adams, Chazz Palminteri, Jenna Kutcher, Dhomonique Murphy, and many more, is a powerful guide for those struggling to have clear and honest communication in a world driven by digital technology.

Renée can be seen as the female lead role, Mary Delgado, in the movie "*Jersey Boys*," directed by Clint Eastwood, and has graced the Broadway stage in "*Pretty Woman the Musical*", "*Jersey Boys*", "*Chaplin*" and "*Wonderland*". She has been featured in *People.com*'s "Ones to Watch," *Variety*, and *The Huffington Post*.

Renée was the co-host of Tony Robbins and Dean Graziosi's "World Summit" and a featured speaker at the "2023 Ziglar Coach Summit" event. Renée Marino's mission is to empower people to make authentic communication a priority by understanding that: "*Everything starts with Communication, and when we learn to Master this Skill, we become Limitless!*"

Speaker Profiles

Leonard Amaya, CPA

Vice President Internal Audit at Nine Energy Service

Lenny Amaya, CPA is currently the Vice President of Internal Audit at Nine Energy Services (NYSE: NINE), an oilfield services company based in Houston, TX. At Nine, Internal Audit provides SOX 404 testing, ERM, Operational and IT audit services and will soon be providing ESG audit support services. Lenny strives to lead strong technical and collaborative teams that provide insight and value to their stakeholders. Lenny is originally from Corpus Christi, TX and graduated from St. Mary's University (BBA – Accounting). In his spare time, Lenny is an NCAA and Texas Association of Sports Officials baseball umpire.

Jamie Amos, PhD, CFE, PMP

Manager at FORVIS

Jamie is a Manager in the Consulting practice at FORVIS. With more than 20 years of experience, including audit, financial management, project management and higher education, he focusses on helping organizations thrive to reach their highest potential. Prior to joining FORVIS, Jamie worked for the City of Atlanta in the Internal Audit department and is also a part-time professor at Georgia State University. He obtained his BBA from Jackson State University in Finance, his MBA from Kennesaw State University, and his PhD from Hampton University. Jamie is a Certified Fraud Examiner and Certified Project Management Professional.

Abu T. Aziz

Vice President Internal Audit at Excelerate Energy

Abu is a seasoned audit and risk management executive with over 20 years of experience in professional services and industry. Currently, Abu leads the Internal Audit function at Excelerate Energy, a global LNG player, where he is responsible for internal audit, internal controls, and Enterprise Risk Management. Abu began his career in Big 4 firms, where he spent the first decade of his career in both external auditing and advisory functions. Since then, he has worked at several energy companies to establish, enhance, and transform their internal audit, internal controls, and risk management functions.

Margie Bastolla

Principal, Margie Bastolla Facilitations, LLC.

Margie Bastolla, CIA, is an Orlando-based author, trainer, and consultant who helps internal audit departments write clear, impactful reports; reduce report revisions; and quicken report issuance. She is author of the 2023 book *Clarity, Impact, Speed: Delivering Audit Reports that Matter*, 2nd Edition, published by The IIA. Margie has taught auditors in hundreds of organizations to think critically and write clearly. She also helps organizations design reports that meet their readers' needs. Margie's clients include the Fortune 500, the U.S. military, the international agencies, and many organizations in the financial services, healthcare, and higher ed sectors. Before forming her training company, Margie spent

20 years in executive and leadership roles at The Institute of Internal Auditors in Lake Mary, Florida. To learn more about her training and consulting services, visit www.auditreportwriting.com.

Sonny Brandtner

Partner, Crowe LLP

Sonny serves on the Board of Governors of the IIA Houston Chapter. He is active with the National Association of Corporate Directors and is one of 1200 professionals that have earned the NACD Directorship Certification. Sonny has had the opportunity to work with numerous public, private and non-for-profit boards over his 30 year career. Sonny is a risk and controls consulting partner with Crowe.

Tamura Gidado

IT Risk Director, KPMG

Tamura Gidado is an IT Risk professional with 18 years global work experience providing assurance and advisory services around systems, business processes, and technology risk. She delivers services across multiple risk lines including IT risk assessment, regulatory readiness reviews, IT risk and controls implementation, technology risk audit and compliance modernization, SOX-readiness, and other framework driven risk and compliance projects. Tamura was previously the regional lead for intelligent Process Automation and IT Innovation. She is recently focused on cost take-out in compliance, and risk in technology modernization.

Vicky Gregorcyk

Business Advisor, Coach, and Mentor; Retired National Practice Leader, BDO

Vicky is a business / board advisor, coach and mentor. She was the former national practice leader for BDO USA's Risk Advisory Services practice. In addition, she served on the BDO Global Steering Committee for Risk Advisory Services and led the Global Market Development team. As a results-oriented executive, Vicky has led and teams with Global Risk Advisory Services leaders to deliver best-in-class client service. She has more than 30 years of experience in delivering internal audit, Sarbanes-Oxley, IPO Readiness, compliance and advisory solutions for Fortune 500 and middle market companies. Vicky has designed internal audit departments, identified control and efficiency issues, and recommended alternative solutions to executive management and audit committees. She has also directed client responsibilities for a variety of clients including public companies in the U.S. and clients on foreign exchanges. Vicky assists clients in assessing the health of their organization using a framework that includes strategy, leadership, people, processes, and results. Her client's have crossed multiple industries, including manufacturing and distribution, natural resources, consumer products, and private equity.

Ginger Harris

Internal Audit Director, Prosperity Bank

Ginger is the Director of Internal Audit for Prosperity Bank. She is active in her local community and is a member of the IIA Houston Chapter. Ginger began her career in public accounting, serving primarily oil and gas clients as an assurance manager before transitioning to internal audit. Ginger has managed audit teams in the oil and gas and financial services industries for over twenty years.

Trip Hillman

Partner – Cybersecurity Services, Weaver

Trip has 12+ years of hands-on experience evaluating cybersecurity in a broad range of IT environments. He has consulted with Fortune 100 companies, private equity groups, small enterprises and government entities alike on security and compliance and has performed 250+ assessments across unique and complex IT environments. He also performs cyber risk assessments, cybersecurity compliance, vulnerability and penetration tests to help organizations improve their cybersecurity posture. This hands-on experience, ongoing education and active community involvement keeps Trip at the forefront of best practices, leading frameworks (including NIST-CSF, CIS CSC, MITRE ATT&CK, ISO 27001) and regulatory requirements (PCI, CMMC, etc.).

Bret Hood

Director, 21st Century Learning & Consulting LLC

After serving 25 years as a Special Agent in the FBI, Michael “Bret” Hood became the director of 21st Century Learning & Consulting, LLC upon his retirement in 2016. Bret serves as an adjunct professor of corporate governance, ethics, and forensic accounting for the University of Virginia as well as a faculty member for the Association of Certified Fraud Examiners. Bret is also a board member for the School of Accounting at Southern Illinois University.

Since his retirement, Bret has keynoted and provided leadership, ethics, and anti-fraud instruction for Fortune 500 companies, non-profit entities, and governmental organizations. Bret has also given two lively Ted Talks on ethics. Bret is the author of the critically acclaimed books, *Eat More Ice Cream: A Succinct Leadership Lesson for Each Week of the Year* & *Get Off Your Horse! 52 Succinct Leadership Lessons from U.S. Presidents*.

Ann Kluppel

General Auditor, Phillips 66

Ann Kluppel is the General Auditor for Phillips 66, a diversified energy manufacturing and logistics company. She joined the company in 2001, serving in various roles within Operations, Finance and Human Resources. Ann started her career in public accounting and later moved to Vastar Resources. Ann served as the University of Texas McCombs School Business partner for Phillips 66 from 2008 – 2023, holding positions on the University of Texas Accounting Advisory Council, as well as the Kay Bailey Hutchison Energy Center Advisory Council.

Ann earned a Bachelor of Business Administration in Accounting from the University of Texas and a Master of Business Administration from the University of Houston. She is a Certified Public Accountant licensed in the state of Texas, as well as a Certified Internal Auditor.

Annessa McKenzie

Chief Information Security Officer, ConocoPhillips

McKenzie’s focus has been establishing long-term investment roadmaps, assessing IT/OT and operational risk by business unit, and deploying value-added zero-trust security architectures to ensure resilience, cyber defense and compliance across the organization. Prior to joining ConocoPhillips, McKenzie held the role of chief security officer and vice president of supply chain at Calpine Corporation, responsible for setting cyber and physical security strategies across all functional business units as well as the overall

strategy for IT compliance, business continuity, infrastructure, supply chain and facilities. McKenzie has also held the role of chief information security officer at Baker Hughes, where she was responsible for a multinational team focused on cyber-defense, securing digital oilfield operations, security of future oilfield product designs, application security and architecture, records management, data privacy and consulting with Baker Hughes' global oilfield customers; PwC's advisory practice; and the U.S. Drug Enforcement Administration HIDTA task force. McKenzie holds an MBA and a bachelor's degree from Louisiana State University, as well as CISSP, CRISC and CISA certifications. McKenzie was named one of Houston's top millennial women to watch in 2019 by the Houston Chronicle, was nominated as Orbis awards' 2020 Houston CIO of the Year and was nominated for Constellation Research's 2021 Business Transformation 150 Award.

Kevin McMahon

SVP Audit and Chief Compliance Officer, Calpine Corporation

Kevin G. McMahon serves as Senior Vice President, Internal Audit and Chief Compliance Officer. He joined Calpine in May 2006 to lead the Internal Audit function and took on the added role of Chief Compliance Officer in August 2009. Mr. McMahon is responsible for managing and conducting all internal audit activities, supporting operations and the functional departments as requested, managing the Sarbanes Oxley (SOX) compliance oversight program, leading records management activities and reporting audit findings with the appropriate recommendations to senior management and the Audit Committee. In addition, he oversees the company's regulatory compliance efforts with particular emphasis on ensuring that proper procedures are in place to help the company meet all FERC and NERC regulatory requirements. Prior to joining Calpine, he was Vice President and General Auditor for Exide Technologies, a global manufacturer of stored electrical energy products and services for industrial and transportation applications. He previously served as Vice President-Internal Audit Services and in other senior auditing positions for HCA, Inc., the largest hospital provider in the United States, and served in senior management and auditing positions for Ernst & Young LLP, Southern Company Services, FPL Group and HSBC/Marine Midland Bank N.A. Mr. McMahon has a Master of Business Administration degree from Palm Beach Atlantic University and a Bachelor of Science degree in accounting from the State University of New York. He is both a Certified Internal Auditor (CIA) and Certified in Risk Management Assurance (CRMA).

Greg Neely

Independent Consultant

Greg is an Independent Consultant specializing in Enterprise Risk Management, Internal Control Environments, Internal Audit Quality Assurance Reviews, and Internal Audit. Greg also is an Adjunct Professor at the University of Houston teaching a master's level course in Enterprise Risk Management. Greg started his career in 1988 with JCPenney Company as a Staff Auditor responsible for auditing the distribution network and later was promoted to a Senior Auditor responsible for auditing the field operations in Northern California, Nevada, and Hawaii. He joined Sysco Corporation in 1996 as an Auditor in the Operations Review Department where he was promoted to Assistant Manager in late 1997. In 1998, he was promoted to CFO of Sysco's operation in Chicago, Illinois which at that time was the 5th largest company in the organization. In 2002, Greg became the Sr. Director and head of Operations Review and was responsible for the internal audit activities for Sysco. Greg also had responsibilities for Sales/Use Tax Compliance and Corporate Credit. In 2009, Greg was promoted to Vice President of the Internal Audit Department responsible for assessing the control environment of all of Sysco's locations in the Americas, Europe and Asia including the corporate office, field locations, IT and SOX compliance.

Greg retired from Sysco in 2022 and continues to reside in Houston with his daughter who will soon graduate High school. Greg is on the Board of Governors for the Houston Chapter of the IIA as well as on the Wine Sales Committee for the Houston Live Stock Show and Rodeo.

Paul Pettit

Vice President – Performance Improvement, Revenew International

Paul is a management consultant with over 33 years of progressive roles within industry and professional services where he has managed and delivered successful audit and consulting projects to clients across a multitude of industries. At Revenew, Paul leads the Performance Improvement practice and oversees business development and account management for clients seeking cost recovery, cost containment and performance improvements both with their vendors, suppliers and contactors as well as within their operations. Since 1999, Paul has been involved in providing consulting and internal audit services within technical areas of organizations including engineering, procurement and construction. Prior to providing those professional services, he worked for over nine years in the Engineering, Procurement and Construction (EPC) industry with KBR. Paul holds Master degrees in Business and Environmental Management as well as a Bachelor degree in Civil/Mechanical Engineering Technology from the University of Houston. He is certified as an Internal Auditor (CIA), Risk Management Assurance (CRMA), Professional EH&S Auditor (CPEA), Project Management Professional (PMP), Construction Controls Professional (CCP) and Construction Auditor (CCA). Paul is an accomplished speaker and has been designated the highest professional speaking designation by Toastmasters International in 2006, Distinguished Toastmaster (DTM).

Shayla Russell

Managing Director, Protiviti

Shayla Russell is a Managing Director in Protiviti's Houston Internal Audit and Financial Advisory practice. For the past 17+ years, her efforts have focused primarily on Internal Audit and Sarbanes-Oxley compliance for both business process and information technology areas across a variety of industries, with a particular focus on private-to-public company engagements. Throughout her career, Shayla has not only prioritized the requisite technical competencies of an internal auditor but has also actively cultivated a multifaceted skill set. This includes a strong emphasis on communication, skepticism, adaptability, and relationship management, among other essential qualities. Beyond personal development, Shayla contributes to the professional growth of her peers by hosting numerous training and one-on-one sessions. Through these initiatives, she imparts hands-on coaching, ensuring exposure to critical soft skills that she believes are instrumental to the impact we can have as internal auditors.

Lauren Shaw

Partner, Deloitte

Lauren has been with Deloitte for more than 14 years, specializing in delivering risk and internal audit services in the health care industry. For the past few years she has worked to develop the conceptual framework of the Future of IA and led the implementation and transformation for IA departments as well. As part of her role in IA innovation she has focused on the concept of IA and the Intangibles around topics such as Sustainability, Culture Risk, Diversity, Equity and Inclusion. Recently she co-authored the Deloitte "Internal Audit (IA)'s role in Diversity and Inclusion(D&I) "DEI" that was published in the Wall Street Journal. Lauren is also a frequent speaker on this topic, having presented at various Institute of Internal Auditors (IIA) meetings and industry events targeted at internal auditors.

Stephen Shelton

Vice President Chief Audit & Chief Compliance Officer, Fossil Group

Stephen is responsible for Fossil's Internal Audit, SOX compliance, ERM, Loss Prevention, Risk & Insurance, product testing and supplier compliance functions. During his career he has held senior leadership positions in Internal Audit for Mr. Cooper, HP, KBR, Blockbuster, and Belo. He also had prior experience with PricewaterhouseCoopers and American Airlines. Stephen has an MBA with a major in Computer Systems and a BBA in Accounting from the University of Toledo in Ohio. He is a Texas licensed Certified Public Accountant, a Certified Information Systems Auditor (CISA) and a Certified Compliance & Ethics Professional (CCEP).

John Warren

CEO, Association of Certified Fraud Examiners

John Warren is the Chief Executive Officer of the Association of Certified Fraud Examiners (ACFE). He is also an advisory member of the ACFE Board of Regents and sits on the Board of Directors of the ACFE Foundation. Warren is responsible for setting the strategic vision of the ACFE and for implementing enterprise-level strategic initiatives with the goal of growing global membership, improving member satisfaction and raising the profile of the ACFE. He is also a co-author of the Report to the Nations, the ACFE's biennial study on the costs and effects of occupational fraud.