

IMA Michigan 2004 Fall Conference Speaker Biographies

David G. Sowerby, CFA - Vice President, Portfolio Manager/Chief Market Analyst – Loomis, Sayles & Company

With 18 years of investment experience as both a portfolio manager and market strategist, David Sowerby is a valued addition to Loomis, Sayles & Company, L.P. As part of the Investment Counseling Group, Dave specializes in managing balanced accounts for individuals and institutions. He works closely with clients in determining an asset allocation appropriate to their investment goals.

Before joining Loomis Sayles in 1998, Dave served approximately six years as a senior portfolio manager for Beacon Investment Management Company (1993-1998). Before joining Beacon, he began his investment career providing economic analysis and market strategy as an economist for Comerica Bank (1986-1993).

In addition to the value he adds to Loomis Sayles, Dave gives back to his community and shares his talents as both a community leader and financial educator. A highly regarded analyst, his outlook on the market is quoted throughout the industry and he frequently speaks at local and national investment conferences. Appointed by the Governor, 1 of 3 individuals statewide, he also serves on the Investment Advisory Committee for the State of Michigan's Pension Fund. Moreover, as an attribute to his work Dave was appointed the 2002 recipient of Wayne State University's distinguished corporate citizen award.

Mr. Sowerby is a Chartered Financial Analyst (CFA), and holds degrees from Wayne State University - MA (1985) and BA (1982). His professional affiliations include: Detroit Downtown, Inc. (Vice Chairman); Graduate Leadership Detroit (Member); Michigan State Chamber of Commerce (Executive Board of Directors and Treasurer); Walsh College (Adjunct Finance Instructor); and Investment Analyst Society Detroit

Kirk S. Balcom - CIA, CISA, Principal, Internal Audit and Sarbanes- Oxley Consulting, The Rehmann Group

Kirk is a principal of The Rehmann Group's Internal Audit and Sarbanes-Oxley Consulting. He is based in our Jackson office location. He has areas of expertise in: Sarbanes-Oxley project leadership; operational auditing; information systems auditing; risk assessment; and quality assessment of internal audit departments.

Kirk has more than 27 years of internal auditing experience in the utility industry. His most recent client work includes Sarbanes-Oxley compliance and risk assessments at a financial institution and a university. He has made presentations on Sarbanes-Oxley at the Lansing Chapter of IMA and at a Lorman Education Services seminar held at the Michigan State University Kellogg Center.

Prior to joining the firm in 2003, Kirk was a team leader for Sarbanes-Oxley Section 404 (Management assessment of internal controls) project deliverables at an \$8 billion dollar utility company. He also performed operational, contract, financial, information systems, joint venture, and international auditing.

Kirk is a graduate of Iowa State University with a Bachelor of Science in accounting. He is a Certified Internal Auditor, a Certified Information Systems Auditor, and has achieved Accreditation in Internal Quality Assessment Validation as established by The Institute of Internal Auditors.

Kirk is a member of the Institute of Internal Auditors and the Information Systems Audit and Control Association.

Paul A. Sharman, ACMA – President of Focused Management Inc. and Interim Executive Director of the Institute of Management Accountants (IMA)

Paul is an ACMA (Associate Chartered Management Accountant) and has held executive level positions for Northern Telecom Canada Ltd over 9 years. He is Founder and President of Focused Management Inc. As one of North America's better known independent cost and performance management consultants, Paul has facilitated implementation with many organizations including, Volkswagen Canada, Dupont, Toyota Motor Credit Corp, Kellogg, L.A. Gear, AT&T, US Army, Canadian Navy, Bell Canada, Ontario Hydro, Metropolitan Water District of Southern California, Canadian Pacific Railways, Citibank, Hewlett Packard, MCI WorldCom, Express Scripts (ESI), Clarica, Sun Life, Canada Life, Garmco, CitiBank, Inco and others around the world.

Paul has trained thousands of people around the world in many seminars, in association with the Institute for International Research, York University and the Institute of Management Accountants, as well as numerous in-house sessions for his clients.

He has been involved with activity studies and productivity engagements with Introspect Inc. a licensee of the G.E. Company, in a jet engine manufacturer, an insurance company, a Bell Operating Company and others. Paul is a trained process reengineering facilitator with the Rummler Brache Group and has been involved with benchmarked performance measurement with the American Productivity and Quality Center.

During the past few years Paul has worked with the CAM-I, CMS project and Robin Cooper (Harvard University). Past engagements involved Paul with Peter Turney (Portland State University) on several projects, KPMG Peat Marwick in the U.S. and Canada as well as Ernst and Young. He is well known as a conference speaker on Strategic Cost Management and Activity Based Management/Costing in the U.S. and Canada.

He has written many articles for CMA, The Canadian Management Accounting Magazine as well as publications in the United States. Paul was editor of CMA Magazine for eight years from 1990 to 1998. Paul is the author of the chapter on How to Implement ABC in the 1995 edition of The Handbook of Cost Management, published by Warren Gorham & Lamont, New York as well as the chapter on Enterprise Wide Cost Management Systems in The Handbook of Cost Management for Service Industries. A number of his articles received awards for Distinguished Contribution to Management Accounting from the Financial and Management Committee of the International Federation of Accountants. He is a member of the editorial advisory boards of the Journal of Strategic Performance Measurement and the Journal of Cost Management.

Paul joined the IMA in December 2003 as Consultant in the Professional Development area and was named IMA's Interim Executive Director in January 2004.

Penny Weller, PhD, CMA - Senior Business Advisor, The Hackett Group

A Six Sigma Black Belt, certified master trainer and a highly sought-after speaker at industry events, Ms. Weller brings a wealth of experience in shared services, accounting and finance to The Hackett Group's Business Advisory Service.

Ms. Weller was a senior executive in shared services at Pfizer Inc. (formerly Pharmacia and Upjohn) for over 30 years before joining The Hackett Group in 2003. At Pfizer, her management responsibilities included General Ledger, Inter-company, Accounts Receivable, Property, Consolidations, Reporting, Accounts Payable, Travel and Expense, Cost and Inventory.

In addition to her shared-services expertise -- including accounting and finance integrity and controls -- Ms. Weller has managed multiple large-scale merger and system transitions, as well as successful initiatives in process improvement, activity based management and balanced scorecard design and implementation.

Captain Larry R. White, CMA, CFM, CPA, CGFM - Deputy Chief Financial Officer and Chief, Office of Financial Policy and Systems at the U.S. Coast Guard; and Chair of the Institute of Management Accountants (IMA)

Larry is Deputy Chief Financial Officer and Chief, Office of Financial Policy and Systems at USCG Headquarters in Washington, DC where he is responsible for the service's financial system architecture, maintenance, and development; financial statement preparation and audit compliance; financial policy; financial management personnel development; and program manager for the service-wide finance center.

Previous assignments have included Chief of the Budget Execution Division at USCG Headquarters in Washington, DC, where he managed 7 appropriations with over \$5 billion in annual funds and prepared the Coast Guard's senior executives for Congressional hearings. He has been Comptroller at three major Coast Guard facilities: the Training Center in Yorktown, VA, the Integrated Support Center in Portsmouth, V A, and at the Coast Guard Finance Center in Chesapeake, V A. Prior to entering the financial management field, he commanded a patrol boat in Norfolk, V A, and an operations command center in New York City.

He holds a bachelors degree from the US Coast Guard Academy, an MBA from Columbia University, and is a Certified Management Accountant, Certified Financial Manager, Certified Public Accountant, and Certified Government Financial Manager.

He is Chairman of the Board of the 67,000-member Institute of Management Accountants, and chairs the Executive Committee of the Board of Directors. He has served as one of three federal CPA's on the American Institute of CPA's National Members in Government Committee, and is currently participating on the AICPA's Special Committee on Enhanced Business Reporting. He leads the Coast Guard participation in the Consortium for Advanced Manufacturing -International's (CAM-I) Cost Management Section and was the 2003 recipient of CAM-I's prestigious Robert A. Bonsack Award for "distinguished contribution to the advancement of cost management". He is a member of the Editorial Advisory Board for the Journal of Cost Management.

Mary Lannoye - Director of the Office of the State Budget, State of Michigan

Mary served as Director of the Office of the State Budget from 1998 to 2001 and returned to that position in January 2003, interrupting her state service to serve as principal of Health Management Associates, Inc. She also has served as chief of the bureau of Finance and Administrative Services for the Michigan Department of Public Health, budget director of Wayne County, deputy controller for Ingham County, administrator for the Ingham County Prosecuting Attorney and supervisor of Financial Analysis for Ingham County.

Mary received her Master of Public Administration degree from Michigan State University (MSU) in 1981 and her Bachelor of Arts from MSU in 1978.

Janet G. Seefried - President of Seefried & Associates, and Chair of the IMA Ethics Committee

Mrs. Seefried is President of Seefried & Associates, a Performance Management consulting firm specializing in the design of corporate strategy implementation tools and processes, and decision support process development, implementation and project management. Her

experience includes redesign of corporate governance structures and processes, management of merger integration project teams, design and implementation of finance processes and systems and the introduction of new technology to support e-business.

Recent consulting assignments have included the redesign of Board of Directors governance structures following the Sarbanes-Oxley Act and related NYSE and SEC regulations, and completion of a merger feasibility study for a government client.

Prior to establishing her own consulting practice, Janet was Director of Cost Management at DTE Energy in Detroit. Sponsored by the Chairman and CEO, Janet managed the introduction of Activity Based Management and Balanced Scorecard performance metrics across the enterprise. This project included managing a beta test of PeopleSoft's Enterprise Warehouse and ABM software modules, partnering with PeopleSoft and KPMG Consulting for the test and launch of the new product.

Mrs. Seefried began her career at Stouffer's Restaurants and Inns managing restaurant operations in Michigan and Illinois. Mrs. Seefried spent most of her career in the finance function at DTE Energy, progressing through several positions and special assignments involving implementing new business processes and/or system changes.

Mrs. Seefried holds a M.B.A. with a concentration in finance and economics from the University of Detroit. She received her B.S. in natural science and nutrition from Marygrove College.

Mrs. Seefried, a member of the Institute of Management Accountants since 1987 is currently the chairman of the Ethics Committee and a member of the Executive committee for the organization.

Susan E. Bos, CMA – Chair, IMA Finance Committee and Former Chair, IMA Ethics Committee

Sue works for Washtenaw County Government as the Accounting Manager for the elected County Treasurer. She is in her eighth year there. Her responsibilities include the departmental Business Plan, budget, internal controls, new tax law administration, audit coordination, management of a staff of accountants, and supervision of foreclosure and auction process of tax delinquent properties. Previous experience includes 14 years in staff accountant and management positions primarily in the manufacturing, and software industries.

Sue has been active in the Institute of Management Accountants, serving as President of the Michigan Regional Council, and she has served on the national committees of Member Services, Finance, most recently as Chair of the Committee on Ethics. She is currently Chair of IMA's Committee on Finance. She also currently serves on the Executive Committee of the board of directors. Sue currently is a United Way solicitor and coordinator for the Washtenaw County.

Sue has bachelors and master's degrees in business administration from the University of Michigan and Eastern Michigan University, respectively. She is a Certified Management Accountant and has passed the Certified Public Accountant Examination.

Nancy Garibay - Sr. Vice President, Controller, Toledo Area Chamber of Commerce

Nancy graduated from Bowling Green State University with a Bachelor of Science degree in Accounting. Her work experience includes Vice President, Administration at Cresset Chemical Company and Sr. Accountant at OmniSource Corporation. She is currently Senior Vice President and Controller the Toledo Area Chamber of Commerce where she is responsible for overseeing all accounting functions, human resources, member benefit programs and the Toledo air show.

Nancy joined IMA in 1988 as a member of the Toledo Chapter, and served in numerous positions including two separate terms as President. She is currently the Toledo IMA chapter secretary. At the Ohio Regional Council level, she has served in numerous positions and is the immediate past chairman of the Ohio Council. At the IMA National level, Nancy has served two terms on the Board of Directors, and has served on the Professional Development Committee. She currently is a member of the IMA Ethics Committee.

Dr. D. Robert Okopny – Professor of Accounting, Eastern Michigan University (EMU)

Bob is a Professor of Accounting and Coordinator of the IIA Endorsed Internal Audit Program at Eastern Michigan University (EMU) where he has taught international accounting, auditing, internal auditing, and managerial accounting courses since joining the accounting department in June 1988. He earned MS and Ph.D. degrees in accounting at Texas A&M University, MBA-Finance at EMU, and BS-Economics at Southern Illinois University. He is currently advises the Institute of Internal Auditors, National Association of Black Accountants, and IMA student chapters at EMU.

Prior to his academic career, Bob worked in various financial analyses and internal audit positions for Ford, Youngstown Sheet & Tube, and Chrysler Corporation. While at Chrysler, Bob worked as an international internal auditor in Spain, Peru, England, the Netherlands, Belgium, Germany, and Italy.

Bob is an inactive Certified Internal Auditor (CIA), Certified Management Accountant (CMA), and Certified Fraud Examiner (CFE). He is currently active in the IMA (Committee on Ethics) and the Detroit Chapter of the Institute of Internal Auditors. He has given presentations frequent presentations to the IMA, IIA, and MACPA.

Bob was awarded the Distinguished Faculty Award in Teaching at EMU and Alumni Teaching Award. He has also taught CIA, CMA, and CPA Review Courses.

Dr. Jerome D. Hill – Of Counsel to Butzel Long and Visiting Professor in the Department of International Programs at Oakland University

Dr. Jerome D. Hill is Of Counsel to Butzel Long, practicing in the firm's Detroit office, as well as Visiting Professor in the Department of International Programs at Oakland University.

As an attorney, Dr. Hill has represented many clients in matters ranging from civil litigation and commercial business issues to labor negotiations and employment matters. His clients include academic institutions such as Wayne State University and the University of Michigan. He has also represented and advised business centers such as the UAW/Chrysler National Training Center and Wausau Insurance Company. Dr. Hill has provided legal counsel and served as a member of the State of Michigan delegation to the People's Republic of China in 1985. Dr. Hill has published articles in the State Bar Journal and is a member of several bar associations.

Dr. Hill is a graduate of the University of Michigan Law School (J.D., 1983). He also has completed additional studies in Chinese Philosophy at the University of Michigan (Ph.D., 1981) and the University of Michigan (M.A., 1974) and Oakland University (B.A., 1970). He speaks Mandarin Chinese.

As a consultant on doing business in China, Dr. Hill has offered several seminars to GE Capital, Chrysler Corporation, General Motors and Tenneco Automotive. The seminars include cultural perspectives, negotiation techniques, and differences in management styles.

Dr. Hill has taught as an instructor in psychology and sociology at Jackson Community College. While doing his graduate studies in Chinese language and philosophy, Dr. Hill taught at Hong Kong University and Chinese University of Hong Kong. While overseas, Dr. Hill conducted research in traditional Confucian and Taoist theories as well as modern Chinese Marxist ideology. Original Chinese texts were examined and evaluated by Dr. Hill. At Oakland University, Dr. Hill has taught courses in Chinese culture and offered symposia on China, Japan and the social, political and economic relations between Pacific Rim countries. He has lectured at various universities on topics ranging from traditional Chinese social and political theory to modern controversies surrounding the Chinese Commonwealth, Taiwan, Japan and Hong Kong. Dr. Hill has offered lectures also on comparative legal systems and business practices in Asia and the United States.