

MAGDY MOSSAAD

7389 Bolton Way, Inver Grove Heights, MN, 55076, Cell (651) 470-1362

Email mossaad.magdy@gmail.com

PROFESSIONAL EXPERIENCE

- 2014 Jackson Health System, Miami, FL
Office of Internal Audit - Vice President Internal Audit (Chief Audit Executive)
- 2010 - 2014 City of Minneapolis, MN
Office of Internal Audit - Director of Internal Audit (Chief Audit Executive)
- 2000 - 2010 Mayo Clinic, Rochester, MN
Internal Audit Services - Senior Auditor
- 1997 - 2000 Bolton Square Hotel Company, Cleveland, OH
Accounting Department - Senior Accountant
- 1988 - 1997 MHS Hospital Management & Operations, Riyadh, Saudi Arabia
Head of Corporate Finance (Chief Financial Officer) (1994 - 1997)
Head of Internal Audit Department (1988 - 1994)
- Al - Kharashi Certified Accountants & Auditors, Inc., Riyadh, Saudi Arabia
Audit Services - Audit Manager
- Jolie Ville Hotel (Movenpick), Cairo Egypt
Income Auditor
- Dr. Hana Yousef Hana Accounting Office, Cairo, Egypt
Auditor

SALARY

Mr. Mossaad reports a most recent annual salary (City of Minneapolis) of \$100,000.

EDUCATION

- 2008 M.B.A., Business Administration, University of Minnesota, Minneapolis, MN
1997 B.S., Accounting, Cairo University, Cairo, Egypt

Greetings,

Please find attached a copy of my resume for the City Auditor position. I am bilingual, and I have slightly over 30 years of experience in the fields of Finance, Accounting, Fraud Investigation, and Auditing in both the Middle East and America. I worked for three and half years as the City Auditor for the City of Minneapolis, Minnesota. Also, I have 10 years of experience in the Internal Audit of Mayo Clinic, a globally recognized healthcare organization with more than 60,000 employees and \$8B in revenue. Most recently, I was the VP Internal Audit of Jackson Health System (owned by Miami-Dade County) in Miami, Florida. In addition to the International Professional Practices Framework of the Institute of Internal Auditors (the Standards), I'm familiar with the Government Audit Standards (the yellow book).

Apart from these work related tasks, I participate in other extra curricular activities related to training and education:

- I volunteer to the Institute of Internal Auditors (IIA) as an instructor to teach and train all levels of internal auditors (entry level to Chief Audit Executives). Below are examples of courses I have facilitated/taught:
 - Internal Audit Quality Assessment.
 - Best Practices in Internal Audit.
 - Tools and Techniques for beginning auditors.
 - Tools and Techniques for Audit Managers
 - Communication Skills for Auditors.
 - Operational Auditing: An Introduction Course and the Advanced Course.
 - Control Self-assessment: An Introduction Course and the Facilitation Skills Course.
 - Risk-based Auditing: A Value Add Proposition.
- Served as an instructor at the University of Minnesota's School of Continuing Education, to review internal audit practice standards, accounting, and leadership & communication skills with prospective CIA exam candidates – a preparation course to help candidates gain knowledge and pass the CIA test.
- Served as an instructor at the Minnesota School of Business; teaching various Accounting, Auditing, Management, and Leadership courses for undergraduate students.
- Co-presented on "Control Self-Assessment" in 2008 at the National Conference of the Association of Healthcare Internal Auditors, Inc. (AHIA).
- Presented Enterprise Risk Management — Integrated Framework (COSO ERM) in 2005 to the Southern Minnesota Chapter of the Institute of Management Accountants.
- I also volunteered to the IIA and participated as a team member who performed two Quality Assessment reviews.

I look forward to hearing from you, and please call me if you have any questions.

Thank you, Magdy

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Magdy S. Mossaad, MBA, CIA, CMA, CCSA, CFE, CRMA, CGAP, CPA

QUALIFICATIONS PROFILE:

- Finance, Business, and Auditing professional with a demonstrated history of quality and service excellence.
- Information sharing, personal and professional development, visualizes the big picture, yet consistent attention to details.
- Strong communication, interpersonal, analytical and organizational skills, and highly adaptable.
- Experience in data and process analysis, client relations, control self-assessment facilitation and project management.
- Internal, external and fraud auditing / investigation.

PROFESSIONAL EXPERIENCE:

Jackson Health System – Miami, Florida

Jan 2014 – Oct 2014

A nonprofit academic medical system with more than 10,000 employees and more than \$1.5B in revenue offering high quality care owned by Miami-Dade County.

Office of Internal Audit – Vice President Internal Audit (Chief Audit Executive)

- Re-established Internal Audit Department to be a world-class one:
 - Developed the Internal Audit Department Policies and Procedures Manual based upon the International Professional Practices Framework established by the Institute of Internal Auditors (The IIA). The requirements to meet the quality assurance and improvement program for both internal and external assessments were built into the Manual.
 - Evaluated various data mining software, and selected IDEA.
 - Evaluated, selected, and implemented audit management software, TeamMate.
 - Re-developed job descriptions for the audit team
- Developed an Internal Audit strategic plan that is aligned with Jackson Health System Strategic Plan:
 - Developed mission and vision of Internal Audit
 - Performed SWOT (Strengths, Weaknesses, Opportunities, and Threat) analysis for Internal Audit, and developed plans to address the additional skills/enhancements needed for the audit team:
 - A plan for team development and training
 - A plan for additional certifications for the audit team
 - A plan to prepare for external quality assessment for Internal Audit.
 - Developed a balanced scorecard for Internal Audit to be used as Key Performance Indicators
 - Developed a three-year risk-based audit plan that is aligned with Jackson Health System Strategic Objectives, Key Auditable Risks and improvements initiatives.
- Oversaw complex audits in a highly dynamic, political environment.
- Directed the Internal Audit Department consulting, compliance and assurance services to the various Jackson's departments and entities.
- Reported, on a bi-monthly basis, to the Audit and Compliance Sub-committee the activities of the Office of Internal Audit on emerging risk and control issues.
- Developed the audit team through informal and formal mentoring, coaching activities to prepare them for the next level.
- Built excellent relationships and partnerships with all levels: Board, senior executive, management, and employees within the Jackson, including affiliated entities and external auditors.

City of Minneapolis – Minneapolis, Minnesota

Jun 2010 – Jan 2014

The most inhabited city in Minnesota with a governing budget of \$1.4B and about 4,000 employees

Office of Internal Audit – Director of Internal Audit (Chief Audit Executive)

- Established a world-class Internal Audit Department
 - Introduced the Internal Audit function to City leaders and management.
 - Developed the Internal Audit Department Policies and Procedures Manual (i.e. policies, procedures, templates, etc), based upon the International Professional Practices Framework established by the Institute of Internal Auditors. The requirements to meet the quality assurance and improvement program for both internal and external assessments are built into the Manual.
 - Evaluated various data mining software, and selected ACL.
 - Evaluated, selected, and implemented audit management software, AutoAudit.
 - Developed job descriptions for audit team and recruited the audit team.
 - Established an Internal Audit Department internship program for two undergraduate student interns.

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- Oversaw complex audits in a highly dynamic, political environment.
- Developed a three-year risk-based audit plan through co-operation with KPMG.
- Directed the Internal Audit Department consulting, compliance and assurance services to the City's various departments.
- Reported, on a quarterly basis, to the Audit Committee the activities of the Internal Audit Department, on emerging risk and control issues.
- Developed the audit team through informal and formal mentoring, coaching activities to prepare them for the next level.
- Built good relationships and partnerships with all levels of leadership, management, and employees within the City, including affiliated boards and external auditors.
- Had responsibilities for hotline calls related to fraud.

Mayo Clinic - Rochester, Minnesota

Apr 2000 – Jun 2010

A worldwide leader in healthcare with more than 60,000 employees and more than \$8B in revenue supporting excellence in medical care, research, and education.

Internal Audit Services – Senior Auditor

- Conducted ongoing risk assessment of various Mayo Clinic areas to determine risk exposures.
- Participated in developing the department's audit plan and audit approach to address high risk areas.
- Planned and executed financial, operational, and compliance audit engagements, including risk assessments, design of audit programs, time budgets, engagement letters and development of audit techniques to achieve the audit objectives.
- Supervised audit team to ensure quality standards are followed and overall objectives are met as well as completed and delivered performance evaluations for each team member.
- Supervised/performed, in addition to financial and operational audits, a variety of compliance audits.
- Communicated improvement opportunities and negotiated remediation plans with business area management.
- Investigated frauds, including data collection and analysis, interviews, work with the Legal Department, Human Resources, banks, and outside authorities, as appropriate.
- Facilitated process improvement and internal controls documentation and testing (similar to Sarbanes-Oxley) workshops.
- Trained department staff on various technical and managerial topics in both large and small group settings.
- Performed presentations to broad Mayo Clinic audiences and professional associations.
- Played a key role in preparing Mayo Clinic Internal Audit Services for a successful quality assessment review (peer review) performed by The IIA.

Bolton Square Hotel Co. - Cleveland, Ohio

Nov 1997 – Apr 2000

A subsidiary company of the Cleveland Clinic Foundation.

Accounting Department – Senior Accountant

- Participated in management's month and year-end closing activities and tax compliance.
- Supervised professional and clerical staff.

PRIOR EXPERIENCE:

MHS Hospital Management & Operations – Riyadh, Saudi Arabia

A healthcare management company responsible for managing six hospitals.

Head of Corporate Finance (Chief Financial Officer) (Sep 1994 - May 1997)

- Established and maintained efficient and effective financial operations and controls to ensure the short and long-term financial viability of the company.
- Developed and enhanced capital and operational budgets.
- Analyzed, evaluated, and advised on business-investment opportunities and cash management.
- Supervised finance department managers and staff.

Head of Internal Audit Department – (May 1988 - Aug 1994)

- Established the Internal Audit department of the company, and developed the Internal Audit department vision, mission, and charter.
- Prepared internal audit department policies and procedures manual consistent with IIA standards to guide auditing staff.

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- Directed Internal Audit department's efforts to provide reasonable assurance of accuracy and reliability of reported financial and non-financial information, efficiency, and effectiveness of company's operation, safeguard of assets, and compliance with Internal policies, procedures and government laws and regulations.
- Performed annual risk assessment for the development of a risk-based annual audit plan approved by the board (Audit Committee).
- Led initiative to review, and recommend improvements to existing and/or new proposed processes and controls to ensure exposures are identified and managed for company's various activities.
- Identified audit tools, best practices, and audit steps to ensure audit objectives were met.
- Managed and participated in all aspects of the audit activities (planning the audit, performing fieldwork, communicating results and follow-up with management to ensure completeness of management action plans), according to the IIA standards.
- Recruited, managed, trained, coached, and developed internal audit staff.
- Presented audit results to management, executives, and the board of directors.
- Built and maintained strong relationships with key internal and external business stakeholders: board of directors, executive, senior management, employees, and the company's external auditors.

Al-Kharashi Certified Accountants and Auditors, Inc., Riyadh, Saudi Arabia

A national Public Accounting Firm.

Audit Services – Audit Manager

Jolie Ville Hotel (Movenpick), Cairo, Egypt

A five star hotel chain headquartered in Switzerland.

Income Auditor

Dr. Hana Yousef Hana Accounting Office, Cairo, Egypt

A national Public Accounting Firm.

Auditor

EDUCATION: Master of Business Administration (MBA) – University of Minnesota
BS Accounting – Cairo University – Cairo, Egypt

LICENSURE / CERTIFICATIONS: Certified Public Accountant (CPA)
Certified Internal Auditor (CIA)
Certified Management Accountant (CMA)
Certification in Control Self-Assessment (CCSA)
Certification in Risk Management Assurance (CRMA)
Certified Fraud Examiner (CFE)
Certified Government Auditing Professional (CGAP)

LANGUAGES: Fluent speaker, reader, and writer of English
Fluent speaker, reader, and writer of Arabic

VOLUNTEERING AND TEACHING ACTIVITIES:

- Volunteer instructor for the Institute of Internal Auditors (The IIA) to facilitate variety of courses: Internal Audit Quality Assessment, Tools, and Techniques for New Auditors, Tools, and Techniques for Audit Managers, Operational Audit, Management, and Leadership Skills for Internal Auditors, as well as Best Practice in Internal Auditing.
- Volunteered for The IIA as a member of a quality assessment review team for a Fortune 100 equivalent.
- Volunteered as a member of the Board of Governors for The IIA Twin Cities Chapter, Minnesota
- Prior faculty member for accounting and auditing coursework at local college and for the University of Minnesota - College of Continuing Education.