

Shayla Russell

Director
Houston Office

Direct: +1 713 314 5041
Mobile: +1 832 703 7292
E-Mail: shayla.russell@protiviti.com

Areas Of Expertise

- Internal Audit
- Sarbanes-Oxley Compliance
- Public Company Readiness

Industry Expertise

- Energy and Utilities

Education

- Bachelor of Business Administration
– University of Texas at Austin

Professional Memberships & Certifications

- Certified Internal Auditor (CIA)
- Institute of Internal Auditors
- Young Professionals in Energy

Professional Experience

Shayla Russell is a Director in Protiviti's Houston Internal Audit and Financial Advisory practice. She has been with Protiviti since 2006 and holds a BBA in Finance with a minor in Accounting from the University of Texas at Austin. Her efforts have focused primarily on Internal Audit and Sarbanes-Oxley in the Oil and Gas industry.

Major Projects

- Sarbanes-Oxley: Engaged and led several SOX projects for oil & gas companies – executed team leadership in all areas including risk assessment and scoping, risk identification, walkthroughs and process documentation, identification, design and testing of key controls, control gap remediation, coordination with external auditor, staff training, and management reporting. Well-versed in a variety of E&P accounting systems and applications.
- Internal Audit: Efforts have been focused primarily within oil & gas industry. Performed all aspects of risk assessment and internal audit plan development including creation of audit universe, risk universe, risk map and audit plan. Created internal audit charter. Performed audits within a variety of business processes including: accounts payable, fixed assets, travel & expense, treasury, payroll and human resources. Audits consisted of creation of process documentation, assessing/testing control structures, identifying key findings, providing recommendations and implementing action plans.
- Public Company Readiness: Work with pre-IPO companies within the E&P industry to implement required business processes and SOX controls. Assist in helping newly public companies establish scalable, sustainable processes to support their growth objectives by assessing the company's ability to operate effectively and efficiently as a public company, its overall ability to produce accurate financial filings on a timely basis, and ability to comply with the various aspects of Sarbanes-Oxley and other applicable listing requirements. This includes business process re-design and actively working with the client to implement new processes and controls.
- Additional: Experience also includes – creation of policies including accounts receivable, accounts payable, journal entries, fixed assets, payroll and employee handbook development; Managing change management process for various accounting systems and applications; Client training in the areas of close the books and financial reporting. Leads the internal training effort for the E&P industry through monthly training sessions.

Katherine Snyder

Senior Manager
Austin Office

Direct: +1 469.374.2476
Mobile: +1 225.270.1557
E-Mail: katherine.snyder@protiviti.com

Areas of Expertise

- Internal Controls / SOX
- Internal Audit & Financial Advisory
- Enterprise Risk Management

Industry Expertise

- Energy & Utilities
- Retail and Consumer Products
- Consumer Services
- Construction

Education

- BS – Accounting – E.J. Ourso
College of Business, Louisiana State University

Professional Memberships & Certifications

- Member, Institute of Internal Auditors
- Member, Austin Women in Oil & Gas

Professional Experience

Katherine Snyder is a Senior Manager in the Internal Audit / Financial Advisory practice of Protiviti and has over 7 years of experience working with clients on internal audit related projects, Internal Controls over Financial Reporting program implementation, on-going SOX compliance and Enterprise Risk Management. Katherine began her career at Deloitte & Touché where she worked as a Senior Consultant/Consultant for 2 years in various industries including energy & utilities, consumer & industrial products, and retail. Katherine has performed a variety of services from SOX compliance, including extensive experience with complex scoping, initial control design and documentation, testing methodologies, and deficiency evaluation to assisting companies with accounting related special projects and enterprise wide risk management.

Katherine attended Louisiana State University where she obtained a Bachelor of Science in Accounting degree with a concentration in Internal Auditing

Major Projects

- Internal Controls over Financial Reporting Program Development and Implementation - Managed 7 year-zero and year-one initial Internal Controls over Financial Reporting (SOX) projects for public and private companies in the following industries: Energy and Resources (2, Upstream and Minerals), Retail/Restaurant (3 including 1 franchise model), Collision Repair (1) and Mining (1). Katherine was responsible for the overall management of the projects which consisted of: completing the initial scoping assessment, documenting existing control structure including control design evaluation and gap analysis, developing and reviewing project documentation, managing staff level resources, sharing leading practices and industry examples with management, developing, implementing and tracking control remediation plans, working closely with external audit firms and providing status updates to client executives and audit committees.
- Lead annual Sarbanes-Oxley Compliance efforts for several upstream oil and gas, retail, construction, consumer services and restaurant clients by evaluating the design of internal controls and testing the operating effectiveness of internal controls. Katherine assisted with all areas of various audit engagement planning including but not limited to: overseeing account scoping and materiality calculation, identifying and analyzing risks and related critical processes, controls testing, control deficiency assessment, control remediation and control failure impact.
- Executed enterprise wide risk assessment projects for various companies in the restaurant and oil and gas industries which included interviewing executive leadership, reviewing key processes, assessing the organization's internal and external risk factors, and identifying mitigating control activities spanning the entirety of the organization. Results were summarized in a formal written report for the Board of Directors.

Yesenia Schneider

Experienced Senior Consultant,
Austin Office

Direct: +1 713.314.4901
Mobile: +1 713.314.4901
Email: yesenia.schneider@protiviti.com

Areas of Expertise

- Internal Audit
- Sarbanes-Oxley Compliance
- Accounting Support
- IPO Readiness
- Financial External Audit

Education

- B.B.A. – Accounting (Texas A&M University)
- M.S. – Accounting (Texas A&M University)

Professional Memberships & Certifications

- Member, Institute of Internal Auditors (IIA)
- Member, Austin Women in Oil & Gas

Professional Experience

Yesenia is an experienced Senior Consultant in the Internal Audit / Financial Advisory practice of Protiviti and has over 4 years of client experience in providing Sarbanes-Oxley Compliance, Internal Audit, and business performance improvement assistance. She graduated from Texas A&M University with a Bachelor of Business Administration in Accounting and a Master of Science in Accounting with a focus on Audit. Since joining Protiviti, her efforts have focused on Internal Audit and Sarbanes-Oxley Compliance.

Major Projects

- **Sarbanes-Oxley Consulting:** Executed all phases of SOX projects in various industries including Oil & Gas, Retail, and Financial Services. Developed and evaluated risk assessment and scoping, led walkthrough meetings, evaluated processes and controls, identified risks and control gaps, tested the design and operating effectiveness of key business controls along with remediation activities, and coordinated SOX compliance with external auditors to increase reliance on management testing. Gained exposure to systems such as Oracle, BOLO, and Enertia.
- **Internal Audit:** Performed various internal audits within specific business processes including: vendor management, maintenance process, human resources, duplicate payments, accounts payable. Assessed current state processes and identified potential issues and control improvement opportunities. Assisted in developing audit plans, testing, and providing recommendations.
- **Accounting:** Performed accounting and financial reporting support at various Oil & Gas companies. Involvement included financial reporting, new accounting standard adoption, month-end support, and analytical review of business transactions and financial statement analysis.
- **Additional:** External Audit – performed the external audit of various corporations in the following industries: Consumer Products, Aerospace and Defense, Not-for-profit, Healthcare, and Manufacturing. Prepared financial statement reports and documentation supporting audit opinions. Performed testing of the various business process and analytical review of audit documents.