

Eric Ringle MBA, CPA, CISA – Director of SOX Implementation & Controls

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Profile / Summary

Director of SOX Implementation & Controls, utilizing deep industry-expertise to enable global mid to large-scale organizations to achieve compliance with rigorous rules and regulatory requirements. Fosters productive executive-level and third-party stakeholder relationships to translate diverse requirements into fit-for-purpose, compliant internal controls, processes, and IT systems. Serves as SOX Subject Matter Expert to proactively identify gaps and critical material weaknesses, with a focus on facilitating the timely and successful delivery of external audits. Leverages strong multi-sector experience, including industrial, manufacturing, and retail, to effectively mitigate key risks and navigate challenges with timely and robust solutions. **Areas of expertise include:**

- Sarbanes-Oxley Act
- Internal Controls
- Stakeholder Management
- Governance & Compliance
- Risk Management
- Leadership
- Project Delivery
- Digital Transformation
- Identity Management
- Training & Development
- Process Implementation
- Cyber Security
- Executive-Level Reporting
- External Audit
- Gap Analysis

Career Highlights

- A financial services company went public via a SPAC transaction. As Consulting Director of Controls, executed a SOX implementation program. Led 40+ employees; assessed existing structures; partnered with CFO, CAO, and CIO to define plan; collaborated with and bridged the gap between management to identify risks and track resolutions; drove solution development; and led the implementation. Succeeded in filling all control gaps in 11 months and achieving no significant deficiencies or material weaknesses at the year 1 SOX review.
- An electronics manufacturer struggled to achieve key SOX gap remediation milestones. As MD, took ownership of the initiative. Reviewed project to identify requirements; led 60+ internal and client-side staff; worked with CFO and IA Director to revise and communicate plans; oversaw walkthroughs; reported ongoing progress; and completed handover. Succeeded in eliminating gaps, facilitating a timely external audit and remediating material weaknesses in 7 months, later invited to present the success at the internal Global IA Conference.
- A global logistics company initiated IPO preparations. As MD, assessed and provided recommendations to improve SOX internal controls. Led a team of 8 to conduct walkthroughs, control analysis and documentation across 5 global locations and several IT apps; collaborated with CFO, Controller, and leaders to devise a plan to identify business/IT risks and control gaps; and secured c-suite buy-in for findings and suggestions. Succeeded in enhancing in-house SOX knowledge and providing a clear, achievable plan to remediate gaps in 6 months.

Professional Experience

Owner / Consulting Director of SOX & Controls: Ringle Consulting Services LLC: 2020 – Present

Engaged by mid to large-scale public and private sector clients to provide SOX expertise following both traditional IPOs and special purpose acquisition company (SPAC) transactions. Assess the top-to-bottom control environment and deliver subsequent implementations and enhancements across internal controls, processes, and digital systems, with a focus on achieving compliance within strict deadlines and challenging environments.

Serve as business partner and trusted advisor to executive-level stakeholders, providing detailed recommendations and insight into challenges and progress, and promoting a continuous improvement strategy across the control environment. Coach, mentor, and develop cross-functional specialists at all levels to maximize accounting knowledge, buy-in for strategy, and the adoption of compliant best practices. Conduct reporting

investigations to proactively identify enterprise risks, gaps in governance, and areas for improvement. Onboard and collaborate with third parties, including external auditors and partners, to drive timely solution deliveries and end-to-end audits with little to no recommended actions.

Key Contributions:

- Spearheaded a SOX implementation program for a financial services company that went public through a SPAC transaction, leading 40 employees and partnering with the c-suite team to eliminate control gaps within just 11 months and achieve no deficiencies or material weaknesses at the year 1 SOX review.

Managing Director: Deloitte, Detroit, MI: 1994 – 2020

Big 4 global leader in the provision of audit, tax, consulting, and advisory services to premier organizations.

Fulfilled a critical and diverse position on the Senior Leadership Team of Deloitte's External Audit Business, with responsibility spanning overall operational leadership, learning strategy, Michigan State University relationship, global audit, and working closely with global organizations from a variety of sectors.

Directed all departments, including leading multiple Coaching Teams across the Americas, Europe and China to assist member firms with SOX and PCAOB audit standards, and collaborated with the Senior Leadership Team of both Deloitte and clients to deliberate and agree strategy, secure buy-in for technology-led innovation, and to maximize cohesion throughout program deliveries and audits. Initiated, planned, and drove multiple concurrent finance optimization programs and digital transformations to improve the compliance and risk levels of internal controls, processes, and IT systems, including planning, budget control, and issue resolution. Delivered audits and presented insight on impacts, deficiencies, and gaps to leadership, executives, and audit committees. Filled a key position on the Risk and Financial Advisory Learning Committee to devise overall learning strategy and planning for the information technology specialists learning curriculum.

Key Contributions:

- Owned the overall relationship with Michigan State University, which involved cultivating trusting relationships with Deans, Department Chairs, and Faculties, conducting class presentations, and raising \$1m for the Edward J. Minskoff pavilion and Deloitte Foundation Interview Suite.
- Received an invitation to present at the internal Global IA Conference due to recovering the critical delivery of a SOX gap remediation program for an electronics manufacturer, ultimately eliminated gaps, completed the on-time audit, and remediated material weakness in under 7 months.
- Provided SOX internal control recommendations to a global logistics company that had initiated IPO preparations, subsequently enhancing knowledge and providing an achievable 6-month remediation plan.

Additional Career History

Lecturer (Master of Accounting - MAcc): University of Michigan: 2020 – Present

Education / Credentials / Training

Certified Public Accountant (CPA), Michigan Association of CPAs & American Institute of CPAs

Certified Information Systems Auditor (CISA), Information Systems Audit and Control Association, Inc.

Master of Business Administration (MBA) in Accounting, Michigan State University

Bachelor of Arts (BA) in Accounting, Michigan State University

Additional Information

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