
Débora Weidmann

Business Process Improvement and Risk Management Consultant

Date of Birth: February 12th, 1985, Esperanza, Santa Fe, Argentina.

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PROFESSIONAL EXPERIENCE

- **The Kraft Heinz Company**

September 2022 to Present

As Senior Internal Auditor I participate at global, regional and local projects across North America, LATAM, EMEA & APAC, auditing several processes such as governance, order to cash, trade spend, procure to pay, manufacturing, maintenance, warehousing, logistics & transportation, and general controls.

At the reviews we identify control gaps and improvement opportunities in processes, procedures and systems. And we develop recommendations and action plans for remediation and helped ensuring that corrective action plans were implemented by management. Main reviews completed are the following:

- Continental Europe Allowances Processes
- Global ESG Charitable Contributions
- Continental Europe Warehouse and Transportation processes
- Russia General Controls
- Global Commodities Risk Management System Implementation
- Global ESG Nutrition Process
- China Distributor Management Process

- **EY Argentina (Pistrelli, Henry Martin Asociados S.R.L.)**

May 2021 to August 2022

Capital Federal, Argentina

As Internal Audit Senior within the Consulting division, I participated in the following projects: Kraft Heinz Company, Global Internal Audit core team:

- US Data Management Office review
- Costa Rica Manufacturing to Inventory Process Review
- LATAM Data Management Office review
- NA Customer deductions review
- US Trade Proof of performance review
- US Capital Expenditures review
- Mexico Trade and Revenue process review
- NA MRO review

- **Self-employed: Business Process and Risk Management Consultant**

Aug 2020 to May 2021

Esperanza, Santa Fe, Argentina

Advice to small companies in the region, diagnosis of the current situation of the company to identify opportunities for improvement based on best market practices and its prioritization to define action plans.

- **General Motors – Plan de Ahorro**

November 2017 to September 2018

Buenos Aires, Argentina

As part of Financial Planning and Analysis (FP&A) team for Plan de Ahorro (PDA - Saving plans), I was responsible for business process improvement and internal control, key activities and responsibilities were:

- Support and execute main strategies for Consortium Argentina sustainable growth
- Sustain the Continuous Improvement System implemented in PDA
- Ensure Controllershship & integrity across all areas of Consortium
- Primary Coordinator of Business Continuity Plan
- Contribute to deliver budget Results for PDA
- Support system implementations and enhancements.

- **Avon Products Inc.**

July 2016 to November 2017

Buenos Aires, Argentina

As Global Internal Audit Junior Manager, key activities and responsibilities were:

- Perform and control the full audit cycle including risk management and control management over operations' effectiveness
- In charge of creating the risk assessment for each audit including: Sox, Compliance, Inventory Management, Sourcing, Procure to pay, Accounts Receivables, Financial Shared Services Center and Integrated audits (key controls for each market)
- Obtain, analyze and evaluate documentation, previous reports, data, flowcharts, external auditor reports, etc.
- Prepare clear, concise, and accurate audit reports that have Management action items that adequately and timely address audit risk
- Create and design action plans that cover identified risks
- Build and sustain relationships with key contacts within the business and Internal Audit team
- Lead internal and co-sourced audit teams during fieldwork (without Manager's supervision) to complete audits timely and effectively
- Follow up with management the appropriate implementation of action plans created on each audit
- Help the team to improve created working papers to document and address all risk identified in different markets.

Leading audits in the following markets: Argentina, Financial Shared Services Center Guatemala, Colombia, Perú, México, Spain, India, Financial Shared Services Center Poland, Corporate Audits

- **EY Argentina (Pistrelli, Henry Martin Asociados S.R.L.)**

October 2011 to June 2016
Capital Federal, Argentina

As Senior within the Advisory division, participated in the following projects:

Internal Audits: Review some of the key process as a part of international compliance and auditing plan of the following companies:

- Mondelēz International Inc.:
 - Sourcing review – Costa Rica 2016
 - Payroll review – Argentina 2016
 - Trade Deals review – Brazil 2016
 - Assistance on PwC SOX testing – Brazil 2015
 - Araucaria Warehouse Review – Brazil 2015
 - Horizon Project – México 2015
 - Trade Deals and Revenue Recognition – Argentina 2015
- Avon Products Inc.: Argentina 2014
- General Mills Inc.: Argentina 2014
- FMC Corporation: Argentina 2014
- Starbucks Coffee International: Argentina 2014 and Mexico 2014

Fresenius Medical Care – Shared Services Center Implementation (2015)

LATAM SSC Implementation in Santiago de Chile - migration of Argentine and Chile operation. Referent for Accounts Payable and Treasury processes for both countries.

Frávega S.A.C.I.E I.: Administrative and Finances Processes improvement and ERP implementation. (2014/2015). This project included 3 phases:

Phase 1: Design of new operation model

- Review and document AS IS Process
- Design a new model of Administrative and Finance processes based on best practices: Future model
- Assist FVG team to document processes flows and narratives
- Review of alignment between the detail model and the future model

Phase 2: ERP Selection and bidding process for the consultant to implement it

- Generate the Request for Information
- Assist Frávega to evaluate RFI candidates
- Assist FVG team to determine functional requirements and its alignment with the future model
- Generate the Request for Proposal
- Assist Frávega to evaluate RFP candidates

Phase 3: PMO/CMO/QA during BBP design

- Assist FVG team to generate business blueprints
- Quality Assurance Review: alignment between business blueprints and the future model
- Assist to determine Impacts in the Structure

Volkswagen Argentina S.A.: Project Management Office (PMO) of SAP Strategy program. (2013/2014)

As Assistant within the Advisory division (2011/2013), I have participated in the following projects:

- Microsoft: Purchasing Test Program
- CAMMESA: Internal Audit
- Syngenta Agro SA: Review of compliance with the marketing strategy.
- YPF : Loan Staff project
- Genus PLC.: Internal Audit

- Nestlé Argentina S.A.: Review of Marketing investments

- **Nutriar S.A**

August 2008 to September 2011
Esperanza, Santa Fe, Argentina

Responsible for the following projects: Review and standardization of main business process, Continuous Process Improvement design and implementation; Balanced Scorecard design and implementation; Marketing strategy design, implementation and follow up; Claims management and customer satisfaction supervisor.

- **Foundation: Technological Institute “El Molino”**

April 2010 to September 2011
Esperanza, Santa Fe, Argentina

Business Consultant: Formulation and evaluation of financial projects to be presented to governmental agencies (FONTAR, PRE, Crédito Fiscal)
Events planning: FECOL 2010 Business Workshop’s Coordinator team.

Participation in Institutions

- Secretary of the Youth Board of Directors of the Industry and Commerce Association in Esperanza (CICAE).
February 2010 to September 2011

EDUCATION

- Bachelor Degree in BUSINESS ADMINISTRATION
National University of Litoral - Faculty of Economic Sciences
2003 – 2009
- BACHILLER MERCANTIL
Colegio San José, Esperanza, Santa Fe, Argentina
1998 – 2002

LICENSES & CERTIFICATIONS

- Postgraduate Seminar “Energía con Voz” Certification
Energy Efficiency and Renewable Energies
National University of Rafaela
August and September 2020
- Climate Reality Leader Certification
The Climate Reality Project
Trained by Nobel Laureate and former US Vice President Mr. Al Gore
July 2020

- Harvard ManageMentor Program Certifications
 - Advanced Management Certificate
 - Management Certificate
 June 2015
- Coaching Seminar - "Liderazgo con todos los sentidos" (Leading with all the senses)
 Trained by Andrés Katz
 October to December 2010
 Training organized by Ateneo Juvenil y CICA E Joven.
 Esperanza, Santa Fe, Argentina.
- Strategies for Environmental Management (equiv. 4 credits)
 Harvard Extension School - Harvard University
 Spring term 2008
 Cambridge, MA, United States

LANGUAGES: English

- AuPair program
 Advanced Level (54 hours, 4 credits)
 Boston Academy of English
 July - September 2007
 Boston, MA, United States
- Complete cycle of English language (Advanced Level)
 Liceo Municipal "José Pedronni"
 1994 - 2002
 Esperanza, Santa Fe, Argentina

CULTURAL EXCHANGE

- Volunteer and work exchange in hostels, farms, boats, restaurants
 November 2018 – December 2019
 Bolivia, Peru, Ecuador, Colombia, Panamá
- AuPair Cultural Exchange
 AuPairCare
 July 2007 – July 2008
 Manchester by the Sea, MA, United States