

Work Experience Highlights

The following sections contain a few specific examples of circumstances where I have demonstrated various qualities including leadership, innovation, teamwork and maturity. I have included these for your convenience. Admissions committees often encourage that some examples be included to demonstrate qualities you describe in your recommendation. Feel free to use these or other examples where you think them to be appropriate. Examples are listed in summary form with hyperlinks to more detail should you need more information.

- a. Highlights from your comments in PFF's (Click this link or see page 14-15)
- b. Client Work Leadership
 - Functioned as a Senior on Lawson (2 years), Imation (1 year)
 - Currently Functioning as a Senior on Deluxe, Thomson West, Imation and Lawson in the coming year.
- c. Teaming · Time spent working on Financial Audit (Imation) as well as a number of Inventories. (Page 9)
 - Time spent integrating SPA work with Financial Audit on Imation, Lawson and other clients
 - General work in teaming environment for all clients. Work across SPA Line of Service.
- d. Innovation and Making a Difference · Development of (a) Quickplace Database for communicating Research and Development Topics and (b) Client communication tool and sharing on Gateway. (Page 9)
 - ISACA SPA Liaison - Coordination of Minneapolis SPA involvement including Hosting ISACA events. (Page 8)
 - Carlson SPA Liaison - Identified opportunity for classroom involvement at Carlson. Coordinated and led several case studies and presentations for Accounting and Information Systems courses over a 3 year period. (Page 7)
- e. General Leadership/Teamwork and other comments by various reviewers - At this link (Page 10)

Please feel free to ask for any clarification if needed.

Personal Experience Notes

- Involvement as a Leader with an organization called International Student Outreach. An organization that reaches out to students from various countries studying at the University of

Minnesota assisting them in acclimatizing to the US environment. Involves coordinating events such as camping trips, sporting events,

international festivals/celebrations, shopping trips, sight seeing trips, dinners and various outings.

· Saxophone player. Have played the alto saxophone on my church's worship team for the last 5 years.

Carlson SPA Recruiting Liaison - 2+ years

PFFs - a. Increasing SPA's Presence at the Carlson School (FY 2008)

b. Maintaining Minneapolis SPA Presence at Carlson (FY 2009)

"Thank you Ore for your dedication to recruiting events at the U of MN. Keep up the good work Ore in developing relationships with U of MN professors. Because of Ore's efforts, Accounting and MIS students at U of MN are now better informed of opportunities in Assurance, SPA and overall careers in IT. I also believe that Ore's recruiting efforts helped us get 2 highly recruited candidates to accept their internship offers with PwC. I look forward to working with you on future recruiting efforts." (Rachel Swanson 2008)

"As the Mpls SPA Recruiting Coordinator, I am overly impressed with Ore's dedication to recruiting at the University of Minnesota - Carlson School of Business. Ore was a 2006 graduate of CSOM and the PwC Minneapolis as a firm just started recruiting at the U of MN within the past 5 years. Ore continues to build relationships with professors that he had while he attended school there as well as this year he continued to develop new relationships with professors to help PwC and SPA increase our presence at Carlson..." (Rachel Swanson 2009)

See PFFs for more details

ISACA Liaison - 2 years

PFFs - a. Mkt Tm GA-Minneapolis SPA (FY 2008)

"Ore was involved with the ISACA organization throughout the year and assisted in coordinating efforts to get other SPA personnel involved with various ISACA events throughout the year. Specifically he communicated the various ISACA events (Roundtables, quarterly meetings) and specific audit topics to SPA personnel via email, meeting invites and in person, in order to stimulate interest/involvement in the organization's activities. Ore has been an invaluable driver in this effort."(Joe Brutsche, 2008)

"Knowing that one of Minneapolis SPA Group objectives was to get more involved with ISACA, Ore personally identified and pursued an opportunity for the Minneapolis SPA group to host an ISACA technical roundtable at the Minneapolis office. And through communications with ISACA

leadership and the Minneapolis SPA Partners and Managers, obtained support (financial and involvement) for this endeavor." (Joe Brutsche, 2008)

"Ore has been involved with the local ISACA chapter for a while now, and when I returned from NJ, I noted that he was the one in our MPLS SPA group sending out invitation to the local chapter meetings and encouraging others to join the group. I decided it was a good idea and attended several with Ore this year, noting that he is a good networker, not afraid to approach people and carry on a conversation. I am impressed by his maturity and confidence in this public arenas, this is a skill that comes easy to ore." (Brian Strittmater, 2009)

See PFFs for more details

Quick Place and Client Contact Management Database Tools

PFFs - a. Comm. Tool, Quick Place DB and Research Projects (2008)

Quick Place - Identified opportunity to develop a tool for identification and communication of SPA value added projects. Assisted by Exp. Senior, communicated the idea and demonstrated the tool to a small group of SPA seniors. Obtained feedback from Seniors, which was incorporated in further development of the tool. Then presented the idea and resulting tool to the Minneapolis SPA group

Communication Tool - Developed an Access DB to manage communications with the client and within the engagement team. Tool shared on the knowledge gateway.

"Ore has done a nice job of outlining his contributions in the 'responsibilities' section and I would like to discuss the value that this has provided to our Company and the insight I have gained into his value to PwC. At the highest level, development of these research tools has demonstrated Ore's commitment to continuous improvement and knowledge sharing. Specifically... ...secondly, Ore has realized that while Knowledge Gateway contains a wealth of information, it does not contain everything to satisfy our collective research needs. He has developed a workflow tool whereby more senior members of our group can post relevant research topics and junior members of the team can perform research in response to these postings, compile information and ultimately publish this information for all to see on Knowledge Gateway. This is a win-win for all parties involved and demonstrates Ore's pragmatic approach to improving our business." (Kevin Wright, 2008)

In terms of the short term research projects, Ore has been very giving of his time to my needs over the past year. I am able to present him with high level research requirements and he is able to pull together meaningful information. This requires analytical strength and demonstrates that Ore has sound critical thinking skills. I believe that Ore stands above his peers in this regard. (Kevin Wright, 2008)

"From a client perspective, Ore has quickly moved from an associate into the role of acting senior associate. He is highly desired by the manager group and is continually requested by that group to work on their jobs, because...

Besides his work ethic and technical capabilities, what really distinguishes Ore from other associates is his ability to see needs and develop solutions to meet those needs. This trait is applicable to both clients and the firm.... Ore has the ability to work comfortably in both the client environment and the firm internal environment. Ore is a true example of a person who lives the firm goal of a high performing culture." (Gary Hornyak, 2008)

Please refer to PFF for more details.

Financial Audit Teaming

PFFs - a. Work on Imation Financial and ITGC Audits

I agree with the comments provided by Kevin and Jill above. I would like to echo that the additional help on the financial audit side was greatly appreciated in the current year. Although not having a financial audit background, Ore took this challenge with stride and showed a great attitude and willingness to work in the capacity of a financial audit associate and leveraged his cumulative audit knowledge with Imation to complete these areas he was additionally assigned. I would like to thank Ore for his hard work in this area and his dedication to providing high quality client service to his existing clients. I encourage Ore to leverage this experience and ensure that he continues to keep an open mind on future engagements when he is faced with areas he hasn't worked in before so that he can continue to grow and develop at the Firm.

General Comments on Leadership, Teamwork, Maturity...

"I am a strong supporter of Ores. I feel Ore is professional, talented, trustworthy, dependable, and has great potential. On this engagement Ore acted in the Senior Associate capacity. He helped lead domestic and international planning, execution, and completion of fieldwork. I am supportive of Ore operating at a Senior Associate level and would be supportive of any upcoming promotion at this level." (Rocky Hanson Lawson 2009)

"Ore demonstrates maturity and insight beyond an Associate level. Ore not only takes responsibility for his work, he seeks out ways to continually add value to his engagements. Ore works towards a greater understanding of the client, his teams and the Firm. Ore works independently but always seeks advise and consultation when needed. " (Gary Hornyak CHS 2009)

"I concur with Shayana's comments above. Ore has been an excellent addition to the Medtronic team. I truly appreciate his dedication and commitment to our local SAP practice and his application of those skills to the Medtronic engagement. For instance... He also proactively scheduled a Minneapolis SAP team meeting which was an idea we collectively discussed at the local boot camp. Ore not only took the initiative to schedule the meeting, but has also reached out to the group to prepare an agenda and pull together materials to help facilitate our

discussion. I am very impressed with Ore's leadership capabilities and will continue to expect great things from him in the future!! (Tammy Wojtasiak Medtronic 2009)

I find Ore extremely inquisitive and he strives to gain a deep understanding of the client and the scope of our work. Not only does Ore clarify what has been assigned and what his responsibilities are, I feel he also asks and addresses the 'why' part of the work he performs. As Kevin stated, Ore does not just go through the motions. Although Ore has a fairly short tenure with the firm so far, I feel he has escalated at a rapid pace along the maturity curve of an associate. I feel he has already grasped a strong understanding of our ITGC support in the C1 environment and look forward to him taking on larger and more complex engagements. I personally have requested him on two other engagements, one of those acting in the place of our lead senior. As Kevin stated, I think Ore needs the opportunity to continue growing his roles, and these upcoming projects will allow him to do just that. I think Ore has done a very good job and I enjoy working with him very much. (Rocky Hanson 2008)

Ore has a great rapport with our clients at Lawson. Ore establishes, leads, and conducts all of our client meetings. Ore is always well prepared and ensures that I am prepared as well. He takes the time to provide all of the relevant information for me. That is appreciated and it makes PwC appear well prepared and understanding of Lawson's issues. Ore understands his audience and is properly prepared for that audience. Ore is as comfortable with the Lawson CIO as he is with the Lawson staff. He shows maturity and confidence well above his staff ranking. Ore is very effective with the

various directors within the IT organization. Ore communicates frequently and appropriately with all of the stakeholders. Ore differentiates himself from his peers and is operating effectively and efficiently at a senior associate level. (Gary Hornyak Lawson 2009)

"Ore is a pleasure to work with. I always appreciate his hard work and diligence on engagements. Ore is an associate in whose work, I have the utmost confidence. I believe he would also make a great senior associate. Additionally, it has also been fun getting Ore up to speed on Medtronic's SAP environment and discussing the best test strategy for SAP controls. He is a great team player and I look forward to working with him and developing our individual SAP skill-sets on future engagements." (Shayana Sequeira Medtronic 2009)

" Ore did a great job on this engagement and was truly a team player! Ore proactively would think outside of the box to identify efficiencies in our audit approach while maintaining quality. I always look forward to working with him!" (Rachel Schall Ecolab 2009)

Ore did a great job given the circumstances of where his role was and how it changed throughout. The ability to adapt to change is expected for someone in a senior role and Ore demonstrated that capability and more. I also was impressed by Ore's willingness to build his knowledge in advance, which takes time and effort that many struggle to do. As future opportunities present themselves to team on Advisory projects, I know Kevin and I will continue to see how we can get Ore engaged. Nice work. (Colt Cramer, Apogee 2009)

"Ore offered several times to help with the workload of the Senior Associate as he had some additional time. This saved the senior time and it demonstrated he noted the workload of the other individuals. Ore is truly a team player! Before he began fieldwork, he also communicated to the senior associate of anything he could help with or what he needed to do to prepare for the audit." (Rachel Schall, GMAC 2008)

This project was an evaluation of the client's approach to logical role development within a niche EPR package (Epicor's Vantage) lead by a highly experienced manager from the identity management group. Ore took advantage of an opportunity to work in collaborative manner with members of the Advisory Technology practice. The quality of Ore's work, discussed in later sections, helped to solidify his network with this group on future projects. (Kevin Wright, Apogee 2009)

I agree with Alex's comments. Ore's work on this engagement was exceptional as he went well beyond what was expected in researching numerous best practices (that were delivered to the client), coached interns, and he researched/learned about technical platforms he wasn't previously exposed to in order to help the client rewrite the controls. Ore's work was superior as it was written very professionally and it included applicable best practices that he learned from all of his research, and the client really appreciated. Ore is also known as a leader in the office and in his staff class as he is responsible

for our relationships with the MIS professors at the U of MN and he has set up 3+ classroom presentations and MIS club presentations due to his relationships. He also stepped up to take on the ISACA events coordination for our SPA group. Overall, Ore is an associate that if you want a job done with A+++ effort, on time, with minimal review points, that contains superior technical research all with little coaching along the way, Ore is the person to go to. I look forward to working with Ore in the future. Keep up the great work Ore! (Rachel Swanson, Ameriprise 2008)

Ore's role was that of an experienced associate helping complete work on testing and documentation of SAP specific ITGCs at Medtronic. I have worked with Ore on 3 separate engagements over the course of his tenure with the firm. He has consistently proven to be a very valuable and trusted colleague and a great team player. (Shayana Sequeira, Medtronic 2009)

Highlights from PFF's you completed

a. 2009 - Lawson SPA 2009 PFF

Ore has great attention to detail and self manages his time and projects at a high level. Ore makes it easy for me to trust his judgment and I have been able to reduce my oversight on Lawson because I am confident Ore will do what is correct and always involve me if it is needed.

Ore has a great rapport with our clients at Lawson. Ore establishes, leads, and conducts all of our client meetings. Ore is always well prepared and ensures that I am prepared as well. He takes the time to provide all of the relevant information for me. That is appreciated and it makes PwC appear well prepared and understanding of Lawson's issues.

Ore has clearly displayed that he is ready for promotion to Senior Associate. He has been acting in a Senior Associate capacity for this entire year. Ore has managed his engagements at a Senior Associate level. Ore has managed our clients in a Senior Associate capacity. Ore has managed staff at a Senior Associate level. Ore works on multiple jobs and know how to prioritize. Ore is able to discuss issues at a high level at the client. Ore has the proper temperament and attitude to be promoted. I full support Ore's promotion to Senior Associate this year.

b. 2009 - MinuteClinic Business Process Audit

Ore is a very strong performer and operates at a level above his current position. He is creative, diligent, adhears to detail, quickly gains an understanding of customer focues, and keeps the Firms risks at a minimum. Ore stepped into this job to give us a hand and he performed above expections. Ore consistently performs above expectations.

c. 2008 - Comm. Tool, Quick Place DB and Research Projects

Ore has been a high performing individual since the start of his career at PwC. From a client perspective, Ore has quickly moved from an associate into the role of acting senior associate. He is highly desired by the manager group and is continually requested by that group to work on their jobs, because he can work either independently or well with others. Ore has an infectious positive attitude and represents himself and the firm in a positive light. Besides his work ethic and technical capabilities, what really distinguishes Ore from other associates is his ability to see needs and develop solutions to meet those needs. This trait is applicable to both clients and the firm. This year has been challenging in the Minneapolis office to keep our top performers totally utilized. The difference with Ore is that when he is not fully utilized, he is bringing value to

our office and firm by developing tools that provide research value to the entire organization. Ore has the ability to work comfortably in both the client environment and the firm internal environment. Ore is a true example of a person who lives the firm goal of a high performing culture.

d. 2007 - Charting Deficiencies Program

Ore has exceeded in his first year at PwC. He has shown positive advancement in the areas of People Development, Quality, and Profitable Growth. Ore has received consistently positive reviews from everyone he has worked with and from each client or internal

project that he has performed. Our local SPA practice considers Ore an above average performer for 2006 - 2007 and he is considered an asset to each team he joins.