

Mark J. Sterling, CIA, CFE, CISA

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Executive Leader

Respected thought leader with expertise in enterprise risk management, process re-engineering, project management, internal controls within accounting / finance, operational and compliance functional areas. Serve as a trusted advisor to senior executive leadership across the enterprise related to risk assessment, controls, and process efficiency. Adept at directing teams of internal resources and collaborating with consultants and external auditors.

- Project Management
- Internal Audit Program Management
- Internal Controls Design & Testing
- Risk Assessment & Mitigation
- System Implementation
- Corporate Governance Structure
- Regulatory Compliance
- US GAAP, COSO 2013, SOX
- Cross-functional Team Leadership
- Process Improvement
- Global Acquisitions & Integrations
- Financial & Accounting Reporting

Career Experience

Project Manager - Merger Integration BioTelemetry-Philips, Malvern PA 2/2021 to Present
Oversee the merger integration of the BioTelemetry shared services functions into Philips (acquiring company) organizational structure. Also, serving as the project manager for the Cerner (Soarian) revenue cycle management system implementation.

VP of Internal Audit & SOX Compliance, BioTelemetry Inc., Malvern, PA 3/2018 to Present
Responsible for internal audit and SOX compliance within the company. The Company's services include manufacturing and monitoring wearable and implantable cardiac monitoring devices, clinical research services, and population health compliance management. Steered the development & execution of the annual internal audit plan aligned to the business risk register. Lead a team of three direct reports and third-party auditors from Deloitte & BDO. Serve on corporate compliance committee and cybersecurity task force.

- Partnered with the executive team to execute a business risk assessment, create business risk register, and manage ongoing risk register reviews and triggering event cadence.
- Overhauled SOX compliance program, including implementing new SOX compliance management tool to automate process documentation, create electronic work papers, and decrease time required.
- Drove significant improvements to internal audit function by hiring two staff members with expertise in technical accounting and IT (SOX & audit).

VP of Internal Audit & SOX Compliance, Knoll, East Greenville, PA 4/2017 to 3/2018
Directed team of (5) staff and (2) consultants responsible for all aspects of internal audit and SOX compliance for global operations.

- Spearheaded redesign of SOX program for (6) legacy entities, including US corporate headquarters, (4) US subsidiaries, and one Canadian subsidiary.
- Enhanced SOX compliance process with the implementation of a SOX compliance management tool.
- Decreased SOX process controls by 35% and IT application controls by 15% for one major US legacy entity.

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Consultant, AME Consulting, LLC., Mullica Hill, NJ

9/2016 to 4/2017

Engaged with clients to provide business advisory, internal audit, and risk management consulting services.

- Orchestrated risk evaluation for ERP system segregation of duties (SOD) and redesigned user access SOD for publicly traded, Canada-based luxury retailer.
- Developed and led the execution of a comprehensive retail store audit program for luxury retailer.
- Oversaw PMO for accounting team redesign at publicly traded spin-off of top global chemical company.

VP of Internal Audit & SOX Compliance, Providence Service Corporation, Stamford, CT

12/2014 to 9/2016

Led (2) direct reports and (5) outsourced (Deloitte) SOX engagement teams (total team of 20) for holding company with a global portfolio of non-emergency transportation, health assessment, and workforce development services.

- Steered complete restructure of SOX compliance program for the corporate holding company and (4) US-based companies, as well as, rolling out of the program at (4) acquired companies within the US, UK, and Saudi Arabia.
- Managed implementation of extensive mitigation efforts to reduce the severity of multiple material control weaknesses in collaboration with the KPMG audit team.
- Boosted external auditor control testing reliance of SOX process-level controls by 20% and IT-related controls by 10%.

Director of Financial Operations & SOX Compliance, BioTelemetry Inc., Malvern, PA

4/2010 to 11/2014

Oversaw multiple key initiatives to improve accounting and financial reporting for technology leader within the telehealth sector.

- Slashed annual operating costs by \$500K+ by successfully integrating two acquired subsidiaries.
- Managed a \$5M project to build custom ERP system from development phase through the beta site launch.
- Eliminated \$200K in annual compliance expenses by bringing SOX compliance function in house.

Senior Audit Manager, BDO (formerly AC Lordi Consulting), Malvern, PA

6/2006 to 4/2010

Participated in business development activities for new and existing clients, Planned and executed SOX compliance engagements, acting as the internal audit outsource engagement leader, and facilitated client co-sourced engagements with stakeholders at NYSE & NASDAQ listed companies with revenue between \$50M and \$2B.

Earlier Career – Held various internal audit positions (staff, senior, manager) within professional services and industry. Primary industries served were retail, consumer products, manufacturing, and pharmaceutical / biotechnology.

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Education / Certifications / Affiliations

Education

Bachelor of Science in Business Administration
State University of New York (SUNY) Polytechnic Institute, Utica, NY

Certifications

Certified Internal Auditor (CIA)
Certified Fraud Examiner (CFE)
Certified Information Systems Auditor (CISA)

Affiliations

Institute of Internal Auditors (IIA)
Association of Certified Fraud Examiners (ACFE)
Information Systems Audit and Control Association (ISACA)
Rutgers University Cybersecurity Advisory Board
Former Member, Harrison Township, NJ School Board