Nolan Hunter

CPA, CIA

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Accounting, Finance and Internal Control Program Manager

Results-driven leader with over 15 years of audit and accounting experience, with expertise in building and managing SOX environments, managing first year audits and supporting accounting staff as part of the operational uplift required for SOX compliance. Skilled in identifying and addressing operational business risks, providing actionable accounting recommendations for risk mitigation. Delivers measurable value through operational audits, including over $10M+ in direct audit recoveries and $100k+ in identifiable annual cost savings by new system implementation. A successful history of collaborating with Executive, Accounting, Operational and Legal teams to establish and adhere to SOX-compliant control environments while coordinating with external auditors and regulators to support pre- and post-IPO testing.

AREAS OF EXPERTISE

- SOX Audit Leadership
- Strategic Business Development
- Dynamic Team Leadership
- Advanced Problem-Solving
- Strategic Financial Management
- Proactive Risk Management
- Regulatory Compliance Assurance
- Precision in Reporting & Documentation
- Internal Controls Optimization
- Performance Metric Strategy
- Interdepartmental Collaboration
- Ongoing Operational Excellence

CAREER HISTORY AND EXPERIENCE

Head of Financial Planning & Accounting · Panoplai, Inc., New York, NY — June 2025 - Present

Fractional Role reporting to CFO Board-member advisor and CEO for a subscription/token-based market-research AI platform

- Developed a tunable five-year financial model based on grass-roots efforts to establish first ever operational plan
- Developed and managed system of Revenue review in compliance with ASC 606, and corresponding ARR calculation
- Manage external team of bookkeepers to ensure accurate and timely financial reporting
- Developed live AI-platform for dashboarding, forecasting, operations and employee support

Internal Audit and Accounting Consultant, Founder · Launch Control Consulting, LLC, Sacramento, CA — Feb 2022 - Present

Part-time Sole-Proprietor and 1099-based consulting work for various businesses in various industries

- Set and managed client expectations while adding value by providing unique insights into business and accounting operations
- Worked with Accounting department of clients to refine close and develop a system of preparation and review in anticipation of IPO
- Supported Internal Audit testing for an already public client, testing and reporting on entity level, close and financial reporting controls
- Perform fixed asset capitalization for multi-million-dollar bitcoin mining rig and perform FMV accounting on an on-going basis

Director, Internal Audit · Cargomatic, Inc, San Francisco, CA — July 2023 – Feb 2024

Developed SOX-level process and control documentation for a multi-subsidiary trucking organization by working with Accounting and Operations teams. Implemented segregation-of-duty and user-access controls within NetSuite, managed FloQast implementation, and trained and assisted the accounting team towards a controlled close process.

- Collaboratively prepared first draft of detailed process narratives, while performing on the fly control gap analysis to quickly reduce risk and cost while increasing efficiency.
- Performed the inaugural Control Risk Assessment and developed a risk-first, process based internal audit approach.
- Worked closely with Technology teams to develop IT General Controls and NetSuite system administrators to establish system-based user access controls by leveraging built-in functionality.
- Operationally drove the implementation of Floqast, developed an efficient system of close and testable created maker/checker controls.

Manager, Internal Audit · Allbirds, Inc, San Francisco, CA April 2021 – July 2023

Primarily responsible for pre- and post-IPO SOX compliance. Provided operational insights to the executive leadership team and reported progress to the Audit Committee on that progress to drive operational alignment across all levels of the business. Executed annual control, enterprise & fraud risk assessments and oversaw the corresponding control environment built to ensure SOX compliance and operational efficiency. Assisted accounting team with up-leveling of work papers to support initial year internal control walkthroughs and supported team members through their first audit. Created a framework to develop repeatable and effective SOX audit engagements, mitigating business risks by conducting internal assessments in conjunction with department heads.

- Maximized effectiveness by risk-ranking and analyzing mitigating the highest risks first, reporting results directly to the Audit Committee
- Drafted, implemented and managed compliance for comprehensive accounting policies on behalf of the accounting department.
- Managed audit relationship to ensure a successful completion of the company's first full-year audit as a public entity.

Senior Internal Auditor · Salesforce.com, San Francisco, CA Dec 2019 – April 2021

Ensured the satisfaction of current business initiatives by performing performance audits, identifying opportunities for improvement through cross-departmental synergies, and making recommendations for improvements. Developed a personal understanding of business risk by holding collaborative risk-focused conversations with program leaders. Reduced risk and increased program success by implementing effective strategies. Coordinated with internal legal representatives to understand compliance risks faced by the business on a global scale.

- Successfully managed a steering committee of 10+ tasked with developing a company-wide risk register by conducting fact-finding brainstorming sessions with stakeholders, for the first-ever company-wide fraud risk assessment strategy.

Internal Auditor · JUUL Labs, Inc, San Francisco, CA April 2019 – Nov 2019

Delivered expert-level support to legal, HR, and compliance teams in the execution of financial investigations involving accusations of fraud and vendor abuse. Supported onboarding of vendors and developed a scalable, streamlined process to evaluate and authorize destination banking information. Collaborated with relevant stakeholders to address incidents of internal and external fraud.

- Achieved recovery of $4.3m within five months by identifying/addressing instances of abusive billing practices by vendors.
- Implemented bank account validation controls to reduce the likelihood of fraudulent disbursements.

Senior Internal Auditor · Franklin Templeton Investments, Rancho Cordova, CA 2016 – 2019

Oversaw process-based audits involving business cycles and supported financial statement assertions to ensure a secure, error and fraud-free control environment. Supervised and directed the work of junior auditors to ensure adherence to audit standards and procedures. Performed risk assessments, assessed internal controls, and designed new audit tests to evaluate the adequacy of control environments. Coordinated and conducted testing for SOX and compliance-related teams and reviews to comply with applicable laws and regulations.

Auditor | GS-12 · Office of Audit Services, Office of Inspector General, DHHS, Sacramento, CA 2011 – 2016

Fought fraud, waste, and abuse by researching and applying Federal and State regulations as audit objectives to ensure compliance with State and Federal laws for the US Department of Health & Human Services. Responded to allegations of fraud, waste and abuse at large HHS programs. Discovered and reported disallowances due to program violations. Recovered $6.4m through personally executed audits.

Assurance Associate · Perry-Smith LLP, Sacramento, CA 2008 – 2011

Public accounting for clients primarily in the financial, manufacturing, not-for-profit, and education industries. Managed fieldwork & staff; liaised between audit partner and client management to ensure an efficient and effective audit process. Identified control weaknesses and made recommendations to sustain and enhance internal control environments. Ensured accurate preparation, clear communications, and supported conclusions by reviewing work papers.

LICENSES, CERTIFICATIONS AND EDUCATION

Certified Public Accountant (CPA), State of California, 2012, License #116435

Certified Internal Auditor (CIA), Institute of Internal Auditors, 2020, License #2202818

AICPA Blockchain Fundamentals for Accounting and Finance Professionals Certificate, Issued May 2023

QuickBooks Online, Certified Pro Advisor, Issued Jun 2023

Bachelor of Science, Business Administration, Accountancy |California State University, Sacramento (2004-2008)