

## **Frederick Hower**

### **Professional Experience**

#### **2003 – Present IHS, Inc. Englewood CO**

##### ***Senior Director, Internal Audit***

IHS is a leading global provider of critical technical information, decision-support tools, and related services to customers in the energy, defense, aerospace, construction, electronics, and automotive industries. IHS, Inc. was established in 1959. IHS's has operations 45 locations in over 22 countries with revenues exceeding \$550 million.

I report directly to the Audit Committee of the Board as well as the CEO and CFO. Established the Internal Audit function in preparation an initial public offering including creating the internal audit charter, overseeing the compliance efforts associated with Sarbanes-Oxley including establishment of a compliance manual, whistleblower hotline and managing the documentation and testing requirements under Section 404. IHS has testing efforts in nine locations and three countries.

#### **1996 – 2003 PricewaterhouseCoopers, Denver, CO**

##### ***Senior Manager, Global Risk Management Services***

I was responsible for major internal audit co-sourcing engagements with an excess of 10,000 hours and \$1 million in annual billings. Audit projects have ranged from 200 to over 2,000 hours.

#### **1995 - 1996 Denver Law Firm**

**Denver, CO**

##### ***Executive Director/Litigation Consultant***

I had the responsibility for the day-to-day administration of the 20-lawyer law firm, including personnel, finance and operations. I assisted legal staff with matters requiring data analysis, document management or forensic investigation. Responsible for implementation of new financial systems and controls.

#### **1993 – 1995 Arthur Andersen, L.L.P**

**Denver, CO**

##### ***Manager, Litigation Services***

I managed large class action matters involving testimony, reports to the court and analysis of millions of transactions. I led teams investigating fraud and embezzlement.

#### **1983 – 1993 Hemming Morse, Inc.**

**San Mateo, CA**

##### ***Manager, Litigation Services Group***

I managed forensic accounting engagements in connection with complex litigation and public frauds. Responsible for all network and computer based expenditures for three San Francisco Bay Area offices.

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*US Pentathlon Board Application*

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### **Why do you want to serve on the initial Board of USA Pentathlon?**

I view this as an opportunity to serve my community and country. This is a unique opportunity to be able to serve a group of highly motivated athletes. My belief in service is marked by my service on advisory committees as the Denver School of Science and Technology as charter high school my son attends, non profit Boards and as an active participant with my son in Scouting.

#### **1. What skills do you feel you can bring?**

My background in public accounting and internal controls provides me with the ability to advise the Board on how to conduct the actions of the NGB consistent with best of current business practices. I take a very practical view on controls and ethics. While there is never a right way to do the wrong thing, we need to be sure we do not hinder the NGB from doing what is right for the organization with unnecessary rules. The guiding principals must always be to do what is best for the athletes, the sport and the US Olympic Committee. If we do that the NGB will be in good shape.

Since I do not have any vested interest in the sport, I feel I am objective and can work with the rest of Board and the USOC in an objective and fair manner.

#### **2. What are the top 5 priorities for USA Pentathlon once the Board of Directors is seated?**

- a. Design the Pentathlon program for the next four years. Using the models presented during the NGB hearings, we must move quickly to establish a program to attract athletes and identify those with Olympic potential. Working with the USOC, establish the high performance program to service those athletes. Establish governing rules for:
  - i. Membership
  - ii. Competition
  - iii. Training
- b. Establish the infrastructure necessary to an NGB. While as lean as possible, establish the physical presence of the NGB from which to administer the outreach and training programs. We will need to borrow for similar size sports, possibly sharing staff. Several first steps will include:
  - i. Establish banking relationships for the NGB
  - ii. Accounting system (small)
  - iii. Establish practices and procedures for collecting contributions, distributing payables and eventually processing payroll.
- c. Fundraising. Establish fund raising goals and program by building a fund raising committee with members out the Board that have the experience required. Seek a fund raising chair with the requisite credentials to attract donations.
- d. Get the Pentathlon story out to those current athletes in other sports. Using the methods outline in NGB proposals, begin the introduction of sport to qualified athletes in the component sports.
- e. Begin NGB sanctioned competitions. Provide the forum for athletes to gauge their progress and promote the sport.