



WHO WE ARE

CurAlea is a tight alliance of experienced audit senior executives with unmatched global expertise in governance, risk management, and internal audit. Each professional has held a range of senior executive positions and has operational experience in both mature and D&E markets. Our people, structure, and size give CurAlea an unparalleled depth and breadth of experience without burdensome overhead.

James MB Duckworth

James, an Advisory Director, specializes in providing leading-edge advice in the areas of Audit Committee, Chief Auditor, and Internal Audit effectiveness. His clients include the Big Four accountancy firms and he is an advisor to DaimlerChrysler. James is widely regarded as an expert in Corporate Risk Management and has been a guest speaker at University of Surrey, CIMA, and other executive conferences.

James is currently Non-Executive Director and Chairman of the Audit Committee of Control Risks Group and a member of the Federation of European Accountants advising the European Commission on Risk Management and Internal Control. His experience includes Board-level positions at Unilever since 1975. His most recent position was Chief Auditor. James has 37 years of international experience, including postings to Africa, Latin America and Europe.

Steven B Konczal

Steve is Managing Partner Emeritus of CurAlea LLC. Steve has over 20 years experience in senior financial positions at major multi-nationals. His primary focus for CurAlea has been in the areas of internal audit startup and development, corporate governance, and enterprise risk management. He also has significant business experience in D&E markets.

Steve has been a featured speaker at the Wharton School and several conferences on risk management. His work has been featured in PwCs and the Audit Directors Roundtable best practices databases.

Steve's most recent audit work experience was VP and Head of Corporate Audit with Unilever Americas Inc. He has also held Board level financial positions with Heineken, Unilever, Best foods, Lipton and Van den Bergh Foods and has Big Four experience. Steve has an MBA from Cornell and is currently a DBA candidate at ISM Paris.

Ramesh Venkataraman

Ramesh Venkataraman has extensive work experience in Asia in general and India, China and South East Asia in particular. In addition to his day-to-day responsibilities as Managing Director of CurAlea's Asia-Pa-

cific operations, his primary focus is in the areas of corporate governance, business ethics, and internal audit methodology/training.

Ramesh has been a guest speaker at INSEAD Singapore and is one of the pioneers in teaching of corporate governance and business ethics in India. For the past three years, he has conducted a comprehensive 11-session program on this subject for a leading business school in Bangalore.

Ramesh's most recent work experience was with Unilever PLC as Director – Corporate Audit, Asia. In this role, he audited businesses in several countries in the Asia Pacific region. He also worked closely on continuous improvement of the Audit methodology for Unilever Corporate Audit. He has also held Controllership and senior management positions with Pond's India and Unilever India.

B Ajith

B Ajith is an Associate Director with CurAlea based in Bangalore. Prior to joining CurAlea Ajith was an Associate Director – Risk Advisory Services with KPMG in their Saudi Arabian practice. Ajith worked as Regional Audit Head for Coats plc during 2001-05, in charge of providing audit re-assurance for Asia, Europe and Africa. He also has over 10 years' experience in risk assurance services in PwC and KPMG, in their Indian and Middle East offices. Ajith is a Chartered Accountant.

Girija Balasubramanya

Girija is a Finance professional with over 15 years of broad based work experience in Retail, Manufacturing and Insurance. Her most recent work experience was with Amco Saft India Limited, an Indian JV of Saft Groupe SA, France, as Vice President – Finance and HR. As a member of the senior management team, she led operations in areas of financial management, M&A, accounting, auditing, IT and HR. Her M&A role included financial valuation, due diligence and legal compliance. She has hands-on exposure to ERP implementation.

Girija is a Chartered Accountant from the Institute of Chartered Accountants of India. She works with CurAlea as Associate Consultant – Risk Management and Internal Audit. Her areas of focus are Code and Policy compliance assessments, Code investigations and Positive Assurance.

Cate Waldeck

Cate joined CurAlea as our Communications Director after spending more than 10 years in communications and project management roles in both the for-profit and non-profit sectors. Most recently, Cate worked in the Corporate Learning Division of Harvard Business School Publishing. Prior to that, she worked in the Development Office at the Tuck School of Business at Dartmouth. Cate's diverse experience also includes a stint as the program and policy director for an environmental non-profit in Boston, MA, and as a consultant for Booz•Allen & Hamilton.

PC Srinivasan

PC Srinivasan is a senior finance professional with over 25 years' of work experience with MNCs in India. He was head of Corporate Accounts and later Treasury with Brooke Bond plc in India, a market leader in the branded beverages market. He was instrumental in founding the Control Assurance department in Brooke Bond India for carrying out structured Internal Audits and providing reassurance in the areas of accounting and commercial controls, compliance with statutes and internal policies, and operational risks. He has led

internal audit assignments of manufacturing and sales units, profit centres and central functions in this role, with a team of co-sourced professionals. He was also involved in training these professionals in the areas of Internal Audit and Corporate Governance.

PC is a Chartered Accountant from the Institute of Chartered Accountants of India. He works with CurAlea as Director – Risk Management and Internal Audit. His areas of focus include Internal Audit methodology and investigation of Code incidents.

Nicola Weaver

Nicola joined CurAlea as Sales and Marketing Director after working for JP Morgan Chase (London) in the Sales and Marketing Division of Financial Services. This position involved liaising with major national accountancy practices and with key brokerage firms specializing in complex wealth management products and services for corporate clients in developing and emerging markets in Western Europe, Asia, and Africa. Nicola also worked in the Corporate Banking Division of the Robert Fleming Merchant Banking Group dealing with on/off shore banking risk requirements and ensuring compliance within provisions of the Financial Services Act. Prior to that, she spent 5 years in the retail and commercial banking divisions of HSBC.

Nicola is a qualified ACIB -Associate of the Chartered Institute of Bankers/(BSc (Hons) Financial Services and CFP Institute of Financial Planning, UK.

Johnny Chetty

Johnny has worked in a number of finance leadership roles in Unilever across many businesses and countries. His roles embraced business partnering, finance and IT, corporate audit and governance, strategy facilitation and pension fund management. A considerable part of his career was focussed on Corporate Governance and Risk Management as Regional Audit Head for Central Asia, Middle East and Africa and as a member of the leadership team that pioneered risk based auditing in Unilever. His operational roles included responsibility for key Governance aspects like entity level assessment, positive assurance on enterprise and control risks, SOX, etc.

His most recent position was VP Finance for the East and Southern Africa business cluster covering Kenya, Tanzania, Uganda, Zimbabwe, Malawi, Zambia and Mozambique. Prior to this he has held a number senior management positions in Unilever in several countries - United Kingdom, India, China, Singapore, etc. He has also been on the Board of a number of Unilever subsidiaries in Africa. He has extensive experience in the developing and emerging markets and has had direct accountability for raising the standards of governance including undertaking forensic investigations.

Johnny is a South African and as the Managing Director of CurAlea Africa operations, his focus will be on creating partnerships with businesses in the areas of Internal Audit start up and development, Corporate governance, Business Ethics and Risk Management.