

John (Hank) Norem, CPA, MBA

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EMPLOYMENT

Ramco Innovations, Inc.

President/CFO

West Des Moines, Iowa

August 2009 – Present

- Responsible for all managerial and financial aspects of the company, including research for new product lines and target markets
- Continuously guide company to stock value growth
- Developed Accounting and IT teams thus allowing my role to pursue business opportunities
- Developed and implemented a company-wide incentive program to reward strong performance
- Developed and implemented deferred stock program to reward future leaders
- Coordinated company's investments (acquisitions) and divestitures, including sale of 100% owned subsidiary that was underperforming in order to return to parent company to core strategy
- Manage foreign supplier relationships and travel, including directly with Japanese management
- Organized and structured independent annual company valuation for enhanced shareholder confidence

PricewaterhouseCoopers LLP

Assurance Services (Associate, Senior Associate, Manager)

Kansas City, Missouri

January 2004 – August 2009

- Provided client services through the examination of financial, accounting and operational records
- Mentored and coached staff members formally and informally on a daily basis
- Received extensive internal controls training due to ongoing regulation updates
- Member of national group of experts on firm technology
- Served as instructor
- Involved in recruiting as interviewer and presenter
- Successfully completed the role of Project Manager for a 50-person audit of a mutual fund complex, which included the largest bond fund in the United States.
- Tasked with the role of Field Team Leader for the largest publicly traded company audit performed out of the Kansas City office (2006 and 2007 audits). The 2007 audit successfully underwent a PCAOB review under my direction.
- Consistently rated among top of peer group

Schnurr & Company LLP

Staff Accountant

Fort Dodge, Iowa

July 2002 – December 2003

EDUCATION

University of Missouri-Kansas City

Masters of Business Administration (MBA) - Finance

Kansas City, Missouri

August, 2009

Simpson College

Bachelor of Arts Degree

Major / Minor: Accounting / Computer Science

Indianola, Iowa

May, 2002

CERTIFICATIONS / AFFILIATIONS / ORGANIZATIONS

- President of Norwalk Student Education Foundation
- Active Panelist for VentureNet Iowa
- Junior Achievement Volunteer – 13-year volunteer working with elementary students
- Participant of Church Finance Committee
- Member of Norwalk Student Improvement Advisory Committee (SIAC) for Facilities
- Member of Norwalk Parks & Recreation Commission
- Member of Norwalk Running/Triathlon Club
- Simpson College Alumni Board of Directors (2014-2016)
- Licensed Certified Public Accountant (CPA)
- Member of the Iowa Society of Certified Public Accountants
- Iowa start-up consultant

ACTIVITIES AND INTERESTS

- Family time, Triathlons, Teaching, Learning, Community involvement, Flight training for pilot license certification