



3001 Westown Parkway
West Des Moines, IA 50266
515-223-6800 | 800-247-7756
holmesmurphy.com

Forty Under 40 Nomination

Natalie Nguyen

Executive Summary

We're for you.

Natalie Nguyen's path to success began many years ago when her father, an army major of South Vietnam who fought for democracy in his home country, fled Vietnam to avoid harsh government treatment and living conditions and to seek opportunities for his children. Natalie, her three siblings, mother and father arrived in Sioux City, Iowa, when Natalie was 18 years old. With a very limited English vocabulary, Natalie enrolled in North High School and was placed as a high school freshman. Natalie worked hard to catch up with her American peers, often giving up usual teenager activities to study. Through her hard work and despite the language barrier, Natalie graduated high school in less than three years.

Natalie, driven by her love of learning and her parents' emphasis on education, earned scholarships from and enrolled in University of Iowa where she completed her Bachelor of Business Administration and was the first member of her family to graduate from college. Later, she would return to complete her Master of Business Administration (MBA), graduating with distinction, from the Tippie School of Management.

As the daughter of immigrants, Natalie experienced firsthand the struggles immigrant families find when trying to assimilate to the American culture. In 2006, she became involved with the Vietnamese American Community in Iowa (VACI). The mission of this organization is to preserve and promote the Vietnamese culture and language. The organization also serves as a vital lifeline to Vietnamese families who need assistance navigating the everyday challenges of language and cultural barriers.

Natalie began by teaching English and citizenship classes. Soon she found she could use her business knowledge to help Vietnamese families by interpreting business and legal documents. In 2008, Natalie became Vice President of External Affairs for the organization. During this time, Natalie volunteered to head up the arduous task of securing federal tax exempt status for the organization under section 501(c)3. This non-profit status was essential for the organization who survives solely on donations. Throughout this process, Natalie helped rewrite the mission statement, updated the bylaws, prepared multiple years of financial statements, and most importantly, found two attorneys willing to donate their time to the project. She is described as an effective and exemplary leader and volunteer in the Vietnamese community.

Natalie has excelled in her business career. After college, she worked at the State Auditor's office and then moved to Holmes Murphy where she has worked for 14 years. In 2002, she became a Certified Public Accountant (CPA). She has been promoted several times throughout her career at Holmes Murphy and currently serves as the Controller. She has implemented new systems for unclaimed property and streamlined the process of financial statements using technology and resources. She currently oversees the financial statement process for Holmes Murphy which includes six subsidiaries generating more



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than \$100 million in revenue. She has earned the trust and confidence of senior leadership and brings drive, energy and compassion to the accounting department she manages.

Much of Natalie's success comes from her thirst for knowledge. Even as a child in Vietnam, her parents emphasized and instilled the value of education and hard work. Natalie continues that tradition with her own children, Maggie (age 5) and Madelyn (age 3). Natalie and her husband Mark are raising their girls to be completely bilingual, able to switch seamlessly from English to Vietnamese in mid-conversation. Natalie does this so her children will grow up with an appreciation of their heritage. Her philosophy is the best way to understand and embrace a culture is to speak the language. She feels you must know and appreciate your roots to remain grounded and embrace who you are.

Natalie's determination to overcome obstacles drove her to fulfill her parent's dream. Her success is a testament that the American dream is still attainable for those who work hard and help others along the way. Her strong commitment and dedication to volunteerism, as well as her ability to balance a professional career, family and community, is why she is being nominated for the Forty Under 40 class of 2014.

Natalie N. Nguyen
2105 NW 139th St
Clive, IA 50325

Education: Master of Business Administration (May 2007)
University of Iowa, Iowa City, IA
With Distinction

Bachelors of Business Administration/Accounting (May 99)
University of Iowa, Iowa City, IA
Certified Public Accountant

Employment History:

Holmes Murphy & Associates, West Des Moines, IA

Controller (June 2012 to Present)

- Supervise and coordinate daily activities of the Accounting Department of 11 staff
- Coordinate and administer adequate control for accounting operations
- In charge of the preparation of consolidated and individual division financial statements
- Mentor and develop accounting interns
- Monitor and evaluate accounting processes to ensure high performance and efficiency
- Lead the annual audit process and prepare audit working papers and tax information
- Monitor accounting functions including operating and trust disbursements, direct bill commissions, cash receipts, accounts receivable, insurance payables, payroll, general ledger, monthly financial statements and other reconciliations
- Responsible for the training and development of accounting department personnel
- Assure positive and effective employee relationship within the department and with other departments and subsidiaries
- Consult with agency personnel and management and make recommendations for improving accounting/financial procedures and policies
- Assist CFO with developing and generating timely and well developed budgets
- Perform special projects as identified by the CFO

Financial Reporting Manager (December 2004 to June 2012)

- Supervised general accounting/payroll/accounts payable and ensure compliance with generally accepted accounting principles
- Responsible for the training and development of accounts payable and payroll positions
- Reviewed corporate sales tax returns and miscellaneous account bank reconciliations
- Streamlined methods of financial statement preparation to reduce turnaround time
- Created and implement effective and more controllable methods of bank reconciliation process

- Assisted outside auditors with company's annual audit and tax returns
- Oversaw timely completion and ensures accuracy of general ledger and period end closings
- Prepared company-wide and individual division financial statements
- Reconciled asset and liability accounts
- Assisted Vice President of Vice with special projects

Financial Accountant (Jan 2000 to December 2004)

- Prepared company financial statements in accordance with GAAP
- Interfaced with division leaders to provide guidance on budget preparation
- Monitored the general ledger and analyze general ledger accounts to ensure accuracy and compliance with GAAP
- Analyzed and reconcile fixed assets reports, major bank accounts and other expense reports

Assistant State Auditor (May 99 to January 2000)

State of Iowa Auditor's Office, Des Moines, IA

- Performed, within budget and time constraints, audit procedures on state and local governmental agencies
- Performed audit testing on Single Audit Programs in accordance with the Iowa Compliance laws
- Utilized effective communication and analytical skills to obtain pertinent audit information from client's staff

Volunteer Activities:

- Vietnamese American Community in Iowa
- Hong An Buddhist Temple
- United Way



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January 10, 2014

Business Publications
Forty under 40
100 4th Street
Des Moines, IA 50309

Re: Recommendation for Natalie Nguyen
Business Record – Forty under 40

To Whom It May Concern:

It is my pleasure to nominate Natalie Nguyen for the 2014 class of the Forty Under 40. I offer this letter of recommendation in support of Natalie as she is most deserving of this recognition and award.

Natalie joined Holmes Murphy in January 2000 after graduating with an accounting degree from the University of Iowa and obtaining experience at the State Auditor's office. While at Holmes Murphy, she obtained her CPA and MBA. Natalie advanced from her position of Financial Accounting Manager to Controller. Natalie currently oversees the financial statement process of Holmes Murphy which includes six subsidiaries generating over 100M in revenue.

Along with a strong technical background, Natalie brings drive, energy and compassion to the accounting department that she manages. Natalie is an active member of the Vietnamese American Community. She recruited two members of the community to join our Holmes Murphy team and has mentored them as they begin their accounting careers. Natalie has also helped develop numerous interns hired from Drake and Iowa State. Problems quickly become challenges for Natalie as she finds creative ways to overcome obstacles.

Trust and confidence are two qualities that any CFO looks for in their Controller. I trust Natalie a great deal and value her expertise. It is my honor to nominate Natalie for this award.

Sincerely,

Ellen Willadsen, CPA
Chief Financial Officer
Holmes Murphy & Associates