

Jill Barnes

From: Johnson, Joy <Joy.JohnsonEargle@newellco.com>
Sent: Monday, May 27, 2019 3:36 PM
To: Jill Barnes
Subject: June TVHRA program
Attachments: Pugh CPA.png; TVHRA - Presenter Submission June 2019 speaker.xlsx; T Hotz Profile (updated).docx

Follow Up Flag: Follow up
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Hi Jill –

I have HRCI approval for June's Program- 389345. I am attaching the program info so you can do the SHRM certification.

And most importantly...that you for agreeing to introduce the speaker for June! I have attached Ted Hotz's bio. Christi Fightmaster should be there too. She is the contact person (Director of Marketing) and she is great to work with!

Joy Johnson Eargle, SHRM-SCP
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TVHRA - Presenter Submission

Presenter Name	Ted Hotz, CPA
Main Contact	Christi Fightmaster
Title	Director of Marketing
Company	Pugh CPAs
Address	315 N Ceadr Bluff Rd Suite 200
City, State, Zip	Knoxville, TN 37923
Phone	865-769-1685
e-mail	cfightmaster@pughcpsa.com
Website	www.pughcpas.com
Additional Presenter(s)	
Additional Presenter(s) e-mail	
Please include a bio in 150 words or less that describes you as a subject matter expert in the presentation you are submitting	Ted Hotz, is an officer in the Audit, Accounting and Advisory Services Department. He has been in public practice in North Carolina and Tennessee since 1986. He has worked in many areas of accounting, auditing, and advisory services including employee benefit plans, governmental entities, not-for-profit entities, government contractors, and various commercial entities. His services include financial and compliance audits, review and compilation services, other attest functions (agreed-upon procedures engagements), management advisory services, tax planning and consulting, internal audit and compliance, fraud examinations, and strategic business planning. Ted was a guest speaker at the 2018 Employee Benefit Seminar sponsored by Holifield Janich Rachal Ferrera PLLC. Ted has 30 years experience with benefit plan audits and currently serves as the Employee Benefit Plan audit leader for Pugh CPAs.
Presentation Title	Effective Internal Controls for Employee Benefit Plans
Presentation Description	Mr. Hotz will cover the importance of Internal Controls, explain the risks, and discuss ways to put cost effective controls in place. We will cover some DOL enforcement cases and talk about ways we should be utilizing our Auditors. Finally we will look at some DOL Alerts and hot topics to watch for. Mr Hotz will leave us with resources and links to help ensure company's benefits plans have effective internal controls in place.
Please list three (3) learning objectives for your presentation. What will the attendee take away from this presentation to use on-the-job?	<ol style="list-style-type: none"> 1. Understanding of why Internal Controls are Necessary 2. Understanding the Risks 3. How to establish an effective control environment
Please describe what evidence you can present to validate your approach.	Will provide several case studies based on DOL cases.
Please provide a description of the Tool(s)/Take Away(s) the attendees wil gain.	Will give audience resources and links
Please provide a description of the Facilitation Style/Techniques that will be applied during the Session	Power Point, Q&A
Please select which focus area(s) your proposal most closely aligns.	Benefits
Please provide recertification number if program was previously approved through HRCl.	



A. Ted Hotz, CPA
Officer
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Profile

Ted Hotz, is an officer in the Audit, Accounting and Advisory Services Department. He has been in public practice in North Carolina and Tennessee since 1986. He has worked in many areas of accounting, auditing, and advisory services including employee benefit plans, governmental entities, not-for-profit entities, government contractors, and various commercial entities.

Education

Ted graduated from Appalachian State University with a Bachelor of Science in Business Administration with a major in accounting.

Experience

His services include financial and compliance audits, review and compilation services, other attest functions (agreed-upon procedures engagements), management advisory services, tax planning and consulting, internal audit and compliance, fraud examinations, and strategic business planning. Ted was a guest speaker at the 2018 Employee Benefit Seminar sponsored by Holifield Janich Rachal Ferrera PLLC. Ted has 30 years experience with benefit plan audits and currently serves as the Employee Benefit Plan audit leader for Pugh CPAs.

Professional, Civic and Other Affiliations

Ted is a member of the American Institute of Certified Public Accountants, the Tennessee Society of Certified Public Accountants, and the Government Finance Officer Association. Ted is licensed in both Tennessee and North Carolina. His community involvement currently includes Rotary (club president during 2017 fiscal year), National Contract Management Association (NCMA) (treasurer of East Tennessee Chapter), church treasurer and youth baseball commissioner.