

# Justin Lassiter, CPA

250 E 32 St.  
Jasper, IN 47546

(812) 309-2812  
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## Education

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### Kelley School of Business, Indiana University, Indianapolis

Bachelor of Science in Business - Cumulative GPA: 3.99/4.0

Major: Accounting and Finance

Minor: German

Graduated: May 2017

Dean's Highest Honor List: Fall 2012 through Spring 2017

Top Accounting Student - Outstanding Accounting Student Award, Ralph L. Swingley Accounting Scholarship

I-CORE Project: Spring 2015

CPA Exam - AUD 89, REG 97, FAR 94 (Indiana High Grade Winner 2018)

Certified Public Accountant – License number CP11900097 issued April 2019 (Indiana)

### University of Colorado: Boulder

Bachelor of Science in Applied Computer Science

January 2024 – Currently Attending

Programming Languages – Python (proficient), C++ (beginner)

## Work Experience

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### German American Bank

Financial Analyst - Current

- Performs duties with respect to building out the company's annual budget. Duties include working with various leaders throughout the company to agree on annual budget amounts and performing account analysis to better support the decisions ultimately made.
- Performs procedures for generating reports out of the company's database system as they are requested by users throughout the company.

### Salesforce.com – Internal Audit (SOX)

SOX Auditor - 5/2022 – 8/2023 (Role Eliminated in Corporate Restructuring)

- Performed procedures to test compliance with SOX 404 controls across multiple business operations such as stock compensation and revenue recognition.
- Lead walkthroughs with the business in order to gain an understanding of relevant controls and process flows.
- Worked with the business to identify deficiencies and performed remediation testing.

### Ernst and Young (EY) – Financial Services Office (FSO)

Assurance Senior – 10/2020 – 11/2020, 6/2021 – 5/2022

Experienced Assurance Staff – 8/2019 – 9/2020

- Performed procedures to test compliance with SOX 404 controls across multiple business operations such as cash, stock compensation, the financial statement close process, claim and enrollment quality audits for a Fortune 50, public health insurance company. Managed staff over assigned testing areas by providing them guidance, answering any questions as they arise, researching various audit / accounting items and reviewing work.
- Performed walkthroughs and testing over multiple controls within various SOC-1 reports. Procedures performed include gaining an understanding of the relevant controls by walking through the operation of the controls with the control owners. Additionally, to test the effectiveness of in-scope controls, performed control testing procedures through inspection of relevant documentation, observation of the control being carried out and reperformance of management's procedures. These procedures required extensive coordination and collaboration with the business's internal audit function as well as with management allowing me to better my communication and planning abilities.
- Performed audit procedures over a client within private equity. These procedures are primarily substantive in nature covering areas such as capital calls, distributions, partnership distribution waterfalls as well as investment sales and purchases.
- Performed audit procedures such as substantive balance sheet testing and income statement testing over general accepted accounting principles (GAAP) reports such as the 10-K and 10-Q reports for a public health insurance company as well as the related foundation.

### RSM US LLP

Senior Associate - 12/2020 – 6/2021

- Performed in-charge duties for financial statement audits primarily within the manufacturing industry. In-charge duties performed included initial client communications, engagement planning such as risk assessment procedures and client process walkthroughs, supervising and reviewing the work of staff, performing substantive testing procedures and preparation of financial statements.

### Blue & Co. LLC

Staff Auditor – 9/2017 – 8/2019

Audit Intern – 1/2016 – 5/2016

- Actively participated as a team member performing extensive substantive and analytical procedures on various audit areas throughout an audit engagement such as accounts payable, accrued expenses, property, debt, and cash. Engagements performed were primarily focused on the Healthcare Industry for entities such as county hospitals, mental health centers, long-term care facilities and non-profits. Significant procedures were also performed for benefit plan audit engagements such as payroll, contribution, and withdrawal testing.
- Performed extensive analysis of client internal controls by performing system process walkthroughs and control testing over areas such as disbursements, accounts receivable and payroll. This assisted in creating improvements to functional controls that ultimately led to increased protection for our clients and their overall organizations.
- Worked closely with clients to solve variances that arose during procedures performed, which increased my ability to communicate, work with others and solve problems.
- Consistently and simultaneously worked on multiple engagements, which increased my time management skills and helped me improve my ability to prioritize work by means of keeping track of deadlines and my ability to communicate with engagement leaders.

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## OFS Brands, Huntingburg, IN

Corporate Finance and Accounting Intern - 5/2015 – 8/2015

- Assisted the accounting department in responsibilities including making journal entries, filing, and paying sales taxes for different states, performed bank and plant-scrap reconciliations, and preparing a state apportionment.
- Performed time studies for the costing department, which, consequently, helped OFS Brands become more competitive by allowing it to determine labor costs more accurately for finished products.
- Completed a project for the CFO where I was required to create an excel template that was able to show the linear relationship numerically and graphically between revenue and profit/loss in a contribution margin format. Ultimately, this assisted the CFO in explaining his objectives to others.

## Additional Education

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- *French Language Instruction*, Collège International de Cannes, Cannes, France, Summer 2013 - DELF A2 national language certificate.
- *German Language Instruction*, A-Z Deutsch, Freiburg, Germany, Summer 2011 – Summer 2012 - Goethe B1 German national language certificate.
- *Cornell University – Python Programming Certificate* – completed October 2023