

# CHARLES HIRSCHY

## Business Assurance and Compliance Manager



Charles Hirschy is UCOR's Business Assurance and Compliance Manager. In this role, he oversees the Internal Audit, Ethics & Compliance, Business Assurance/Internal Controls Reporting, and Employee Concerns Program functions.

Charles provides administrative oversight of the Internal Audit function, which reports to the UCOR Risk, Finance and Audit Committee. As the Ethics Officer, he is responsible for the Ethics Program and responds to ethics inquiries and questions regarding Standards of Conduct and Business Ethics. Within Business Assurance, he is responsible for the internal control assessment process for financial and non-financial controls. Charles also oversees the Employee Concerns program, which provides an independent reporting process for raising and addressing employee concerns.

Prior to this position, he was UCOR's Internal Audit Manager and Ethics Officer. As the Internal Audit Manager, he provided independent, objective assurance services that included verifying compliance with laws and regulations, contract requirements, and company policies and procedures. He was also responsible for investigating internal allegations of fraud, waste, and abuse.

Charles has over 28 years of professional audit, accounting, and ethics/compliance experience in private industry, public accounting, and governmental auditing, which includes 17 years within the internal audit, ethics, and compliance functions.

Charles holds multiple professional licenses and certifications as a Certified Public Accountant, Certified Internal Auditor, and Certified Fraud Examiner.

Prior to college, he served in the U.S. Navy working with advanced combat weapon systems as an electronics engineering/systems integration supervisor.

### Education

#### Bachelor of Science

Business Administration  
Old Dominion University, Norfolk,  
Virginia

### Previous Positions

#### Principal Auditor

DOE Contractor—Nevada Test Site  
Bechtel Nevada Corporation

#### Owner

Certified Public Accounting  
Charles Hirschy, CPA

#### Senior Auditor

Forensic Audit Group  
U.S. Steel Corporation

#### IT Auditor—Team Lead

Internal Audit Department  
Clark County, Nevada