

SUMMARY

Dr. José Hernandez is a globally recognized expert on corporate misconduct, crisis response, and ethical leadership. He is the CEO of Ortus Strategies and author of *Broken Business: Seven Steps to Reform Good Companies Gone Bad* (Wiley). A Canadian accountant based in Europe, Hernandez advises CEOs, directors, and other leaders of global organizations on responding strategically to sensitive regulatory, governance, and reputational challenges. Hernandez has worked on some of the largest fraud, corruption, and money laundering cases on record, both as an Independent Compliance Advisor to corporate boards and management, and as a court-appointed Monitor. He is a regular commentator on issues of ethics, compliance, leadership, and strategy for media outlets including BBC, CNBC, CNN, The Globe and Mail, and Forbes.

EDUCATION

- 2007 **Ph.D. in Economics and Business Administration**
Vrije Universiteit Amsterdam
Dissertation: “Principles, Processes and Practices of Fraud Prevention”
- 2004 **PwC/Erasmus Advanced Management Program**
- 1998 **Masters of Accounting**
University of Waterloo
- 1997 **Honours Bachelor of Mathematics**
University of Waterloo

PROFESSIONAL EXPERIENCE

- 2009–present **Chief Executive Officer, Ortus Strategies AG**

Co-founded Ortus Strategies, an independent strategy and crisis management firm advising global organizations on how to effectively address complex multi-jurisdictional matters related to integrity and compliance. In this capacity, served as Independent Expert for SNC-Lavalin Group Inc. and Independent Compliance Advisor to TeliaSonera AB/Telia Company.

- 2008-present **Senior Advisor, Freeh Group International Solutions**

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Works in close collaboration with former FBI Director Louis J. Freeh and his team to support global organizations in the enhancement of their ethics and compliance programs and in liaison with law enforcement and regulatory agencies, including the U.S. SEC and DOJ. Supported Judge Freeh as Deputy Independent Corporate Monitor at Daimler AG (2010-2013).

2007-present **Guest Faculty, School of Business & Economics, VU University of Amsterdam**

Research and lecturing on subjects of governance, accounting, compliance, fraud, ethics, and auditing.

2001-2008 **Partner, PwC Advisory NV**

Conducted internal investigations at major multinational organizations facing fraud and corruption challenges, as well as designed and implemented ethics and compliance programs at Fortune 500 companies. Co-founded the firm's European Securities Litigation and Investigation practice.

2000-2001 **Manager, PwC Canada**

Represented Canada at PwC's inaugural global leadership development program, Genesis Park, in Washington, D.C. Also seconded to act as an audit manager in San Jose, California, on transaction-driven due diligence and M&A assignments for a number of Silicon Valley companies.

1997-2000 **Senior Associate, PwC Canada**

Audit manager in Havana, Cuba for a number of Cuban enterprises that needed credible finances for external financing from the Canadian government and other foreign sources. Also developed a project to advance accounting education in Cuba, with support from the Cuban and Canadian governments, the University of Havana, and the University of Waterloo.

SERVICE TO PROFESSION

2016-present **Advisory Council on Money Laundering and Terrorist Financing (ACMLTF)**

Representative of CPA Canada at the Department of Finance Canada's discussion forum to address emerging AML/ATF issues and provide advice for Canada's overall anti-money laundering and anti-terrorist financing policy.

2013-2017 **Advisory Council, School of Accounting and Finance, University of Waterloo**

SELECTED RESEARCH PUBLICATIONS

- 2018 ***Broken Business: Seven Steps to Reform Good Companies Gone Bad***
Wiley Business (UK) and Management Impact (NL)
(Published in English, German, and Dutch editions.)
- 2016 **“Guidelines for the Selection and Mandate of a Monitor”** (with Louis J. Freeh)
In Corporate Compliance: Handbuch der Haftungsvermeidung im Unternehmen
Verlag C.H. Beck
- 2011 **“Good Value from Shared Values: A Fraud and Risk Perspective”**
In Maandblad Voor Accountancy en Bedrijfseconomie
Amsterdam University Press
- 2007 **Principles, Processes and Practices of Fraud Prevention**
Ph.D. Dissertation
Vrije Universiteit Amsterdam
- 2006 **“Corporate Fraud: Preventive Controls Which Lower Fraud Risk”**
(with T.L.C.M. Groot)
Amsterdam Research Center in Accounting
- 2006 **“How Trust Underpins Auditor Risk Assessments”**
(with T.L.C.M. Groot)
Amsterdam Research Center in Accounting
- 2006 **“The Pursuit of Profits: How Ethics and Targets Influence Corporate Fraud”**
(with T.L.C.M. Groot)
Amsterdam Research Center in Accounting

SELECTED TALKS, PRESENTATIONS, AND PANELS

- 2020 Webinar: “Old Risks and the New Normal: Thinking about Anti-Corruption and
Business Ethics During the Coronavirus Crisis and Beyond”
Institutet Mot Mutor, Stockholm
- 2020 Webinar: Session on Anti-Corruption and Transparency
Competent Boards Certificate Program

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- 2019 Webinar: “The Value of Integrity to Scandal-Proof Your Company”
The Institute of Leadership and Management (UK)
- 2019 “How to Scandal-Proof Your Company: The Challenge of White-Collar Crime”
CPA Canada Conference for Audit Committees, Toronto
- 2019 Directors Roundtable on Risks to Multinational Companies Arising from US Laws
O’Melveny, Brussels
- 2017 “What to Expect in 2017: FCPA and Other Anti-Corruption Compliance Issues Facing
Corporate General Counsels in Sweden”
Swedish General Counsels Conference, Stockholm
- 2016 “From Crisis to Transformation: How to Empower Integrity in Your Organization”
Vakmedianet Integrity Day, The Netherlands
- 2016 “Insights from within the Perfect Storm”
York University, Toronto
- 2015 “Addressing the Human Variables”
Nordic Ethics and Compliance Summit, Stockholm
- 2015 “From Crisis to Transformation: What Boards and Their Audit Committees Should
Know to Effect Real Change in Ethics, Compliance and Governance”
CPA Canada Conference for Audit Committees, Toronto
- 2015 Ethics Symposium
Centre for Accounting Ethics, University of Waterloo
- 2014 “Board Challenges and Best Practices for Anti-Corruption Compliance Programs and
International Anti-Corruption Developments”
Canadian Society of Corporate Secretaries Conference on Corporate Governance,
Banff, Alberta
- 2013 “Challenges and Lessons Learned: Anti-Corruption Compliance Programs and
Investigations”
CPA Canada Conference for Audit Committees, Toronto
- 2013 Canadian Society of Corporate Secretaries Conference on Corporate Governance,

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Ortus Strategies AG, Seefeldstrasse 283, CH-8034 Zurich, Switzerland

Halifax, Nova Scotia

2012 “Emerging Governance Challenges for Canadian and Global Organizations”
Canadian Institute of Chartered Accounts, Toronto

LICENSES AND CERTIFICATIONS

Certified Public Accountant (CPA), Delaware, 2001

Chartered Financial Analyst (CFA), 2001

Chartered Professional Accountant/Chartered Accountant (CPA/CA), Ontario, 2000

LANGUAGES

English (native), Spanish (native), Dutch (basic)