

# Elisa Castañeda Young

RISK MANAGEMENT LEADERSHIP, ESG, AUDIT COMMITTEE REPORTING, SEC FINANCIAL LITERACY, REGULATORY KNOWLEDGE, INTERNATIONAL M&A

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I am a Chief Audit Executive with nearly 30 years of experience in risk management, regulatory auditing and financial statement analyses. I've worked in Fortune 500 companies during dynamic business expansion, with specific expertise in executive committee and board reporting of enterprise-level mission-critical risk, identifying impact to earnings and collaborating on smart solutions to big problems.

## BOARD EXPERIENCE

Ceria Brewing Company-Colorado Start-up business established in 2018:

***Investor (2018-Present)***

I meet with the founders regularly and provide input related to investor relations, FCPA regulation and focusing on long-term strategy. Ceria is an independently owned and operated Colorado business providing non-alcoholic beer (that actually tastes delicious) and was founded by legendary brew master, Dr. Keith Villa, and his wife, Jodi Villa. Ceria is now selling nationally, including in select Target Stores.

DaVita-\$1.797 Billion Operating Income in 2021:

***Vice President of Internal Audit (2013-2018)***

I rebuilt the existing audit team into a comprehensive and progressive ERM process, and developed an audit presence internationally alongside global business growth. I collaborated with business leaders on all types of risk and possible mitigation strategies regularly, and then presented related results to Executives and Audit Committee. I worked monthly with the Audit Committee Chair for in-depth discussion of mission-critical ERM, including IT and regulatory risks.

Stride Board of Directors:

***Board member and Treasurer (2012-2017)***

I supported the Board Chair with ESG, execution of the CEO's annual strategy and funding obligations. I was also Treasurer for two years focusing on monthly cash flow. Stride was a non-profit organization (1990-2017) created to improve coordination among public, private and community agencies serving families attempting to become independent of welfare and other public support.

ING-Euro38,065m Underlying Income in 2011:

***Global Internal Audit Coordinator, Insurance (2010-2011)***

***Chief Audit Executive, North and South America Insurance (2004-2011)***

***Other Roles (1992-2003)***

I collaborated with leadership from six countries to tie the audit strategy to the company's risk appetite and strategic plan as well as analyze, report on and optimize business health. I also demonstrated the impact of mission-critical risk to earnings and cash flow, resolved issues decisively and creatively, and presented all results to North and South America Executive Committees. During ING's dynamic business growth I participated on acquisition teams for US, Canadian and Latin American expansion, which provided me significant knowledge on local regulation, law, culture, etc. Finally, I led SOX implementation for all US and Mexico business units.

## BOARD PREPARATION, EDUCATION, CERTIFICATION AND OTHER

- Women's Leadership Foundation – Corporate Board Bound Program (Present)
- Chicago's Booth School of Business – Directors' Consortium (October 2012)
- ING Liaison to Young American's Bank
- Colorado State Board of Accountancy – Certified Public Accountant (1992 - #14158)
- Metropolitan State University of Denver, BS Accounting (May 1989)
- Internal Audit Best Practice Presentations: Washington, DC; Atlanta, GA; Amsterdam, The Netherlands
- Languages: English and Spanish

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