



Korn Ferry Capabilities

City of Dallas City Auditor Search

February 23, 2026

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Team Introductions

Your City Auditor Search Team



James Baker

Korn Ferry Principal
Financial Services Search
Practice

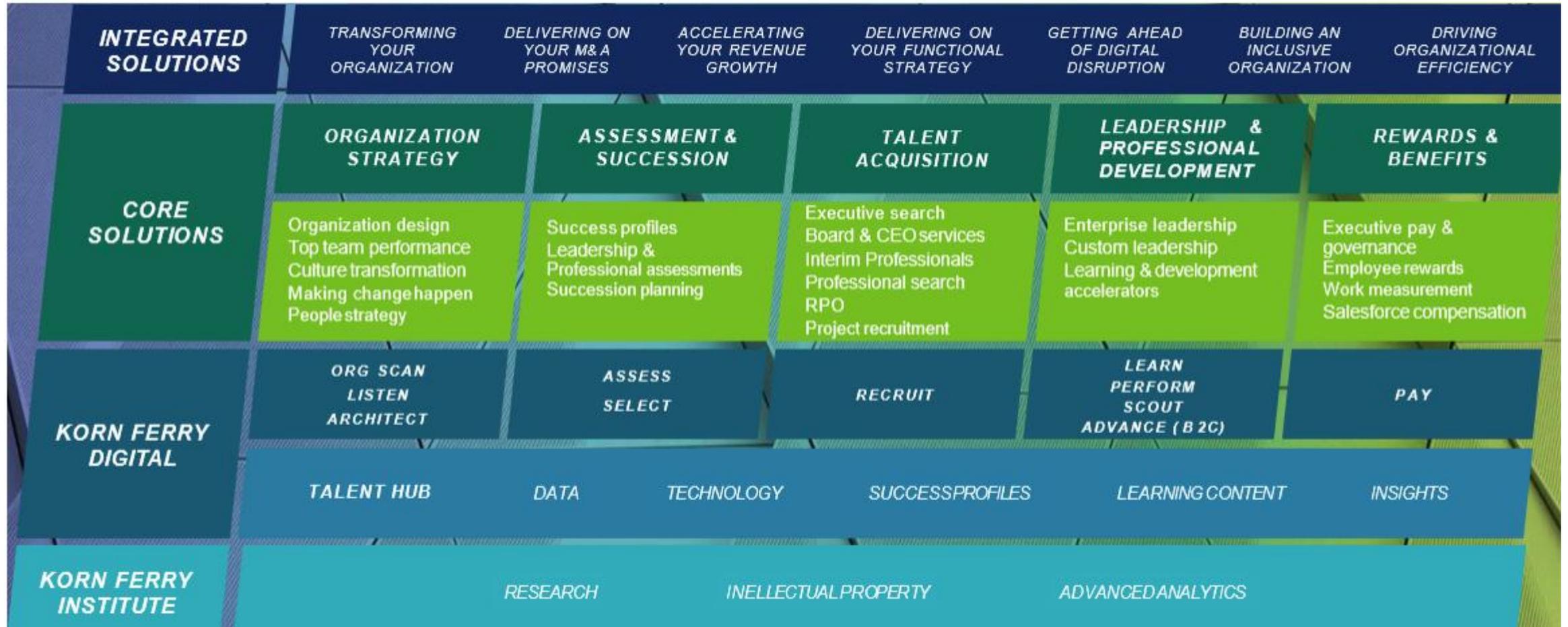


Christine Kuppens

Korn Ferry U.S. Government
Recruitment Program
Director



Korn Ferry Integrated Talent and Organizational Consultancy



Finding you the best so you can be your best.

#1

worldwide
executive search
firm for 25 years

Korn Ferry is a preeminent global executive and professional search firm with 55+ years of experience providing superior results to the world's largest and most prestigious public and private companies and organizations, as well as federal, state, city government, and nonprofit organizations. Our collective capabilities allow Korn Ferry to exhaust all networks and opportunities to identify the best fit candidates for hard-to-fill executive roles.

One ***candidate placed every 3 working minutes***

In the past fiscal year, ***more than 3,700 executive search engagements*** included many of the world's largest and most prestigious public and private companies

Korn Ferry's Government Aligned Entity,
SENSA Solutions Inc.
serves federal, state,
city and other
municipality entities

Korn Ferry was recognized as ***America's best executive recruiting firm by Forbes Magazine in 2025***. Korn Ferry has received this honor in eight of the last nine years since Forbes began offering the annual rankings.

Korn Ferry ***partners with clients to place best fit candidates*** for the role, culture and team.



Korn Ferry's Financial Services Expertise

Financial Officer Center of Expertise

Our team consists of 65+ highly specialized global professionals who:

Understand who leaders need to be and what they need to deliver superior performance

Know the finance community enabling us to deliver high-quality, fast and targeted work

Work closely with our colleagues with sector specialties to ensure we understand the relevant marketplace

Continually map, target, and track finance leaders to develop close relationships with current and emerging finance talent

Your trusted finance talent advisors



Korn Ferry Auditor Leadership Search Expertise

Snapshot of Korn Ferry's Executive Auditor Search Experience

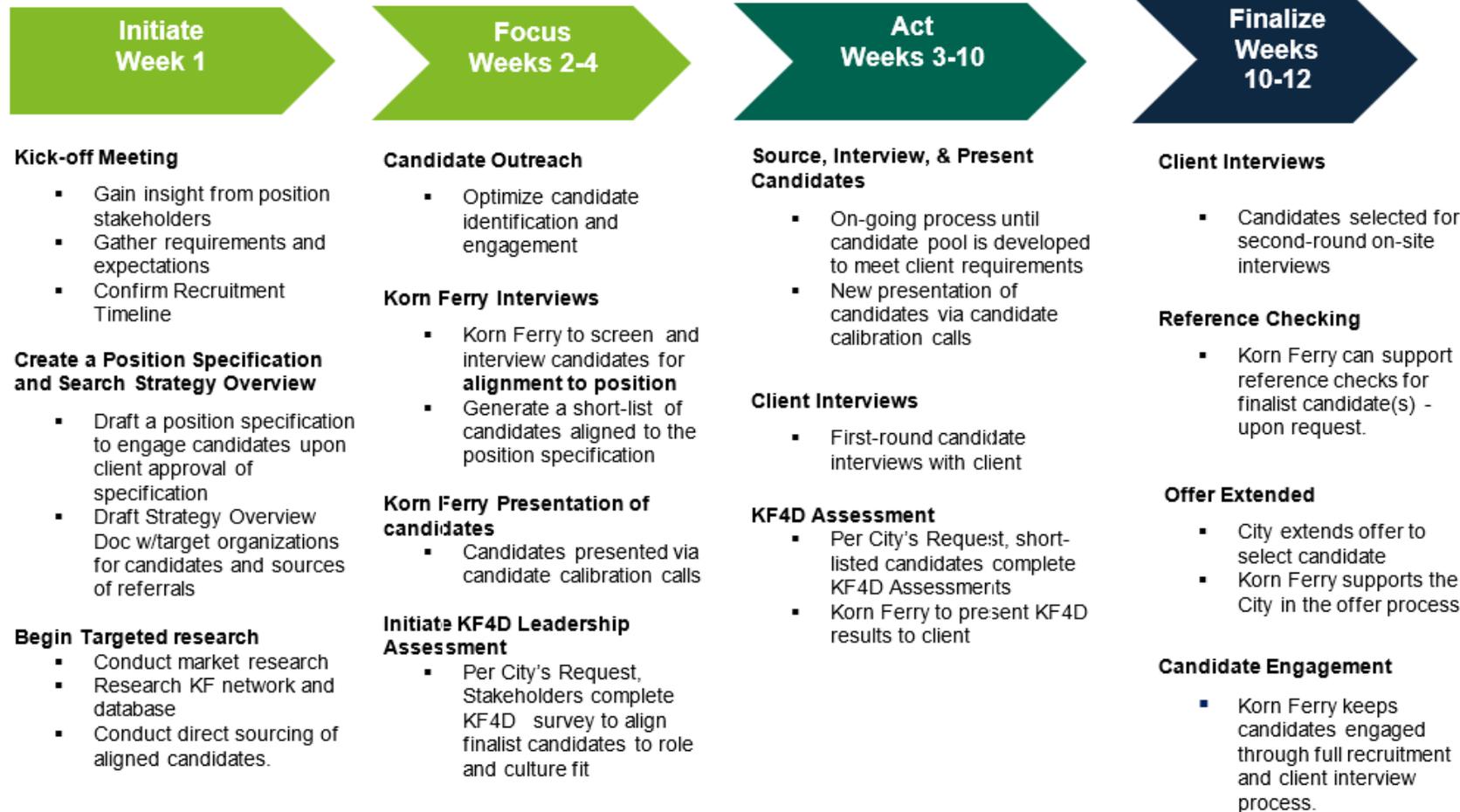
In the list below, please find past performance examples of Korn Ferry's successful executive level Auditor searches within the past five years. For each of the Auditor searches listed, Korn Ferry conducted our best practice executive search services which resulted in the placement of a well-aligned executive to each role.

Executive Search Position Title	Organization Name
Depository Trust & Clearing Corp. (DTCC)	Managing Director, Chief Auditor
Depository Trust & Clearing Corp. (DTCC)	Managing Director, Audit Deputy
Wilmington Savings Fund Society (WSFS) Bank	Chief Auditor
TD Bank	VP Audit, Compliance (AML, Legal, Privacy, Fraud, Risk and Regulatory)
Institute of Internal Auditors	Chief Executive Officer (CEO)
Cornell University	University Auditor, Chief Audit Executive
Wells Fargo	Audit Management Senior Executive
Wells Fargo	Audit Director Compliance
Principal Financial Group	Chief Auditor



Recruitment Methodology Overview

Methodology and Timeline Customizable to Meet City of Dallas Requirements



Korn Ferry Pricing Aligned to City of Dallas Contract

Korn Ferry’s proposed pricing for the City Auditor Search is in alignment with Category 3
In our City of Dallas Executive Search Service Agreement - Contract No. PER-2021-00015935

Category 1 – Immediate Search Less than 60 Days All Inclusive Rate		28% annual compensation (base+ any bonuses)
Category 2 – Long Term Search 60 – 120 Days All Inclusive Rate		30% annual compensation (base + any bonuses)
Category 3 – National Search 90+ Days Inclusive Rate	All	33.3% annual compensation (base + any bonuses)
Category 4 – Other		33.3% annual compensation (base + any bonuses)



Korn Ferry's Understanding of and Commitment to the City of Dallas

Korn Ferry is proud to have a deep understanding of, connection with, and commitment to the City of Dallas as evidenced by the following:

- Korn Ferry has offices worldwide and is a proud employer of 226 employees within the City of Dallas and surrounding suburbs.
- Korn Ferry takes great pride in the City of Dallas community and has enjoyed participating in volunteer community service initiatives such as:
 - Driving blood donations and Bone Marrow registrations via a Carter Blood, White Rock Lake Clean-Up.
 - Writing Letters to Troops, Share the Love – Letters to long term care facility (The Avenues of Park Forest, Assisted Living and Memory Care) and Local Dallas Habitat for Humanity.
- Korn Ferry respects the City of Dallas' Service First culture and servant leadership mindset.

City of Dallas Executive Recruitment Experience:

- Korn Ferry is proud to be recognized by the City of Dallas and hold the active **Executive Search Firm Service Agreement Award – Contract PER-2021-00015935-E**.
- Korn Ferry worked in partnership with the Deputy City Manager of the City of Dallas and the Executive Recruiter for the City of Dallas on the **critical placement of the current City of Dallas CIO**. Korn Ferry is also actively working on the placement for the Assistant Director Airport Revenue Development. A verbal offer has been extended to and accepted by a Korn Ferry referred candidate for this role.



James Baker

Principal, Korn Ferry Financial Services Search Practice



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JAMES BAKER

PRINCIPAL, FINANCIAL SERVICES, NORTH AMERICA

After a nearly 20-year hiatus to pursue a career in banking with audit, second line risk and regulatory compliance experience, James Baker returned to Korn Ferry in January of 2022 as a Managing Consultant. He was promoted to Principal in August of 2024 after being the top-rated consultant in the financial services practice, finishing in the Top 4 for North America overall.

As a former banking operations, strategy and risk management executive, James is very familiar with the challenges clients face having been a hiring manager himself. Whether it's a regulatory response or other time-sensitive operational ramp up, James has firsthand experience and knowledge that having the right people on the team is the key to success.

In addition to the successful placements for executive level commercial and related banking positions, Mr. Baker also has deep experience leading successful search engagements for senior level audit executive searches for AML, Financial Risk, Fraud, Financial Crimes, as well as C-level searches for Chief Financial Officer and Chief Risk Officer roles for mid-size to large private and non-profit and government organizations.

James rejoined Korn Ferry after a five-year stint with the Wells Fargo Operational Risk Management Risk and Controls Self-Assessment (RCSA) program team. He also was a member of the Wells "New Business Initiatives" program, a product risk and review control function which was implemented in 2017.

Prior to Wells Fargo, James worked as a Senior Vice President at Bank of America where he held various leadership and strategic operations roles in risk and program management.

Aside from Korn Ferry, James also worked at other retained executive search firms earlier in his career, prior to enrolling at the University of Southern California where he earned a Master's in Business Administration.

James received a Bachelor of Arts in Economics from Hobart College (NY) where he's stayed active as an alumni admission's representative, association board and football booster club member.



Christine Kuppens

Korn Ferry U.S. Government Recruitment Program Director



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CHRISTINE KUPPENS KORN FERRY U.S. GOVERNMENT RECRUITMENT PROGRAM DIRECTOR

Christine Kuppens is a member of the Korn Ferry Team based in the Washington, D.C. area.

Ms. Kuppens possesses over twenty years' professional experience in strategic account and program management, talent strategy, talent acquisition, leadership development, and leadership roles. She serves as Korn Ferry's U.S. Government Recruitment Program Director.

Her experience includes leading management of large, complex, strategic executive and professional recruitment and leadership development programs.

Ms. Kuppens works seamlessly across the private and public sector. She works with Federal, State and City government organizations and across Non-profit, Technology, Legal, Financial Services and Life Sciences, etc. sectors. Management of executive searches has included searches for Government COO, CFO, Chief Risk Officer, General Counsel, Chief Data Information Officer, CIO, CISO, Physician, Chief Policy Officer as well as Director level roles.

During her tenure with one large Federal organization, Ms. Kuppens helped advance that organization's recruitment for 100+, hard-to-fill executive and professional roles. Additionally, she led expansion of a large Agency's leadership development program to serve 1,500 leaders including all senior executives and supervisory-level employees.

Ms. Kuppens enjoys coaching leaders to accelerate their success through leadership transitions. Her coaching experience includes working with senior executives, military leaders transitioning to private sector leadership positions and coaching high potentials preparing for the next level. She is certified in multiple 360° assessments, as well as, interview, leadership potential, team, learning agility and strategic effectiveness assessments.

Ms. Kuppens is an experienced account, client and program director adept at partnering with clients to exceed expectations. She facilitates strategic and productive outcomes at all levels of the organization.

Academic and Professional Background

Ms. Kuppens holds both a Master of Business Administration (MBA) degree and an Executive Organization Development certification from Georgetown University. Additionally, she has served a three-year term with the Georgetown McDonough School of Business Alumni Advisory Council. Ms. Kuppens earned her Bachelor of Arts degree in communications and political science from Boston College, summa cum laude. Preceding her work at Korn Ferry, Ms. Kuppens was a senior executive in a variety of strategic programming roles in the entertainment sector including leadership roles at National Geographic Channel and Discovery Communications.



Thank you

