



Kimberly C. Shaw, MIM, MAAC, EA FA Fellow Curriculum Vitae

Current position:

Owner of Individualized Systems, El Paso's Aggressive De-Tax Professionals. With clients around the globe she specializes in Tax Planning and Representation and Financial Control and Asset Protection for Small Businesses, Individuals, and Non-profit Organizations. She was appointed in 2004 by Senator Tom Reynolds to the National Small Business Advisory Council where she assists the RNCC in making Congressional proposals for tax law changes to assist small businesses around the country.

Education:

Bachelor's Degree (BA) from the University of Texas El Paso. At age 21, she is the youngest graduate to date of the prestigious Thunderbird Graduate School of Global Management where she earned her first Masters Degree in International Management (MIM) specializing in Finance and Budgeting. She earned a second Masters Degree in Accounting specializing in Auditing and Taxation (MAAC) from the University of Texas at El Paso. For more than 2 decades she was one of only four Certified Internal Auditors (CIA) in the El Paso/Las Cruces area and the only one to have passed the 16-hour international certification exam in a single sitting. She also passed the two-day IRS Enrolled Agent exam in a single sitting putting her in the top 2% nationwide in both Certifications.

Audit and Taxation Representation:

With over 30 years experience in all forms of taxation on both local and international levels she now spends her time representing taxpayers before the IRS and other taxing authorities for clientele around the country to include Attorneys and CPAs. She recently settled a case with an initial IRS assessment of \$687,000 for \$10,000 and is near closing another for \$60,000 that started at \$2.2 million dollars. She has a proven record of 93.68% in overall average tax assessment reductions. You may have seen her on Channels 4 or 26 providing Tax Tips to the El Paso/Juarez area. Currently contracted by two National Tax Resolution companies and a Tax Law firm to assist with their case-loads of clients with large tax debts.

Forensic Examination, Records Management, Asset Protection, and Budgeting:

With over 35 years in financial management, budgeting and asset protection she was responsible for finding and correcting an \$8.5 million discrepancy between the books and bank cash balances for the City of El Paso which required reviewing over 9,000,000 transactions. She worked for over 10 years as the Senior Auditor on the annual audits of two National Not-for-Profit Educational organizations. Over past years, has dealt with State Comptroller audits, Internal Revenue Audits and a variety of State audits dealing with I/S clients' tax and financial records and has a proven record of increased income and asset protection while lowering costs and increasing cash flow. In 2010 Cambridge University made her a Fellow of Forensic Accounting.

Teaching:

She has taught and tutored a variety of accounting and tax classes at Undergraduate and Graduate levels in a various Universities and Colleges both in the United States and Europe to include: University of Maryland, City Colleges of Chicago, University of Phoenix, El Paso Community College and the University of Texas El Paso. She regularly teaches seminars on Business Activity Records Documentation Analysis and Management, Taxation and Internal Controls for various entities in and around the El Paso area and has appeared frequently on Television and Radio providing business and tax tips to El Paso and surrounding areas.

Honors:

Two Military Awards of Excellence and Letters of Commendation, Who's Who of American Women 1990, Two Thousand Most Notable Women in America 1995, El Paso Emerging 30 Business Award 1997 & 1998, Who's Who of International Entrepreneurs 1999, Minority Small Business Entrepreneur Award of Excellence 1999, Who's Who of Executives and Business 2000, Life Member of the National Registry of Who's Who (Published in 2001), 2004 to Present National Small Business Advisory Council; 2005 through 2009 Annual Businesswoman of the Year Award; 2007 Presidential Commission Award of Excellence; 2006 & 2008 Congressional Order of Merit; International Heritage Who's Who 2009; 2010 International Peace Prize from the United Cultural Convention; Honored as a Fellow in Forensic Accounting by Cambridge University in 2011.

Phone Numbers: Work: 915-562-9223 Mobile: 915-329-9812 Secure e-Fax: 915-232-9818
Internet Addresses: Web Site: www.indivsys.com E-mail: kimbe@indivsys.com

Volunteer and Charitable Works:

Minister, Founding Elder, and Board President/Treasurer of her Church
Spearheaded and currently supervises two charitable outreach programs: (1) Parolee Spiritual Outreach, (2) Street Homeless Supplies Program, both organized and run out of the church.
Chief Financial Officer for Brock Riemath Memorial Foundation, an NFP out of Lubbock which assists qualified high school students with funding for college
Chief Financial Officer for the Art of Birth and Wellness, an NFP from Las Cruces which is a group dedicated to promoting women and children's health and assisting indigent women with childbirth and child care.
Chief Financial Officer for D.M. Staffing, a local employee leasing firm
Formerly City of El Paso Accessibility Advisory Committee representative for El Paso District 8 reporting to City Council Representative Lizarraga.
Chief Financial Officer Emeritus for International Aids Empowerment an El Paso NFP providing critical services and crises management to El Paso's GLBT population, especially those suffering directly or indirectly from AIDS
Treasurer Emeritus for Rolling Thunder, New Mexico Chapter #1, a non-profit organization dedicated to keeping POWs and MIAs in the public awareness and providing assistance to Veterans, their families and the families of POWs and MIAs
Treasurer Emeritus for Chamisa Local Council, the Southwest Council for Covenant of the Goddess, an International Spiritual Organization.
Vice President Emeritus and Treasurer Emeritus for Business Network International with Java, Thunderbird and Phoenix Chapters.
Herald and Exchequer emeritus for The Society of Creative Anachronism, Barony of the Citadel of the Southern Pass, Kingdom of the Outlands

Publications:

THESIS - Two Masters Theses:

The first on Subliminal Advertising and its effects on the advertising industry. A hardback copy is on file at Thunderbird School of Global Management

The second on Alternative Minimum Tax Computation and Planning. A hardback copy of the thesis is on file at the UTEP Library.

INTERNAL CONTROLS MANUAL - Researched, wrote and field-tested a publication "Internal Controls for the Small Business which has been adopted by multiple local and national organizations for asset control.

TREASURER MANUAL FOR NOT FOR PROFITS – Researched, co-wrote and disseminated this manual to the Treasurers of 6 not for profit entities where it is currently in use.

SOP Manual - Researched, compiled, wrote and edited a 200 page Standard Operations Manual covering the Budget Analyst Positions for the US Armed Forces in Europe for which I received two Letters of Commendation.

DESKTOP MANUAL - Smaller, version of the SOP Manual, aimed at Battalion and Company levels

DEPARTMENT PROCEDURES MANUALS - Researched and created Department Procedures Manuals for various positions over the years to include City of El Paso Comptroller's Office Reconciliations and Revenues Accountant positions.

WORKSHOP HANDOUTS - Organized, written and taught a variety of classes on accounting, tax law, budgeting, and financial planning, for over 40 years. Also wrote a series of analyses on the sweeping tax reforms passed in 2017. These are accessible to everyone on my website.

Education and Experience unrelated to Finance and Taxes:**Education:**

Bachelor's in Fine Art – UTEP, 1975; Associates in Education – UTEP, 1982; Associates in Computer Science/Programming – City Colleges of Chicago, 1983; Cosmetology Instructor's License – 1979

Experience:

Worked as a keypunch operator at El Paso National Bank from 1973 to 1975; As a computer programmer from 1984 to 1986 in Germany; As a hairdresser & cosmetology instructor from 1979-1982