Remember:

- Update your IIA profile for the most up-to-date news.
- RSVP for the IIA March Event—March 8, 2016.
- Check out the Book of the Month on the IIA website.

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Take the Stage
The IIA and IIA–Nashville Chapter are excited to host the 2016 Central Regional Conference. CAEs, auditors, and audit professionals will have the opportunity to learn, share, and network with some of the industry's most respected leaders. Core topics will include governance and risk management, ethics and fraud, information technology, and emerging trends, as well as specialized topics for the governmental and health care industries.

Who Should Attend?
IIA members and nonmembers at every level in their career will benefit from this regionally focused networking and educational opportunity. The educational program consists of four general and 32 concurrent sessions in the following educational tracks: Mastering the Essentials; Information Technology; Fraud, Risk, & Compliance; Operational Auditing Tools & Techniques; and The IIA’s CIA Learning System® Review Course*. Details are available on the attached document. Earn up to 18 CPE credits, or up to 22 when you attend the pre-conference workshop.

What's in it For You?

- Experience customized learning — Choose the sessions that matter most to you and your enterprise.
- Interact face-to-face — Gain insights and share ideas with colleagues in your region of the U.S. Expand your network with those experiencing the same challenges you are.
- Update your knowledge and skills — Earn valuable CPE credits and leave prepared to take the stage. REGISTER TODAY!
March IIA Event & Officer Election Day

Speaker: Herbert Richard Wolfe, II
Topic: Capital Markets: Risk, Regulation, and the Corporate Counterparty
Date: Tuesday, March 8, 2016
CPEs: 2 hours
Cost: $30 - members
       $40 - non-members

Registration: 11:00am – 11:30am
Lunch: 11:30am – 12:00pm
Speaker: 12:00pm - 1:45pm

Location: Tower Room - Clark Towers
5100 Poplar Avenue Suite 3300
Memphis, TN 38137

R.S.V.P. today
Vegetarian meal options are available

About the Speaker: Herb is a compliance professional at Regions Bank in Birmingham, Alabama. Prior to joining Regions in March 2015, he worked at PNC Financial Services.

Herb’s area of expertise is Capital Markets. At PNC, he was a key member in preparing for swap dealer registration and building out the foreign exchange and interest rate derivative compliance program. At Regions, he works in swaps, agency mortgages, and loan syndication. He also supports the broker dealer compliance program.

Herb holds a master of business administration and a juris doctorate from the University of Pittsburgh. Further, he spent a year studying at the National University of Singapore for a master of laws in international business law. This program was taught in Singapore and Shanghai.

Herb’s hobbies include running, writing, and teaching. Herb is planning to race in a Tough Mudder and a half marathon this year. He is working on several short stories. And he teaches part time at the University of Alabama at Birmingham. This semester, he is teaching Equity Portfolio Management.

Note: Online registration "only" is FREE, payment is due on the day of event (direct bill, check, or cash).

April IIA Event: “Corporate Compliance/Monitoring of Operational Controls” — April 12, 2016
Members-only Webinar  
March 15, 2016  
Auditing Cybersecurity in an Unsecure World  

Gaming Audit Group Webinar  
March 30, 2016  
Skill-based Gaming, New Regulations, and the Auditor  

March 7-9, 2016  
General Audit Management Conference  
Dallas-Ft. Worth, TX  

April 6-7, 2016  
Gaming & Hospitality Conference  
Las Vegas, NV  

April 10-13, 2016  
The Auditing Roundtable  
Tempe, AZ  

July 17-20, 2016  
International Conference—IJA 75th Anniversary Celebration!  
New York, NY
Attend IIA seminars and become:

A technical expert with industry knowledge and an arsenal of strong auditing tools and techniques.

A strategic thinker who can analyze problems quickly, manage change effectively, and drive projects successfully.

A trusted supervisor who can train, motivate, and inspire a team to perform at the highest levels.

A dynamic leader who can communicate ideas clearly, influence organizational policy, and drive change.

Promote the IIA Profession

Are you promoting the IIA profession ~ through speaking engagements, training or recruiting? Tell us about it. Contact Jason Ryu for more information and proper credit at Jason.Ryu@fedex.com.

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The Memphis Chapter IIA Social Media Information:
Follow us on Twitter: https://twitter.com/MemphisIIA

Join us on Facebook: https://www.facebook.com/MemphisIIA

The IIA’s 75th Anniversary Membership Recruitment Campaign
An exclusive US$75 discount off the regular price of IIA membership through March 31. Are you a part of the movement?

In addition to the discount, the application fee of US$25 will be waived. That’s a total savings of US$100.00*. This is a one-time only offer!
Make the CIA Your Master Key to Career Success

The Certified Internal Auditor® (CIA®) is The IIA’s premier designation, and remains the standard by which individuals demonstrate their competency and professionalism in the internal auditing field. Earning the CIA is a professional advantage for auditors at all stages of their careers. Unlock the door.

Begin 2016 with an IIA Certification or Qualification

An IIA Professional Credential can move your career in the right direction, whether you’re just starting down the audit path or taking your career to new heights. Let your clients and employer know you are a valuable team asset who is highly motivated and knowledgeable. Find out more information on The IIA website.

Video: Why Should YOU Become a CIA?

CIA certification can do so much for your career! Held by more than 122,000 professionals in 120 countries, the CIA can help build your knowledge, enhance your credibility and increase your earning potential. Check out The IIA’s new video for more value and benefits CIA certification provides on the website.

Didn’t Report CPE in 2015? Restore Your Status Now

The Continuing Professional Education (CPE) credit reporting deadline has passed as of Dec. 31, 2015, for certified individuals who self-report in CCMS. If you did not report your CPE by the deadline, your status is now in “inactive-grace period.” Visit the Certifications & Qualifications section on The IIA website for more information on reinstating your status.

Who Should Pursue CIA Certification?

- Chief audit executives
- Audit managers
- Audit directors
- Audit staff
- Risk management staff
- Operational staff who are transitioning into internal audit
- Students enrolled in accounting, business, or financial degree programs
How to Ask for a Raise with Confidence

Would you rather endure a root canal than approach your boss about a raise? According to a study from global staffing firm Robert Half, the idea of asking for a pay bump causes workers so much anxiety that some would prefer to do almost anything else — even if they believe they deserve more money. Their angst may well be because they don’t know how to ask for a raise.

Employer confidence versus self-confidence

Eighty-nine percent of U.S. workers surveyed for the study believe they deserve a raise, yet only 54 percent are planning to ask for one. In fact, respondents were more certain of themselves when handling other nerve-wracking tasks, such as speaking in public (66 percent) or negotiating salary for a new job (61 percent). Why the cold feet? It’s not because they feel uncertain about the economy: Eight out of 10 respondents feel secure about the stability of their company, and 65 percent feel more confident in their job prospects compared to a year ago. They also know their worth in the market, as 79 percent have consulted a third-party salary resource at least once in the past year. It could be that they simply don’t know how to ask for a raise, as this is not something that professionals do regularly. Also, people naturally shy away from the possibility of being turned down, which could easily happen if they request more money. In the case of a rejection, 30 percent said they would ask again during their next performance review, while 24 percent would request more perks. Two in 10 (19 percent) would feel so dejected that they’d look for a new job.

Here are a few tips on how to ask for a raise:

Give quantified reasons. Your boss will want to know why you deserve a raise, and your rationale will have more of an impact if it includes facts and numbers. How many hours did you save your team during the enterprise resource planning implementation? By what percentage did you reduce processing time in the last quarter? Before you sit down with your manager, compile a list of figures.

Know what you’re worth. This is arguably the most important tip on how to ask for a raise. The most recent Robert Half Salary Guide for Accounting and Finance and Salary Calculator are invaluable tools when it comes to benchmarking the salary for your position and city. If your request is outside of a reasonable range, your chances of being turned down are greater. Ask for too little, and you’ll leave money on the table.

Schedule the discussion for an appropriate time. Keep in mind the firm’s calendar and your manager’s schedule. Year-end closing and the end of tax season are busy times — not ideal for talks about promotions and pay increases. But don’t wait until right before the holidays or your supervisor’s two-week summer vacation. Ideal moments are after a quick, clean close or when the company exceeds a quarterly or annual goal.

Be persistent (within reason). If your employer says no or not now, try negotiating for non-wage perks, such as extra vacation days or working from home once or twice a week. Also, don’t forget to ask what you would need to do to earn a raise in the future. Your boss will appreciate your professional drive, and you’ll know what skills to work on.

You may think you don’t know how to ask for a raise, but you do. As with anything, you’ll increase your chances of success when you do your research, practice your pitch and project a picture of confidence. This article is provided courtesy of Robert Half Management Resources.