President's Message
Ruth Powell, Chapter President

Happy Holidays to you! Whatever holiday you celebrate in the upcoming weeks, I sincerely hope you will have a joyous time with your family and friends! Thank you and congratulations to those of you who have attended our 2015-2016 Chapter events to date! I urge you to network with your internal audit colleagues and let them know about the high-quality and cost-effective events we provide. If you haven’t already done so, please take a few minutes now to “save the dates” on your calendar for the remaining Chapter events in 2015-2016. You will not want to miss any of them!

- December 17, 2015 Program: “Invest in Yourself and Others”, Larry Harrington, VP, Raytheon Company
- January 21, 2016 Program: “Hot Topics and Trends in Internal Audit”, Princy Jain and Monica Nayar, PwC
- February 18, 2016 Program: “How to Read and Decode People”, Preston Ni, Professor, Foothill College
- April 14, 2016 Seminar: “Catching the Bad Guys: Fraud Auditing for Internal Auditors”, Mary Breslin, Empower Audit Training and Consulting
- April 21, 2016 Program: “Driving Increased IT Value Through Effective Governance”, Jason Brucker, Protiviti
- May 19, 2016 Program and Social: “Beth, Your Nerdy Best Friend”, Beth Ziesenis, Author

I am pleased to announce that we have a new Board Member! Nancy Yuen of The Clorox Company was voted in by the Board on October 15th to replace our former Board member, Anthony Redondo, Blackhawk Network, who had to step down due to competing priorities for his time. Thank you, Anthony, for your service to our Chapter! We appreciate your commitment to our Chapter and look forward to your return when things slow down for you!

Nancy is part of the Financial Reporting Controls team at The Clorox Company and reports that she is thoroughly enjoying leading her team through the great big world of SOX! Nancy’s roots in internal audit run deep, starting out 16 years ago in the Internal Audit department of World Savings and Loan, through Del Monte Foods and then KPMG LLP. She has a passion for coming alongside business teams to identify and eliminate waste while strengthening processes and internal controls. On the personal front, Nancy is a mother to three children with the oldest being 9 and the youngest 6 months. Nancy is easy to talk to and fun to be around. Please look for Nancy at our next event and introduce yourself to her!

The IIA will be offering another of their free Members-only webinars, which will earn you one CPE. The next webinar is scheduled for December 15th – “The Evolving Role of the CAE”, presented by Margaret Christ, Ph.D., CIA. Another free webinar will be offered on January 19, 2016, “2016 Industry Outlook”, presented by Richard F. Chambers, CIA, QIAL, CGAP, CCSA, CRMA, President and CEO of The Institute of Internal Auditors (IIA). If you’d like to find out more about these free webinars, log into www.TheIIA.org and click on Training & Events - eLearning.

HELP!!! If you are a CIA, we need you!!! We are still looking for a Chairperson for our Certification
Committee. The Chairperson must be a CIA. This is a great opportunity to begin your volunteer career as there are many aids available for this role – you won’t have to recreate the wheel!!! The primary objective of this role is to help candidates pursuing their designation with ways to prepare, and study for the examination(s). If you are interested in this role, please contact me for more information.

As always, you are encouraged to contact your Chapter leadership with any questions, ideas and suggestions related to our Chapter or the IIA. We want to be your primary source for CPE and professional development. Feel free to e-mail me at RuthPowell@Chevron.com. (We are moving this month, but I don’t have my new office number! It will be in next month’s newsletter.)

Merry Christmas!

Ruth Powell, Chapter President
Northern California East Bay Chapter

I’m so excited to bring Larry Harrington, IIA Global Chairman and Chief Audit Executive for Raytheon Company to our Chapter! Join us on Thursday, December 17th at 2pm at the San Ramon Community Center (Terrace Room) 12501 Alcosta Blvd. For his term as the Chairman, Larry has chosen the theme “Invest in Yourself”. Throughout the year, Larry is urging Internal Auditors to enhance their value by undertaking professional development opportunities. It will be interesting to hear what Larry shares with us. In addition, we have Theresa Nidetz presenting on the topic of “Auditor’s Intuition – Using your sixth sense.” These two topics mesh very well with each other. This should be a fun and an insightful event!

For the Holiday Cheer we will be having catered delicacies and refreshments. These will be served during a break between speakers. Don’t forget to bring your unwrapped toy to send some smiles to a lucky boy or girl this season.

Last month we had Rob Mainardi speak on Risk and Controls. Always a dynamic speaker, Rob did not disappoint. Participants found him informative and engaging.

Happy Holidays to all and wishing you a Happy Healthy New Year!

Cheryl Louie, VP of Programs

If you’re interested to participate at ARC events (e.g., present to university students on Internal Auditing, IIA, and IIA-NCEB) or to join the ARC in 2016, please send an e-mail to Ahmad Ghafouri (AGhafouri@chevron.com). We plan to participate at various Bay Area schools in 2016 to talk to students to promote the Internal Auditing profession, IIA, and IIA-NCEB.

Ahmad Ghafouri, Chevron
aghafouri@chevron.com

Our seminar on “How to Plan” by Rob Mainardi was a good training on planning process and requirements. We had tried a new location for the event and it worked out perfect.

The next seminar is scheduled for January 13th 2016, on the topic of “Privacy Risk Management”. This Seminar will be hosted in San Ramon Chevron location.

Once the registration is open you will receive the eventbrite invitation.

I hope to see you there.

Happy holidays to you,
Mushtari Nagpurwala, VP of Seminars

Our Chapter is happy to welcome Helen Kresich, Scott Calhoun, Steven Becker and Anisha Tekwani as new members. NCEB is represented by over 110
companies so we hope you will attend our programs
and seminars to network and exchange ideas with
your colleagues.

A note to our existing members, please remember to
update your IIA membership profile if you change
employers, move, or change your email address. “

Employment Opportunity

Senior Auditor (Temporary Assignment)

Location: San Francisco

Job Description
The Gymboree Corporation is the leading specialty
children’s retailer with over 1,200 stores
domestically and internationally and generating
over 1 billion in sales yearly. The Gymboree
Corporation continues to grow and expand at a
rapid pace but without sacrificing our commitment
to quality. Most of all, we pride ourselves in hiring
great people with the talent it takes to keep up with
our growth.

An excellent opportunity to join the Internal Audit
team of a $1B+ retail Company. A rare opportunity
at the senior auditor level to be highly visible to the
executive management team and have an immediate
impact on the organization. This role will focus
initially on Sarbanes-Oxley compliance activities,
but will over time expand to include partnering with
the broader finance organization to drive process
improvement and standardization as well as internal
audit projects. Working under the guidance of the
Internal Audit Senior Director and Internal Audit
Manager your responsibilities will include:

• promote internal controls awareness, and, as
  needed, perform various types of financial
  and operational audits.
• act as a liaison and coordinate activities with
  third party auditors and process owners to
  enable completion of testing by deadlines.
• establish risk based audit plans
• review test results as well as perform tests of
  company policies, procedures and internal
  controls in compliance with Sarbanes-Oxley
  (404) guidelines.
• insure compliance with accounting policies,
  procedures, and internal controls
• manage multiple priorities/projects timely
  including ad hoc projects as needed.

The Senior Auditor will work closely with various
levels of management, auditors and accounting
personnel as a member of our Corporate Finance
department. This is a hands-on position that requires
an individual with a demonstrated ability to work
independently and analyze, investigate and resolve
accounting and operating related issues with many
internal and external contacts.

This candidate will be extremely flexible and enjoy
a “startup” mentality and environment that changes
day to day and will “assume positive intentions” at
all times. Candidates who are personable, open to
learning, collaborate well with others and have a
positive attitude, and are more apt to saying “yes”
or “we’ll find a way” (rather than “no” or “that’s
impossible”) will be at the top of our list.

Job Requirements

• Bachelor’s degree in Business, Finance, and
  Accounting related field, or equivalent experience.
• Certified Public Auditor (CPA) and/or Certified
  Internal Auditor (CIA) strongly preferred.
• Minimum of three to five years of internal or
  external audit experience, including exposure to
  Sarbanes-Oxley Sections 302 and 404 and COSO.
• Demonstrated audit / SOX controls testing
  experience with the ability to apply the principles in
  business.
• Flexible and have the ability to adapt quickly to
  changing work environments / priorities and tight
deadlines.
• Superior verbal and written communication skills.
• Strong interpersonal, presentation, and influencing skills with some experience dealing with people of various levels of seniority.
• Strong team player, analytical, and organizational skills are also a must.
• Ability to balance quality of work with speed of execution, and a good problem solver and “out-of-the-box” thinker is required.
• Should have a good knowledge of accounting and have ability to analyze processes and provide recommendations for improvement of basic accounting practices, controls and efficiencies.
• Strong computer skills; Excel, Word, PowerPoint, and Access required. Retail industry experiences a plus. Oracle experience a plus.

Employment Opportunity 2

Financial Analyst

Location: San Francisco CA US 94105

Job Type: Full-time

Job Description:
The Gymboree Corporation is the leading specialty children’s retailer with over 1,200 stores domestically and internationally and generating over 1 billion in sales yearly. The Gymboree Corporation continues to grow and expand at a rapid pace but without sacrificing our commitment to quality. Most of all, we pride ourselves in hiring great people with the talent it takes to keep up with our growth.

The Financial Analyst will be responsible for leading and managing reporting and the financial planning system, Axiom. S/he will develop in-depth knowledge of the financial planning system and be the single point of contact for the FP&A team for all things related to financial reporting. The Financial Analyst will manage, maintain, evolve, and develop reports in the financial planning system. S/he will distribute reports to the management team and participate in Monthly Financial Review meetings. The ideal candidate will have the ability to partner with cross-functional teams to complete multiple reporting packages. They will also support the annual budget process.

Job Requirements:
BA in Accounting, Finance, Engineering, or Math required; work experience preferably within retail finance. A strong command of Excel - Intermediate to Expert level - and experience with Power Point. The ideal candidate has experience with planning systems along with a strong attention to detail. Experience with Microstrategy, Axiom, and multi-dimensional databases are a plus. Strong analytical skills, ability to present to senior management, accuracy, and the ability to multi-task well are a must. S/he should demonstrate initiative and the ability to work independently as well as look for opportunities to improve existing processes. This individual must be flexible, able to communicate in a clear and concise manner, able to effectively handle changing priorities and multiple simultaneous team deliverables.

Principals Only. EOE. No phone calls please.

Employment Opportunity 3

Senior IT/Lead Auditor

Location: San Francisco, CA

Ability to travel up to 15%

Are you looking for an opportunity to advance your professional auditor career? If you love a challenge and have a passion for results, this position may be of interest to you!

The Audit Department is seeking a highly skilled IT audit professional who is self-motivated and can work both independently and in a close team environment. This position will evaluate and assess risks and controls associated with the Bank’s information technology and application development environments.

Responsibilities:
You will have responsibilities that typically include:
• Audit project planning and fieldwork
• Analyzing conditions and making recommendations
Communicating audit results to Bank management and others
- Following up on planned corrective actions
- Reviewing moderately complex SDLC (System Development Life Cycle) projects
- Establishing and maintaining strong customer relationships and communications
- Proposing creative approaches for performing tasks and problem solving
- Participating as Audit’s representative in Twelfth District and System workgroups, task forces, and committees

Qualifications:
- A Minimum of 6 years as a Senior Technical Auditor or Lead IT Auditor / Consultant.
- Experience auditing complex IT infrastructure such as servers, desktops and databases, as well as a sound understanding of information security, general IT controls, application controls and technology risks for various hardware and software platforms
- Strong knowledge of LDAPs; Active and Enterprise Directories
- Experience auditing large-scale automation projects
- Strong interpersonal skills, including strong verbal and written communication skills
- Proven leadership experience with managing multiple audits, and proven ability to lead people on audits and ensure deliverables are met on time
- Ability to influence and work collaboratively across the bank.

Education:
- Undergraduate or Advanced degree in Information Technology or Computer Sciences, or related field.
- Professional certification (CIA, CISA, CPA, CISSP, PMP) preferred.

The successful candidate must be a U.S. Citizen, U.S. National, or hold a permanent resident status/green card with intent to become a U.S. Citizen.

At the Federal Reserve Bank of San Francisco, we offer a wonderful benefits package including:
Medical, Dental, Vision, Pre-tax Flexible Spending Account, Backup Child Care Program, Pre-tax Day Care Flexible Spending Account, Vacation Days, Sick Days, Paid Holiday’s, Pet Insurance, Matching 401(k), and an unheard of Retirement / Pension.

** The Federal Reserve Bank of San Francisco is located at 101 Market Street in San Francisco, CA, with easy bay area commute access via the Embarcadero BART station and ferries at the nearby San Francisco Ferry Building.

The Federal Reserve Bank of San Francisco is an Equal Opportunity Employer. Our people proudly reflect the diversity and ideas of the communities we serve

**Interested candidates should submit their resumes to [http://www.frbsf.org/our-district/careers/](http://www.frbsf.org/our-district/careers/)
2015 – 2016 NCEB Board
Board of Governors

Officers

Chapter President
Ruth Powell
RuthPowell@chevron.com

VP of Programs
Cheryl Louie
clouie2@stanford.edu

VP of Seminars
Mushtari Nagpurwala
musharti.nagpurwala@sri.com

Treasurer
Andrea Chiapello
Andrea.chiapello@elliemae.com

Assistant Treasurer
Catherine Blackmon
catherineblackmon@chevron.com

Secretary
Scott Lowry
Scott.lowry@appdynamics.com

Past Presidents

2011-2013
Paul Becker
pbecker@chevron.com

2013-2015
Tracy West
Tracy.West@delmonte.com

Term Governors

Term Expires in 2016
Kendall Tieck
kendall.tieck@workday.com
Jason Philibert
Jason.philibert@trinet.com
Perry Liu
Perry.Liu@goAAA.com
Vin Taneja
taneja1@llnl.gov

Term Expires in 2017
Theresa Nidetz
tnidetz@comcast.net
Paul Schafer
schafer2@llnl.gov
Kirk Rehage
kirkrehage@chevron.com
Tom Crane
tcrane@ortc.com

Term Expires in 2018
Marina Gouchian
marina.gouchian@e-arc.com
Nancy Yuen
Jeff Romano
JeffRomano@chevron.com
Brenda Roberts
brenda_roberts@att.net
## Other Contacts

### Chapter Representatives

<table>
<thead>
<tr>
<th>Role</th>
<th>Name</th>
<th>Email</th>
</tr>
</thead>
<tbody>
<tr>
<td>District Representative</td>
<td>Kara Giano</td>
<td><a href="mailto:KGiano@golden1.com">KGiano@golden1.com</a></td>
</tr>
</tbody>
</table>

### Committee Chairpersons

<table>
<thead>
<tr>
<th>Committee</th>
<th>Academic Relations</th>
<th>Audit Committee</th>
<th>CIA Certification</th>
<th>Chapter Achievement Program</th>
<th>Newsletter Editor</th>
<th>Membership</th>
<th>Web Site</th>
<th>Nominating Committee</th>
<th>Record Retention Committee</th>
<th>Academic Board Advisor</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Ahmad Ghafouri</td>
<td>John Pingatore</td>
<td>Open</td>
<td>Bill Warner</td>
<td>Jason Philibert</td>
<td>Marina Gouchian</td>
<td>Bill Warner</td>
<td>Tracy West</td>
<td>Theresa Nidetz</td>
<td>Theresa Nidetz</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>William Warner</td>
<td></td>
<td></td>
<td></td>
<td>Paul Becker</td>
<td>Bill Warner</td>
<td>Bill Warner</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Ruth Powell</td>
<td>Nancy Mangold</td>
<td>Gabrielle Middleton</td>
</tr>
</tbody>
</table>

|                                      |                    |                          |                        |                            |                         |                  |                        |                    | ntidetz@comcast.net  | gabriellefiniddleton@gmail.com |

|                                      |                    |                          |                        |                            |                         |                  |                        |                    | nancy.mangold@csueastbay.edu |

|                                      |                    |                          |                        |                            |                         |                  |                        |                    |                       |                        |