President’s Message

Ruth Powell, Chapter President

This year is going by so quickly! I can hardly believe that we have already had five programs and two seminars!!! We have three more programs, one more seminar and our year-end finale, the May social yet to come. Please be sure to mark your calendars for the remaining events as you won’t want to miss them.

We will be celebrating the IIA’s 75th anniversary over the course of the next year. Be watching for special announcements and events related to this special occasion.

If you are an IIA member, you have access to some great perks! You can access a digital edition of the Internal Auditor magazine at https://iaonline.theiia.org/. The IIA also hosts free Members-only webinars. These events earn you one CPE – for free! The next webinar “Getting to Know the Proposed Changes to the Standards” is scheduled for February 11th and on February 16th, “Filling the Void: Addressing Today’s Skills Gaps in Internal Audit”, will be presented. If you’d like to find out more about these free webinars, log into www.TheIIA.org and click on Training & Events - eLearning.

I’d also like to remind you of the upcoming IIA International Conference in New York, New York, July 17-20, 2016. Discount pricing is in effect until March 15th.

We are interested in your opinions and ideas for how we can improve the Chapter! After attending our events, please respond to the e-mailed surveys. You can also e-mail me at RuthPowell@Chevron.com or contact any of our Board members whose information is at the end of the newsletter.

Until next month!

Ruth Powell, Chapter President
Northern California East Bay Chapter

Programs

Cheryl Louie, VP of Programs

Can you believe it’s February already? Time is flying by this NCEB year! Our May Social is around the corner!! Please save this date on your calendar: May 19th. Not only are we having scrumptious BBQ as in last year’s caterer, the program will be quite enlightening. Beth Z, your nerdy best friend, will be ready with tips on free and bargain tech tools to make your life easier. Bring your smartphone or tablet and learn various apps available to multi-task with our busy schedules. We found her fascinating and fun at the IIA Leadership Academy. Registration will be up in March. Check out her website and this YouTube video for more information.

www.yournerdybestfriend.com
www.youtube.com/watch?v=mI06dTD-5DQ

January’s program on Hot Topics and Trends was presented by Princy Jain and Monica Nayar from PWC. Over 40 participants came and learned what is happening in the Audit universe.

On February 18 join us on “How to Read and Decode People with Preston Ni, Professor of Communication Studies and Communications Coach. Preston is no stranger to NCEB. He had an engaging program on body language two years ago. Register now using Eventbrite. You must pre-register in order to gain access to the program. There are no walk-in registrations.

Happy Year of the Monkey!

Cheryl Louie, VP of Programs
**Academic Relations**

*Ahmad Ghafouri*

We have a volunteer opportunity for our Chapter members to participate at “Meet the Firms” event at San Francisco State University on Thursday, February 18, 2016 (6-9pm). This is a great opportunity for us to meet many students at the same event. If you’re interested to volunteer at this event, please send an e-mail to Ahmad Ghafouri (AGhafouri@chevron.com).

Internal Auditor magazine has recently launched a scholarship program. Six, US$1,000, essay-based scholarships are available throughout 2016 for undergraduate and graduate students around the world. The most informative and thought-provoking essay for each scholarship, as judged by The IIA’s Publications Advisory Committee, will be published on InternalAuditor.org, along with reference and backlinks to the winning student’s chapter. Please share this opportunity with your family and friends who are undergraduate and graduate students, please see [https://iaonline.theiia.org/scholarships?spMailingID=12632555&spUserID=NjI1NTAxMDAyMzAS1&spJobID=663862954&spReportId=NjYzODYyOT U0S0](https://iaonline.theiia.org/scholarships?spMailingID=12632555&spUserID=NjI1NTAxMDAyMzAS1&spJobID=663862954&spReportId=NjYzODYyOTU0S0) for more details.

Ahmad Ghafouri, Chevron
aghafouri@chevron.com

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**Seminars**

*Mushtari Nagpurwala*

The first event of 2016 was “Privacy Risk Management” Seminar, we had a great turn-out for the event and the speaker provided us with some insightful information on data privacy management from the point of view of a corporation and how to audit various data types.

The next and last Seminar of the year is to be in April and the topic is “Catching the Bad Guys: Fraud Auditing for Internal Auditors” by Mary Breslin.

Do let me know if you have a interest in a topic or know of a presenter interested in doing presentation on data analytics and/or FCPA.

Mushtari Nagpurwala, VP of Seminars

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**Employment Opportunity**

Del Monte Foods, Inc.

*Cultivating Good Food for a Better Life*

**Overview:**
Del Monte Foods is one of the country’s largest and most well-known producers, distributors and marketers of premium quality, branded food products for the U.S. retail market, generating approximately $1.7 billion in net sales in fiscal 2014. With a powerful portfolio of brands, Del Monte products are found in six out of ten U.S. households. Brands include Del Monte®, Contadina®, S&W®, College Inn® and other brand names. The Company also produces and distributes private label food products. For more information on Del Monte Foods, visit the Company’s website at [www.delmontefoods.com](http://www.delmontefoods.com).

**Position Information:**
- Assist with the execution of the annual audit plan.
- Evaluate the adequacy and effectiveness of the Company’s internal control environment.
- Safeguard the assets of the Company.
- Ensure compliance with Company policies and procedures.
- Determine the reliability of data being generated.
- Promote operational efficiencies and identify cost-savings opportunities.

Ahmad Ghafouri, Chevron
aghafouri@chevron.com
• Plan and execute audit procedures on a project by project basis.
• Report internal audit results to management.

The objectives of this position will be achieved through the performance of detailed financial, operational and compliance related audit assignments of Del Monte Foods, Inc. operations, as directed.

• Provide an objective and independent evaluation of the adequacy and effectiveness of the Company’s financial, operational and compliance related controls.
• Perform review of work papers, reports and other audit deliverables for quality, accuracy and achievement of audit objectives.
• Plan, implement, coordinate, and execute internal audits, including the design and execution of the audit program and creation of the internal audit reports.
• Develop recommendations for improvement to the Company’s control environment.
• Assist in the Company’s Internal Controls Project by documenting and testing internal controls over the financial reporting process.
• Maintain comprehensive working papers to support and substantiate audit observations.
• Assist in the development of the Internal Audit Department’s procedures, practices and training.

Other duties as assigned

Qualifications:
• Expert knowledge of accounting principles and auditing techniques (i.e., US GAAP, COSO, PCAOB Auditing Standards, risk and controls standards and business process best practices).
• Experience with SAP preferred.
• Public Accounting experience preferred.
• Consumer products and/or manufacturing experience a plus.
• Excellent interpersonal and teamwork skills.
• Excellent verbal and written communication skills.
• Experience managing direct reports in an internal audit organization.

• BA/BS degree in relevant discipline required (Business Administration, Accounting, Finance or equivalent).
• 5-10 years of relevant work experience (i.e., Public Accounting and/or Internal Audit in a Big 4 Firm or Internal Audit Department for Fortune 1000 Company).
• Professional certification is required (i.e., CPA, CMA, CIA or CISA).
• Expected travel averages 15-20% per year, depending on current schedule of audit assignments; includes potential for travel to some international locations.

WE OFFER:
* Competitive salary
* Comprehensive benefits package including Medical, Dental, Vision, 401(k) and Pension Plan

Del Monte Foods, Inc. is an Equal Opportunity Employer. All qualified applicants will be considered without regard to race, color, religion, gender, national origin, sexual orientation, age, marital status, medical condition, disability, protected veteran status, or any other legally protected status.

ALL RESUMES NEED TO BE SUBMITTED THROUGH WWW.DELMONTEFOODS.COM TO BE CONSIDERED.
(https://www.delmontefoods.com/careers/) Please be advised that your application is not complete until you fill out, sign, and submit an Application for Employment for a specific position for which Del Monte Foods, Inc. is actively recruiting. Your application must reflect that you possess the required qualifications for the position.

No sponsorship is available for this position.
No agencies or 3rd party vendors.

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**Employment Opportunity**

City of Berkeley - Auditor II

**Overview:**
The City of Berkeley is famous around the globe as a center for diversity, academic achievement,
scientific exploration, free speech and the arts. The City offers a wide variety of cultural and recreational activities, and is home to some of the best restaurants in the SF Bay Area. Getting around is easy on foot, by taxi, or public transportation.

**Auditor’s Office:**
The Berkeley City Auditor’s Office leads the way in providing independent, objective information to Berkeley’s residents and City Council and serves as a catalyst for improving City government.

**Position:**
The Berkeley City Auditor’s Office is currently recruiting for two Auditor II positions in the Performance Audit Division. We are seeking self-directed audit professionals to conduct a variety of performance audits in accordance with Government Auditing Standards. The successful Performance Audit Candidate must have:

- Excellent analytical and oral and written communication skills.
- Skill in planning and conducting performance audits.
- An equivalent to a four-year bachelor’s degree in public policy, accounting, business, finance, economics, or a closely related field that has included data analysis of financial/accounting coursework. A master’s degree is highly desirable.
- A minimum of two years’ experience auditing to a recognized standard, preferably in a governmental setting.

**Apply by 5 p.m. Monday February 22, 2016.**

[http://agency.governmentjobs.com/berkeley/default.cfm](http://agency.governmentjobs.com/berkeley/default.cfm)

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**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:

- partner with management to ensure compliance with a robust control environment, and efficient operating practices.
- evaluate the adequacy of the design and operational effectiveness of the Company's internal controls and processes through walkthroughs, testing of controls and continuous monitoring of control compliance, reporting results to all levels of Company personnel
- 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.

Apply
### 2015 – 2016 NCEB Board

#### Board of Governors

<table>
<thead>
<tr>
<th><strong>Officers</strong></th>
<th><strong>Chapter President</strong></th>
<th>Ruth Powell</th>
<th><a href="mailto:RuthPowell@chevron.com">RuthPowell@chevron.com</a></th>
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<tr>
<td></td>
<td><strong>VP of Programs</strong></td>
<td>Cheryl Louie</td>
<td><a href="mailto:clouie2@stanford.edu">clouie2@stanford.edu</a></td>
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<td><strong>VP of Seminars</strong></td>
<td>Mushtari Nagpurwala</td>
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<td></td>
<td><strong>Treasurer</strong></td>
<td>Andrea Chiapello</td>
<td><a href="mailto:Andrea.chiapello@elliemae.com">Andrea.chiapello@elliemae.com</a></td>
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<td><strong>Assistant Treasurer</strong></td>
<td>Catherine Blackmon</td>
<td><a href="mailto:catherineblackmon@chevron.com">catherineblackmon@chevron.com</a></td>
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<td><strong>Secretary</strong></td>
<td>Scott Lowry</td>
<td><a href="mailto:Scott.lowry@appdynamics.com">Scott.lowry@appdynamics.com</a></td>
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#### Past Presidents

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<tr>
<th><strong>2011-2013</strong></th>
<th>Paul Becker</th>
<th><a href="mailto:pbecker@chevron.com">pbecker@chevron.com</a></th>
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<tr>
<td><strong>2013-2015</strong></td>
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#### Term Governors

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<tr>
<th><strong>Term Expires in 2016</strong></th>
<th>Kendall Tieck</th>
<th><a href="mailto:kendall.tieck@workday.com">kendall.tieck@workday.com</a></th>
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<td></td>
<td>Jason Philibert</td>
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<td>Perry Liu</td>
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<td>Vin Taneja</td>
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<td></td>
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<td>Tom Crane</td>
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<th><strong>Term Expires in 2018</strong></th>
<th>Marina Gouchian</th>
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<td></td>
<td>Nancy Yuen</td>
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<td>Jeff Romano</td>
<td><a href="mailto:JeffRomano@chevron.com">JeffRomano@chevron.com</a></td>
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<td></td>
<td>Brenda Roberts</td>
<td><a href="mailto:brenda_roberts@att.net">brenda_roberts@att.net</a></td>
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OTHER CONTACTS

CHAPTER REPRESENTATIVES

District Representative Kara Giano KGiano@golden1.com

C H A P T E R   C H A I R P E R S O N S

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Web Site Bill Warner William.warner@chevron.com
Hospitality Shannon Wilhite Shannon.Wilhite@delmonte.com

Nominating Committee Tracy West Tracy.West@delmonte.com
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Ruth Powell RuthPowell@chevron.com

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Bill Warner William.warner@chevron.com
Gabrielle Middelton gabriellefinmiddleton@gmail.com

Academic Board Advisor Nancy Mangold nancy.mangold@csueastbay.edu
The Directors Roundtable Institute Invites You to Attend a Program
For Boards of Directors & Their Advisors

A WORLD CONFERENCE ON DEFENDING
DIRECTORS, C-SUITES & CORPORATIONS FROM LIABILITY:
Individual Accountability for Corporate Wrongdoing

Tuesday, March 1, 2016, 8:30 – 10:30 a.m. (8:00 a.m. Registration)
The Olympic Club, 524 Post Street, San Francisco

There is no fee to attend and continental breakfast will be served.
Two hours of California MCLE credit will be provided.

Directors, C-Suite executives, in-house counsel, and corporations are increasingly facing more frequent litigation and government investigations, including bet-the-company lawsuits and criminal actions. The opposition ranges from government agencies to shareholders, customers, and other businesses.

In addition, the Department of Justice ("DOJ") has recently issued major new policies via the so-called "Yates Memo" that intensify individual accountability for corporate wrongdoing. Of particular note, two mandates in the Yates Memo provide:

- In order to qualify for any cooperation credit, corporations must provide to the DOJ all relevant facts relating to the individuals involved in the corporation’s alleged misconduct.
- Absent extraordinary circumstance or approved departmental policy, the DOJ will not release culpable individuals from civil or criminal liability even after resolving a matter with a corporation.

Our panel of Distinguished Speakers will share with you their insights as to the Yates Memo and how corporate leaders can minimize liability risks for themselves and their companies in light of the expanding attention on corporate and individual misconduct. Parallel events will be held in U.S. and other cities worldwide.

DISTINGUISHED SPEAKERS

David Callaway Assistant United States Attorney and Chief of the Criminal Division, Northern District of California

Matthew Jacobs Partner, Vinson & Elkins LLP
Government Investigations & White Collar Criminal Defense

Juan González III Principal, KPMG LLP
Forensic Advisory Services

Dana Kopper Managing Director, Lockton Companies, LLC
Directors & Officers' Liability, Governance Risk Management Group

Michael Charlson (Moderator) Partner, Vinson & Elkins LLP
Shareholder Litigation & Enforcement

REGISTRATION: To register, log on to our Website www.directorsroundtable.com and click on "Current Events and Registration". To contact us, call Karen Todd at (727) 493-2067 or e-mail Jack Friedman, Chairman of the Directors Roundtable, at karen.f.todd@gmail.com.

The Directors Roundtable Institute is a not-for-profit organization that organizes worldwide programming for Directors and their advisors. Directors Roundtable is a State Bar of California approved MCLE provider. This activity has been approved for 2.0 hours of general MCLE credit.
First published in 1973, Larry Sawyer’s work has helped guide many internal auditors and shaped the profession. While the foundation principles of internal auditing remain core, the ever-changing global business environment requires that internal auditors continue to adapt their position as value-adding partners in their organizations or risk becoming obsolete.

Sawyer’s philosophy was that internal auditors should watch for emerging trends while keeping pace with changes in The IIA’s *International Standards for the Professional Practice of Internal Auditing (Standards)*, IT, legislation, and regulations — and to respond effectively to international events and evolving governance and risk management mandates. This 6th edition of Sawyer’s seminal work is a 3-volume set, making the content more navigable for the reader, and each volume includes an index and glossary for easy reference.

Volume 1: Internal Audit Essentials  
Volume 2: Internal Audit Processes and Methods  
Volume 3: Governance, Risk Management, and Compliance Essentials