Upcoming Chapter Meeting

Monday September 9, 2013

Are You COSO Ready?

Speaker: John J. McKeever, CCSA, CRMA, CFE, CQA, CBM

Location: River's Club, One Oxford Center, 301 Grant Street, Pittsburgh PA 15219

Registration/Lunch: 11:00 AM – 12:00 PM

Program: 12:00 PM - 3:00 PM

CPE Available: 3 Hours

Registration: E-mail your reservation to Gina Dutkovich at: GDutkovich481@dollarbank.com

Deadlines: All reservations are due no later than September 5, 2013. Cancellations will not be accepted after this date.

Fees: IIA Members - $100.00
Non-Members - $125.00

Payment: Make checks payable to the “IIA – Pittsburgh Chapter” and mail to Dollar Bank – Audit Department; 2700 Liberty Avenue; Pittsburgh, PA 15222; Attn: Gina Dutkovich.

Questions: Please call Gina Dutkovich (Hospitality Committee) at 412-261-8129.

Cancellations: Cancellations made after the deadline will be charged the full cost of the meeting.
Are You COSO Ready?
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301 Grant Street, Pittsburgh, PA 15219
River’s Club
Fees: IIA Members & Students - $100.00, Non-Members - $125.00

NEW! Are You COSO Ready? A presentation of the Updated COSO Framework discusses key changes to the Framework and how they will impact your organization:

- Why the change is occurring now and what factors influenced the update.
- What has not changed from the original guidance.
- The nine elements that have changed and which seven directly impact internal audit.
- How to continue your education and understanding of the Framework.

This three-hour COSO Workshop provides a more comprehensive overview of the key changes to the Framework. In this workshop, participants will:

- Hear a brief history of the updates, revisions, and enhancements.
- Discuss the implications of the updated Framework on internal audit activities.
- Gain insight into implementing the new Framework to increase the value of your assurance and consulting services.

This is a good starting point to assess how these changes will impact your current practices.

Speaker Bio:

John J McKeever, CCSA, CRMA, CFE, CQA, CBM

John McKeever is the President & COO of Contemporary Business Concepts, LLC.

John has served as an Operations Manager, Consultant, Instructor, and on the audit staff of AT&T. During his 15 years in the audit department at AT&T, he conducted and led a wide range of audits and consulting projects. These included numerous audits and projects of finance, operations, and information technology processes.

John frequently speaks at public seminars, professional associations, state and federal agencies, and corporations. His work has included developing and delivering risk and control management programs specifically focused for the needs of Senior Executives, Boards of Directors, and Audit Committees.

While in private practice; at the AT&T School of Business; and at The Institute of Internal Auditors John has developed and delivered a number of programs which include: Consulting: A Value Added Service The Tools and Techniques That
John McKeever Biography, Cont.


For his achievements as a seminar leader, The Institute of Internal Auditors has awarded John the designation of Distinguished Adjunct Faculty Member.

In addition John has authored numerous research papers that have addressed the concepts of process improvement in business, employee empowerment, and the management of effective teams. Using these tools, he has guided and encouraged thousands of domestic and international professionals to move toward process and business improvements.

John has degrees in Business Administration and Management from Northeastern University, a Master of Science Degree in Management from Stevens Institute of Technology, and a graduate level Certificate in Total Quality Management from the University of Phoenix. He is a Certified Quality Auditor, a Certified Fraud Examiner, a Certified Business Manager, a Certified Professional Consultant, and holds a Certification in Risk Management Assurance. In addition, John holds both a Control Self-Assessment Qualification and a Certification in Control Self-Assessment.

He is a member of the American Society for Quality, The Institute of Internal Auditors, The Association of Business Professionals in Business Management, and the Association of Certified Fraud Examiners.

We want YOU... to join our Chapter’s Speakers Bureau!

If you are an experienced speaker or have expertise in a certain topic area and would be willing to present to a local organization, please contact us so we can add you to our list of local speakers. Once information is gathered, the speaker database will be published on the Chapter website and shared with the membership for use in planning their internal training and team-building events. Participating in the Speakers Bureau is a great opportunity to share your expertise and experiences with other local organizations, and network with other Chapter members. If you are interested in being included in this database please contact Rob Hoffman at 412-433-2232 or rehoffman@uss.com.

The goal of the Speakers Bureau will be to provide speakers – at no cost – to academic, public, and private organizations interested in learning about internal auditing, internal controls, and risk. Some examples of topics include Auditing as a Career, Business Ethics, Internal Controls / SOX, Risk Assessment, and General IT Controls; but there are many different topics of interest to organizations in our area, so please feel free to indicate any particular skill-sets, experiences or areas of expertise. We are looking for IIA members that have the desire and ability to speak to various groups in the aforementioned topics. If you are interested in being included in this database please contact Rob Hoffman at 412-433-2232 or rehoffman@uss.com.
Save The Date!

Upcoming Chapter Meetings and Events

<table>
<thead>
<tr>
<th>Date</th>
<th>Topic</th>
<th>CPE</th>
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<td>09/09/2013</td>
<td>Are You COSO Ready?</td>
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<td>10/07/2013</td>
<td>Affordable Health Care Act – What You Need To Know</td>
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<td>11/22/2013</td>
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<td>12/02/2013</td>
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<td>Tax 2-3 Ethics 3</td>
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<tr>
<td>01/06/2014</td>
<td>Audit Evidence and Root Cause Analysis</td>
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Our Chapter’s Programming Committee works very hard to provide our members with affordable and effective CPE sessions and networking opportunities. Please note that the information above is subject to change.

Know of a great speaker?
The programming committee is always looking for new and exciting speakers for our local seminars, workshops and monthly meetings. If you have any recommendations or comments regarding topics, speakers or venues, please contact the Programming Chair, Dawna Fisher at dawna.fisher@fhlb-pgh.com or one of the Programming Committee members: Teresa van der Lee at Teresa.vanderLee@gianteagle.com, Nicole SalDamarco at nsaldamarco@sdcpa.com, Stephanie Taylor at stephtenbrink@gmail.com, Steven Melletz at smelletz@fcbanking.com, Beth Bodner at bodnerb@ae.com, Valerie Trott-Williams at trott@duq.edu, or Jean Yates at jean.yates@pnc.com.
Greetings IIA Pittsburgh Chapter Members,

I would like to begin by thanking all of you for your continued support of the IIA and the Pittsburgh Chapter (which achieved Gold status AGAIN!!!). I would also like to extend a special thank you to all of the members that volunteer their time and efforts to the Chapter in so many ways. Without all of you, none of what we do to serve the membership would be possible.

Summer is almost over and I would be remiss if I did not mention the success of the Annual Golf Outing. Under Lew Fortwangler’s leadership, the golf outing has been an annual success for the Chapter and the turnout for this event has been great. And as usual, the Cranberry Highlands Golf Course staff has been more than accommodating to make our event as enjoyable as possible. If you have not attended this event in the past, make sure you get there next year because it is a really good time and a great opportunity to network with your fellow members. Thank you to Lew and his team for their time and efforts…great job.

The 2013 – 2014 Chapter Year has begun and the plans we have put together are exciting. Our Programming Committee under the direction of Dawna Fisher has already begun to put together a fantastic calendar of events. We will begin the year with the September 9th meeting featuring a training session on the update to the COSO model. The presentation is sure to be one you will not want to miss and we are sure to fill the room. Room capacity at the River’s Club is limited to 100 people, so register early to ensure you get a seat. Check out the calendar of events to see how the programming year is taking shape.

I would like to take a moment to ask for assistance from the membership. We are in need of volunteers to continue the stewardship and administration of the Pittsburgh Chapter. Many of these volunteer opportunities require only a small amount of time and are key to the ongoing success of the Chapter. Also, as part of the succession planning for Chapter Officers, we will be looking to the membership for leaders that are interested in taking on a more active role in the Chapter. If you are interested in volunteering in any way please contact me.

On behalf of the Chapter Officers and the Board of Governors, thank you all for your support and we look forward to seeing you at this year’s events.

Thank you,

Aaron Mitcham, CPA, CISA, CISSP
mitchama@duq.edu
2013-2014 President, Pittsburgh Chapter
Congratulations!

The following chapter members have recently become certified.

**Certified Internal Auditor (CIA)**
- Jason Beck
- Vaughan Cromwell
- Daniel Pegher
- Nicholas Vitale

**Certified Financial Services Auditor (CFSA)**
- Courtney Sheff
- Nicholas Vitale

**Certification in Risk Management Assurance (CRMA)**
- Manbir Sing Bawa
- James Carroll
- Robert Haller
- Thomas Keaton Jr.
- Heather Martin
- Louis Paniccia
- Thomas Trygar
- David Alan Bolewitz
- Bjorn Dupre
- Douglas Hilditch
- Brian Kirkpatrick
- Aaron Oliver
- Susan Powell
- Christine Tvaroch

Please join us in celebrating their success!

Unlock Your Door to Opportunity with IIA Global Certifications

- Certified Internal Auditor (CIA)
- Certified Governmental Auditing Professional (CGAP)
- Certified Financial Services Auditor (CFSA)
- Certification in Control Self-Assessment (CCSA)
- Certification in Risk Management Assurance (CRMA)

For more information regarding professional certifications, please visit: [https://na.theiia.org/certification/Pages/Certification.aspx](https://na.theiia.org/certification/Pages/Certification.aspx)
### New Members!

<table>
<thead>
<tr>
<th>Jennifer Todd</th>
<th>University of Pittsburgh Medical Center</th>
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<tr>
<td>Camelia Sirbu</td>
<td>University of Pittsburgh Medical Center</td>
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<td>Sharon Connors</td>
<td>University of Pittsburgh Medical Center</td>
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<tr>
<td>Jim Newell</td>
<td>University of Pittsburgh Medical Center</td>
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<tr>
<td>Phyllis Lombardi</td>
<td>West Penn Allegheny Health System</td>
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<td>Kurt Himrod</td>
<td>Erie Insurance Group</td>
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<td>Jennifer Cabraja</td>
<td>ServiceLink</td>
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<td>Scott Kondratik</td>
<td>The Bank of New York Mellon</td>
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<td>Mary Swaney</td>
<td>Erie Federal Credit Union</td>
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<td>Kim Yensen</td>
<td>WesBanco Inc</td>
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<td>Jamie Adams</td>
<td>Mountaineer Park Inc</td>
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<td>Robert Kennedy Chuey</td>
<td>Ohio University</td>
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<td>Cynthia Feeser</td>
<td>The Bank of New York Mellon</td>
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<td>Electra Bradshaw</td>
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<td>Jonathan Alexander</td>
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<td>David Oeler</td>
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<td>Kristen Garrison</td>
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<td>Mark Nelson</td>
<td>EQT Corporation</td>
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<td>Jeffrey Mitchell</td>
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<td>Amy Swartzlander</td>
<td>EQT Corporation</td>
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<tr>
<td>Tracy Saula</td>
<td>Highmark Inc</td>
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<td>Brian Behan</td>
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<td>Stephen Hunter</td>
<td>Highmark Inc</td>
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<tr>
<td>Chatham Gongola</td>
<td>Mitsubishi Electric Power Products</td>
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<td>Ran Bi</td>
<td>Ernst &amp; Young LLP-Charleston WV</td>
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<tr>
<td>Philip Smith</td>
<td>United States Postal Service</td>
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<tr>
<td>Sean Kesler</td>
<td>United States Postal Service</td>
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<tr>
<td>Matthew Pellis</td>
<td>Allegheny Technologies Inc</td>
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<td>Kathy McCormick</td>
<td>Alcoa</td>
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<tr>
<td>Selwyn Lane</td>
<td>Alcoa</td>
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<tr>
<td>Mary Swaney</td>
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<tr>
<td>Jim Haggerty</td>
<td>Bayer Corporation</td>
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<td>Michael Wojdat</td>
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<td>Nik Belhumeur</td>
<td>Highmark Inc</td>
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<td>Dave Hopper</td>
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<td>Joe Gable</td>
<td>Highmark Inc</td>
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<td>Georgia Harris</td>
<td>FedEx Ground</td>
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<td>Robin Taylor</td>
<td>Federal Home Loan Bank of Pittsburgh</td>
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<td>Stefan Scholz</td>
<td>Bayer Corporation</td>
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<td>Zack Kostorick</td>
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<td>Charles Huang</td>
<td>The Bank of New York Mellon</td>
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<tr>
<td>Alexa Nolder</td>
<td>Rue21, Inc</td>
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<tr>
<td>Kevin Varley</td>
<td>Rue21, Inc</td>
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Advertisements will only be sent to members via direct e-mail when included in the monthly or summer chapter newsletters.

Advertisements are not to be sent directly to members via e-mail or postal mail.

Advertisements will also be posted on the chapter website as part of the newsletter.

**EMPLOYMENT OPPORTUNITIES**

Employment advertisements for member companies are free of charge.

Employment advertisements for non-members:
- ¼ page - $50
- ½ page - $100
- Full page - $200

Employment advertisements for employment agencies and professional services providers:
- ¼ page - $100
- ½ page - $200
- Full page - $400

**OTHER ADVERTISEMENTS**

Advertising for services or products:
- ¼ page - $100
- ½ page - $200
- Full page - $400

**REMINDER**: Members of the IIA Pittsburgh chapter are given access to the membership list. This list is NOT to be used to solicit members. Solicitation of services/products using the chapter membership list may result in the revocation of membership.
Title: Senior Provider Auditor  
Location: Pittsburgh, PA

DESCRIPTION

The position is responsible for the review and auditing of paid claims made by Highmark to provider facilities for the purpose of verifying the accuracy of payment and charges and determining the existence of overpayments due to potential fraud, waste and abuse. Audits involve the analysis of charges, CPT/HCPCS coding and unit volumes, member eligibility benefits, appropriateness of services and supplies, compliance with policy guidelines, and other elements as submitted on the claim. The Senior Auditor together with department analysts compiles and performs trend analysis of paid claim data for purposes of identifying excessive or abusive coding and billing practices. The individual also conducts reviews of provider medical records, charge description masters (CDM) and detailed billing statements on focused audit projects, identifies non-compliance with regulatory and NCCI coding standards, evaluates provider contracts for appropriate payments and pursues payment recoveries and claim adjustments to ensure correct claim payments on audits performed. The Senior Auditor will work closely with analysts, auditors and investigators in the Financial Investigations and Provider Review (FIPR) department in the identification of potential fraud cases and compile necessary documentation to support Highmark's position on overpayment determinations.

Major Accountabilities:

1. Provides clinical expertise and audit reviews on facility audit projects, individual audits, case selections, and payment recovery initiatives.

2. Functions as the clinical team leader for FIPR facility audit group.

3. Identifies new audit areas for trending and data analytic research by analysts.

4. Reviews medical documentation and billing records on problematic paid claims.

5. Identifies fraud or abusive billing patterns and refers potential cases to management appropriately.

6. Interviews medical personnel for clarification of clinical issues to support audit process.

7. Documents and substantiates audit findings to providers.

8. Educates providers on appropriate coding and billing on overpayment recovery issues.

9. Identifies and makes revisions with manager to standard audit procedures to enhance effectiveness and productivity.

10. Performs other assignments as directed by management.
REQUIRED QUALIFICATIONS:

- Bachelor’s degree in Nursing, Accounting, Finance, Business Administration.
- Registered Nurse, Registered Health Information Administrator / Technician, Certified Coding Specialist, or Certified Professional Coder.
- Minimum of six (6) years auditing experience of healthcare institutions or eight (8) years experience in acute care hospital or health insurance setting.
- In lieu of degree or certification, a minimum of 5 years experience in related field is required.
- Must have in-depth knowledge of provider facility payment methodology and clinical aspects of patient care including diagnosis and procedures, medical terminology, medical record documentation and coding and billing proficiency.
- Must have understanding of technical and financial aspects of the health insurance industry.
- Able to work independently.
- Strong personal computer skills, along with the ability to use fraud/abuse data mining tools are required.
- Must possess excellent communication skills and be detailed oriented.
- Strong organizational skills needed.

PREFERRED QUALIFICATIONS:

- Experience in hospital HIM, Internal Audit, Reimbursement or Revenue Cycle departments preferred.

*Highmark is an Affirmative Action/Equal Employment Opportunity (AA/EEO) employer.*

Interested candidates should apply at:
Title: Senior Internal Auditor  
Location: Pittsburgh, PA

DESCRIPTION

- Conducting and coordinating the completion of multiple projects of varying size and complexity to evaluate internal controls, with a focus on financial, operational, and compliance risks on a corporate-wide basis, including subsidiaries. The audit projects include evaluation of: controls over and efficiency of internal business processes and procedures; controls to ensure compliance with applicable laws, regulations, and contractual obligations; third-party contractors engaged to perform significant services on behalf of the Company; and, special requests of executive and senior management and the Audit Committee.

- The projects are completed through a combination of work performed by the incumbent and supervision of less experienced professionals by the incumbent. The projects generally culminate with a written report that includes an independent evaluation of the design, effectiveness, and efficiency of the internal control systems established by management.

- In addition, the incumbent will be expected to provide counsel to management in the design and implementation of processes and controls. Some travel may be required, contingent on the specific assignments.

REQUIRED QUALIFICATIONS:

- A Bachelors degree.

- A minimum of five (5) years of progressive experience in internal auditing, public accounting or a position where you worked with internal control design, documentation and testing is required. The auditing experience should be risk based and include knowledge of the COSO framework (Committee of Sponsoring Organizations' framework for assessing and maintaining a sound control environment) and Internal Auditing Standards.

- The incumbent must possess excellent oral and written communication skills to articulate internal control weaknesses, risks/impacts to the department and/or company and actions to address identified weaknesses to responsible management.

- The incumbent is expected to establish and maintain relationships with all levels of staff and management in a variety of departments and subsidiaries within Highmark and therefore must have excellent interpersonal skills and must be able to effectively resolve conflicts.
• The incumbent’s projects are generally diverse in subject matter and objective and change annually based on the strategic objectives of Highmark and its subsidiaries. As such, the incumbent must possess substantial individual judgment, strong analytical and problem solving skills, sound business knowledge, and intuitive thought processes to understand the area under audit in a short period of time.

• The incumbent must be able to effectively apply those skills in assessing risks, developing and reviewing audit plans, developing and making recommendations to management and overseeing the work of professional staff.

• The incumbent must have the ability to use or recommend computer assisted audit techniques (CAAT) when developing audit test plans. The incumbent will be required to exercise professional judgment in the conduct of audits.

• The incumbent is responsible for facilitation of all project phases including initiation, audit plan development, testing documentation, issue development and reporting and follow-up on issue resolution.

• The incumbent must have excellent project management skills as they have accountability for management of multiple projects with often overlapping deadlines involving multiple departments.

• The position requires the ability to manage competing demands and the ability to work independently. Due to the nature of the work performed, the utmost integrity in discreet and confidential handling of confidential materials is expected.

• The position requires proficiency with Microsoft Office and Lotus Notes.

PREFERRED QUALIFICATIONS:

• A Bachelors degree in Accounting or Business Administration.

• An MBA, CPA, CIA or CISA is strongly preferred.

• A thorough knowledge of the operations and systems of Highmark and its subsidiaries is preferred. A general knowledge of health insurance, computerized management information systems, and governmental auditing standards would be beneficial.

Highmark is an Affirmative Action/Equal Employment Opportunity (AA/EEO) employer.

Interested candidates should apply at:

http://www.candidatecare.com/srcsh/RTI.home?r=2000023064010&d=highmark.candidatecare.com
BROAD FUNCTION AND SCOPE OF THE POSITION:

The Del Monte Foods Internal Audit Department is looking for a talented and energetic audit professional for the role of Associate Auditor who will be an integral part of our audit team located in the Pittsburgh office. This individual will evaluate and improve the Company's internal control environment and will have the opportunity to work cross-functionally and in different geographic locations. The incumbent will be responsible for educating employees at all levels on the importance of internal controls.

The Associate Auditor will help design, plan and conduct financial and operational audits. These reviews will include internal departments and sites along with 3rd-party vendors.

The Associate Auditor will be responsible for identifying areas where controls and processes require improvement and will assist in developing practical and implementable recommendations. This individual will play a key role in identifying the root cause of an issue, help management understand the dimensions of the issue and influence management to implement the corrective action.

In addition, the Associate Auditor will be responsible for promoting operational efficiencies and identifying cost savings opportunities. The candidate will gain or expand experience and knowledge of the CPG industry. This position offers significant responsibilities and opportunities to interact with various levels of management due to the high visibility of many of our audit assignments, as well as an opportunity to grow within the Finance area or other parts of the organization.

PRINCIPAL RESPONSIBILITIES:

• Provide an objective, independent, risk-based evaluation of the adequacy and effectiveness of the Company's operational and financial controls.
• Perform audits of functional areas, production locations, distribution centers, and brokers.
• Perform all phases of the audit process, including planning, fieldwork, closeout, report writing, wrap-up and follow-up.
• Develop and execute test procedures to ensure that controls are operating as intended.
• Develop recommendations for improvement to the Company's control environment.
• Assist in the Company's Sarbanes-Oxley 404 process by documenting and testing internal controls over the financial reporting process.
• Participate in Special Projects, such as: risk assessments, assistance to external auditors, system implementations, due diligence, etc.
• Maintain comprehensive working papers to support and substantiate audit observations.
• Assist in the development of the Internal Audit Department's procedures, practices and training.
QUALIFICATIONS:

EDUCATION: Bachelor’s Degree in relevant discipline required - (e.g., Business Administration, Accounting, Finance or Equivalent)

YEARS OF EXPERIENCE: 2 - 5 years

SPECIAL REQUIREMENTS:

• Prior relevant work experience is required - (e.g., Public Accounting and/or Internal Audit in Big 4 Firm, or Internal Audit Department for Fortune 1000 Company).
• General knowledge of accounting principles and auditing techniques.
• Excellent interpersonal and teamwork skills.
• Excellent oral and written communication skills.
• Motivated individual who demonstrates initiative in conducting assignments with minimal guidance.
• Experience auditing in the CPG industry a plus.
• Experience performing audit procedures using data analytics a plus.
• Professional certification (or substantially complete) is preferred - (e.g., CPA, CMA, CIA, CISA, CFE).
• Expected travel averages 15 - 20% per year - depending on current schedule of audit assignments.
• Spanish language skills a plus, but not required.
• 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 is an Equal Opportunity Employer.

ALL RESUMES NEED TO BE SUBMITTED THROUGH WWW.DELMONTEFOODS.COM TO BE CONSIDERED.

(https://www.delmonte.apply2jobs.com/)

No sponsorship is available for this position. No agency solicitations. No third party recruiters.
F.N.B. Corporation - Hermitage, PA

**Audit Supervisor:** Responsible for functional and operational auditing for all assigned affiliates and departments to ensure adequate controls exist; compliance with Bank policies, procedures, laws and regulations; efficient and effective use of resources are employed by management; and financial activity is reasonably accurate. BS or BA in Accounting or related field. Seven plus (7+) years bank audit and/or public accounting experience required. Professional certification preferred.

**Senior Auditor:** Responsible for performing audit work and directing the daily progress of audit fieldwork and supervising assigned staff on audit assignments. BS or BA in Accounting or related field. Five (5) years bank audit or general audit experience required. Professional certification preferred.

Salary commensurate with experience. Competitive benefit package includes: 401K, medical, dental, vision, flexible spending account, and much more! Please visit our website: [www.fnbcorporation.com/careers](http://www.fnbcorporation.com/careers) to apply.
We’re on the Web!

See us at:
www.theiia.org

Follow us on LinkedIn!
www.linkedin.com

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