President’s Message

Happy 75th Anniversary Everyone!

If you do not know, in 2016 the IIA is celebrating our 75th anniversary in supporting Internal Auditors worldwide. It is quite an achievement in educating and supporting people like you. For an organization to be as successful as the IIA you have to have a plan and a well-defined strategy.

Last year the IIA’s North American Board updated their strategic plan to coincide with the IIA Global’s strategic plan to better align with North America’s goals and achievements. This year, the North American Board is asking individual chapters to do the same.

This month, your Board of Governors is meeting to outline our chapter’s long-term strategic plan to better align with the North American Board’s Vision. To better explain this I am going to highlight some aspects of the North American Board’s strategic plan.

The North American Board has four goals for the IIA.

- **Goal A. Professionalism:** The IIA, at all levels, will collaborate to enhance the profession in North America.

- **Goal B. Advocacy:** The IIA will raise the profile of and demand for the profession, enhancing its recognition as indispensable to good governance by key stakeholders.

- **Goal C. Sustainable Value:** The IIA will generate sustainable value for members.

- **Goal D. IIA as Leader:** The IIA will emerge as the leading voice in integrated audit, governance, risk management assurance and control.

(Continued on page 2)
In order to achieve this, here are some but not all of the things that the IIA is doing to meet these goals.

Professionalism  
Increase growth of paid membership including increased retention and expanded industry niches  
Increase member satisfaction  
Increase number of professionals holding an IIA certification

Advocacy  
Increase awareness of the internal audit profession at the young professional and college student level  
Increase regulatory and legislative awareness of the importance of making high quality internal auditing a requirement for organizations

Sustainable Value  
Increase greater member engagement using IIA products & services  
The IIA will become the provider of choice for professional development

IIA as a Leader  
Be recognized by members and internal audit stakeholders as the leading resource for Enterprise Risk Management and Assurance  
Establish a center for risk management assurance and advisory services

This month your Sacramento Chapter Board of Governors will be discussing what we can do as a chapter to align ourselves strategically as a chapter. Do we hold more educational programs, continue to do District Conferences, push for more student involvement, offer discounts on membership, hold leadership roundtables, advocate with government leaders, etc.?

There is a lot we can do as a chapter to better provide you, as a chapter member to help you become a Professional, an Advocate, a Leader while getting Value in participating in IIA events and activities. This month, please let you IIA Chapter Leaders know what you want the chapter to be like in the coming years. Feel free to e-mail with your thoughts on what direction you want the chapter to go in. You can e-mail us at iiasacramento@gmail.com.

However, the best way to improve the chapter is to become a chapter volunteer. The chapter has many opportunities to volunteer all are very rewarding and will change your professional life. Volunteering has improved my career and I have learned a lot. A bonus has been that I have made many friends. I would definitely suggest to anyone who wants to improve their Internal Audit career that the first step is to volunteer with your local IIA chapter.

I hope to see you all at the next chapter event!!

Kevin Shaw, CIA, CRMA  
President IIA Sacramento
SACRAMENTO CITY AUDITOR

The Sacramento City Auditor’s Office won a Distinguished Knighton Award from the Association of Local Government Auditors (ALGA) for the Audit of the City’s Master Vendor File.

The Knighton Awards are presented to the best performance audit reports of the previous year in five categories based on audit shop size. Audit reports are evaluated against five established criteria by a panel of professional internal auditing peers.

The audit was completed by City Auditor Jorge Oseguer and Assistant City Auditor Lynn Bashaw. Congratulations!!!

Read the award winning report at: http://www.cityofsacramento.org/~/media/Corporate/Files/Auditor/Audit-Reports/2Audit%20of%20the%20City%20Master%20Vendor%20File.pdf

STUDENT SCHOLARSHIP

Be the Future of Internal Auditing

*Internal Auditor* magazine, the world's leading publication covering the internal audit profession, is launching a scholarship program.

We are offering six, $1,000 scholarships for undergraduate and graduate students who write the most informative and intuitive essays on internal audit subjects.

Once the student winners are announced, we will publish the winning essay on InternalAuditor.org.

For additional details, topics, deadlines and applications, go to: https://iaonline.theiia.org/scholarships?spMailingID=12632555&spUserID=MTI3MTcxNTgxMTgyS0&spJobID=663862954&spReportId=NjYzODYyOTU0S0

*The IIA’s Academic Relations Program*

For decades, The IIA has been committed to Academic Relations by providing dedicated staffing and volunteer support. As the profession evolved, so did the needs of the academic community for "internal audit-ready" graduates to enter the business arena and meet the demand for graduates with a reduced learning curve.

To help fill the pipeline with such graduates, The Internal Audit Academic Awareness Program and the Internal Auditing Education Partnership (IAEP) were created to support institutions of higher education in creating stellar learning opportunities for those interested in a career in internal auditing.

For Event Registration Go to: https://chapters.theiia.org/sacramento/Pages/default.aspx

Select “Training & Events” tab

*Payment Options* (select one of the following at time of on-line registration):

- **PayPal or Check**
- **Purchase Order** - select this option upon registration and e-mail us your: company name, mailing address, phone number and contact person to iiasacramento@gmail.com. We will then issue an invoice prior to the event for payment.
The Nonmonetary Perks Workers Want

You realize workers and job seekers appreciate perks, but do you know which ones they value most? A recent Robert Half survey reveals that managers are not quite in sync with their employees. Among the chief financial officers (CFOs) interviewed, 39 percent believe their employees’ top choice would be health and wellness benefits, such as free gym memberships. Office workers, however, prioritize additional vacation days.

However, the two groups are in agreement about one thing: nonmonetary perks are up for negotiation more than they were a year ago, largely thanks to a decline in the national unemployment rate. To recruit, hire and retain the best accounting and finance talent, an employer has to provide the benefits professionals desire the most.

Most valued perks
Remote work arrangements followed vacation days as employees’ most desired perks, with nontraditional work hours not far behind. The take-home message is clear: Employees don’t have enough time, and workplace benefits that can help them achieve a better work-life balance can make a big difference in their job satisfaction.

This is not to say workers don’t appreciate amenities like subsidized gym memberships, free parking and onsite cafeterias. They do. It’s just that if given a choice, your employees probably prefer the gift of more time over more material things.

By introducing more work-life balance perks to your organization, you’re telling workers you realize — and respect — that they have a life outside the office. And the benefit is not all one-sided: Employees who can exercise more control over their schedule tend to have greater loyalty to an employer than those who have to stick to set hours.

As for extra vacation days, some managers may feel that the company simply can’t afford the disruption and loss of productivity that comes with this nonmonetary perk. However, more PTO (paid time off) can actually lead to a boost in productivity. By taking longer and more frequent vacations, your workers will be refreshed, more creative and ready to tackle tough projects.

Explaining the disconnect
Why did surveyed CFOs think workers cared about wellness benefits the most when it ranked fourth among employees? Perhaps healthcare is top of mind among executives, what with the Affordable Care Act and its ramifications on health insurance and premiums. It could also be that many employers simply fail to initiate a conversation with their staff regarding the benefits they truly want. Likewise, workers are often reluctant to speak up about their workplace wish lists.

Which perks do my employees want?
There’s no need to be a mind reader. Here are some easy and efficient ways to discover which nonmonetary perks your staff value and which ones they could do without.

Via an anonymous internal survey, ask employees to rank specific perks. Be sure to give them space to add their own suggestions and comments. Survey Monkey and Google Forms are two online questionnaire tools that are free and easy to use.

During performance reviews, talk to each worker about which current perks they like and, if they could ask for any nonwage benefit, what that would be. Use this approach especially with top performers you cannot afford to lose.

Don’t forget prospective employees. In job postings and other recruitment efforts, publicize your company’s nonmonetary perks. Bring them up again during interviews, this time adding specifics. When weighing competing job offers, top candidates may lean toward compensation packages that include flextime, telecommuting options and generous vacation days.

This article is provided courtesy of Robert Half Management Resources, the premier provider of senior-level accounting, finance and business systems professionals to supplement companies’ project and interim staffing needs. The company has more than 150 locations worldwide and offers online job search services at www.roberthalfmr.com. Follow our blog at blog.roberthalfmr.com.
# End of Year Schedule

<table>
<thead>
<tr>
<th>Date</th>
<th>Event Description</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>April 26, 2016</td>
<td>Applying the Top 20 Critical Security Controls to the Cloud</td>
<td>VSP HQ Bldg 2, 3188 Zinfandel Drive, Rancho Cordova, CA 95670</td>
</tr>
<tr>
<td>May 24, 2016</td>
<td>Seminar: Root Cause Analysis</td>
<td>VSP HQ Bldg 2, 3188 Zinfandel Drive, Rancho Cordova, CA 95670</td>
</tr>
<tr>
<td>September 18—20</td>
<td>West District 3 Conference in Napa!</td>
<td>Napa Valley Marriott Hotel and Spa (3425 Solano Avenue; Napa)</td>
</tr>
</tbody>
</table>

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- **Purchase Order** - select this option upon registration and e-mail us your: company name, mailing address, phone number and contact person to iiasacramento@gmail.com. We will then issue an invoice prior to the event for payment.

For questions or comments, please contact the **VP of Programs** at IIAsacramento@gmail.com.
The View From the Rafters & Court
Job Opportunity as Business Taxes Specialist at California BOE

The Internal Audit Division at the Board of Equalization (BOE) is advertising a position for an internal auditor. Could you post the following to the Sacramento chapter of the IIA website? The final filing date is May 6, 2016.

The California State Board of Equalization (BOE), Internal Audit Division (IAD) is recruiting internal auditors at the Business Taxes Specialist I classification. The IAD seeks outstanding employees with the proven ability to perform, think creatively, and demonstrate strong writing and analytical aptitude. The pursuit of excellence is expected from all IAD employees, which we define as the continuous effort to surpass ordinary standards.

Do you have internal audit experience? Are you interested in the opportunity to affect positive change in State government? Do you prefer to solve problems rather than simply point them out? Do you possess above average skills and exhibit exemplary performance? Do you approach a challenge with determination and fortitude? Do you view change with an open mind and as an opportunity? Would you enjoy a working environment where time and resources are dedicated toward professional development and continuing education? If YOU answered yes to the above questions, this opportunity might be a good fit, and, therefore, you should apply.

Go here for more information: https://jobs.ca.gov/Public/JobPosting.aspx?q=s4xCfhoPm47sgyAVySNjIGRcl90tYwzYhnWDaF4DzlZ64yC3ITvJdBFAGJ8AGw%2bPxfXekayWQ%2fNXtRQlujgcoWQQMzMz%2bYpDoaPqU%2brNM1DqqTrbpZmORs3f9%2fz9jvpp204ledBCmTMaG7dIpRPK46f%2fLAas2X0tzXhUoG9rg%3d

Please, call me if you have any questions. Thank you.

Kristen Briones
Board of Equalization
Internal Audit Division
(916) 324-1874 (main)
(916) 323-3849 (direct)
SAVE THE DATE

http://infragard-sacramento.org/

June 8, 2016
Healthcare Cybersecurity Symposium

University of Phoenix – Sacramento Valley Campus
2860 Gateway Oaks Drive, Sacramento 95833

Join industry experts in a day-long forum on healthcare cybersecurity.

Sessions and panel discussion will cover:

- Current state and emerging trends of cyberattacks and their impact on organizations
- Leadership approaches to incorporate cybersecurity awareness into the organizational culture and employee mindset
- Best practices for deployment and management of cybersecurity plans

MARK YOUR CALENDAR FOR JUNE 8, 2016.
STAY TUNED FOR MORE DETAILS.

Sacramento InfraGard Members Alliance
A 501(c) 3 not-for-profit-collaboration for infrastructure protection
Join industry experts in a day-long forum on Healthcare Cybersecurity to learn how you can position your organization to effectively deal with cybersecurity threats.

KEYNOTE: Cybersecurity Threats and Emerging Trends
Brett Leatherman, FBI, Assistant Sector Chief, Cyber Division – Washington, DC

Sessions include:
Ransomware: Access Denied.
Hacking Demo: Reverse Engineering into Health Organizations
Risk & Privacy PHI/ePHI Impact Assessment
PLUS: Expert Panel Discussion and Networking opportunities

Who should attend? Healthcare professionals responsible for managing and securing Protected Health Information (PHI) and electronic Protected Health Information (ePHI) including: Chief Information Security Officers, Security and Privacy Officers, Senior Administrators, Healthcare Providers, Health and Human Services staff, Auditors, Compliance Officers, Risk Managers, and Information Security Professionals.

REGISTER NOW

Questions? Contact us at sactoinfragard@gmail.com

Sacramento Infragard Members Alliance
A 501(c) 3 not-for-profit-collaboration for infrastructure protection
infragard-sacramento.org
The IIA Sacramento Chapter has renewed its partnership with Gleim Publications to ensure your success on the CIA exam! Working together, we will provide you the necessary study tools to prepare for this difficult exam.

Gleim provides an extensive self-study course for the CIA exam. Our most successful candidates use the Gleim CIA Review System with Gleim Online. This system combines Review Books, Test Prep software, Test Prep for Windows Mobile, audio reviews, Gleim Online and a Personal Counselor (a real live person!) to maximize your available study time. Because Gleim identifies and focuses on your weak areas, you will not spend any more time preparing than is necessary to guarantee success. The CMA Review System with Gleim Online GUARANTEES that you will pass each exam part the first time. We are here to save you time and money. Gleim has been helping CIA candidates pass the CIA Exam since 1980.

As a member of the chapter, you are eligible for 20% off all Gleim's CIA Review materials, as well as Gleim CPE. To take advantage of the reduced prices, please see order form or contact our chapter representative, Melissa Leonard.

By phone: (800) 874-5346, Ext. 131
By email: melissa.leonard@gleim.com
By fax: (888) 375-6940, attn: Melissa Leonard