February Seminar - February 15

Performance Auditing – Developing High Impact Audit Findings
(Based on the Government Auditing Standards)
Wednesday, February 15, 2017
8:00AM - 4:30PM Networking, Breakfast & Lunch
Location: HQ 2, VSP HQ, 3188 Zinfandel Drive Rancho Cordova, CA

Program Overview:
Auditors are effective when their audit reports result in management changing inefficient, ineffective or wasteful practices. Participants awarded 8 hours CPE.

Five defining characteristics of high impact performance audits include:
- Identifying significant cost savings
- Exposing fraud, abuse or illegal acts
- Resulting changes to important policies governing operations
- Resulting changes to important or critical internal control systems affecting operations
- Contributing to, or creating, public debate or discussion on significant public policy issues

Areas covered in this seminar include:
- Indicators of good and bad audits
- Factors affecting the elements of an audit finding
- Judgment in audits
- Measuring the quality of an audit report
- Writing - good findings killed by bad writing

Price: Members $195 (IIA, ISACA, AGA, ACFE); Non-members $245
Registration for this event closes on February 10, 2017
Registration Instructions - All attendees are required to pay in advance by credit card, debit card, or by check.

Register at https://chapters.theiia.org/sacramento/Events/Pages/Seminar---Government-Auditing.aspx
Driving Efficiency in the Audit Process Through Technology and Innovation

February 23, 2017  7:30 - 10:00 am
VSP HQ2, 3188 Zinfandel Drive
Rancho Cordova, CA

Program Overview

Today’s auditors are faced with increasing complexity, risks, and audit requirements while still needing to keep pace with growth and change within the enterprise. Often times we expect our stakeholder to increase operational efficiency in their own process; however, we do not hold ourselves to the same standard when looking at how we approach audit. Keeping up with these demands while maintaining coverage and quality can be daunting and is creating challenges for audit departments. Often times budget constraints and scope of coverage doesn’t allow for an increase in headcount to tackle this problem. Internal Audit more than ever before is having to look to innovative ways to drive audit efficiency, while increasing coverage, in a more timely manner.

Price: Members (IIA, ISACA, AGA, ACFE): $25; Non-Members $45

Registration Ends February 20, 2017

Register at https://chapters.theiia.org/sacramento/Events/Pages/Continuous-Auditing-Feb-23,-2017.aspx

Presenters

Andrew Wheatley, CAE @ ServiceNow
Andrew is a Senior Director of Internal Audit at ServiceNow where he functions as the global leader of Internal Audit. In this role Andrew works directly with the Audit Committee and CFO to manage Sarbanes Oxley, Enterprise Risk Management, and Internal Audit programs. Andrew also functions as a business partner globally across all organizations including Finance, Legal, Sales, Product, Operations, and IT. Andrew graduated from Brigham Young University with a B.S in Business Information Systems, and is a CISA. Andrew is currently on the Board of the Silicon Valley Chapter of the Institute of Internal Auditors, and a past chapter president.

Hassan Javed, Head of IT Audit @ ServiceNow
Hassan has been working in the information technology field for 15+ years. He is currently the head of IT Audit at ServiceNow focused on risk-based audits (e.g. Information Security, Data Governance), compliance audits (ISO 27001, SOX), and data analytics. Hassan is a Certified Information Systems Auditor (CISA), Certified in Risk and Information Systems Control (CRISC), and ISO/IEC 27001:2013 Lead Auditor. He holds a B.S. in Management Information Systems from Louisiana State University.

Surya Koti, Senior Data Analyst
Surya Koti is a Senior Data analyst with Internal Audit at ServiceNow, where he runs Data analytics program. Primarily working on BI solutions, Surya specializes in interpreting business processes and controls from policies to key risk indicators (KRI's), thresholds and data visualizations in Tableau. Prior to ServiceNow, he worked as BI Consultant for 5 years in an IT Business Intelligence team at VMware. Surya holds a Master of Science in Computer Science and Information Technology from State University of New York, Utica. He is a PMI-certified Project management professional.

Payment Options - For all payment methods (credit card, check or invoice), please pay in advance.

Credit card - Select the Credit card box if you are paying by Credit Card or Debit Card.
Check – Select the Check box if you are paying by check. Make your check payable to: Institute of Internal Auditors, Sacramento Chapter.
Invoice or Purchase Order - Follow directions on the web page at the URL provided above (left).
Our January Chapter meeting at the Holiday Inn
## 2016 - 2017 Chapter Schedule

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For questions or comments, please contact the **VP of Programs** at [IIAsacramento@gmail.com](mailto:IIAsacramento@gmail.com).
The County of Placer is seeking a highly skilled professional for the position of 

**Accountant - Auditor II**  
(Internal Audits)

Auditor-Controller’s Office  
Salary: $60,342 - $73,347 / year  
Work Location: Auburn, CA

**THE POSITION**

The position of Internal Auditor in the Placer County Auditor-Controller’s Office is a specialized professional position responsible for planning, coordinating, and conducting financial, operational, and compliance audits for all departments and programs under the control of the County and, in certain circumstances, external entities. During audits, the Internal Auditor will develop and perform audit procedures, including assessing risks of audit areas, exercising auditor’s judgment to determine audit approach, reviewing and analyzing evidence, interviewing client personnel, reviewing and documenting client processes and procedures, identifying and documenting issues and recommendations for improvement, and documenting the results of audit procedures. The Internal Auditor will also prepare
written audit reports based on documented audit evidence. The Internal Auditor will ensure the client’s compliance with applicable laws, rules, regulations, and policies and procedures as well as improve client’s processes and internal controls to ensure compatibility with accounting principles and industry standards. The Internal Auditor will confer with management and supervisory staff regarding issues, audit findings and recommendations and communicate audit project status to the team and supervisors on a periodic basis. The Internal Auditor will develop and maintain positive working relationships with co-workers, other County department personnel, client personnel, and the public while practicing excellent customer service.

APPLICATION PROCESS

This recruitment will be open until filled. To be considered for the first round of interviews, an online application and responses to the supplemental questionnaire must be submitted by Friday, February 24, 2017 at 5:00 PM. For additional details regarding this outstanding career opportunity, and to apply, please visit the County’s website at www.JobsAtPlacerCounty.com.

Placer County is an equal opportunity employer and is committed to an active nondiscrimination program.
PRIDE Industries is Hiring!

PRIDE Industries is a fast-paced company with a mission: To Create Jobs for People with Disabilities while providing high quality, value-added solutions to our nationwide customers. We are currently recruiting to fill the following position:

**Internal Audit Manager**
Under minimal supervision, the Internal Audit Manager oversees the auditing of accounting and financial data of various departments within PRIDE. Employees in this job class assist in the design and administration of audit policy and procedure within the organization. This job class requires advanced knowledge in internal financial and accounting audit procedures and a variety of field concepts, practices, and procedures.

If you are interested in working for this unique organization that blends business with a social mission, please apply online at www.prideindustries.com. PRIDE Industries is a VEVRAA federal contractor committed to creating a diverse environment and is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, gender identity or expression, sexual orientation, national origin, marital status, genetics, disability, age, or veteran status. Visit our website to learn more!

To see the full job description and qualifications, visit our job listing at: https://mgtadmin-prideindustries.icims.com/jobs/7158/internal-audit-manager/job

For additional information contact us directly at recruiting@prideindustries.com
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

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**TAKE THE LEAD. BECOME A CERTIFIED INTERNAL AUDITOR. PREPARE TO PASS THE 3-PART CIA EXAM!**

Start your 3-Part CIA exam studies **today** with The IIA’s CIA Learning System®. Our comprehensive study tools are now more customized, convenient and mobile so you can make the most of your valuable study time.

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New 3-Part Classes Coming This Fall!

For a complete list of available courses click [HERE](http://www.LearnCIA.com/new2013) or call 1-877-442-2425.
CIA Exam Prep Courses

The San Jose IIA chapter will offer CIA exam review courses in 2017 to help you prepare for your exam. They will be taught by Tracie Kraftenberg, CIA, and will take place on Saturdays from 8:30am – 4:45pm on the following dates:

Section 1: February 25 and March 4 (16 CPEs)
Section 2: April 8 and April 22 (16 CPEs)
Section 3: May 20, June 3, June 17 and June 24 (32 CPEs)

All classes will take place at the Cisco Building #11, Address: 350 East Tasman Drive, San Jose. Room: Russian Ruble on Floor #2. We plan to bring lunch onsite.

Participants are required to use the IIA’s CIA Learning Materials, version 4.0. These are included in the course price. (If you already have the V4 CIA Learning System materials, please contact agilmoreallen@gmail.com)

Register now:
- All 3 Sections: https://www.eventbrite.com/e/2017-cia-exam-review-classes-section-1-and-all-3-sections-registration-31100205552
  - Section 1: https://www.eventbrite.com/e/2017-cia-exam-review-classes-section-1-and-all-3-sections-registration-31100205552
  - Section 2: https://www.eventbrite.com/e/2017-cia-exam-review-classes-section-2-registration-31175186823
  - Section 3: https://www.eventbrite.com/e/2017-cia-exam-review-classes-section-3-registration-31175291135

The Certified Internal Auditor® (CIA®) designation is the only globally accepted certification for internal auditors and remains the standard by which individuals demonstrate their competency and professionalism in the internal auditing field. Candidates leave the program enriched with educational experience, information, and business tools that can be applied immediately in any organization or business environment. The CIA exam is available through computer-based testing, allowing you to test year-round at more than 500 locations worldwide.

About the Instructor:
Tracie Kraftenberg is a Certified Internal Auditor and Certified Fraud Examiner whose 27 years of work experience include 17 as an audit professional in publicly traded, not-for-profit, and government organizations. She has managed and executed operational, compliance, and financial audits, as well as consulting engagements, investigations, and Sarbanes-Oxley testing. She has designed and delivered training courses on data analysis, audit interviewing skills, audit planning, automated work papers, process mapping, sampling, and financial system reporting. She currently manages the continuing education program for 900+ audit professionals in a Fortune Global 100 company. Tracie holds degrees in Accountancy and Computer Information Systems. She is a 2003 Certificate of Excellence winner for performance on the CIA exam and has been a CIA Review Course instructor since 2009.

This year’s host will be Surya Vinjamuri at Cisco: svinjamu@cisco.com.

If you have questions, please contact Alisanne Gilmore-Allen at agilmoreallen@gmail.com.
How to Foster Professional Development at All Career Stages

The motivation to learn is a key factor for career success. The more you know, the higher you can climb on the career ladder. And if you’re a manager, the more knowledge your team has, the better they can make strategic decisions and minimize costly business mistakes. Unfortunately, even though most executives recognize the importance of continuing education, many don’t offer such courses.

Of the CFOs who were surveyed by global staffing firm Robert Half, 86 percent of respondents value strategic-thinking abilities, yet 46 percent do not provide opportunities to help their accounting and finance workers build those skills. This suggests there is ample room for improvement.

Staff development tips for managers

Training helps employees do their job well, while development often focuses on soft skills. By offering professional development courses and opportunities, you encourage personal growth and prepare staff for leadership roles — especially important when managing Generation Z, who value continued learning.

Here are some ways to create professional development opportunities for your staff at all stages in their careers:

- **Send employees to industry events.** Invest in your staff by paying for them to attend regional or national conferences, many of which include professional development courses.

- **Prioritize team building.** To inspire innovation in the workplace, do more than just talk shop. Encourage your staff to play, socialize and bounce around ideas. On a regular basis, conduct team-building activities such as going on a retreat or volunteering together.

- **Assign research projects.** Educate workers and develop their leadership skills at the same time by asking one employee each month to research a topic and give a presentation during staff meetings.

- **Break down silos.** You want your employees to develop a big picture view of the company. What better way to do that than to have them work with members of
other departments? Develop a program where accountants shadow their colleagues in IT, marketing, legal and other divisions.

- **Subscribe to a learning platform.** Many online education providers’ main focus is on technical skills like Excel or cloud-based finance solutions, but there are companies that offer professional development courses in topics ranging from leadership to time management. By buying a subscription for your entire team, you make it easy for workers to learn what they need at a time that suits them best.

**Professional development tips for employees and job seekers**

No need to wait for your boss to hand you professional development courses on a platter. There’s plenty you can do to improve your interpersonal and strategic-thinking skills, even if you’re between jobs. Here are five ways:

- **Join a professional association.** Get involved in the local chapter of an accounting group. When you become a member, you can take advantage of the group’s many educational, networking and leadership opportunities.

- **Sign up with a staffing agency.** Currently unemployed? You can still gain access to professional development courses by joining a specialized staffing agency, some of which offer free online instruction to registered candidates.

- **Hone your speaking skills.** If you shy away from the podium, it may be time to confront that fear and join an organization like Toastmasters, which gives members practice speaking in public. The more you use your communication skills, the more comfortable you’ll be when presenting at work or answering interview questions.

- **Volunteer.** Nonprofit organizations need your accounting skills. When you give back to your community, you’ll not only be assisting worthwhile causes but also gaining business knowledge and enlarging your circle of contacts.

- **Offer to lead.** The next time your supervisor asks for someone to head up a project, raise your hand. Besides learning how to be a better leader, you’ll gain visibility within the department or firm, which could translate into a promotion.

Whether you’re a manager or an employee in the accounting field, it’s time to move professional development from the back burner to center stage.

*This article is provided courtesy of [Robert Half Management Resources](http://www.roberthalfmr.com), 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 145 locations worldwide and offers online job search services at [www.roberthalfmr.com](http://www.roberthalfmr.com). Follow our blog at [blog.roberthalfmr.com](http://blog.roberthalfmr.com).*