March Monthly Meeting—March 24th

Demystifying Cybersecurity: What You Need to Know

The number of cybersecurity breaches continues to rise, and the deep impact they leave in their wake threatens all industries. The operational, financial, and reputational risks cannot be disregarded as reports of widespread and advanced attacks consistently are found at the top of media channels. In this presentation, cybersecurity expert Jared Hamilton from Crowe Horwath LLP will discuss the growing risks, including an update on the recent increased regulatory pressures in several industries. The session also will provide organizations a practical approach to engage these risks head-on and deploy a cybersecurity breach prevention program.

Learning Objectives/Outcomes:
At the completion of the presentation, participants will better understand the current trends in cybersecurity and the areas of intensified regulatory expectations.

Key takeaways will include:
- Identify regulatory expectations for cybersecurity by industry
- Utilize a practical approach for assessing cybersecurity threats
- Recognize key data targets within your organization
- Locate blind spots in data protection programs
- Prepare a cybersecurity breach prevention program:

Registration for this event ends on Thursday, March 19, 2015

Presenter: Jared R. Hamilton, CISSP, CCSK, MCSE: Security, Crowe Horwath LLP

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

Tuesday, March 24th, 2015
7:30 am Networking and Breakfast Meeting
Location: VSP HQ 2; 3188 Zinfandel Drive, Rancho Cordova
Jared R. Hamilton, CISSP, CCSK, MCSE: Security
Jared Hamilton is a Sr. Manager in Crowe’s Risk Consulting Business Unit and has over ten years of Security and Privacy consulting experience. Jared currently leads Crowe’s Cybersecurity Assessment practice, with specialized focus Cybersecurity, Information Security Program Implementation, Penetration Testing and Cloud Security. Crowe’s Technology Risk practice performs security assessment services for over 300 clients annually with Jared’s experience spanning multiple industries including financial institutions, manufacturing, healthcare, insurance, government, utilities, and education. He also services in an advisory role as an IT Security Officer for a healthcare organization.

Additionally, Jared is the founder and facilitator of the Indianapolis Chief Information Security Officer (CISO) Roundtable, which meets on a quarterly basis to discuss new and relevant topics with peers in the Information Security Community in central Indiana. Jared currently holds the designation of Certified Information Systems Security Professional (CISSP), Certificate of Cloud Security Knowledge (CCSK), Microsoft Certified Systems Engineer - Security (MCSE:Security), and CompTIA Security+ certifications. He is also a member of the Institute of Internal Auditors as well as ISACA and ISSA.

Jared graduated from Purdue University, with degrees in Computer Technology and Organizational Leadership and is a regular speaker on Cybersecurity.

SOCIAL MEDIA BADGING
Coming Soon! Display Your Certifications and Qualifications on Social Media
The IIA is implementing a new social badging tool that will allow holders of IIA professional credentials to digitally display their certifications and qualifications on social and professional networking sites. The program, being managed by a third-party vendor, is expected to be live in February, and those with IIA professional credentials will receive an email from The IIA with information on what to expect. Visit the Certifications social media page to learn more.

Didn’t Report CPE in 2014? Restore Your Status Now
The Continuing Professional Education (CPE) credit reporting deadline has passed as of Dec. 31, 2014, for certified individuals who self-report in CCMS. If you did not report your CPE by the deadline, your status is now in “inactive-grace period.” Visit this page for more information on reinstating your status.

SOCIAL MEDIA WINNER: Caryl Hearn won free admission to the next Sacramento Chapter monthly meeting!

For 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.
## RESEARCH PARTICIPANTS NEEDED!
San Francisco City Auditor Tonia Lediju is examining how leaders can help young public sector employees become committed and productive members of their organizations. Ms. Lediju is conducting this study as part of her doctoral degree at Saybrook University.

Participation in this study is completely voluntary and anonymous. To participate, **MANAGERS** may complete the survey at [http://survey.az1.qualtrics.com/SE/?SID=SV_5p9g8FQQ3rerHlr](http://survey.az1.qualtrics.com/SE/?SID=SV_5p9g8FQQ3rerHlr). **MILLENNIALS** (born between 1980 and 2001) may complete the survey at [https://qtrial2015az1.az1.qualtrics.com/SE/?SID=SV_3a6wRDa5ts1sFBX](https://qtrial2015az1.az1.qualtrics.com/SE/?SID=SV_3a6wRDa5ts1sFBX).

You will be entitled to a copy of the study results and also may participate in a discussion of the results, if you wish. Please contact Ms. Lediju at tgmccloud@yahoo.com or 916-396-6655 with any questions. Thank you for your help!

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## New Meeting & Seminar Registration Process:
The IIA Sacramento Chapter moved to a new registration tool called EMT or Etouches.

The biggest change for our members is that the key registration field will be your IIA member ID number. When you register for an event, the website will ask for your IIA member number. In order to get the IIA member rate for programs and seminars your name needs to be in the IIA membership database.

If your membership is expired you will not be able to get the IIA member rate.

To check on your membership status or update your membership visit the IIA at [https://na.theiia.org/membership/members-only/Pages/Renew-Your-Membership.aspx](https://na.theiia.org/membership/members-only/Pages/Renew-Your-Membership.aspx). If you want to join the IIA you can visit [https://na.theiia.org/membership/Pages/Join-The-IIA.aspx](https://na.theiia.org/membership/Pages/Join-The-IIA.aspx) or you can call the IIA at 1-407-937-1111. If you have any problems with registration you can always contact the chapter at iiasacramento@gmail.com.

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## Seeking Student Internship Information:
The Northern California East Bay IIA Chapter is compiling information on student internships that your organization offers to undergraduate students in your Internal Audit department.

This internship information will be shared with area colleges and universities that offer Internal Auditing courses as part of their curriculum. California State University-East Bay, University of San Francisco and San Francisco State University all offer an Internal Auditing course for their undergraduate Accounting and business majors.

If your organization currently offers internships in your Internal Audit department or is willing to initiate such an internship program, then please send information about the number of students your department plans to support for internships and the contact information where students can learn more about your program and the application process to the person-of-contact below.

**Brenda_Roberts@att.net**
510 517-1067
Questions on data Analytics?

Sign up for ACL Training with us.

March 24-26, 9am-5pm
San Jose, California
$1000 | 24 CPEs

sunera.com/event-registration/?ee=226
How to Avoid the High Cost of a Bad Hire

Everyone in the office pays the cost of a bad hire. Managers waste time and money — up to 150 percent of that person’s salary to find a replacement. But the effect on your staff is an even bigger concern. In a recent Robert Half survey, 39 percent of interviewed CFOs said the biggest cost of a bad hire is lower morale. Thirty-four percent named lost productivity.

Building your accounting dream team requires smart recruiting and onboarding. So here are some tips to help you avoid making a bad hire:

1. **Start with a solid posting.** Base the advertisement on an airtight job description. Make the job posting narrow enough to discourage potential bad hires, but broad enough to attract applicants who are missing a few teachable skills but otherwise meet your requirements.

2. **Eliminate and screen.** Right away, rule out candidates who don’t meet your minimum requirements or whose resumes raise red flags. When you’re down to 10 applicants, conduct phone interviews, and eliminate those who do not communicate well or who respond unconvincingly to your questions. Aim for three to five candidates to invite for in-person vetting.

3. **Test their hard skills.** Some bad hires get through the door because their resume looks great and they interview well — but they don’t actually have the technical skills you need. These two methods help you evaluate their abilities:
   - Use a pre-employment exam to assess their knowledge of accounting procedures and software. It can include your own questions or those of a third-party provider.
   - **Ask skills-based interview questions** about the position’s main responsibilities.

4. **Check their cultural fit.** Candidates who clash with your corporate culture won’t work out, no matter how technically brilliant they may be. So have finalists meet as many of their potential colleagues as possible. Also get opinions from employees who aren’t part of the official recruiting process — security guards, receptionists and administrative assistants. You don’t want to hire anyone who treats support staff poorly.

5. **Don’t skip the reference check.** It’s tempting to make a job offer right away, when you find an applicant who seems ideal. But don’t take shortcuts. Ask for a list of professional references and contact each one. Calling is better than emailing because it’s faster and easier to follow up on comments made on the phone. And you can pick up on a less-than-enthusiastic recommendation.

6. **Support new hires.** In some cases, a bad hire simply wasn’t properly onboarded and trained. Don’t just throw new workers into the deep end. Set them up for success with a solid orientation program, regular check-ins and even mentoring.

7. **On-the-job vetting.** A temporary-to-hire model can really minimize the possibility of a bad hire. Work with a staffing agency to bring in a skilled finance professional. Then, if that person is a good fit, offer a full-time job.

Vetting and training take time and effort, but not nearly as much as the cost of a bad hire. A little extra work on the front end will save you a lot of headaches down the line.

*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](http://www.roberthalfmr.com). Follow our blog at [blog.roberthalfmr.com](http://blog.roberthalfmr.com).*
### 2014 - 2015 Program & Seminar Schedule

<table>
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<th>Date</th>
<th>Event</th>
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<tbody>
<tr>
<td>March 24, 2015</td>
<td>ISACA Joint Meeting on Cyber Security - Jared Hamilton from Crowe Horwath (VSP HQ2)</td>
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<tr>
<td>April 28, 2015</td>
<td>ACFE Joint Meeting on Fraud - ACFE President James Ratley (VSP HQ2)</td>
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<tr>
<td>May 19, 2015</td>
<td>IA Awareness Month: Women in Leadership Panel - Former IIA Chair Carolyn Saint (VSP HQ2)</td>
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For questions or comments, please contact the VP of Programs Kevin Shaw at IIAsacramento@gmail.com.
# Calendar of Events

## IIA Regional Chapter Events

<table>
<thead>
<tr>
<th>Date / Time</th>
<th>Location</th>
<th>Topic</th>
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</table>
| **San Jose Chapter**  
March 21 & 28  
May 2, 9 & 30  
June 6  
9 AM to 5 PM | Biltmore Hotel  
Santa Clara CA | CIA Exam Prep|Review  
agilmoreallen@gmail.com |
|  
**Northern CA East Bay Chapter (NCEB)**  
March 19 2015  
2 PM to 4 PM | Chevron Auditorium  
2005 Diamond Blvd  
Concord CA | Auditor’s Guide to Protecting Data |
| **San Francisco Chapter**  
April 14 2015  
11 AM to 1:30 PM | W Hotel  
181 Third Street  
San Francisco  
94103 | Annual CAE Survey: State of the Profession Update |

Register at: https://chapters.theiia.org/northern-california-east-bay/Pages/default.aspx

Register at: https://chapters.theiia.org/san-francisco/Events/Pages/default.aspx
About the American Center for Government Auditing

Established in 2014, the American Center for Government Auditing (ACGA) is a specialty offering of The IIA for government auditors in the U.S. Public sector auditors include anyone fulfilling an audit capacity and working in local, state, or federal government, or any publicly controlled or publicly funded agencies, enterprises, and other entities that deliver public programs, goods, or services in the United States. The mission of ACGA is to advance the professional practice of auditing in the public sector by advocating its value through timely and relevant thought leadership, communication, collaboration, and education. To learn more, visit ACGA’s website acga.theiia.org.

E-mail: acga@theiia.org

2015 Event Calendar Now Available!
The ACGA offers training and career development opportunities focused exclusively on government auditors’ needs. Now is the time to plan for 2015!

<table>
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<th>eWorkshops*</th>
<th>Date</th>
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<tr>
<td>Fraud and Abuse: What Is It to You?</td>
<td>January 20 &amp; 22</td>
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<tr>
<td>CGAP Exam Review</td>
<td>February 3, 5, 10, 12</td>
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<tr>
<td>Basic Data Integrity, Mining, and Analysis in Excel</td>
<td>February 17, 19, 24, 26</td>
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<tr>
<td>Auditor Roles in Improving Government Performance Management</td>
<td>March 16, 18, 23</td>
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<tr>
<td>Six Sigma Tools for High Impact Government Audits</td>
<td>April 14, 16, 21, 23</td>
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<tr>
<td>Risk Based Annual Audit Planning for Maximum Impact</td>
<td>May 11, 15, 18, 20</td>
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<tr>
<td>Emerging Issues in Grants Management</td>
<td>June 2, 4, 9, 11</td>
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<tr>
<td>Auditing Procurement System Performance</td>
<td>June 16, 18, 23</td>
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<tr>
<td>CGAP Exam Review</td>
<td>Aug. 25, 27, Sept. 1, 3</td>
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<tr>
<td>Auditor Roles in Improving Government Performance Management</td>
<td>September 21, 23, 28</td>
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<tr>
<td>Using Excel to Extract, Analyze, and Report on Audit Samples</td>
<td>October 6, 8, 13, 15</td>
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<tr>
<td>Strategies for Effective Purchasing Card Audits</td>
<td>October 27 &amp; 29</td>
</tr>
<tr>
<td>Fraud and Abuse: What Is It to You?</td>
<td>December 1 &amp; 3</td>
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*Save 20% (US$50) per eWorkshop for current ACGA Members

Complimentary CPE Opportunities

Webinars

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<tr>
<td>Green Book &amp; COSO</td>
<td>March 19</td>
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<tr>
<td>Big Data in the Public Sector</td>
<td>September 17</td>
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Virtual Symposiums**

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<tr>
<td>Emerging Issues in the Public Sector</td>
<td>May 21</td>
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<tr>
<td>ERM in the Public Sector</td>
<td>November 5</td>
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**Register to attend and receive a free ACGA membership. Subject to qualification. Subjects may change.

Not a member? Visit acga.theiia.org to Join Now! Have a question? Email us at acga@theiia.org.
The View From My CPE Chair

The Cornerstone of Business Success: IT Operations (left)

Lynn Bashaw Risk Based Auditing at the Sacramento City Auditor’s Office (below, far left)

Sacramento City Auditor Jorge Oseguera (right)
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Lynn Bashaw, CIA, CRMA, CFSA

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By fax: (888) 375-6940, attn: Melissa Leonard

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