March Monthly Meeting—March 15  (7:30-10AM)

Developing an Anti-Fraud Program to Defend Against Emerging Social Engineering Schemes

Fraudsters are constantly evolving their tactics to circumvent traditional fraud prevention controls. The growth of social media and the increased level of data breaches have introduced new threats. This session will give an overview of current social engineering fraud schemes, as well as provide you with a road-map on how to protect your organization against these schemes.

You Will Learn How To:
• Gain an understanding of the links between fraud, social media and the Deep Web
• Prevent, detect and investigate the latest social engineering fraud schemes
• Develop a framework to address social engineering risks
• Assess the risks to an organization and develop an appropriate policy with regard to social media

Presenter: Steve C. Morang, President of San Francisco Chapter of Assoc. of Certified Fraud Examiners. Steve is passionate about leading the battle to fight fraud. Anytime. Anywhere. Steve is a global leader in fraud prevention, detection and investigation. Over the past fifteen years Steve has developed multiple methodologies to help organizations stay ahead of the latest trends in fraud.

He holds a Masters of Business Administration (Finance) from Webster University and is a Certified Internal Auditor (CIA), a Certified Fraud Examiner (CFE) and has the Certification in Risk Management Assurance (CRMA). Steve is a Senior Manager with Frank, Rimerman + Co. LLP leading the GRC Advisory Practice and is currently President of the San Francisco Chapter of the ACFE.

VSP HQ 2
3188 Zinfandel Drive
Rancho Cordova, CA

$25 Members and $45 all others
Registration closes March 10

https://chapters.theiia.org/sacramento/Events/Pages/Developing-an-Anti-Fraud-Program-to-Defend-Against-Emerging-Social-Engineering-Schemes-.aspx
Essential Soft Skills for a High-performing Internal Audit Function Seminar

March 29th Seminar

Start Date/Time: 3/29/2016 7:30 AM
End Date/Time: 3/29/2016 4:30 PM
Location: VSP HQ 2, 3188 Zinfandel Drive, Rancho Cordova, CA 95670

Learning Objectives: “Soft Skills are the new hard skills...” said Larry Harrington, the global chairman of the Institute of Internal Auditors (IIA) and we couldn’t agree with him more. In a 2013 study sponsored by the IIA, the following key capabilities were identified as seven secrets of success for internal auditors:

- Integrity
- Relationship building
- Partnering
- Communications
- Teamwork
- Diversity and
- Continuous learning

The seminar will focus on many of the above critical attributes and will include interactive discussions and case studies. Additional topics covered will include Conflict Management, Mentoring, Leadership, Corporate Culture, Non-verbal Communications and Consensus Building.

Presenter Bio: Marina Gouchian is the Chief Audit Executive of ARC Document Solutions, a Walnut Creek based publicly traded company. In her role as the Director of Internal Audit she is responsible for the effective management and direction of all internal audit and SOX activities.

Prior to ARC, Marina was a Senior Manager of Internal Audit at Safeway, a Fortune 100 company, where she played an instrumental role in shaping the department’s image of a partner organization by working closely with business owners and audit customers. In her role at Safeway, Marina was also responsible for training all new and experienced staff.

Marina actively supports the Internal Auditing profession and is currently on the Board of the Northern California East Bay (NCEB) Chapter of the Institute of Internal Auditors. She is also one of the founders and the treasurer of AIWA-SF, a non-profit organization which promotes the social, economic and personal advancement of Armenian women worldwide through educational and other community activities. Marina has been a guest speaker at local and International Conferences and workshops organized by the IIA and the AIWA SF.

Marina is a Certified Public Accountant (CPA) and Certified Internal Auditor (CIA). She holds an MBA in Finance and BA in Economics degrees.

Registration for this event ends on Sunday, March 27, 2016

Members $195 (IIA, ISACA, AGA, ACFE); Non-members $245

Top 20 Critical Controls in the Cloud

April 26th Chapter Meeting—Joint meeting with ISACA

Start Date/Time: 4/26/2016 7:30 AM
End Date/Time: 4/26/2016 10:00 AM
Location: VSP HQ 2, 3188 Zinfandel Drive, Rancho Cordova, CA 95670
$25 for IIA & ISACA Members and $45 for non Members

Applying the Top 20 Critical Security Controls to the Cloud

The 20 Critical Security Controls for Effective Cyber Defense (the Controls) is a list of best practices guidelines for IT security, developed and maintained by hundreds of security experts from across the public and private sectors. The list gives practical, actionable recommendations for cyber security, but do you best apply these guides to the new reality of cloud-based or virtualized infrastructures? Bart will share which Controls are particularly vital to cloud security, real-life examples of how the Controls can be implemented and tips for measuring your organization’s security practice against the Controls.

Speaker Bio

Bart Westerink
Senior Director of Security and Compliance, CloudPassage

As Senior Director of Security and Compliance, Bart Westerink is responsible for global information security architecture, information risk assessment, security event correlation and monitoring, control design and deployment and information system regulatory compliance. Prior to joining CloudPassage, Bart spent 13 years at Salesforce.com where he held various roles in Information Technology, Technology Operations and Security. As Director of Security, Bart was responsible for enhancing the overall security posture of Salesforce.com acquisitions. Prior to Salesforce.com, Bart held engineering roles at various venture-backed startups.

Registration for this event ends on Thursday, April 21, 2016

A note about our Chapter CPE pricing

IIA Member cost is $25. As a professional courtesy we extend the $25 member cost to all ISACA, AGA and ACFE members. Non-Members $45.

Refund Policy
NO REFUNDS WILL BE GRANTED FOR CANCELLATIONS. However, cancellations received within 48 hours will receive a credit to attend a future seminar within one year.

Complaint Resolution Policy
The Sacramento Chapter of the Institute of Internal Auditors makes every effort to offer timely, well-delivered, and relevant training programs. Please contact VP - Programs at IIAsacramento@Gmail.com to register complaints related to the timeliness/accuracy of CPE credit reporting, program delivery, or program content.

Registration Instructions
Attendees are required to Pre-Pay by credit card, debit card, a PayPal account or by check. No cash will be accepted at the door.

Payment Options
PayPal - Select the PayPal box if you are paying by Credit Card, Debit Card or PayPal account.

Check - Select the Check box if you are paying by check. Make your check payable to: Institute of Internal Auditors, Sacramento Chapter and send the check to the following address:

The Golden 1 Credit Union
C/o Internal Audit Department - IIA
Post Office Box 278598
Sacramento, CA 95827-8598

Purchase Order - Select the Purchase Order box if your company or government agency requires an invoice. Then email us your company name, mailing address, phone number and contact person to iiasacramento@gmail.com. We will then invoice them prior to the event.
NEWLY CIA CERTIFIED

Brian Boone, CIA, CFE

Brian is currently an auditor evaluator with the California State Auditor’s Office where he has worked since May 2013. During this time he has worked on a variety of government performance audits in such diverse areas as government operations, education, and veterans’ affairs. In addition, he has also contributed to the State Auditor’s biennial High Risk Report by analyzing and reporting on high risk issues facing the State of California.

His prior professional experience includes work as a fund accounting analyst and assistant accounting supervisor for a global investment organization.

Brian graduated from the University of California, Davis with a bachelor of arts degree in economics and a minor in political science. He received the Certified Fraud Examiner (CFE) designation from the Association of Certified Fraud Examiners and just recently received the Certified Internal Auditor (CIA) designation from the Institute of Internal Auditors.

ANOTHER CIA CERTIFIED

Our sincere apologies to Jonathan for incorrectly stating he recently received his CGAP certification (February newsletter). Rather, Jonathan recently became a Certified Internal Auditor.

JONATHAN WILLIAM J. GEFFREY

Jonathan has over seven years auditing experience. He is currently an Associate Management Auditor with the California Department of Corrections and Rehabilitation – Office of Audits and Court Compliance.

Previously, he was a Staff Services Management Auditor with the California Department of Transportation and worked as a Business Process Audit Specialist for a pharmaceutical manufacturing company.

Jonathan has several certifications:
- Certified Government Audit Professional
- Certified Internal Controls Auditor
- Certified Quality Management Systems Internal Auditor

Jonathan earned a bachelor’s degree in Accounting and a Master’s of Business Administration.

His hobbies include traveling, playing and watching a variety of sports, and going out with family and friends.

Congratulations, Jonathan!

Save the Date for the Western Region District Conference
September 18-20, 2016
Napa, California
https://chapters.theiia.org/sacramento/Events/Pages/Institute-of-Internal-Auditors-West-Region-District-Conference.aspx
Assessing if a Candidate Has the Right Personality for Your Team

With the limited number of skilled accountants on the job market, many managers know all too well the difficulty of finding candidates with the right mix of skills and experience needed for filling open positions. One criteria you’ll want to be certain to examine when making a hiring decision is a candidate’s fit with your corporate culture.

New employees who lack a few technical skills can be trained. It’s much harder, however, to teach them how to fit in with their new colleagues and office environment. Bad hires not only cost your organization time and money, they can also bring down employee morale and productivity.

As you evaluate candidates, one of the many things you should look for is whether they’ll fit in with your corporate culture and thrive as full-time employees. Here are four tips for finding the right personality type for your team.

1. **Ask the right questions.** There are the standard questions: “Why do you want to work here?” and “Tell me about yourself.” Those aren’t bad, but you need more information. Asking more targeted questions will give you a glimpse into a candidate’s work behavior such as how they relate to coworkers and react under pressure, and whether they have the determination and professional demeanor to thrive in your company culture.

   As an example, you could ask, “Why did you leave your last employer?” If they start badmouthing their boss or colleagues, it may be a sign that they’re not good at collaborating or resolving petty workplace conflicts and might not be a good fit with your corporate culture. Here are a few other interview questions that dig deeper:

   - What did you like best/least about your previous position?
   - Tell me about a time when you disagreed with a colleague’s approach to a problem. How did you handle the situation?
   - If you could have any job in the world, what would it be? Why?
   - Describe an instance in which you had to think on your feet. Were you satisfied with the result?
   - What aspects of our company’s corporate culture do you find attractive?
   - What qualities do you prize in coworkers, and why?

2. **Check references.** This is an important step some managers skip in their eagerness to land skilled finance professionals quickly, especially when they look great on paper and impress you with their interview answers. But disregard reference checks at your own risk. Unlike a resume or interview, references give you independent and objective insights into a candidate’s honesty, work ethic and interpersonal skills.

3. **Mix and mingle with candidates.** To better gauge a potential new hire’s personality and fit with your corporate culture, consider meeting outside the office with a few of your team members. Informal settings such as industry mixers and casual gatherings are ideal opportunities to evaluate candidates when they’re not “performing” in the spotlight.

4. **Conduct a “working interview.”** Sometimes the decision will warrant a longer evaluation. In fact, 34 percent of chief financial officers who responded to a recent Robert Half survey said they gained the greatest insight into a candidate’s corporate culture fit by having them work on a temporary basis initially. A temp-to-hire strategy allows you to observe a candidate’s workplace fit in real time and is less risky than bringing on a full-time finance worker after only a few interactions in a somewhat artificial environment.

   To get the most out of this approach, give these provisional employees challenging assignments so you can see whether they can keep up with the team. Be sure to treat them as you would any full-time worker so they’re comfortable enough to show their true selves.

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.roberthalfmrr.com. Follow our blog at blog.roberthalfmrr.com.
IT Internal Auditor - ConnectPoint

ConnectPoint Search Group is currently recruiting for an IT Auditor for a direct hire opportunity in the Sacramento area. Under direction of the Audit Director, the Internal Auditor is responsible for the timely execution of both financial and operational audits, as well as assisting with other audit matters and projects.

The Internal Auditor will have the following Skills and Qualifications:

- Bachelor’s Degree in Finance, Accounting or Business Administration
- CISA or CRISC is preferred
- 3+ years IT Audit and internal audit through public accounting/auditing and/or industry experience
- Strong analytical, written/verbal communication, interpersonal, and relationship building skills
- Systems knowledge and familiarity
- Ability to adapt to change quickly and multi-task

Compensation:

The annual salary range for this position is commensurate with experience/degree.

Job offer may be conditional upon taking and passing a drug screening test, background check, and credit check.

Application Instructions:

For immediate consideration, please apply online. Should you have any questions about this position or your candidacy, please contact Lan Ho (Lan@CPSG.com) or your ConnectPoint Search Group recruiter at (916) 239-3700.

Confidentiality Guarantee:
All inquiries, applications and referrals are held in strict confidence. To protect your anonymity, you may submit your resume without information regarding your current employer. Alternatively, you may contact us by phone to confidentially discuss our process and your interest in the position.

About ConnectPoint Search Group:
ConnectPoint Search Group is an award-winning boutique recruiting firm providing clients in the Sacramento region with Direct Placement, Contract Staffing, Recruitment Process Outsourcing and Unbundled Recruiting solutions. With a highly experienced staff and a proven track record, ConnectPoint has successfully matched hundreds of candidates with the right companies in the right positions. Our approach includes providing the right amount of collaboration, research, and intuition to deliver a few well-chosen candidates, instead of a mass of untested resumes.

Please visit our website for more information and a list of other positions that may interest you or someone you know. www.ConnectPointSG.com
Senior Audit Manager - ConnectPoint

ConnectPoint Search Group is looking for a Senior Manager, Internal Audit for a direct hire opportunity in the Sacramento area. Our client is an established organization that is consistently leading and driving advancement within the industry. The Senior Manager, Internal Audit will lead a team of professional internal auditors and work with senior executives to perform company audits.

Core duties and responsibilities include:

- Review financial statements
- Establish programs for operational and process reviews
- As required, have the ability to act on behalf of the Senior Director
- Assist in the advancement of audit and accounting procedures
- Contribute to additional projects as assigned

Required skills and qualifications:

- Bachelor’s degree in Accounting; Advanced degree or certification preferred (CPA, MBA or CIA)
- 12+ years of relevant experience with exposure to financial, audit and operational duties
- Working knowledge of ACL, Oracle or similar accounting software preferred

Compensation:

- Competitive compensation and benefits package.

Application Instructions:

For immediate consideration, please apply online. Should you have any questions about the Senior Manager, Internal Audit position or your candidacy, please contact Lan Ho ([Lan@CPSG.com](mailto:Lan@CPSG.com)) or your ConnectPoint Search Group recruiter at (916) 239-3700.

Confidentiality Guarantee:

All inquiries, applications and referrals are held in strict confidence. To protect your anonymity, you may submit your resume without information regarding your current employer. Alternatively, you may contact us by phone to confidentially discuss our process and your interest in the Senior Manager, Internal Audit position.

About ConnectPoint Search Group:

Wouldn’t it be great if you knew someone on the inside? Someone who could take away your stress and instantly put you at ease. Someone you could trust to help you reach your goals. That’s ConnectPoint Search Group. We’ve brought more professionals together with the Sacramento businesses who need them (and love them) than any other locally-owned firm. Why? Like you, we live here and we work here. Our team is exceptionally experienced in the Sacramento market; we have the skills, passion and the connections to produce great results. We provide Direct Placement, Contract Staffing, Recruitment Process Outsourcing and Unbundled Recruiting solutions.

Get to know us. Get connected now. [www.CPSG.com](http://www.CPSG.com)
GENERAL DESCRIPTION:
Assists with operational, financial, information technology, and compliance internal audits and consultations. Seeks to obtain reasonable assurance that entity functional processes have adequate internal controls. Also assists in planning and performance of assigned audits to provide all levels of management and the Supervisory Committee with independent analysis, evaluations and recommendations.

TASKS, DUTIES, FUNCTIONS:
1. Assist with risk-based internal audits, compliance reviews and consultations in assigned area and prepares draft audit program to ensure appropriate audit coverage of critical activities, under supervision.
2. Perform detailed audit tasks, document the results, and report to management regarding the adequacy of internal controls, under supervision.
3. Maintain a thorough understanding of state and federal laws and regulations related to credit union compliance including bank secrecy and anti-money laundering laws appropriate to the position.
4. Identify internal control weaknesses, develop collaborative audit recommendations and draft audit reports, under supervision.
5. Provide independent evaluations of operational and financial controls, policies, and procedures.
6. Perform and coordinate follow-up audits to determine if management has taken action to mitigate risks identified.
7. Prepare work papers, observations and reports following department standards under supervision.
8. Develop client relationships.
9. Participate in fraud and special investigations as necessary.
10. Assist external auditors in their annual review of operations and systems.

11. Ability to travel 20% annually. Travel as necessary to various out-of-town locations. At
times, before and after hours travel may be necessary.

12. Perform other functions, as assigned.

PHYSICAL SKILLS, ABILITIES, AND EXERTION UTILIZED IN THE PERFORMANCE OF
THESE TASKS:

1. Frequent use of personal computer to prepare and analyze audit data.

2. Effective oral and written communication skills to complete audit reports and analysis
and to make oral presentations to the Supervisory Committee, Management, and staff.

ORGANIZATIONAL CONTACTS & RELATIONSHIPS:

1. INTERNAL: All levels from Senior Vice President to staff, and the Supervisory Committee

2. EXTERNAL: External auditors, peer groups.

QUALIFICATIONS:

1. EDUCATION: Bachelor's degree (BA/BS) in Finance, Business Administration,
Accounting, or acceptable equivalent from four-year college or university (or equivalent
work experience). Certified Internal Auditor (CIA) preferred. (Pursuit of CIA, Certified
Internal Systems Auditor, Certified Financial Services Auditor or equivalent is
recommended.)

2. EXPERIENCE: Up to 3 years of progressive audit experience, or other audit work within
a financial institution, or equivalent combination of education and experience. At least 2
years as an internal auditor, or equivalent preferred. Banking, Credit Union, or other
Financial Services industry experience desired.

3. KNOWLEDGE/SKILLS: Familiarity with COSO, International Standards of the
Professional Practice of Internal Auditing & Practice Advisories, risk-based auditing theory
techniques and procedures; accounting theory and methods; management and
organizational principles; statistical methods. Strong oral and written communication
skills, analytical skills, mathematical aptitude, and interpersonal skills. Familiarity with
ACL desired. Ability to work in a team environment.

PHYSICAL REQUIREMENTS

a) Prolonged sitting throughout the workday.

b) Travel to local and statewide Golden 1 branches and other locations by car or

For more information go to: https://recruiting.adp.com/srccar/public/RTI.home?id=ExternalCareerSite&c=1090541?id=ask?MobileRedirect=true
2016 San Jose IIA CIA Exam Prep Courses

The San Jose IIA chapter plans to offer CIA exam review courses during the first half of 2016 to help you prepare for your exam. They will be taught by Vicki McIntyre, CIA, CPE, CFSA, CRMA, and will take place on weekdays from 8:30am – 4:45pm on the following dates:

Section 1: Thursday March 3 ‐Friday March 4 (16 CPEs)
Section 2: Monday April 4 ‐ Tuesday April 5 (Sec. 2 Day 2 ends at 3:15pm)  (15 CPEs)
Section 3: Monday May 9 ‐ Tuesday May 10 and Monday May 23 ‐ Tuesday May 24 (32 CPEs)

All classes will take place at the ServiceNow facility at 2221 Lawson Lane, Santa Clara, CA 95054. Classes will meet in Building A. Lunch will not be provided but can be purchased 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 at: https://www.eventbrite.com/e/2016‐cia‐exam‐review‐classes‐registration-19785458840

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:

Vicki McIntyre, CIA, CPA, CFSA, CRMA, is the President, FirstPlus Resolutions, Inc. Vicki has taught the comprehensive course using the IIA's CIA Learning System numerous times, through Chapman University, UC Davis and Rice University, to federal government agencies and Fortune 500 companies, as well as overview courses at numerous IIA International and Regional Conferences, including the All‐Star conference. As a 20+ year IIA volunteer leader, Vicki has been a 2‐time chapter President, District Representative and District Advisor, and chaired the IIA's Chapter Relations Committee for 2.5 years.

If you have questions, please contact Alisanne at agilmoreallen@gmail.com.
Mobile: 408-391-4937
IIA Seminar Event in Las Vegas (Nevada)

Top Internal Audit courses offered in Las Vegas

Developed and facilitated by seasoned internal audit professionals, IIA Seminars courses will provide you with the skills you need to drive results:

When: April 6-7
Where: The Mirage Casino Hotel, Las Vegas, NV.

Enhance Your Skills With Internal Audit Courses In Your Area

Las Vegas – April 6–7

- New! COSO Internal Control Certificate
- New! Enterprise Risk Management: Elements of the Process
- Financial Auditing for Internal Auditors

The IIA will offer another seminar in Las Vegas, June 6–9. Register before April 22 to save.

www.theiia.org/seminars
We are 75 years strong! The IIA is the profession’s global voice, offering dynamic leadership to 180,000+ members. If you’ve considered a membership, or let your membership lapsed*, now is the time to join The IIA and save US$75!

Sign up and the additional application fee will be waived (a US$25 value). This limited-time savings of US$100 on an annual IIA membership is only available during March 2016 for new and lapsed* professional or government members. Sign up, use source code CHAP75 during checkout, and take advantage of these top-rated member benefits:

- Need Training? Save up to 40% right now
- Want News? The latest Internal Auditor magazine is on its way
- Get CPEs! Membership = 12 free CPE credits
- Download Research! Save up to 100% at the IIARF Bookstore
- Career Help? Check out Career Map to start your development plan
- Audit Growth? eLearning offers in-depth training from your home or office

*This only applies to lapsed memberships who have exceeded more than 12 months.

WebKey=38A068BD-459C-4528-8CA7-5A4B5FFEADF7&site=iia2016mem
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 Ex-am 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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Prefer a live or online facilitator-led course?
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.