Sacramento Chapter Members: As your CAP Chair, I am pleased to announce that the Sacramento Chapter has achieved another year of Gold Status as a chapter!

By achieving Gold, we also maintain our coveted status as a Platinum Chapter! This shows our members and IIA Headquarters that we are committed to promoting the IIA’s strategic objectives and goals, are focused on providing top notch service to our members, and are focused on advancing the profession.

So congratulations to all the chapter volunteers, board members and officers for another outstanding year!

Victoria Terry
Board Member, and Chapter Achievement Program (CAP) Chair
## Calendar of Events

**Institute of Internal Auditors**  
Sacramento Chapter

### 2016 - 2017 Chapter Schedule

<table>
<thead>
<tr>
<th>Date</th>
<th>Day</th>
<th>Topic</th>
<th>Description</th>
<th>Speaker</th>
</tr>
</thead>
<tbody>
<tr>
<td>3/17/2017</td>
<td>Fri</td>
<td>GAO &amp; OMB Updates</td>
<td>All day Seminar</td>
<td>Billy Morehead, Ph.D., CGFM, CPA (VSP HQ2)</td>
</tr>
<tr>
<td>3/21/2017</td>
<td>Tue</td>
<td>Managing 3rd Party Risk</td>
<td>Chapter breakfast meeting with ISACA</td>
<td>Colin Wallace, CPA, CISA, CIA Partner, Moss Adams LLP (VSP HQ2)</td>
</tr>
<tr>
<td>4/5/2017</td>
<td>Wed</td>
<td>COBIT5</td>
<td>All day Seminar</td>
<td>John Barchie, Barchie Consulting (VSP HQ2)</td>
</tr>
<tr>
<td>4/18/2017</td>
<td>Tue</td>
<td>Risk Assessments: Deep Dive</td>
<td>Chapter breakfast meeting</td>
<td>Steven Proctor, CAE, Flextronics</td>
</tr>
<tr>
<td>5/11/2017</td>
<td>Thur</td>
<td>TBD</td>
<td>Chapter breakfast meeting</td>
<td>TBD</td>
</tr>
<tr>
<td>5/25/2017</td>
<td>Thur</td>
<td>Fraud and Construction Accounting &amp; Auditing</td>
<td>All day Seminar</td>
<td>Billy Morehead, Ph.D., CGFM, CPA (VSP HQ2)</td>
</tr>
</tbody>
</table>

VSP HQ2: 3188 Zinfandel Drive, Rancho Cordova CA

For questions or comments, please contact the **VP of Programs** at [IIAsacramento@gmail.com](mailto:IIAsacramento@gmail.com)
A Joint Seminar by The IIA & ISACA Sacramento - COBIT5

Wednesday, April 5, 2017
VSP HQ2
3188 Zinfandel Drive
Rancho Cordova CA

7:30AM Networking Breakfast
8:00AM—4:30PM Seminar

Presenter: John Kenneth Barchie, CISM, CISSP, CRISC, CNE, MCSE is an Information Technology and Information Security Expert, and Practice Manager with OpenSky Corporation. With over 20 years in the high-tech and financial industries. John has been engaged to manage, audit, review and improve over 200 information technology departments, and to charter corporate and agency security functions. John has deep proficiency with COBIT5 and uses this Governance Framework as guidance for chartering business units, evaluating business processes, and establishing roadmaps for overall business improvement.

Learning Objectives & Agenda:
John presents the practical uses of COBIT5 to The IIA and ISACA

• Relationship of COBIT5 and SSAE16
• Assessing the value of Communications to the Board of Directors
  • Create and Evaluate Security Policies
  • Evaluate Security, Governance and Risk Processes
• How to use COBIT5 to evaluate security department processes
  • Charter Information Security and Governance Committees
• How to monitor information security controls using metrics
  • How to Inform GRC tools like Archer

CPE: 8 hours
Field of Study: Auditing|Computer Science
Price: Members $195 (IIA, ISACA, AGA, ACFE)
Non Members $245

Registration for this event closes Sunday, 2 April 2017

http://www.etouches.com/235801
Gina Chmielewski

Gina Chmielewski is a bank examiner for the Farm Credit Administration (FCA), an independent Federal agency that regulates the financial institutions in the Farm Credit System. As a bank examiner, Gina serves as the Examiner-In-Charge for several financial institutions, leading examinations and oversight of these institutions to ensure they follow regulations and maintain safety and soundness. She also works on various exams reviewing the institution's internal audit programs as well as other areas including risk management practices in credit and financial areas. Gina also recently developed and taught an agency course on internal audit to new examiners.

Gina has a bachelor's in Managerial Economics from UC Davis (Go Ags!) and a master's in Management-Finance Specialization from Colorado State-Global Campus. In her spare time, she enjoys spending time with her family, traveling, baking, and learning history.

The IIA will be offering a CIA exam prep course at the upcoming IIA Western Regional Conference in Anaheim, CA on June 6-9. The course includes The IIA's CIA Learning System materials and will be taught by two of The IIA's best CIA instructors.

CIA® Review Seminars – Western Regional Conference
Anaheim, June 6 - 9, 2017

Don't miss this opportunity to kick-start your CIA preparations with a live, instructor-led CIA exam prep course at Western Regional Conference in Anaheim!

CIA Part 3: Tuesday, June 6, 1:00 - 5:00 p.m. & Wednesday, June 7, 10:15 a.m. - 5:10 p.m.

CIA Part 2: Thursday, June 8, 10:15 a.m. - 5:10 p.m.

CIA Part 1: Friday, June 9, 12:00 - 5:00 p.m.

Location: The Anaheim Marriott, Anaheim, CA

Kelly Quinn
Director, Business Development
kelly.quinn@theiia.org
How to Find and Attract Top Performers Who May Not Actively Be Looking for a New Job

Most hiring managers find job candidates in one of two ways: posting an opening and waiting for resumes to roll in, or actively recruiting professionals who look promising. Which camp do you fall in?

In a Robert Half survey, 65 percent of the CFOs interviewed reported they are more likely to simply post a job opening and wait, compared to 27 percent who actively recruit professionals with skills matching the job opening.

If you’re among the majority who favor the wait-and-see approach, it may be time to widen your candidate network with more effective hiring techniques. Two-thirds of workers surveyed said they would consider a job from a recruiter who contacted them, even if they weren’t currently looking for a new job.

Active recruiting explained

Does it seem difficult to find candidates you’re excited about? If so, you’re not alone: The majority of financial executives are experiencing challenges finding applicants with the requisite skills, Robert Half research found.

To keep up or get ahead of your competitors, you need to actively recruit. This means casting a wider net to include passive candidates, professionals who aren’t currently searching for a new job but may be receptive to the right opportunity.

How to use active recruiting to find candidates

Job postings are a basic option available. However, today’s hiring environment requires finance managers to use more than one tool in their recruiting efforts. Here are six more to try out when attempting to attract and land passive candidates for accounting jobs.

1. **Build a hiring pipeline.** An active recruiting process is ongoing, regardless of whether your firm or department has current vacancies. To find candidates when you need them, create a file composed of past candidates and others who’ve expressed interest in working for your company. For example, if a promising financial analyst applied for an opening but just missed the cut, keep that applicant in mind for future opportunities.

2. **Maintain an employee referral program.** Each of your current staff members has a professional network. Take advantage of this valuable resource with a program that encourages them to pass along names of skilled accounting and finance professionals. To encourage participation, offer a cash bonus or another reward for every successful new hire a team member refers. Hiring a good employee’s contact helps ensure a fit with your workplace culture.

3. **Maximize your online presence.** If it takes visitors to your website multiple clicks and dead-ends to locate your organization’s job vacancies, you need to improve the user experience. Make it easy for both passive and active candidates to locate your careers section by increasing its prominence. If possible, publicize job openings directly on your homepage.
4. **Network during accounting events.** Large industry gatherings, like conferences and seminars, are prime locations to find candidates. So bring your business cards, prepare a pitch about your organization and start connecting. Consider purchasing exhibit space at the event if you’re serious about recruiting a large number of candidates.

5. **Work with a staffing firm.** Tap the expertise and network of a recruiter specializing in accounting and finance. The firm will often know of talented passive job seekers and can also provide guidance on navigating the local hiring market. In addition, it can provide an interim professional, either to bridge the gap during the recruiting process or to work on a temporary-to-hire basis.

6. **Stay in touch with former employees.** Welcoming “boomerangs” is a smart move for employers because these professionals’ skills and culture fit are known quantities, reducing the chances of a bad hire. And most former employees can hit the ground running, saving you more in terms of time and training. So when top performers leave on good terms, wish them well and let them know the door is still open for them.

The latest hiring trends make it clear you may need to step up your recruiting game if you want to find candidates for your dream accounting team. Stop waiting for talented professionals to come to you. Instead, go to them.

*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 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).*
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By email: melissa.leonard@gleim.com
By fax: (888) 375-6940, attn: Melissa Leonard

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