May Monthly Meeting — May 19th

Program Overview: Women in Leadership Panel
Smart leaders have understood for a while now that diversity delivers better and more sustainable performance. Companies with balanced leadership teams out-perform those with less. Building a strong and balanced organization takes skill, determination, and courage. That’s what the best organizations do. They put the focus on accountability on the front lines where the change occurs while the responsibility ultimately falls to leaders.

Join the Sacramento chapter in a discussion about leadership. The Sacramento IIA has put together a distinguished panel of women leaders in the fields of audit and business. Our panelists will share their views on leadership, what makes them successful, and the challenges in being a woman leader.

Our panelists include Patty Miller, IIA Chairperson; Elaine Howle, California State Auditor; Brenda Roberts, Oakland City Auditor; and Donna Bland, CEO Golden 1 Credit Union. Moderated by Steve Fineberg, Director Moss Adams LLP

Learning Objectives/Outcomes: At the completion of the presentation, participants will:
♦ Develop a understanding of what challenges leaders face in today’s work place
♦ Identify traits and qualities today’s leaders need to be successful

Date: Tuesday, May 19, 2015 (registration closes Thursday, May 14th)

Time: 7:30 am Networking and Breakfast Meeting
Location: VSP HQ-2, 3188 Zinfandel Drive Rancho Cordova, CA
Price: Members $25 (IIA, ISACA, AGA, ACFE); Non-Members $45

For Registration Go to: https://chapters.theiia.org/sacramento/Events/Pages/Women-in-Leadership,-An-Internal-Audit-Awareness-Event-.aspx
Women in Leadership Panel - May 19th

Patricia Miller, CPA, CIA, CRMA, CISA, QIAL, IIA Chairperson - Patty is the Chair of the International Internal Audit Standards Board, and the owner of PKMiller Risk Consulting, LLC, a professional services organization providing internal audit, internal control, risk management and governance services.

Patty spent 14 years with Deloitte & Touche in the San Francisco Bay Area, serving as the lead risk services partner on some of the firm’s most significant technology and consumer business clients, providing risk management, internal audit, control consulting, Sarbanes-Oxley, and related professional services. Patty advised clients and audit committees on governance, risk management and internal control leading practices.

Patty also led the Deloitte & Touche national risk management function for internal audit services, providing consultation to other engagement partners on engagement quality and risk management.

During her tenure with Deloitte & Touche, she was nominated and elected to serve on the global board of directors of the Institute of Internal Auditors (IIA), including serving as a member of the executive committee for seven years and as Chair of the Board from 2008 – 2009. In this role, Patty traveled internationally representing the IIA in meetings with regulators, stakeholders and key internal audit leaders. She currently is Chair of the International Internal Audit Standards Board.

Patty is a frequent speaker at the local and global level on governance, control and risk management topics, and has co-authored research projects for the IIA Research Foundation (IIARF) and articles for the Internal Auditor magazine. For example, she led and co-authored IIARF global research projects entitled: “Insight: Delivering Value to Stakeholders” and “The Politics of Internal Auditing.”

Elaine Howle, CPA, CGFM, California State Auditor - With nearly 32 years of auditing, management, and leadership experience, Elaine M. Howle is California’s independent State Auditor providing accurate, unbiased, and timely assessments of financial and operational aspects of state and local government entities. Ms. Howle is actively involved in various national organizations devoted to government auditing and accounting.

Recognized as a leader in her profession, the Institute of Internal Auditors’ new American Center for Government Auditing honored Ms. Howle as among 2014’s 15 Most Influential Professionals in Government Audit and was named Public Official of the Year by Governing Magazine in November 2012. Further, Ms. Howle received the David M. Walker Excellence in Government Performance and Accountability Award in June 2012. Moreover, in 2011 Ms. Howle was named Outstanding Public Administrator by the Sacramento chapter of the American Society for Public Administration.

She is the past president of the National State Auditors Association and a member of the executive committee for the National State Auditors, Comptrollers and Treasurers. Additionally, she serves on the Federal Government Accountability Office, Domestic Accountability Working Group.

Ms. Howle is a Certified Public Accountant and a Certified Government Financial Manager. She earned a bachelor’s degree in sports management from the University of Massachusetts and a master’s of business administration from California State University, Sacramento.
Brenda Roberts, CPA, CFE, CIA, City Auditor City of Oakland -
On January 5, 2015, Brenda Roberts was sworn into her first term of office as Oakland City Auditor. She has two decades of professional experience as a Certified Public Accountant, Certified Internal Auditor and Certified Fraud Examiner working with national firms KPMG and Deloitte.

City Auditor Roberts has performed audits for organizations including Fortune 500 companies, U.S. Office of Inspector General, U.S. Department of Labor, and the City/County of San Francisco.

Ms. Roberts has received many accolades for her professional excellence including: Knighton Award – Gold from the National Local Government Association, Exceptional Achievement Award from the U.S. Department of Labor and a Significant Achievement Award from Deloitte & Touche, LLP.

City Auditor Roberts has also shown leadership in her field having served on the Board of Governors for the Institute of Internal Auditors Northern CA – East Bay Chapter for almost a decade, including as President and currently as a member of its International Committee. She has over 20 years of experience working in internal audit departments in government and non-government organizations. As a CPA and auditor, she brings the knowledge and values necessary to have more transparency and accountability in Oakland.

Oakland has been her home for over 25 years; it is where she built her life and raised her three daughters. She is committed to making Oakland run with efficiency and transparency and has the credentials to move Oakland forward: driving for more cost savings, and accountability on every level.

Donna Bland, CPA, President and CEO Golden 1 Credit Union - Donna Bland is President and Chief Executive Officer of Golden 1 Credit Union, California’s leading credit union and the seventh largest in the nation with more than $8.8 billion in assets. Golden 1 serves residents in 34 of California’s 58 counties, all California state employees and retirees, and thousands of employer groups.

With more than 20 years experience in the financial services industry Ms. Bland has held management positions with Golden 1 for the past 20 years, and has served as its President and Chief Executive Officer since August 2010. Ms. Bland has been an integral part of Golden 1 Credit Union’s rise to industry leadership through exceptional service, product innovation, community support, and responsible financial management.

Prior to joining Golden 1, she was a Certified Public Accountant with the global tax, audit and advisory firm KPMG, in their San Francisco and Sacramento offices. Ms. Bland serves on the Board of Directors for Credit Union Direct Lending. She earned a bachelor of science in accounting from San Francisco State University. Raised in San Francisco, she now resides in Carmichael, California with her husband. She has two children in college living in Chicago and Los Angeles.
PANEL MODERATOR

Steve Fineberg, CPA, CISA, CITP, CFE, CIA, CRMA, Director, Moss-Adams LLP - Steve Fineberg is a Director in his ninth year with Moss Adams LLP, performing internal audit and business risk consulting services in the firm’s Business Risk Management and Control Solutions group.

He has more than 12 years of relevant experience in auditing, accounting and consulting services, with particular expertise in IT general and application control expertise. Most recently he has specialized in managing and directing all phases of internal audits, royalty compliance audits, Sarbanes-Oxley implementations and control based consulting projects, including risk assessment, documentation and internal controls testing for a variety of clients.

Steve’s experience is primarily with clients in the technology, life sciences, not-for-profit/government/education, retail, and science-related manufacturing industries. He has strong functional knowledge of audit/attestation standards and GAAP which enables him to serve clients in developing robust policies and procedures, internal controls and accounting treatment policies. His substantial public accounting, internal audit, and public company reporting experience is of specific value to his clients.

Steve graduated summa cum laude from Texas A&M University. Steve is a Certified Public Accountant, Certified Information Systems Auditor, a Certified Information Technology Professional, a Certified Fraud Examiner, a Certified Internal Auditor, and a Certified in Risk Management Assurance.

Newly Certified in Control Self-Assessment

Douglas Hock joined the Internal Audit Section of the Franchise Tax Board (FTB) in December of 2008 and is currently a Program Specialist I. He started working for FTB in October 2005 as a manual collector of personal income tax in the Accounts Receivable Management Division, and worked at the Department of Child Support Services before returning to FTB. Douglas has a bachelor’s degree in business management, a master’s degree in business administration, and became a Certified Government Auditing Professional (CGAP) in November 2011. Douglas is married and has two kids, Addison and Mason. While away from work, he enjoys playing sports, traveling, and spending time with the family.

Congratulations, Douglas, on your new Certification in Control Self Assessment designation!

Newsletter Award - Your Chapter newsletter, The Working Papers, is an award winning publication! The Institute of Internal Auditors selected our Chapter newsletter as the best among the best.

Congratulations to our past and present Editors for their work in marketing a successful newsletter to our membership!

For Registration Go to: https://chapters.theiia.org/sacramento/Events/Pages/Women-in-Leadership,-An-Internal-Audit-Awareness-Event-.aspx

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 liasacramento@gmail.com. We will then issue an invoice prior to the event for payment.
IGNITE YOUR SUPER POWERS

1st Place – Sacramento Chapter
- Creative incorporation of graphics and photographs
- Inclusion of both Chapter and Regional Calendar of Events
- Great recognition of newly certified

2nd Place – Inland Empire Chapter
- Clear layout and presentation of material
- Colorful, eye-catching pictures throughout
- Speaker Bios including photographs

3rd Place – Florida West Coast Chapter
- Structured layout
- Appealing article “Seminar Takeaways”
- Resourceful recap of Leadership Conference 2014
The Association of Local Government Auditors (ALGA)

2014 Knighton Award Winners

The Knighton Awards recognize performance audit excellence from among the ALGA membership.

At the 2015 ALGA conference held recently in San Diego, the Sacramento City Auditor’s Office received a Knighton Award for its performance audit report on Citywide Wireless Communications.

The audit identified opportunities for the City of Sacramento to save over $290,000. Sacramento City Auditor Farishta Ahrary and Senior Auditor Lynn Bashaw presented their findings at the ALGA national conference.

Congratulations, Farishta & Lynn, for your award winning work on behalf of Sacramento.

http://algaonline.org/DocumentCenter/View/3547

Save the date: October 16, 22 & 23
CRAZY BOWL 2015

Presented by Junior Achievement, CRAZY BOWL is a philanthropic event for local businesses and the community dedicated to raising money for JA’s economic empowerment programs in the Greater Sacramento Area. This year will be the 29th annual event! Over 1,000 attendees are expected to come out with their coworkers, family and friends to bowl and raise money for kids!

HOW DOES IT WORK? It’s easy! Form a bowling team of 5, and raise a minimum of $250 a team (or $50/bowler) to participate. Each team bowls 2 games and competes for great prizes. Since it is “Crazy” Bowl, participants come dressed in their craziest costumes!

For more Crazy Bowl information: Natalie Franks at development@jasac.org

Our Sacramento IIA Chapter also fields a team. Contact Kevin Shaw for more chapter team information at iiasacramento@gmail.com
7 Ideas for Boosting Innovation in the Workplace

Constant innovation is one of the pillars of corporate success, and business leaders know this. Yet only 31 percent of U.S. chief financial officers (CFOs) polled in a recent Robert Half Management Resources survey say innovation is a strong suit among their workforce. Whether staff or management, everyone could benefit from being more creative and visionary. Here are seven ways to improve and promote innovation in the workplace.

1. Train and cross-train The best ideas arise not when employees work in a silo, but when they have a steady stream of outside knowledge and creative insights. To help them build on their knowledge and to think differently, encourage them to take advantage of seminars, in-house training and e-learning. Encourage employees to sign up for them. Interdepartmental collaboration and cross-training also expose workers to alternative ways of doing their job.

2. Learn from other industries New ideas come from not only within the financial world, but outside of it as well, of course. In addition to reading trade publications, finance and accounting professionals should also look into the concepts percolating in other fields, such as technology, arts/design, media and academia. The broader a person’s knowledge base, the better he or she can connect the dots and think creatively.

3. Stress innovation when hiring In job postings, include innovation as a core value. Besides the requisite technical skills, certifications and years of experience, potential applicants should know that your company respects and appreciates creative thinkers. And during interviews, ask candidates for examples of how they’ve innovated in previous positions.

4. Bring in outsiders There are benefits of promoting from within: The new manager is a known quantity, and rewarding top talent is an excellent retention strategy. But the downside is lack of new blood. A good approach to filling management positions is to have a balance of institutional knowledge and fresh perspectives. Interim workers and consultants can also boost a company’s innovation quotient because they don’t have a this-is-how-we’ve-always-done-it mindset.

5. Speak up and out Brainstorming sessions are great ways to kick-start innovation. Whether they’re at an off-site retreat or in-office conference room, employees are naturally more creative when all they have to focus on is producing new ideas. Managers should also encourage workers to speak up and make suggestions in a variety of ways: one-on-ones, staff meetings, comment boxes, idea boards, email, online forms and so on. Make it easy, quick and safe for workers to offer suggestions.

6. Reward innovation To get more of a certain behavior, provide positive reinforcement. In real terms, managers should acknowledge the new ideas team members contribute and thank them for their input. As for the suggestions that end up saving time or creating new business, give out rewards like time off, monetary bonuses, gift cards and movie tickets. When employees see tangible evidence that management appreciates innovation, they’re more likely to submit ideas.

7. Tune in Several scientific studies have found music can make people more productive by putting them in a more positive mood. One piece of research even suggests that tunes with 50 to 80 beats per minute enhance creativity and stimulates learning. This advice obviously wouldn’t work for finance professionals who prefer quiet. But for those who like a good beat or background music, let them put on the headphones and turn up the innovation!

When deadlines loom and the workload’s heavy, shaking things up doesn’t quite top the list of priorities. But not only should finance professionals make time for innovation, it should be an integral part of the business model.

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.
Job Opportunity #1

Internal Compliance Auditor II - Sierra Nevada Corp (Sparks/Reno, Nevada)

Internal Compliance Auditor will have 5 plus years relevant experience with internal auditing techniques and will assist in planning audit assignments to ensure that the scope of each audit is covered and audit objectives are achieved. Will be responsible for assessing business processes to identify areas of internal control strength and weakness and reviewing and analyzing internal controls. Assist in the enhancement of an internal control culture, including internal controls documentation and training. Coordinate with corporate department managers to assist with the remediation of internal control gaps and/or deficiencies.

Internal Auditor will be responsible for developing and tailoring audit program; Documents the results of audit work in accordance with audit department and the Institute of Internal Auditors (IIA) standards. Identify corrective actions, develop and document audit observations and related recommendations which address shortcomings identified, and improve business processes.

Prior experience in a Government contracting environment and a working knowledge of the Federal Acquisition Regulations (“FAR”), Defense Federal Acquisition Regulations (“DFARs”) and Cost Accounting Standards (“CAS”) is a plus. Knowledge of Committee of Sponsoring Organizations (COSO) Risk and Internal Control framework is required.

Internal Auditor will extract and analyze data to determine deficiencies or non-compliance with laws or internal procedures. Communicate audit findings orally and/or in writing to management with respect to compliance, performance and potential areas for improvement.

Requirements
Education/Experience:
Bachelor degree or equivalent. 5+ years of prior Operations and/or Financial Auditing experience in a Government Contracting environment.

CPA, CMA or CIA highly desirable. Strong analytical, communication, and organizational skills. Prior experience with Deltek Costpoint a plus.

Excellent software skills (Excel), and Data-Mining experience, a plus!
Travel is required up to 25%. *Must be able to obtain a Security Clearance

Rich Boone
Sierra Nevada Corp | Government Compliance
Office: 775.849.6668 | BlackBerry: 775-343-9445
rich.boone@sncorp.com | Time Zone: US Pacific

https://careers.sncorp.com/
Job Opportunity #2

The California Public Employees’ Retirement System (CalPERS) is the nation’s largest public pension fund in providing retirement and health benefits to public employees, retirees, and their families and employers. Headquartered in downtown Sacramento, we are a destination employer within Northern California. CalPERS is family friendly and situated in close proximity to the Napa Valley, San Francisco, Lake Tahoe, and other desirable destinations. CalPERS offers benefit packages, competitive salary, and opportunities for advancement. Join an organization with an international reputation for leadership and innovation.

For more information about additional employment opportunities at CalPERS, please visit www.calpers.ca.gov/careers

DUTIES: Under direction, the Associate Program Auditor (IS) performs information system audits, reviews, and consulting assignments in accordance with internal auditing and IS auditing standards promulgated by the Institute of Internal Auditors (IIA) and the Information Systems Audit and Control Association (ISACA). The incumbent plans the audit engagement, develops and executes the audit program, reports the audit findings, and works with the auditee(s) to reach appropriate resolutions. Additionally, they provide advisory services to project management, reengineering efforts, and systems development initiatives. They also participate in annual risk assessment and audit follow-up activities, and offer training opportunities to other internal audit staff on specialized IS auditing practices.

PLEASE NOTE: This classification, is currently listed as a Program Auditor (IS) on CalHR’s website. It is going through a title change to Associate Program Auditor (IS).

DESIRABLE QUALIFICATIONS: Experience in system development projects, information security review, business application review, and operational recovery review is highly desirable.

WHO MAY APPLY: Individuals who are currently at the Program Auditor (Information Systems) level or who are eligible for transfer or list appointment to this level are encouraged to apply online by selecting the “Apply” link above. Appointment may be subject to SROA/Surplus restrictions.

If you do not have internet access, please complete and mail a paper Standard State Application (STD. 678). In the Explanations section on the STD. 678, all applicants must indicate the basis of eligibility (e.g. SROA, Surplus, reemployment, reinstatement, transfer, list eligibility, or Training and Development [T&D] Assignment etc.). Surplus applicants applying by paper must attach a copy of their surplus letter with their paper application. All paper applications must be postmarked by the final filing date and mailed to the following address:

Human Resources Division - JOB#2688
400 Q Street, LPN, Room 3260
Sacramento, CA 95811
**2014 - 2015 Program & Seminar Schedule**

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<td>CalCPA ABC Mixer - Attorney, Banker &amp; CPA (see next page for details)</td>
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<td>May 19, 2015</td>
<td>IA Awareness Month: Women in Leadership Panel - (VSP HQ2)</td>
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| June 4, 2015 | San Jose Chapter - Fraud Mystery Event & Dinner (3 CPEs)  

These events conclude our program year. See you in September!

For questions or comments, please contact the **VP of Programs Kevin Shaw** at IIAsacramento@gmail.com.
CalCPA Sacramento Spring ABC Mixer

RSVP no later than May 7

RSVP ONLINE (preferred method)

Mail: Kelly Rocha, CalCPA, 1201 K St., Ste. 1000; Sacramento, CA 95814
Fax: (916) 441-5354
Email: kelly.rocha@calcpa.org
Phone: (916) 551-2961

Make checks payable to CalCPA and mail to: Kelly Rocha; Program Associate; CalCPA; 1201 K St., Suite 1000; Sacramento, CA 95814; phone: (916) 551-2961; fax: (916) 441-5354; email kelly.rocha@calcpa.org.

Name: _______________________________ Phone: _______________________________
Firm/Company: _______________________________ Email: _______________________________
Address: ___________________________________________ City, State, ZIP: _______________________________

☐ Check (Payable to CalCPA)
☐ MC ☐ Visa ☐ AMEX: _______________________________ Exp. Date: _______________________________ Cardholder Name: _______________________________

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Professional Resources for YOU!

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!

About the American Center for Government Auditing

June 1–10 Risk Based Auditing: A Value Add Proposition
June 2–11 Emerging Issues in Grant Management*
June 10–11 Data Analysis for Internal Auditors
June 16–23 Auditing Procurement System Performance*
June 16–25 Lean Six Sigma Tools for Internal Audit Planning
June 22–24 Operational Audit: Evaluating Procurement & Sourcing

*Offered by the American Center for Government Auditing (ACGA). Membership not required to register.

To learn more, visit ACGA’s website acga.theiia.org.

E-mail: acga@theiia.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

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.

New Features help maximize your CIA Study Experience:
- New! Learn the entire 3-part CIA exam syllabus.
- New! Access reading materials via your e-reader device.
- New! Study on-the-go with mobile optimized online study tools.


Prefer a live or online facilitator-led course?
New 3-Part Classes Coming This Fall!

For a complete list of available courses click HERE or call 1-877-442-2425.
IIA Sacramento
2015-2016 Chapter Year Election Results

The IIA Sacramento Chapter congratulates the following members on their election for the terms commencing June 1, 2015, and extends sincere thanks to all candidates in this year’s election. The IIA Sacramento Chapter also thanks participating members who invested in their profession and in the mission of the IIA by voting in the election at the April Program.

- President - Kevin Shaw
- VP - Programs - Tammy Borkoski & Steve Feinberg (Co-VP’s)
- VP - Seminars - Mabel Lun
- Treasurer - Liz Alden
- Secretary - Scott Ohara

New Chapter officers were elected at the April Chapter meeting. Congratulations to our new officers, and many thanks to the outgoing officers for their commitment to the Sacramento IIA Chapter!