To the Members of The Southwest Florida Chapter and Friends,

Crystal K. Kinzel has a bachelor’s degree in business administration from George Washington University and she is a Certified Government Financial Manager. She began her career in accounting and finance working for the American Association of Retired Persons (AARP), followed by a position with NASDAQ in Washington D.C. At the age of 29, Crystal was the youngest person ever to be appointed as Finance Director for the City of Key West. Her career path brought her to the Bay Medical Center in Panama City, Florida, where she ascended to the position of acting finance director before relocating to Collier County.

In 1988, Sheriff Don Hunter appointed Crystal as Finance Director for the Collier County Sheriff’s Office; a position that she held for 16 years. In 2005, she joined the Office of the Collier County Clerk of Courts, serving as the Director of Finance and Internal...
Audit until 2016 when Clerk of Courts Dwight Brock named her his Chief Deputy.

After Mr. Brock’s death in 2018, Governor Rick Scott named Crystal the interim clerk, and in August 2018 the citizens of Collier County elected her Clerk of the Circuit Court and Comptroller. Her many years of experience with the Sheriff and the Clerk, as well as her prior experiences, prepared her well for this very important role.

Crystal is an active member of the Greater Naples Chamber of Commerce and a graduate of both the Chamber’s Leadership Institute and Leadership Collier. As one of the five women founders of Youth Leadership Collier, Crystal is very proud of that program’s many years of success guiding students on a track toward becoming ethical, community-minded leaders. She is also a founding member of the Naples Paradise Chapter of the Association of Government Accountants (AGA) and is a member of the Collier County Identify Theft and Fraud Awareness Task Force.

A tenacious protector of taxpayer dollars, Crystal and her dedicated staff are committed to safeguarding public funds and providing first-class customer service to the citizens and taxpayers of Collier County.

Crystal and her husband Mike have four adult children and enjoy being grandparents to several grandchildren.

James D. Molenaar, CIA
President – Southwest Florida Chapter #226 2019-2020

Progress through Sharing!
2019-2020 Chapter Leadership

OFFICERS/GOVERNORS/PAST PRESIDENTS

<table>
<thead>
<tr>
<th>OFFICE</th>
<th>NAME</th>
<th>EMAIL</th>
</tr>
</thead>
<tbody>
<tr>
<td>President</td>
<td>James Molenaar</td>
<td><a href="mailto:james.molinaar@collierclerk.com">james.molinaar@collierclerk.com</a></td>
</tr>
<tr>
<td>Vice President</td>
<td>Bill Foster</td>
<td><a href="mailto:wfoster@fgcu.edu">wfoster@fgcu.edu</a></td>
</tr>
<tr>
<td>Secretary</td>
<td>Chris Stanisci</td>
<td><a href="mailto:cstanisci@leeclerk.org">cstanisci@leeclerk.org</a></td>
</tr>
<tr>
<td>Treasurer</td>
<td>Gabriela Molina</td>
<td><a href="mailto:gabriela.molina@collierclerk.com">gabriela.molina@collierclerk.com</a></td>
</tr>
<tr>
<td>Governor</td>
<td>Joshua Sloan</td>
<td><a href="mailto:jmsloan3367@eagle.fgcu.edu">jmsloan3367@eagle.fgcu.edu</a></td>
</tr>
<tr>
<td>Governor</td>
<td>Viviana Lauke</td>
<td><a href="mailto:vlauke@fgcu.edu">vlauke@fgcu.edu</a></td>
</tr>
<tr>
<td>Governor</td>
<td>Jackie Conrecode</td>
<td><a href="mailto:jconreco@fgcu.edu">jconreco@fgcu.edu</a></td>
</tr>
<tr>
<td>Governor</td>
<td>Bharat Vallarapu</td>
<td><a href="mailto:BVallarapu@LeeClerk.org">BVallarapu@LeeClerk.org</a></td>
</tr>
<tr>
<td>Governor</td>
<td>Tim Parks</td>
<td><a href="mailto:tparks@leeclerk.org">tparks@leeclerk.org</a></td>
</tr>
<tr>
<td>Governor</td>
<td>Tamera Anderson</td>
<td><a href="mailto:tanderson@leeclerk.org">tanderson@leeclerk.org</a></td>
</tr>
<tr>
<td>Governor</td>
<td>Jeffrey Pigott</td>
<td><a href="mailto:Jeffrey.Pigott@LeeHealth.org">Jeffrey.Pigott@LeeHealth.org</a></td>
</tr>
</tbody>
</table>

COMMITTEE MEMBERS:

- **Academic Relations**
  - Jackie Conrecode - jconreco@fgcu.edu (Chair)
  - Joshua Sloan – jmsloan3367@eagle.fgcu.edu

- **Advanced Technology/Newsletter/Web Site**
  - Bharat Vallarapu – bvallarpu@leeclerk.org (Chair Website)
  - (Back-up for Website)
  - Paul Cohen – Cohenbank@yahoo.com (Chair Newsletter)
  - (Back-up for Newsletter)

- **Attendance**
  - Viviana Lauke – vlauke@fgcu.edu

- **Audit**
  - Bharat Vallarapu – bvallarpu@leeclerk.com (Chair)

- **Budget**
  - Gabriela Molina – Gabriela_Molina@CollierClerk.com (Chair)

- **Certification/CIA Program**
  - William Foster wfoster@fgcu.edu (Chair)

- **Membership**
  - Tim Parks – tparks@leeclerk.org (Chair)
  - Tammy Anderson – tanderson@leeclerk.org (Back-up for Membership DB)

- **Newsletter**
  - James Molenaar (President)

- **Nominating**
  - Current President
  - Two Members (selected by Board)

- **Program**
  - Current Governing Board

- **Strategic Planning**
  - Bill Foster Vice President
  - James Molenaar Current President
## Dates for 2019-2020 Chapter Meetings

<table>
<thead>
<tr>
<th>Description</th>
<th>Location</th>
<th>Date</th>
<th>Speaker</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fraud</td>
<td>Holiday Inn Ft. Myers Arpt-Town Center-9931 Interstate Commerce Dr, Fort Myers, FL 33913</td>
<td>March 3, 2020 @ 5:30 PM</td>
<td>Hon. Crystal K. Kinzel, Clerk of Cir. Ct. Collier Co.</td>
</tr>
<tr>
<td>Lunch and Learn</td>
<td>Human Resources Admin. East, 3rd FL. Training Room 2201 Second Street Ft. Myers, FL 33901</td>
<td>April 7, 2020 12:00 Noon</td>
<td>Christy L. Sushil SHRM-SCP, SPHR, CPM</td>
</tr>
<tr>
<td>All Day Seminar Tentative NASBA Credit</td>
<td>Holiday Inn Ft. Myers Arpt-Town Center-9931 Interstate Commerce Dr, Fort Myers, FL 33913</td>
<td>Friday, April 17, 2020</td>
<td>Ms. Amenda “Jo” Erven Auditconsultingeducation.com</td>
</tr>
</tbody>
</table>
2019-2020 Payment Fee Schedule

As Approved at the Board of Governors Meeting of 07/14/18, the fee for Prepaids, Students and Retirees is $35.00 per meeting. There were no other increases.

As of 2019-2020, the payment fees are as follows:

- Regular meetings - $35 for Members, retirees and students; $40.00 non-members/walk-ins.
- Seminars - $150 for members, retirees, students; $175 for non-members/walk-ins.
- The Package Plan is now reduced to $130 for regular meetings (4 meetings @ $32.50 per person). The Package Plan for seminars is now reduced to $270.00 per person for both seminars.
- Lunch & Learn: Free of charge; please bring your brown bag lunch (2 meetings).

Payments can be made at the meetings by either cash or check or a check can be mailed in advance to the Treasurer, Gabriela Molina – Collier County Clerk of the Circuit Court, Collier County Government Center 3299 Tamiami Trail East, Suite# 403 Naples, FL 34112-5746. If mailed, please allow sufficient time for the payment to be received prior to the November 4, 2019 deadline.

The location of the regular meetings and seminars continues to be the Holiday Inn, off the I-75/Alico Road exit #128 located at 9931 Interstate Commerce Drive, Fort Myers, FL 33913 (across from the Gulf Coast Town Center). Other locations, including the Lee County Clerk of Courts Training Room or Florida Gulf Coast University may also be used when needed and indicated above.

October Board Meeting
Southwest Florida Chapter IIA #226
Board of Governors Meeting Minutes [DRAFT]

A Board of Governors meeting of the IIA Southwest Florida Chapter #226 of the Institute of Internal Auditors was held at the Clerk of the Circuit Court and Comptroller’s Office, Fort Myers, Florida on April 2, 2019 at 12:55 p.m.

Board Members, Officers, and Chairs:
Present: President Jim Molenaar, Jackie Conrecode, Bharat Vallarapu, Chris Stanisci, Viviana Lauke, Tim Parks, Jeffrey Pigott and Tammy Anderson

Proceedings:
James Molenaar, President, presided over the meeting. This was the 5th Board meeting for the 2018 – 19 Chapter Year.

1. Opening remarks – James Molenaar

2. Approval of minutes – James Molenaar presented the Board of Governor Minutes from October 2, 2018
   a. Moved for Approval – Tim Parks
   b. 2nd Bharat Vallarapu
   c. Approved as presented, unanimously
3. New Business
   a. A slate of candidates for officers and governors was presented with no contested races.

<table>
<thead>
<tr>
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<tbody>
<tr>
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<td>Vacant</td>
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<td>Tamera Anderson</td>
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<tr>
<td>Governor</td>
<td>Jeffrey Pigott</td>
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</table>

b. Tim Parks moved to accept the slate of candidates as presented
c. Bharat Vallarapu seconded the motion
d. The Slate was unanimously accepted.

4. Adjournment – Meeting adjourned at 12:59 p.m.

Respectfully Submitted,

James D. Molenaar, President

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CAP PROGRESS
For 2019-2020!

CAP Credits Needed for GOLD
(1,560)
TOTAL CAP Credits 389.00
24.94% of Total!!

Here are a few housekeeping ideas to keep in mind:
- Update your member profile - Have you moved, changed jobs, changed your name, etc.
- Invite someone to the next meeting - You would be amazed by the number of members who have not been to a meeting.
THE AUDIT SCOPE

- **Submit topics and/or speakers for CPE sessions** - The Program committee could use your knowledge and expertise on potential speakers or topics of interest.
- **Attain a Certification** - The IIA offers multiple certifications that, upon attainment, will help you to distinguish yourself professionally from your peers and throughout the profession.
- **Meeting Registration** - Please adhere to the deadlines for signing-up for meetings. Our Chapter has contracted with Holiday Inn for our monthly meetings and seminars. As in the past, we are contractually obligated to advise them of the total count 72 hours before the meeting. If you are unable to attend and do not let us know, the meal then becomes an unexpected cost to the Chapter. It is our policy that no-shows will be billed unless at least one-day notice is given to the Chapter.
- **Meeting Etiquette** - Please respect our speakers by remaining seated, minimizing chatter, and silencing mobile phones during presentations. We understand there may be emergencies and cannot dissuade anyone from attending to those situations.

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**Membership Committee Corner**

We have **86** active members currently listed.

**Anniversaries for January and February:**

<table>
<thead>
<tr>
<th>Members</th>
<th>Years</th>
</tr>
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<tbody>
<tr>
<td>Amy Grant</td>
<td>1</td>
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<tr>
<td>Andrea Russell</td>
<td>10</td>
</tr>
<tr>
<td>Carrie Todd</td>
<td>11</td>
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<tr>
<td>Dan Fischer</td>
<td>4</td>
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<tr>
<td>David Huang</td>
<td>6</td>
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<tr>
<td>Dominic Santucci</td>
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<td>Jackie Conrecode</td>
<td>10</td>
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<tr>
<td>Joseph Lee</td>
<td>1</td>
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<tr>
<td>Karen Jaye</td>
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<tr>
<td>Lisa Mason</td>
<td>13</td>
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<tr>
<td>Mario Lozano</td>
<td>27</td>
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<tr>
<td>Rick Morgan</td>
<td>12</td>
</tr>
<tr>
<td>Viviana Lauke</td>
<td>4</td>
</tr>
</tbody>
</table>

No new members in January and February.
**Academic Relations Committee Corner**

The Academic Relations committee appreciates the support provided by the chapter and our members. We look forward to exposing more students to our chapter and increasing awareness of the Institute of Internal Auditors to our local college students.

If you know a student who would like to attend the meeting for free please email Professor Conrecode (jconreco@fgcu.edu) five days before the meeting to see if we have free meeting slots available. Professor Conrecode will confirm the student’s free meeting attendance and will register the student for the meeting.

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**Job Openings**  
*(Click on Link)*

- Collier County Clerk of Courts-  
  [https://www.governmentjobs.com/careers/collclerk](https://www.governmentjobs.com/careers/collclerk)
- Florida Clerk and Comptrollers Website - [https://www.flclerks.com/](https://www.flclerks.com/) (look for available auditor positions)
- Skillsource Staffing - Internal Auditor -  
  [http://www.simplyhired.com/a/jobs/list/q-Internal+Auditor/l-Florida](http://www.simplyhired.com/a/jobs/list/q-Internal+Auditor/l-Florida)
- Raymond James (Tampa/St. Petersburg) – Check for Auditing positions (type auditor in key search) -  
- Monster.com -  
- Finance Jobs  
- IIA Website – FLA Auditor Positions -  
  [http://jobs.theiia.org/c/search_results.cfm?site_id=2831&quick=state|Florida](http://jobs.theiia.org/c/search_results.cfm?site_id=2831&quick=state|Florida)
- Indeed Website - (Florida Area) -  
- USAJobs -  
  [US Government Jobs](http://www.usajobs.gov/)

*The Palm Beach County IIA Chapter posts job openings on their website -  
[https://chapters.theiia.org/palm_beach_county/Careers/Pages/default.aspx](https://chapters.theiia.org/palm_beach_county/Careers/Pages/default.aspx)*
The Florida Audit Forum posts job openings on their website - http://floridaauditforum.org/Job-Board.php

**Appeal to Members**

Get involved with the Chapter! Start thinking about serving on the Board of Governors or becoming an Officer. Or serve on an IIA International Committee or as a speaker at our meetings. The Chapter receives extra CAP credits when you do so. Our chapter is a great one because of its members’ support. Let’s continue its growth and future. Become more involved! Contact our President James Molenaar. (James.Molenaar@collierclerk.com)

**News for Chapter Members**

The Southwest Florida (SWFL) Chapter of the IIA now has a group presence on LinkedIn, the premiere professional networking site. Today’s professional has the opportunity to maintain an online career profile on LinkedIn that is becoming increasingly popular and have the SWFL IIA displayed prominently on their profile. Membership is voluntary as there is no obligation to join the group or register on LinkedIn.

What is LinkedIn - http://learn.linkedin.com/what-is-linkedin/

Join LinkedIn - https://www.linkedin.com/reg/join

Add to your profile http://www.linkedin.com/groups?gid=2488161&trk=anetsrch_name&goback=%2Egdr_1260595133758_4

There is also a sub-group of the IIA, called the Certified Internal Auditor (CIA). This official IIA-sponsored LinkedIn group is for those who have earned, or are interested in earning, The IIA's Certified Internal Auditor® (CIA®) designation. The CIA is the only globally accepted certification for internal auditors and remains the standard by which individuals demonstrate their competency and professionalism in the internal audit field. CIA sub-group link - http://www.linkedin.com/groups?gid=2705761

**IIA Volunteer Program**

Get Involved! Have you thought about taking your involvement with The IIA to a new level? The Institute has many opportunities for internal auditors to participate beyond the membership level.

- Give the gift of time - volunteer your audit services to many non-profit/not for profit organizations.
- Help guide the future - create guidelines for practitioners, serve on an international committee, or guide the next generation of auditors through the Internal Auditing Education Partnership Program.
THE AUDIT SCOPE

- Write exam questions for one of The IIA's four exams. You can earn CPE credit hours at the same time.
- Become an instructor at a seminar.
- Develop research topics and reports for The IIA Research foundation.
- Write an article for the Internal Auditor magazine.
- Participate at local level as a leader or speaker.

Find out more details by clicking here - http://www.theiia.org/membership/get-involved/

Fellowship Program

For more than 75 years, The Institute of Internal Auditors has provided dynamic leadership for the profession of internal auditing. As the profession's global voice, recognized authority, chief advocate, and principal educator, The Institute stays intimately connected to the profession and the topics that matter most. By uniting practitioners, business partners and thought leaders, The IIA Fellowship Program supports The Institute’s mission to proactively develop guidance and research on leading trends and practices in the internal auditing profession.

The IIA Fellowship Program seeks to expand the capability and capacity of The Institute to serve its members in a proactive, timely manner. To that end, The IIA calls on internal auditing leaders, partners, and audit executives to lend their best and brightest employees to The Institute for a six-month rotational fellowship in Research, Professional Guidance and the Audit Executive Center.

Specifically, internal audit practitioners at various levels of experience and achievement will use their expertise and energy to help conduct an array of research, develop guidance in response to legislative and internal auditing issues, and create innovative tools and services for internal audit professionals.

More information is available at www.theiia.org/careers/ia-fellowship-program/.
IIA Training

<table>
<thead>
<tr>
<th>Date</th>
<th>Seminar Offering</th>
<th>Delivery Format</th>
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<tbody>
<tr>
<td>Jan. 14–23</td>
<td>Fundamentals of Risk Based Auditing (NEW)</td>
<td>Online</td>
</tr>
<tr>
<td>Jan. 22–31</td>
<td>Audit Report Writing</td>
<td>Online</td>
</tr>
<tr>
<td>Feb. 3–14</td>
<td>CIA Exam Preparation – Part 2: Practice of Internal Auditing</td>
<td>Online</td>
</tr>
<tr>
<td>Feb. 4–13</td>
<td>Root Cause Analysis for Internal Auditors</td>
<td>Online</td>
</tr>
<tr>
<td>Feb. 10–12</td>
<td>IT General Controls</td>
<td>Online</td>
</tr>
<tr>
<td>Feb. 11–20</td>
<td>The Effective Auditor: Understanding and Using Emotional Intelligence</td>
<td>Online</td>
</tr>
<tr>
<td>Feb. 17–26</td>
<td>Fundamentals of IT Auditing</td>
<td>Online</td>
</tr>
<tr>
<td>March 2–11</td>
<td>Performing an Effective Quality Assessment</td>
<td>Online</td>
</tr>
<tr>
<td>March 3–4</td>
<td>Data Analysis for Internal Auditors</td>
<td>Online</td>
</tr>
<tr>
<td>March 10–19</td>
<td>Critical Thinking in the Audit Process</td>
<td>Online</td>
</tr>
<tr>
<td>March 18, 2020</td>
<td>Fundamentals of Internal Auditing</td>
<td>Online</td>
</tr>
<tr>
<td>March 30–April 8</td>
<td>Enterprise Risk Management: A Driver for Organizational Change</td>
<td>Online</td>
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<tr>
<td>March 30–April 10</td>
<td>CIA Exam Preparation – Part 3: Business Knowledge for Internal Auditing</td>
<td>Online</td>
</tr>
<tr>
<td>March 31–April 9</td>
<td>Advanced Risk Based Auditing (NEW)</td>
<td>Online</td>
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</table>

For a comprehensive list of courses in all types of formats follow the link below:

https://na.theiia.org/training/Pages/Event-Calendar.aspx

IIA and Junior Achievement

Have you ever wondered how you could invest your time and get involved in inspiring future business professionals?

In 2005, The IIA signed a Memorandum of Understanding (MOU) with Junior Achievement (JA) Worldwide to partner in support of good governance and strong ethics in the business community. This partnership is helping to educate K-12 students on business issues such as ethics, integrity, corporate accountability, and financial literacy. Through age-appropriate curricula, JA programs begin at the elementary school level, teaching children how they can impact the world around them as individuals, workers and consumers.

IIA headquarters staff takes time to work as JA volunteers in the community to raise awareness of The IIA and how internal auditors bring value to an organization. Members are encouraged to volunteer with their local JA to make a difference to tomorrow's business professionals.
**Why Volunteer?**

- The students need you! You can make a difference by helping shape someone's future.
- It is a chance to mentor young people who will soon be part of the work force.
- It is an opportunity to share your experiences and personal stories with young people.
- You can contribute something of value to your community.
- It can be a learning and self-development experience for you, too.
- Your profession needs you! You can explain to tomorrow's professionals what internal auditors do and illustrate the value they bring to an organization.

**CAP Points for JA Involvement**

Members who volunteer for JA can help their chapter earn Chapter Achievement Program (CAP) points. Each hour volunteered in a classroom teaching a JA sponsored activity is worth a half-point (0.5). Even if you're involved with JA through your workplace, it can still be counted as a JA activity for your chapter. At the end of the school year, the chapters with the highest level of participation with JA will receive the "Most Inspiring Chapter" award and recognition on The IIA Web site. Points can also be earned by hosting a fundraising event for JA.

Program Director  
9530 Marketplace Road, Suite 104  
Fort Myers, FL 33912  
(239) 225-2590  
(239) 225-2565 (fax)  
www.JASWFL.org

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**CIA Study Materials**

The IIA's CIA Learning System is a comprehensive training course designed to provide chapters, members, and the audit community of professionals with information and tools to master the global CIA exam syllabus. This premier quality program is aligned with the International Professional Practices Framework (IPPF) to ensure you stay current with the global internal auditing profession and are ready for the CIA exam. It combines printed text with online testing tools and online questions. Take advantage of the best prep materials out there by ordering yours today!

Simply place your order at [www.learncia.com/chapters](http://www.learncia.com/chapters)

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**Partnership**

The Southwest Florida IIA Chapter has partnered 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.

The Gleim CIA Review System is the most widely used CIA prep on the market and includes everything you need to pass the CIA Exam on your first try. This system features flexible yet structured study steps and comes with the mentorship and guidance of a Personal Counselor.
As a member of the chapter, you are eligible up to 20% off all Gleim's CIA Review materials, as well as Gleim CPE. To take advantage of the reduced prices, please contact our chapter representative, Melissa Leonard.

- By phone: (800) 874-5346, Ext. 438
- By email: ryan.bergh@gleim.com
- By fax: (352) 375-6940, Attn: Ryan Bergh


**UCF Continuing Education – CIA® Review Course**

As a member of your local IIA Chapter, you represent the profession and industry to which the highest of standards are set and maintained. In partnership with the IIA Central Florida Chapter, **UCF Continuing Education** offers the **Certified Internal Auditor® (CIA®) Review Program** for candidates who are seeking to prepare for CIA® Exam Parts 1, 2, and 3.

Our comprehensive review program is taught under the expertise of instructors who are Certified Internal Auditors with over thirty years of accounting, internal audit and management experience, as well as active chapter members of the IIA. Program participants will improve their internal audit skills and knowledge, build confidence in the knowledge of the profession, and have more opportunities for advancement. We are the only provider in the Central Florida area that offers an extensive live review course with online components. Link - [http://www.ce.ucf.edu/Program-Search/1766/CIA—Certified-Internal-Auditor-Review-Program/](http://www.ce.ucf.edu/Program-Search/1766/CIA—Certified-Internal-Auditor-Review-Program/)

**NEWS LINKS**

- IIA News: [na.theiia.org/news/Pages/News-Archive.aspx](na.theiia.org/news/Pages/News-Archive.aspx)
- Economic Crimes
- Collier County Sheriff’s Office: [www.colliersheriff.org/news/ccso-newsroom](www.colliersheriff.org/news/ccso-newsroom)
- ACFE Fraud Library: [www.acfe.com/resource-library.aspx](www.acfe.com/resource-library.aspx)
- Collier County Clerk of Courts: [https://www.collierclerk.com/clerks-office/announcements](https://www.collierclerk.com/clerks-office/announcements)

The Southwest Florida IIA Chapter Newsletter is a monthly publication. Please forward the Newsletter to your co-workers and peers. If you are a recipient (member/non-member) of the Chapter's newsletter/other notifications and would like to be removed from the distribution list, please send an e-mail to Paul Cohen (cohenbank@yahoo.com).
Speaker #1
Tammy Wyche
Director
Environmental, Health & Safety Audit Center
The Institute of Internal Auditors
Presentation to the Southwest Florida IIA Chapter: 2 hours of content

This session will present a comprehensive view of organizational risk from those who manage it with emphasis on how the emerging risk of environmental, social and governance (ESG) must be on internal audit’s radar.

Part Two: A Look at the IIA’s Environmental, Health and Safety Audit Center
This session will provide an overview of what the internal auditor needs to know about EHS auditing and the resources available from the center.

Bio:
Tammy Wyche (Why-ch) was appointed the director of The IIA’s Environmental, Health and Safety Audit Center in November 2015. She has developed the EHS Audit Center and worked with the Auditing Roundtable Board of Directors to transition the organization during the merger process. Tammy brings extensive industry knowledge and international experience that includes work in hazardous waste management, environmental, health and safety auditing, employee training programs, regulatory compliance and sustainability. Wyche’s experience includes more than 20 years at Konica Minolta Photo Imaging, USA, where she served as environmental manager for 15 years. In that role, she dealt with regulatory issues across North and Central America, the Caribbean, and the European Union. Wyche also has strong credentials in professional development and marketing, including substantial work in government relations and community engagement. She holds a bachelor’s degree in environmental and public health from the University of Wisconsin-Eau Claire and has extensive education in environmental and safety law.

Speaker No. 2
Mr. Wade Cassels

As a followup to his popular "Writing for Understanding" course that has been presented at the IIA's GAM conference, ISACA's CACS conference and IIA chapters across the country, Wade Cassels will be debuting brand new material. Wade's presentation will explore the different aspects of the writing process and provide guidance towards a better finished product. Additionally, Wade will discuss some of the myths, hurdles, and best practices involved with getting an article published and walk participants through the process.

In 2012, Wade Cassels joined the Internal Audit staff of Nielsen, where he supports the reporting and communication function for Nielsen’s global quality assurance and compliance audits. Prior to entering the audit field, Wade worked as a sportswriter for The Tampa Tribune, a feature writer and managing editor for Vette, Corvette Fever, and High Performance Pontiac magazines, and a market research analyst for Publix Supermarkets. Wade is a member of the Institute of Internal Auditors’ Publications Advisory Board, and holds a bachelor’s degree in print journalism from Florida Southern College. He lives in Lakeland, Florida.
At the end of 2019, the Institute of Internal Auditors released their *American Corporate Governance Index*, which is designed to be a reliable barometer of American corporate governance and to provide insight into how companies perform in key areas. Looking at corporate governance through this lens, we'll discuss what the ACGI is, what it says, and what it means for us.

Darren Cassels joined Nielsen’s Internal Audit Department in 2003, where he currently serves as an Internal Audit Director, focusing on operational and compliance audits. Prior to joining Nielsen, Darren began his career with Ernst & Young. Darren is a member of the Florida West Coast chapter of the Institute of Internal Auditors, having served in many leadership roles including president and board member. Darren is currently the district representative for Southeast Florida.

In addition to facilitating internal audit classes for the Institute of Internal Auditors, he has served as an adjunct instructor at the University of South Florida in Tampa, teaching Internal and Operational Auditing. Darren received a Master’s Degree in accounting at the University of Central Florida in Orlando. Prior to UCF, he attended Florida Southern College in Lakeland, Florida, earning a Bachelor of Science degree in accounting and finance.