President’s Message:

IIA Topeka Chapter Members,

It’s hard to believe that at the end of May, our current chapter year will be coming to an end. The chapter’s annual election for the 2017 – 2018 open positions was conducted at our March meeting. I’m confident that we have a good group coming in to lead the chapter in the coming year. I would like to thank the following individuals for their service to the chapter: Annie Shaffer, Autumn Franks, Richard McMullen, Mark Zillinger, and Bob Stambaugh. I appreciate your time and efforts in keeping our chapter successful.

But before we close the books on the chapter year, we have a few more opportunities for you to get some great CPE hours. In addition to our two monthly meetings, Toby Groves will be here on April 14th for our Spring Seminar. More information about Toby and details on the Seminar topic can be found later in the newsletter. I hope to see you there!

Tony Risinger

*IMPORTANT NOTICE FOR PAYMENTS*

As of 09/01/2016 payments for all meeting and seminars need to be sent to the following address:

Capitol Federal
Attention: Joe Beasley, Audit Services Department
700 S Kansas Ave
Topeka, KS 66603-3818

April Meeting

CPE 1 hours
Speaker – Shauna Woody Coussens
Topic – Secrets, Conspiracies and Hidden Patterns

April Meeting

Date: Tuesday, April 4, 2017
Place: KDOT
700 Harrison
Eisenhower State Office Building
700 SW Harrison
Auditorium 4A
Time: 11:30 a.m. – 1:00 p.m.
Menu: Aboud’s Chef’s Choice
Dessert
Iced Tea and Water
RSVP: By noon, Friday, March 31, 2017
Reservations: Marie Winter-Zima
Capitol Federal
MWinter-Zima@capfed.com
785-231-6394

Please email Brenda Kindle at brenda.kindle@fhlbtopeka.com if you have any dietary restrictions.

Registration: Member Non-member
Lunch & meeting $15 $20

Occupational Fraud in Business” will focus on the use of data analytics in fraud investigations. You will learn about the latest in the area of “text analytics” and the use of artificial intelligence. The presentation will also detail a fraud that was quickly resolved using data analytics.

Shauna Woody-Coussens is the Managing Director of BKD’s Forensic & Valuation Services practice in the Kansas City, Missouri office. Shauna has over 25 years of experience investigating fraud and also serves as an expert witness with regard to damages for complex commercial litigations.
Shauna’s forensic investigative experience includes fraud investigations for internally identified company matters, in response to inquiries by third parties and regulatory bodies, and in litigation in a variety of industries. Shauna serves as BKD’s subject matter expert with regard to Foreign Corrupt Practices Act investigations and has testified in front of the Department of Justice and the Securities and Exchange Commission on such matters.

**Event Refund Policy – The Institute of Internal Auditors (Topeka Chapter):**

The purpose of this policy is to ensure event cancellations are refunded appropriately. Events include, but are not limited to: monthly meetings, luncheons, and seminars.

Cancellations made prior to the event registration deadline will be refunded at 100% of the event fee (or would not be billed if the attendee did not pay in advance).

Cancellations made after the event registration deadline will not be refunded (or would be billed at 100% of the event fee if the attendee did not pay in advance)

**Spring 2017 Seminar**

**CPE 8 hours**  
**Speaker – Toby Groves**  
**Topic – Psychology for Auditors and Beyond the Checklist – Excellence in Auditing**

Toby Groves is a behavioral scientist and researcher in critical thinking and expert judgment. He has become a favored speaker amongst many global organizations by creating powerful learning experiences for professional audiences. His live events enlighten participants by revealing the counter-intuitive way our minds work and introduces new methods that improve judgment and decision making.

Trained in a unique combination of forensic psychology, forensic accounting and behavioral

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**Topeka Chapter IIA 2017 Spring Seminar**

**Date:** Friday, April 14, 2017  
**Location:** Westar Multipurpose Room  
818 S Kansas Ave  
**Time:** 8:00 a.m. – 4:00 p.m.  
Registration starts at 7:30 a.m.

**Menu:**  
**Breakfast**  
Ham & Cheese Casserole  
Cinnamon Rolls  
Fruit  

**Lunch**  
Meatloaf  
Mashed Potatoes  
Corn  
Tossed Salad  
Dinner Rolls  
Triple Fudge Nut Brownies  
Iced Tea and Water

Please email Brenda Kindle at brenda.kindle@fhlbtopeka.com if you have any dietary restrictions.

**RSVP:** By noon, Friday, April 7, 2017  
Reservation form is available at the end of this newsletter.

**Cost:** $150 members / $175 non-members

research, Groves is a PhD candidate with an MS in industrial-organizational psychology. He is known by audiences for his use of innovative psychological techniques and extraordinary transparency. Toby’s work, story and commentary have been featured on media outlets such as NPR, in professional industry journals, and studied by business schools around the world.
Psychology for Auditors is a highly interactive session that will explore the newest research related to assessing culture and dealing with increasing levels of uncertainty and overwhelming volumes of data.

Participants will learn about the latest research and new techniques to improve decision making and judgment related to the challenges faced by the contemporary auditor.

Highlights:
- The science of professional skepticism
- Successful information gathering techniques in the audit interview
- Detecting “meaningful” patterns and trends
- Effective communication with various stakeholders
- Convincing data presentation techniques
- Biases that effect auditor judgment and how to alleviate them
- Negotiation and difficult communication
- Trust building and team dynamics

Beyond the Checklist – Excellence in Auditing will delve into the latest behavioral research showing how to most effectively interpret, translate and communicate our results and have the greatest positive impact for our clients, our firms, and ourselves.

Highlights:
- Evaluating control procedures from a “dynamic” perspective
- How to limit biases in our interpretations of valuation and the effectiveness of control procedures
- Assessing proper auditor skepticism and how tone at the top and corporate culture affect audit planning and procedures
- Recognize the early signs indicating a need for change in procedures
- The new science of team-building for audit teams
- How to translate complicated data for stakeholders of all levels
- Understand why experience is not the root of good professional judgment
- Recognizing how biases and assumptions affect estimates and outcomes

Critical thinking in audit planning, preparation, performance, and communication

IIA Chat:

Name: Laura Lanter
Employer: Westar Energy
Position: Senior Auditor
Time in this position: 4 years
Education: BSBA /emphasis in Accounting
Missouri Western State University

What was your first job? A Wal-Mart Cashier! I came from a small town, so there weren’t very many options.

What is your favorite food? Mexican

What is your dream vacation? A fishing trip in Alaska. I love the great outdoors and I love to fish, so why not combine them into one dream vacation?

What is your favorite TV show? Right now...probably Nashville or The Walking Dead. I know, they are on different ends of the spectrum. My sister got me hooked on Nashville last year and my husband and I have watched The Walking Dead since the show first aired.

Name one person (dead or living) you would like to meet? Jennifer Lopez. She has always been an inspiration to me.

What talent would you most like to have? To be able to sing. Every time I sing to my son he closes the book on me. I think he is trying to tell me something...

What book are you currently reading? Anything my son picks out...Some of his favorites are: 5 Little Ducks, Baby Bear, Baby Bear, What Do You See?, The Little Blue Truck and any of the Tractor Mac books. I think we read 8-10 books every night.
What is your prized possession? My family

What do you try to avoid? People who are always negative or those that like to gossip.

If you could have any job you wanted, what would it be? Besides being a stay at home mom… a Fraud Investigator.

What is your greatest accomplishment? Becoming a Mom

What would you like to get around to doing when you have time? I would love to get back into riding again (my horse that is)

What’s a pet peeve of yours? When someone tells you they are going to do something, but then don’t follow through.

How do you achieve balance between your personal and professional life? I don’t know that I have any great advice. I will admit that it can be challenging to find that balance sometimes. But at the end of the day my family is the most important thing to me and they will always come first

Updating Your IIA member Information:

IIA members can keep their personal information up to date by visiting the IIA’s website at www.theiia.org. In the upper right hand corner click on “Sign In”. Once you are signed in, click on "Profile" and then "My Profile". Here you will be able to see your information and you can edit your personal information, address, and contact information by clicking on the "Edit" button. You can also update your contact preferences by clicking "My Preferences". If you need additional assistance, please contact Tony Risinger at Tony.Risinger@westarenergy.com.

Newsletter Articles:

Please contact Crystal Perez at cperez@capfed.com with any articles or suggestions for the newsletter. You may also know of special events (weddings, promotions, certifications, etc.) that you would like to put in the newsletter.

Volunteer Opportunities:

The Topeka chapter has had proven success because of the people who volunteer their time. Volunteering takes leadership, dedication, and effort. If you are interested in serving as an officer or board member for 2017-2018 to continue to enhance the internal audit community, please contact Tony Risinger at tony.risinger@westarenergy.com.

IIA Learning:

IIA Learning delivers innovative, quality, and convenient internal audit training, development, and networking for all skill levels. The flexible platforms focus on individual auditor training needs, as well as existing and emerging issues to ensure that internal auditors receive the knowledge and proficiency required to provide the highest level of auditing assurance, insight, and objectivity possible

The IIA provides multiple learning opportunities

1. **Seminars** are in-person and online; led by internal audit experts; cater to all auditor skill levels, topics, CPE needs and learning styles
2. **Webinars** are short, live presentations, led by internal audit industry professionals; focused on trending topics and addressing challenges.
3. **OnDemand** are convenient, self-paced, and cost effective courses on existing and emerging internal audit topics; accessible online, anytime.
4. **On-site Training** provides an in-person, group training; focused on specific learning need and facilitated by internal audit leaders at your location.
5. **Exam Prep** is a self-study or facilitator-led programs; combines reading materials with online study tools to prepare participants for certification exams.
6. ** Executive Development** is strategic guidance and mentoring for internal audit executives; facilitated by executive-level leadership in an elite setting
The next Members Only webinar:

Trusted Advisors: Key Attributes of Outstanding Internal Auditors
Date: Tuesday, March 28, 2017
Time: 12:00 Noon – 1:00 P.M. CST

A Blueprint: Strategizing Your Anti-fraud Approach
Date: Tuesday, May 16, 2017
Time: 12:00 Noon – 1:00 P.M. CST

The next eSeminars:

Risk-based Auditing: A Value Add Proposition
Date: March 20 - 29, 2017
Time: 1:00 P.M. – 4:20 P.M. CST

Enterprise Risk Management: Elements of the Process
Date: March 21 - 30, 2017
Time: 1:00 P.M. – 4:20 P.M. CST

Value-added Business Controls: The Right Way to Manage Risk
Date: March 22 - 31, 2017
Time: 11:00 A.M. – 2:20 P.M. CST

Performing an Effective Quality Assessment
Date: April 4 - 13, 2017
Time: 1:00 P.M. – 4:20 P.M. CST

Data Analysis for Internal Auditors
Date: April 12 - 13, 2017
Time: 1:00 P.M. – 4:20 P.M. CST

Statistical Sampling for Internal Auditors
Date: April 24 - 27, 2017
Time: 1:00 P.M. – 4:20 P.M. CST

Audit Report Writing
Date: May 2 - 11, 2017
Time: 1:00 P.M. – 4:20 P.M. CST

Bookstore:

THIS MONTH’S FEATURE:
Trusted Advisors: Key Attributes of Outstanding Internal Auditors

As internal auditors, trust is crucial to ultimate success. It’s important in gaining stakeholder’s confidence when offering advice on critical issues and effecting positive outcomes.

In Trusted Advisors: Key Attributes of Outstanding Internal Auditors, Richard F. Chambers taps an array of leading internal auditors and, from their experiences, provides insights into the traits that characterize outstanding internal auditors, and those who have also truly earned a seat at the table. Based on a global survey of nearly 300 chief audit executives (CAEs) and one-on-one interviews, Chambers details the personal, relational, and professional attributes of outstanding internal auditors, including:

— Ethical resiliency
— Results focus
— Intellectual curiosity and open-mindedness
— Dynamic communication and inspirational leadership
— Insightful relationships
— Critical-thinking skills, business acumen, and technical expertise
Whether you are just getting started as an internal auditor or you’re a seasoned veteran, the insights gleaned from the collective experience of these experts will help propel you to the next phase of your career.

With hundreds of titles to choose from, including books, training materials, certification preparation, interactive programs, and more. The IIA Research foundation Bookstore is your one-stop shop for internal audit resources. All Bookstore products have been reviewed by internal auditors to guarantee a perfect fit. Check out the member’s only bookstore for resources for all your Internal Auditing needs. IIA Bookstore.

CONGRATULATION CORNER!

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. Please join us in congratulating the following chapter members who recently obtained their CIA certification:

ANNIVERSARIES

Join us in congratulating for following individuals celebrating significant milestones as members of the IIA:

25 Years

Denise Schumaker

10 Years

James Bridges

CIA’s

Join us in congratulating the following individuals in obtaining their CIA certification

Beth Nelson

WELCOME NEW IIA CHAPTER MEMBERS

The Topeka Chapter would like to extend a warm welcome to our new members who recently joined our group.

Tasia Zouzas - Capitol Federal

IA Magazine Website:

The digital edition of Internal Auditor is a full replicated version of the magazine that delivers internal audit insights and news in a visually enhanced, user-friendly design with new topic sections, enhanced search, and much more!

Visit the website at www.internalauditor.org and check out the December 2016 issue featuring “It’s all in the delivery” where Jane Seago discusses a strategic approach to deliver a difficult messages to the client.

The IIA’s CIA Learning System:

Certified Internal Auditor (CIA): Strengthen Your Core

As The IIA’s premier designation for more than 40 years, the CIA sets the standard for excellence within the profession. The CIA journey begins with a focus on The IIA’s International Standards for the Professional Practice of Internal Auditing (Standards) and aspects of mandatory guidance under the IPPF. The journey continues with a focus on managing an internal audit project and culminates with concepts related to internal control, risk, governance, and technology. The CIA is a 3-part process for establishing your foundational core and starting point for career growth to:

• Distinguish you from your peers.
• Demonstrate your proficiency with internal staff and external clients.
• Develop your knowledge of best practices in the industry.
• Demonstrate your proficiency and professionalism.
- Lay a foundation for continued improvement and advancement.

**Internal Audit Practitioner: A New First Stop on Your Road to Success**

The Internal Audit Practitioner designation is a great way to quickly demonstrate your internal audit aptitude. You can earn this new designation through social badging by completing the Internal Audit Practitioner application and taking and passing the Certified Internal Auditor (CIA) Part One exam. Candidates who have successfully completed the CIA Part One exam within the past 24 months are also eligible to apply.

**Gleim Discount:**

The Topeka IIA Chapter has partnered with Gleim to ensure your success on the CIA exam! Working together, we will provide you the necessary study tools to prepare for the success of passing the CIA exam. Gleim has been preparing candidates for success with their extensive self-study courses for the CIA exam for over 30 years! The Gleim Review System enables you to identify your weak areas so you know where to focus your efforts and GUARANTEES that you will pass each exam part the first time. Gleim’s goal is that you achieve success minimizing your frustration, cost, and time.

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 and to place your order, log into the Members only section of the Chapters website.

Contact Melissa at 800.874.5346, ext. 131, or melissa.leonard@gleim.com to take advantage of your chapter discount or if you have any questions.

**Chapter Achievement Program (CAP):**

Do any of your internal audit activities earn Chapter Achievement Program (CAP) points for your Topeka Chapter of the IIA? What is CAP, why is it important and what can you do to help?

The Chapter Achievement Program (CAP) is designed by the Institute of Internal Auditors to guide chapters for developing quality programs and completing administrative duties to ensure it is meeting its obligations to its members. Points are awarded for each activity in accordance with the IIA guidelines. The goal is to provide valuable professional activities and development opportunities to our members and earn CAP points.

Certain activities that are conducted by member may qualify. Points are reported to the IIA on the 10th of each month covering three areas:

**Service to Members:** Attendance at monthly meetings, conferences and seminars, social events and new IIA certification.

**Service to the Profession:** Academic Relations; Chapter Scholarship Program, Student events held by the chapter. Advocacy; Junior Achievement Involvement, Building Awareness Champion Program, funding support for District advisors and District Representatives, Internal Audit Awareness month events, Host an Internal Audit event at work, Audit Channel TV submissions, Write exam questions for IIA certifications, Submit or Publish an article in the Internal Auditor magazine, participate on a non IIA sponsored or an IIA sponsored Quality Review Team, Chapter recognizes the member company for completing their QA.

**Chapter Administration:** Involves administrative reporting requirements to the IIA.
Chapter Objectives

Service to Members
- Education Objective: Offer over 20 hours per year of affordable CPE with more than 60% rated as excellent.
- Certification Objective: Two members become certified annually.
- Social Objective: Members get to know other members from different organizations.

Service to Profession
- Membership Objective: Increase active membership.
- Professional Development Objective: Continue to offer affordable and quality training for auditors
- Academic Relations Objective: Promote the profession at Washburn University

Chapter Administration
- Leadership Development Objective: Have 1 or 2 officers attend the Leadership Conference.
- Chapter Finance Objective: Have our lunch meeting fees cover the meeting expense; make additional income from the seminars to fund other activities (Leadership Conference, WU scholarship, WU student night).
- Communication and Participation Objective: Send out monthly newsletter and update website.
## CAP Summary

**As of:** 03/10/17

<table>
<thead>
<tr>
<th>Category</th>
<th>Minimum for Bronze</th>
<th>Chapter Points (to Date)</th>
<th>% of Minimum</th>
<th>Balance to Minimum</th>
</tr>
</thead>
<tbody>
<tr>
<td>I. Service to Members</td>
<td>325.00</td>
<td>672.99</td>
<td>207%</td>
<td>Achieved!</td>
</tr>
<tr>
<td>II. Service to Profession</td>
<td>200.00</td>
<td>383.76</td>
<td>192%</td>
<td>Achieved!</td>
</tr>
<tr>
<td>III. Chapter Administration</td>
<td>160.00</td>
<td>239.00</td>
<td>149%</td>
<td>Achieved!</td>
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<tr>
<td></td>
<td><strong>685.00</strong></td>
<td><strong>1,295.75</strong></td>
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Total from Master Template: **1,295.75**

**Current CAP Status:** Silver

**Targets:**

- Bronze: 685.00
- Silver: 1,060.00
- Gold*: 1,560.00

*Platinum 10 consecutive years of Gold
*Ruby 10 consecutive years of Platinum
*Sapphire 15 consecutive years of Platinum
*Diamond 25 consecutive years of Platinum
## 2016 – 2017 Officers and Board of Governors

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<thead>
<tr>
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<th>Name</th>
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<tr>
<td>President</td>
<td>Tony Risinger</td>
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<td>(785) 575-1968</td>
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<tr>
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<td>Payless Shoes</td>
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<tr>
<td>Secretary</td>
<td>Elizabeth Salas</td>
<td>Westar Energy</td>
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<td>FHLBank</td>
<td>(785) 438-6009</td>
<td><a href="mailto:autumn.franks@fhlbtopeka.com">autumn.franks@fhlbtopeka.com</a></td>
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<tr>
<td>Board Member</td>
<td>Andrea Robben</td>
<td>BCBS</td>
<td>(785) 291-8897</td>
<td><a href="mailto:andrea.robben@bcbsks.com">andrea.robben@bcbsks.com</a></td>
</tr>
<tr>
<td>Board Member</td>
<td>Robert Knott</td>
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<td>(785) 231-6355</td>
<td><a href="mailto:rknot@capfed.com">rknot@capfed.com</a></td>
</tr>
<tr>
<td>Board Member</td>
<td>Shanae Gooden</td>
<td>Kansas Army National Guard</td>
<td>(785) 274-1265</td>
<td><a href="mailto:asgooden@gmail.com">asgooden@gmail.com</a>, <a href="mailto:shanae.d.gooden.civ@mail.mil">shanae.d.gooden.civ@mail.mil</a></td>
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<tr>
<td>Board Member</td>
<td>Crystal Perez</td>
<td>Capitol Federal</td>
<td>(785) 231-6359</td>
<td><a href="mailto:cperez@capfed.com">cperez@capfed.com</a></td>
</tr>
<tr>
<td>Board Member</td>
<td>Lori Miller</td>
<td>Capitol Federal</td>
<td>(785) 231-6396</td>
<td><a href="mailto:lmiller@capfed.com">lmiller@capfed.com</a></td>
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<tr>
<td>Board Member</td>
<td>Jenny Tryon</td>
<td>Westar Energy</td>
<td>(785) 575-1652</td>
<td><a href="mailto:jenny.tryon@westarenergy.com">jenny.tryon@westarenergy.com</a></td>
</tr>
<tr>
<td>Board Member</td>
<td>Julie Pennington</td>
<td>Legislative Post Audit</td>
<td>(785) 296-5817</td>
<td><a href="mailto:julie.pennington@lpa.ks.gov">julie.pennington@lpa.ks.gov</a></td>
</tr>
<tr>
<td>Board Member</td>
<td>Richard McMullen</td>
<td>Kansas Department of Transport</td>
<td>(785)-296-5399</td>
<td><a href="mailto:mcmullen@ksdot.org">mcmullen@ksdot.org</a></td>
</tr>
<tr>
<td>Board Member</td>
<td>Bob Stambaugh</td>
<td>BCBS</td>
<td>(785) 291-7647</td>
<td><a href="mailto:bob.stambaugh@bcbsks.com">bob.stambaugh@bcbsks.com</a></td>
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<td>Audit Committee</td>
<td>Mark Zillinger</td>
<td>BCBS</td>
<td>(785) 291-8236</td>
<td><a href="mailto:mark.zillinger@bcbsks.com">mark.zillinger@bcbsks.com</a></td>
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<td>FHLBank</td>
<td>(785) 438-6009</td>
<td><a href="mailto:autumn.franks@fhlbtopeka.com">autumn.franks@fhlbtopeka.com</a></td>
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<tr>
<td>Nominating Committee</td>
<td>Tony Risinger</td>
<td>Westar Energy</td>
<td>(785) 575-1968</td>
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<td>LPA</td>
<td>(785) 296-7977</td>
<td><a href="mailto:justin.stowe@lpa.ks.gov">justin.stowe@lpa.ks.gov</a></td>
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<tr>
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<th>Name</th>
<th>Company</th>
<th>Phone</th>
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<tbody>
<tr>
<td>Academic Relations</td>
<td>Reza Espahbodi</td>
<td>Washburn University</td>
<td>(785) 670-1010</td>
<td><a href="mailto:reza.espahbodi@washburn.edu">reza.espahbodi@washburn.edu</a></td>
</tr>
<tr>
<td>Government Relations</td>
<td>Mary Hoover</td>
<td>DCF</td>
<td>(785) 296-2973</td>
<td><a href="mailto:mary.hoover@dcf.kst.gov">mary.hoover@dcf.kst.gov</a></td>
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<tbody>
<tr>
<td>Newsletter</td>
<td>Crystal Perez</td>
<td>Capitol Federal</td>
<td>(785) 231-6359</td>
<td><a href="mailto:cperez@capfed.com">cperez@capfed.com</a></td>
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<tbody>
<tr>
<td>Hospitality</td>
<td>Brenda Kindle</td>
<td>FHLBank</td>
<td>(785) 438-6152</td>
<td><a href="mailto:brenda.kindle@fhlbtopeka.com">brenda.kindle@fhlbtopeka.com</a></td>
</tr>
<tr>
<td>Certificates</td>
<td>Bob Stambaugh</td>
<td>BCBS</td>
<td>(785) 291-7647</td>
<td><a href="mailto:bob.stambaugh@bcbsks.com">bob.stambaugh@bcbsks.com</a></td>
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<th>Position</th>
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<th>Company</th>
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<tbody>
<tr>
<td>Membership Committee</td>
<td>Kyle Brewster</td>
<td>Stormont Vail</td>
<td>(785) 354-6931</td>
<td><a href="mailto:kbrewste@stormontvail.org">kbrewste@stormontvail.org</a></td>
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TOPEKA IIA 2016-2017 SCHEDULE AND LOCATIONS

<table>
<thead>
<tr>
<th>Date</th>
<th>Event Details</th>
<th>Location</th>
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</thead>
<tbody>
<tr>
<td>Tuesday, April 4, 2017</td>
<td>Lunch Meeting (1 CPE) Shauna Woody Coussens Data Analytics</td>
<td>KDOT</td>
</tr>
<tr>
<td>Friday, April 14, 2017</td>
<td>Spring Seminar (8 CPE’s) Toby Groves Beyond the Checklist: Excellence in Auditing and Psychology for Auditors</td>
<td>Westar</td>
</tr>
<tr>
<td>Tuesday, May 2, 2017</td>
<td>Lunch Meeting (2 CPE) Diana Swanson Ethics</td>
<td>Cap Fed</td>
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*Locations are subject to change
## Upcoming Events (Kansas City Chapter)

<table>
<thead>
<tr>
<th>DATE</th>
<th>TIME</th>
<th>LOCATION</th>
<th>SPONSORING CHAPTER</th>
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<tbody>
<tr>
<td>04/06/2017</td>
<td>12:30 – 3:30</td>
<td>Top Golf</td>
<td>Kansas City – Meeting</td>
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<tr>
<td></td>
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<td>IIA Kansas City Chapter</td>
<td>Topic: Physical Security and Identity Theft</td>
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<tr>
<td></td>
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<td>Speaker: Gene Turner, Identity Theft Specialist</td>
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<tr>
<td>05/04/2017</td>
<td>12:30 – 4:30</td>
<td>Ritz Charles</td>
<td>Kansas City – Meeting</td>
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<td>IIA Kansas City Chapter</td>
<td>Topic: Auditing 3rd Party Risk</td>
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<td>Auditing Strategy and Culture</td>
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<td>Speaker: RSM US</td>
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<td>Bob Hirth, Senior Managing Director, Protiviti</td>
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<tr>
<td>06/01/2017</td>
<td>8:00 – 12:00</td>
<td>WWI Museum</td>
<td>Kansas City – Meeting</td>
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<td></td>
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<td>IIA Kansas City Chapter</td>
<td>Topic: Cyber “Hot Topics” and Cloud Security</td>
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<td></td>
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<td>Speaker: Rob Rudloff, Rubin Brown</td>
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<td>08/03/2017</td>
<td>12:30 – 4:30</td>
<td>Ritz Charles</td>
<td>Kansas City – Meeting</td>
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<td></td>
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<td>IIA Kansas City Chapter</td>
<td>Topic: White Collar Crime and Red Flags for Auditors</td>
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<td>Speaker: TBA</td>
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## Upcoming Events (Wichita Chapter)

<table>
<thead>
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<tbody>
<tr>
<td>April 13, 2017 11:30-1:00</td>
<td>Wichita: Emprise Bank</td>
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<tr>
<td></td>
<td>Topic: 5 Practices of Effective Leaders</td>
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<td>Speaker: Gary Kral, Organizational Development Consultant</td>
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</table>
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).*
TOPEKA CHAPTER IIA WORKSHOP
Spring 2017
Toby Groves:
Psychology for Auditors and Beyond the Checklist – Excellence in Auditing

Registration Form – Due by April 7, 2017

Send completed registration form to:                                Send payment to (make checks payable to IIA):
Marie Winter-Zima: mwinter-zima@capfed.com                               Capitol Federal
Capitol Federal
Attn: Joe Beasley
700 S Kansas Ave
Topeka, KS 66603

Company Name: ____________________________

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<th>Attendee Name</th>
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**Refund Policy:
Cancellations made prior to the event registration deadline will be refunded at 100% of the event fee (or would not be billed if the attendee did not pay in advance).
Cancellations made after the event registration deadline will not be refunded (or would be billed at 100% of the event fee if the attendee did not pay in advance).
Events include, but are not limited to Topeka Chapter IIA monthly meetings, luncheons, and seminars.