The Institute of Internal Auditors (IIA) is an international professional association with global headquarters in Altamonte Springs, Florida, USA. The IIA is the internal audit profession's global voice, recognized authority, acknowledged leader, chief advocate, and principal educator. The IIA has over 170,000 members worldwide working in internal audit, risk management, governance, internal control, IT audit, education and security.

Established in 2006, The Institute of Internal Auditors of Canada is a professional association with headquarters in Ottawa, Canada. IIA Canada has over 7500 members within Canada and is a part of IIA Global. IIA Canada works in partnership with 12 Chapters across the nation to provide training, publications and services to members, and advocating for the profession to key government and regulatory bodies and related organizations.

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Paulman Hui, CPA, CA, CFE - Newsletter Chair/Editor

Thank you for taking a closer look at the IIA Vancouver Chapter’s newsletter – Audit Focus. The layout for our latest newsletter has been refreshed and we trust you’ll also enjoy this edition’s content. Whether you are currently a member or curious to know more about the IA profession, we appreciate your interest in our chapter. I hope you enjoy the latest edition of our newsletter.

Do you have an article/topic for the newsletter that you feel might be of interest to our over 500 members? If yes, we’d love to hear from you. Please contact us at Newsletter@iia-vancouver.org
Message from the North American Board Chairman

It gives me great pleasure to announce the official launch of the much-anticipated IIA Career Map™, a free online tool that will provide our members with a powerful means of evaluating their professional competencies and creating a robust plan to reach their career goals.

Easy to access and use, IIA Career Map will allow IIA members to evaluate their skills in a number of key areas against The IIA Global Internal Audit Competency Framework by following a simple process as indicated below.

▪ In a short online session, IIA members can register for the service and enter details of their professional training and experience.
▪ The process begins with a self-assessment, in which users will rate themselves in each of 10 core competencies. Based on this input, the tool assigns one of five proficiency ratings for each area and produces a customized report that rates the user against target proficiencies for their current role.
▪ IIA Career Map then creates a personalized learning plan that recommends training opportunities, publications, and other professional resources to close any proficiency gaps. The final step is creation of a plan to help set priorities to reach development goals, create action items, and activate work-flow reminders to keep users on track. The tool also allows for users to match their competencies against job roles to which they aspire. The result is an action plan for developing specific competencies for career advancement.

IIA Career Map was developed by The IIA under the leadership of Bonnie Ulmer, VP The IIA Research Foundation and former VP Learning Solutions, with the invaluable support of Harold Silverman, CIA, QIAL, CRMA, vice president of internal audit at The Wendy’s Corp. and the project’s champion on The IIA Global Board; and Deborah Kretchmar, CIA, senior vice president of internal audit at LPL Financial, formerly vice president of internal audit at CUNA Mutual Group, and a member The IIA’s Learning Solutions Committee.

The IIA plans to debut the second phase of IIA Career Map at the 2015 GAM Conference. IIA Career Map Team Builder™, a fee-based component to IIA Career Map, is designed to help CAEs evaluate their team members’ competencies and development needs. Team Builder also will help identify the skills needed to round out teams either through recruiting or development of existing staff.

To learn more, go to www.theiia.org/careermap and access the following resources:

▪ IIA Career Map tool
▪ Competency Framework Alignment Overview
▪ Featured article on the latest issue of Career Compass
▪ Video tutorial

We encourage you to share this new tool with your members and leverage it for membership recruitment. A marketing toolkit will be available on Nov. 5 that will include logos, graphics, messaging, and promotional approaches.

All members will receive an invitation to register on Oct. 31 via The IIA’s monthly development eblast, Career Compass.

Sincerely,

John Wszelaki, CIA, CRMA
North American Board Chairman - The Institute of Internal Auditors
It is with great pleasure that I take over as IIA Canada (IIAC) Chair. I am extremely privileged to work with and lead such a tremendous group of leaders from across the country.

Last year in Winnipeg, leaders from the National and Chapter levels worked together to develop the first Strategic Plan for IIAC. In so doing, we committed to some important and ambitious strategic goals:

- IIAC will be an optimal institute focusing on unique Canadian issues;
- IIAC will be the authoritative voice for internal auditing in Canada and will raise the profession’s profile to key stakeholders;
- IIAC will be the institute of choice for Canadians for learning and development in internal auditing, governance, risk and control;
- IIA Global, National and Chapter leaders will work as a unified community to bring the best value to our members; and,
- IIAC will be financial sustainable with an appropriate funding model to carry out strategic initiatives.

Since then, thanks to the hard work and passion of our volunteers and our staff, we have accomplished an enormous amount, building IIA Canada and generating value for our members. Of note are the great advancements we’ve made in advocating for our profession. In addition to the publication of Canadian thought leadership, we have built strong relationships with government stakeholders, with the Canadian community of corporate directors (through the Institute of Corporate Directors and the Directors College) and with other significant players such as CPA Canada. As well, our education team has made great strides in developing and customizing Canadian educational content. The extraordinary success of our most recent national conference in Ottawa is a testament to the value of coming together to network and develop as a Canadian community. Lastly, we have put in place a number of internal processes to support good governance and management.

But our work is not yet done! On Saturday, October 4, National and Chapter leaders met again – this time in Ottawa – to revisit our strategic plan and to discuss priorities for the coming year. While specific operational plans are being finalized, our directions for this year include the following:

- To continue to build an optimal institute and a unified IIA community that is financially sound, we will finalize the IIA Canada business management framework, defining the Canadian business model and service delivery mechanisms in support of excellent service to our members.
- To advance our advocacy efforts, we will continue to invest in thought leadership and expand the scope of our outreach to include the financial sector;
- To support the professional development of our members, we are in the design stages of the Canadian Centre for Government Auditing and are investing in leadership development programming for Canadian internal auditors.

All of these priorities are complex and require hard work on the part of volunteers and staff at the local, national and global levels. Yet, while complexity is high, so also is the value that will come from these investments. I am confident that we have the right momentum and the right team to make it happen!
Getting to Know Your Representatives

**Caroline Black, CIA - Secretary**

Caroline is a Vancouver-based Senior Associate with PricewaterhouseCoopers LLP ("PwC") Risk Assurance practice. Prior to joining PwC in Vancouver, she held positions in internal audit with a federal government department and a crown corporation, and spent time consulting directly for federal government departments, agencies and crown corporations in Ottawa, Ontario. Caroline received her CIA designation in 2011 and has been involved with the organization since, starting out as the Certifications Chair with the Ottawa Chapter and taking on the role of Secretary with the Vancouver Chapter in 2013. Caroline is currently on secondment in New York City until January 2015. Outside of work, Caroline is an avid outdoor enthusiast and enjoys spending her free time skiing, mountain biking and hiking.

IIA Membership Benefits

**What Benefits Come With Your Membership?**

If you are an internal audit or risk management professional, membership in the Institute of Internal Auditors can better position you to add value to your organization.

The IIA is your professional partner, your chief advocate and your principal educator who provides you endless network and career opportunities, guidance for complex business issues, as well as certification, training and other resources.

The following is a summary of the benefits you can take advantage of as a member of the IIA.

1. **Free Guidance and Access to Resources**

As an IIA member, you can gain instant and free access to the International Professional Practices Framework (IPPF), including the IIA Standards, Practice Advisories and Guides, Position Papers, and the IIA Code of Ethics.

Especially for Chief Audit Executives, the IIA has designed a CAE Suite with information and resources for audit leaders.

The Gain Benchmarking tool will help you find out how your internal audit shop is doing. You can compare your internal audit department easily and affordably in terms of size, experience, departmental staffing and costs, operational and performance measures, and other metrics against other similar organizations in peer groups of your choice. Participants include organizations from 42 countries, organized in 17 industries and more than 100 sub-industries.

IIA Quality Services are available to support your annual assessment process and help you maintain a solid Quality Assessment and Improvement Program (QAIP). You can use qualified audit professionals, a global benchmarking database, and a repository of successful practices to secure a cost effective external assessment which will help you validate and strengthen your internal audit activities.

The IIA Research Foundation is the research arm of the IIA, which provides support through the research conducted annually by thought leaders in the profession. They explore current issues, emerging trends and future needs and summarize the results in research reports, publications and white papers readily available for IIA members.
Online you can also find various discussion groups, organized by topic and by industry, and access various videos related to the profession at http://www.auditchannel.tv.

Finally, blogs and other social media channels such as LinkedIn, Facebook and Twitter keep you up to date with current developments of the internal audit profession.

2. Free Access to IIA Periodicals

The award-winning Internal Auditor Magazine, which every member receives for free on a monthly basis, provides a global perspective on the latest trends affecting the internal audit profession worldwide. Members can also access an online version of the magazine, with a mobile application.

IIA SmartBrief provides a snapshot of market news and issues affecting internal auditors and stakeholders.

IIA Connections is a bi-weekly member e-newsletter that highlights the latest internal audit guidance, professional development opportunities, training events and other important news related to members' professional development.

CAE Bulleting is a twice monthly newsletter designed to alert audit leaders to the latest news and developments and help them respond more effectively to today's business challenges.

The IIA's Tone at the Top is an e-mail newsletter providing executive management, board of directors and audit committees with concise information on issues related to risk, internal control, governance, ethics and the challenging role of the internal auditors.

Your Career Compass is the newest IIA publication to support the career growth of our members through tools and resources. Members receive four prints per year with tips and guidance on training, education and knowledge sharing focused on specific topics.

3. Free Career Centre Access

IIA Members have access to a free resume posting service, which is easily accessible by employers in the internal audit field.

In addition, members can actively search for global job opportunities through the Audit Career Centre. Numerous jobs are posted daily for internal audit and risk management professionals around the world. Special pricing is offered to employers posting job opportunities to the Audit Career Centre.

Members can also search IIA career opportunities and secure a position at the Institute of Internal Auditors. Don't forget to check the IIA Global and the IIA Vancouver Chapter websites regularly for various career opportunities.

4. Discounts on Training and Conferences

The IIA continuously strives to support its members by providing various training opportunities for free or at discounted prices.

Exclusive monthly members-only webinars are available for all members. These one-hour online sessions can secure 1 CPE hour per month and provide you with 12 credits towards maintaining your designation, without even leaving your office or paying extra fees. Check the IIA website regularly and register for these sessions early as they fill up very quickly. Another benefit of being an IIA Member is new on-demand 24/7 webinar playback - you can have access to an extensive library of archived webinars on various topics.

Members can also benefit from great discounts on books (up to 85% off on select items), virtual seminars, self-study tools, certification preparation tools and exam fees.
Lastly, members can use **discounted rates** to register for various **conferences** and secure up to 18 CPE credits.

### 5. Networking Opportunities

The IIA gives its members access to a **global community of more than 180,000 practitioners from 190 countries**. You can easily connect with your colleagues through the social media channels LinkedIn (under the IIA Group), Facebook and Twitter.

You can also get to know other members by attending local Chapter events and conferences and/or participating as a volunteer in organizing local or global IIA events.

A great way to market yourself among the global IIA community is by speaking at conferences, writing articles, contributing to research, teaching other professionals at IIA seminars, developing courses, or writing an exam question.

You can also help support education and promote high-level ethics in our future business colleagues and leaders through involvement with **Junior Achievement (JA) Worldwide**, an IIA partner.

### 6. Partner Savings

As an IIA member you can realize **savings on services** provided by IIA partners such as GEICO Auto Insurance, Budget Rent-a-Car, Red Roof Inn, Office Depot and others. Next time you need to buy a product or service, check the IIA website for partners' pricing.

More information about the IIA Membership Benefits is available online at [https://na.theiia.org/membership/Pages/Benefits-of-Membership.aspx](https://na.theiia.org/membership/Pages/Benefits-of-Membership.aspx), with hyperlinks to guide you easily find the benefit you are looking for.

You can also contact the IIA Vancouver Chapter Membership Team at any time via e-mail (membership@iia-vancouver.org) or phone (604-728-9717). We will be pleased to assist you!!!

Kind Regards,

**Magdalina Ivanova, MSc.Acc, MBA, CIA, CRMA**
Membership Chair - IIA Vancouver Chapter

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**Certification Corner**

**Are you planning to write the CIA exam?**

As a benefit to our members, our Chapter is offering a discount on full kits.

**Chapter Price:** $619 + GST only
**Regular Price:** $795 + GST + shipping

Visit [www.LearnCIA.com](http://www.LearnCIA.com) for a free demo or email certification@iia-vancouver.org to place your order.
**Certification Spotlight**

**Getting to know the Profession’s Leaders of Today & Tomorrow.**

By Kelvin Goh, CIA, CRMA, CISA, CFE, CGA – Certifications Chair.

Chapter Members share their perspectives and experiences on certification through The Institute of Internal Auditors.

<table>
<thead>
<tr>
<th>Name</th>
<th>Marina Makhnach, FCCA, CIA, CRMA</th>
<th>Karen Xin Wang, CPA (New Hampshire)</th>
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</thead>
<tbody>
<tr>
<td><strong>Position and Employer</strong></td>
<td>Senior Audit Manager</td>
<td>Senior Internal Auditor</td>
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<td></td>
<td>Auditor General for Local Government</td>
<td>BC Lottery Corp.</td>
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<tr>
<td><strong>Year CIA achieved:</strong></td>
<td>2014</td>
<td>In progress – completed Part I</td>
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<tr>
<td><strong>What prompted you to become certified?</strong></td>
<td>CIA is a must have designation if you want to find a job in the internal audit department. The CIA designation is a foundation and should really be one of the designations that you have.</td>
<td>As an internal auditor, certification is part of the requirements for my professional development. It will also enhance my credibility at work.</td>
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<td><strong>How did you prepare for the exam?</strong></td>
<td>Self study. I started with The IIA’s CIA Learning System but then switched to Gleim. I felt that the CIA Learning System didn’t have sufficient amount of material and practice questions. I passed all the exams from the first attempt using Gleim.</td>
<td>I studied with both the IIA’s CIA Learning System and Gleim. I think both one of these resources will be sufficient for exam preparation, and both are very good. Personally, I like to be very well prepared and want to make sure that I pass with the first attempt, so I used both guides.</td>
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<td><strong>How has your certification helped your career?</strong></td>
<td>It didn’t really help my career because at some point you accumulate more knowledge based on your experience, rather than what the book gives you. However, employers do get a lot of comfort when they see that you are certified.</td>
<td>It definitely enhanced my credibility when I talk to my clients, demonstrated my commitment to continuously improve my skill sets and also connect me to professionals in this field. I believe that this is a must-have designation if you are planning to be or are already an internal auditor.</td>
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<td><strong>What advice do you have for others who are seeking certification?</strong></td>
<td>Study and take Part I and Part II together as they are closely related. For Part 3, make sure you spend one or even two months (full time, 7 hours/day) to prepare for the exam. Practice as many questions as you can to get yourself ready for the exam.</td>
<td>Create a study plan on when you want to write each exam part, how much time you will commit to studying every week, and stick to the plan. For those who do not have internal audit experience but want to write the exams first, you should also actively attend the IIA events and network with professionals to get to know the field.</td>
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Our Global Connections – IIA Philippines

IIA Vancouver Governor and Past President, Elaine Dianko, met with IIA Philippines Officers

On August 7, 2014, Elaine Dianko (2012-2014 IIA Vancouver Chapter President) met with IIA Philippines past Presidents and staff in Manila.

The key topic discussed was good governance in the government and public sector. Elaine shared with the group a brief overview of the Government of Canada’s governance model and internal audit’s role in relation to this.

L-R: Mary Jane Rosales (2008); Edna de Leon (2004); Edel Mary Vegamora (2002); Elaine Dianko; Reginald Nery (2009); Argel Joseph Ampognan (IIA-P Supervisor)
# IIA Vancouver Event Calendar

<table>
<thead>
<tr>
<th>Upcoming Event</th>
<th>Date</th>
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<tr>
<td><strong>INTERNAL AUDIT ‘CONSULTANT ALL-STARS’ DAY</strong></td>
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<td>Learn from Vancouver’s Top Internal Audit Consultants in a Las Vegas style full day multi-session. These ‘All Star Consultants’ are from highly respected professional firms such as Deloitte, Ernst &amp; Young, Grant Thornton, KPMG, MNP and PwC.</td>
<td><strong>November 21, 2014 (8:00am to 4:00pm)</strong></td>
<td><strong>Four Seasons Hotel (Downtown Vancouver)</strong></td>
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<td>SPEAKERS: See below</td>
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<td>This action-packed day will consist of 7 timely relevant sessions namely:</td>
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<td>▪ Capital Project Health Checks (KPMG: John Heskins, Partner)</td>
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<td>▪ Auditing Cyber Security (PwC: Kartik Kannan, Partner &amp; Vinay Balaji, Manager)</td>
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<td>▪ Developing a Value Added Audit Plan (E&amp;Y: Bill Kessels, Partner)</td>
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<td>▪ Implementing and Sustaining a Best Practice SOX Program (Deloitte: Alan Peretz, Partner Edwin Yau, Senior Manager)</td>
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<td>▪ How to Conduct Business Resiliency Program Audits (KPMG: Edward Matley, Director)</td>
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<td>▪ Auditing IT Governance (Grant Thornton: Joost Houwen, Western Practice Leader and Ai-Kao Chang, Senior Advisor)</td>
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<tr>
<td>▪ Best Practices in Audit Committee Relationships and Reporting (MNP: Peter Guo, Enterprise Risk Services Leader)</td>
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<tr>
<td>Brought to you by the IIA Vancouver Chapter... we understand that the internal audit profession has become so dynamic, with growing expectations from the Board of Directors and Senior Executives... please don’t get left behind with your peers!</td>
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<td><strong>REGISTRATION INFORMATION:</strong> To register, click link: <a href="http://www.gifttool.com/registrar/ShowEventDetails?ID=1913&amp;EID=18609">http://www.gifttool.com/registrar/ShowEventDetails?ID=1913&amp;EID=18609</a></td>
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<td><strong>CRMA INFORMATION SESSION (FREE)</strong></td>
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<td>Please join us for the Certification in Risk Management Assurance (CRMA) information session. This information session aims to provide information to our Chapter members who are interested in pursuing the designation or are already preparing for the examination.</td>
<td><strong>November 26, 2014 (5:30pm to 6:30pm)</strong></td>
<td><strong>Ernst &amp; Young LLP 700 W. Georgia, Vancouver, BC</strong></td>
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<td>Our presentation will cover CRMA designation requirements, exam format and topic areas. It will highlight available study resources and tips on preparing for the exam.</td>
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<td>Our guest speaker Mitra Chirkootsingh, Communications Chair will also be here to share his experience and answer questions regarding the CRMA.</td>
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<td>To register, please contact Kelvin Goh, Certification Chair at <a href="mailto:certification@iia-vancouver.org">certification@iia-vancouver.org</a></td>
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Upcoming Webinars

IIA Canada – Free-to-members webinar series

Creativity and Innovation in Internal Audit
December 16, 2014, 1:00–2:00 p.m. ET

Please visit the IIA Canada website to register for these free-to-members webinars.

2015 IIA International Conference

The IIA’s 2015 International Conference: The World in Our Backyard

If you haven’t already, make plans to attend The IIA’s 2015 International Conference, “Mountains of Change…Oceans of Opportunities, July 5–8, right here in Vancouver at the beautiful Vancouver Convention Centre, co-hosted by IIA–Canada.

More than 2,000 conference delegates from six of the seven continents and more than 100 countries are expected to attend. Learn more about your peers and how they practice internal auditing around the world within the 10 educational tracks being offered. Attendees can earn up to 18 CPEs and more with pre- and post-conference sessions.

World-renowned speakers, including Canada’s own Colonel Chris Hadfield, will be headlining keynote sessions. And while the conference will be a short drive for many in our chapter, The IIA is offering a $200 discount which will be applied to your registration if you choose to book a stay at one of the official conference hotel properties.

To register or for more information about the conference please visit the conference website. We hope to see you at the Vancouver Convention Centre in July.
The IIA COSO Resource Center
As one of the five sponsoring organizations for COSO, The IIA provides its members with exclusive access and discounts through its COSO Resource Center. The IIA COSO Resource Center provides the most comprehensive and up-to-date list of resources, tools, and training to support implementation of the COSO Internal Control-Integrated Framework.

The Framework is the most widely recognized guidance on what constitutes effective internal control, which is vital for the success of any organization. It is broad-based and can be applied by organizations, businesses, governmental agencies, and not-for-profit enterprises of all sizes.

IIA Canada - Quality Assessment
Get an early start on the road to your Quality Assessment and Improvement Plan (QAIP) — IIA–Canada partnering with IIA Quality Services, LLC provides the resources and direction to assist you in mapping the way.

IIA–Canada Quality Services is your route to resources in establishing a strong and effective QAIP as well as an avenue for accomplishing an independent external quality assessment (EQA) at least once every five years as required by the International Standards for the Professional Practice of Internal Auditing (Standards).

Please visit the IIA Canada website to learn more.
Quick Links

For your convenience, here are some useful IIA links. For quick access to these sites, click on the links below:

**Vancouver Chapter**

**Vancouver Island Chapter**

**IIA Vancouver LinkedIn Page**

**IIA Vancouver Facebook Page**

**IIA Canada**

**CIA Certification**

**IIA Global**

**Member Exchange** (login required)

IIA Research Foundation Bookstore

eBooks

In keeping with the spirit of innovation and commitment to providing the highest level of service to members, The IIARF Bookstore has been working to deliver its vast expanse of resources through a digital platform. Over the next year, the Bookstore will transition its best-selling publications to an e-format. - See more at: [http://www.theiia.org/bookstore/department/ebooks-10232.cfm?#sthash.B0deqYnC.dpuf](http://www.theiia.org/bookstore/department/ebooks-10232.cfm?#sthash.B0deqYnC.dpuf)

To view an eBook on a PC, you will need to download an eReader program such as Adobe Digital Editions to your computer. The IIA Research Foundation holds security settings on our eBooks and PDFs that prevent printing and copying.

For more information regarding eBooks, please visit the eBook FAQ page.

**Sawyers guide for internal auditors 6th edition – e-book**

**Coso internal control integrated framework - ebook**
Chapter of Excellence

The IIA has recognized the Vancouver Chapter as a 2014 Chapter of Excellence.

This award is in recognition of the Chapter’s efforts to assist members in their path to certification by promoting The IIA's CIA Learning System Self-Study Materials and offering these materials to our members at a special discounted price.

For any questions relating to Certification or The IIA's CIA Learning System, please contact our Certifications Chair, Kelvin Goh.

IIA Platinum Chapter Status

We thank you for helping the Vancouver Chapter in attaining the “Platinum” Chapter achievement designation for the 6th year in a row (since 2009).

We are always calculating our Chapter Achievement Program points and we need to know when our members participate in any of the following activities:

- Speaking on an internal audit topic at a meeting, seminar, or CPE class. (1 CAP point per 50 minutes)
- Submitting and/or publishing an article to a trade publication such as The Internal Auditor, CAE Bulletin, IIA Educator, and other specialty newsletters. (5 to 20 CAP points)
- Writing exam questions for the CIA, CCSA, CFSA, or CGAP exams. (10 CAP points)
- Participating on a Quality Assessment Review team (non-compensated). (10 CAP points per review)
- Advocacy efforts to actively and publicly communicating to clearly articulate and reinforce internal auditing’s role, position, and value; so as to influence key stakeholders regarding the necessity of internal auditing for good governance and organizational success. (2-10 CAP points)

If you have participated in one or more of these activities, please e-mail the details to our Vice President, Sohaib Muneer at smuneer@kpmg.ca.

IIA Building Awareness Champion

The IIA has also recognized the Vancouver Chapter as an IIA Building Awareness Champion.

Each May, The IIA and internal auditors around the world celebrate International Internal Audit Awareness Month.

This year, The IIA added a Building Awareness Champion program to recognize those chapters that exhibit outstanding commitment to advancing the profession by accomplishing a set of established initiatives.
Immigrant Services Society of BC Partnership

The Immigrant Services Society of BC (ISS of BC) is the largest, multicultural, immigrant-serving agency in western Canada. The society helps immigrants in the Lower Mainland to build a future in Canada. ISS of BC has a volunteer Board of Directors, a paid staff of over 200 and over 600 active volunteers and works with over 23,000 clients per year.

The Vancouver IIA chapter has been closely working with the ISS of BC. Those involved have found the experience very rewarding. The ISS of BC is continuing to look for Mentoring Connections. If you are interested in becoming a mentor to a skilled new immigrant, please click here to visit ISS of BC’s website.

Posting Job Opportunities and Advertising

“The cost to post a job opportunity is $125 plus tax. Please submit the posting by email in word or pdf format to Zoilo Herico, Employment Coordinator, IIA Vancouver Chapter, along with your billing information (contact name, email address and phone number) and confirmation as to your acknowledgement of cost. Subsequently, you will be electronically invoiced.”

Advertising Fee Information

<table>
<thead>
<tr>
<th>Job Postings:</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Email and Website for 2 months. (Submissions must be in a MS Word text format. Only simple Graphics used for corporate logos in a GIF or JPG format are accepted).</td>
<td>$ 125 + tax</td>
</tr>
</tbody>
</table>

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<thead>
<tr>
<th>General / Business Advertisements</th>
</tr>
</thead>
<tbody>
<tr>
<td>Newsletter and Website (Submissions must be in a MS Word text format. Only simple Graphics used for corporate logos in a GIF or JPG format are accepted). (We reserve the right to refuse advertisements that the Chapter Board deem unsuitable for our members.)</td>
</tr>
</tbody>
</table>

To place an ad, please contact Zoilo Herico at zoiherico@yahoo.com

Marketing - Sponsorship Opportunities

The Chapter welcomes corporate sponsors interested in supporting our various professional education programs and luncheons. Support can either be financial or donations-in-kind.

To find out more about how your organization can become a sponsor, please contact our Marketing Chair Hik Park at hpark@panamericansilver.com