THE NORTHEAST OHIO CHAPTER

PLATINUM CHAPTER 2010

AUDIT VOICE

May 2011

Co-Presidents' Message

Dear IIA Members and Friends,

Thanks to all the rain, the trees are becoming full, and the grass is already pretty lush in northeast Ohio as I address you with my last letter as Co-President of our Northeast Ohio IIA Chapter.

As I leave the leadership team and move on to the Board of Governors, I wanted to take a few moments to express my appreciation and make you aware of the health and vitality of the Chapter at the close of this Chapter Year.

First of all, thanks to your excellent participation and the involvement of the numerous volunteers engaged in the life of the Chapter, The NEO IIA has once again achieved **Platinum Status**.

This award of excellence recognizes our Chapter's standing as compared to all Chapters in the IIA organization worldwide. As a platinum achiever, we have accomplished their "excellence standards" in serving our members and member companies, our profession, and the global IIA organization. **Congratulations to all again on this Platinum Status achievement!**

We have also accomplished a number of initiatives which we believe have strengthened the organization, administration and services of the chapter. I'd like to highlight a few of these achievements in summary:

- We have redesigned and documented even stronger Chapter financial controls and reporting standards that were shared at the recent Orlando IIA Leadership conference as "best practices".
- We have developed a programming process that fully engages our strategic partners and has allowed us to successfully maintain three full day training sessions, as well as monthly meetings.
- We accomplished record attendance at all monthly meetings this year with excellent turnout by our members for training and networking.
- We have extended relationships and our outreach to numerous college campuses by promoting the Internal Audit profession and career path to finance, accounting and IT majors. And we have provided supporting scholarships in that regard to the Universities of Akron, Cleveland State and John Carroll.
- We held the inaugural big conference event at the new Cleveland State Student Center as our new venue for the CSU Extravaganza. The new facilities were enjoyed by our membership in November.
- We have initiated a focus on membership personal and professional skills development with the assistance of a partner organization, Ratliff & Taylor. They have aided us providing soft skills training at both CSU and John Carroll and are currently working with us to plan a series of Leadership Development vehicles for our CAE and Director members, and also the Audit Managers of our Chapter.
- We are ending the Chapter year in strong financial condition, and with a leadership team recently elected that will execute a sustained effort toward excellence.

From here, let me invite you to enjoy our transition to summer as we all relax and hit the links for our **Annual Membership Appreciation Golf Outing on Friday, June 3rd – please make sure you register your foursomes immediately for this upcoming event.**

And let me also encourage you to look forward to details forthcoming on **National IIA Training** we will be bringing to town - **Tools and Techniques Training for the Beginning Auditor**, and also **Tools and Techniques Training for the Auditor-In-Charge.**

Well, as I close my time as Co-President, let me personally extend my thanks to our leadership team this year – to my partner as Co-President, Dave Gordon - it's been a pleasure working with you!

And Joe Nejman, Doug Baker, Jeff Dobbs, Eric Andolina, Rita Koroluk, Patrick Brogan, Jeff Willoughby, Dave Schmidt – you been the best team and have made my experience over the last number of years with the NEO IIA so enjoyable!

Have a good summer everyone! Thank you too, sincerely, for your involvement this year. We look forward to our next Chapter Year and your continued support. Please join me in welcoming next year's Officers/Leadership Team:

Dave Gordon, Joe Nejman – Co-Presidents
Patrick Brogan – 1st Vice President, and Programming
Eric Andolina – 2nd Vice President
Jeff Willoughby – Secretary, and Academic Relations
Rita Koroluk – Treasurer
Patty Golinski – Assistant Treasurer and Registration

God bless,
Jerry Mancinetti, Co-President

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2010–2011 Officers

Dave Gordon, MBA, CISA, CFE, CICA, CBA, CIA	
Co-President	(330) 606-6445
Jerry Mancinetti	
Co-President	(440) 915-9099
Doug Baker, CMA, CPA	
1st Vice President	(216) 896-2505
Jeff Dobbs, CPA	
2nd Vice President	(216) 222-2159
Eric Andolina, CIA	
Secretary	(216) 623-7510
Joseph Nejman, CIA	
Treasurer	(440) 392-7520
Rita Koroluk, CPA, CIA	
Assistant Treasurer	(440) 666-4574

Board of Governors

Mike Varney, CIA, CPA	(216) 623-7553
Sue Schueller, CFSA, CRP	(216) 749-6961
John J. Puhalla, CIA, CPA, CISA	(216) 910-3544
Tom Kaper, CBA, CFSA	(440) 336-1720
John Wasko, CIA, CPA	(216) 881-6600 x6755
Bob Little, CPA	(216) 813-8236
Frank Borish, CIA	(216) 252-7300
Jerry Mancinetti	(440) 915-9099
Jay Simon, CFE, CFSA	(216) 276-0889
Stephen P. Donovan, CPA	(216) 579-2364
John Adamich	(216) 583-3439
Dave Schmidt, CPA	(330) 384-2349
Jim Jenkins, CIA, CPA	(330) 384-5131
Dr. Heidi Hylton Meier	(216) 687-3671
Warren Johnston	(330) 926-0110
Ken Koncilja, CPA, CMA, CIA	(216) 212-9997

Chapter CAP Program

Recall that the CAP program is designed to recognize activities that promote the IIA's strategic objectives. This program is established on the premise that the primary mission of a chapter is to serve its members first and then the internal audit profession. Points can be earned in three categories: Service to Members, Service to Profession, and Chapter Administration.

2010-2011

Total Service to Members (325):	1682.07
Total Service to Profession (200):	452.82
Total Chapter Administration (160):	332.00
Total CAP Points Earned:	**2466.89**

Points may be gained by member participation in events such as meetings and seminars, published articles, speaking engagements, and chapter administration and activities. So, get involved and help the Northeast Ohio Chapter be the best we can be! If you have published articles relating to internal auditing or have participated in speaking engagements relating to internal auditing or the profession contact Dave Schmidt at dave.schmidt@roadway.com. Your efforts in helping further the cause of our profession will help us achieve our platinum status.

Friday, June 3rd 2011 MEMBER APPRECIATION GOLF OUTING

Coppertop at Cherokee Hills - 5740 Center Road (Route 303) Valley City, OH 44280

7:30AM – 9:15AM	Breakfast & Putting Contest
9:15AM – 2:00PM	Golf with lunch
2:30PM – 5:00PM	Dinner, Putting Contest finals and prizes

Format

- Scramble with a shotgun start – Teams of 4
- Individuals – Sign up and teams can be made for you!

Food

- Breakfast starts at 7:30am.
- Lunch at the turn and dinner at the conclusion of golf.
- Beer and soda available. Cash cart available.

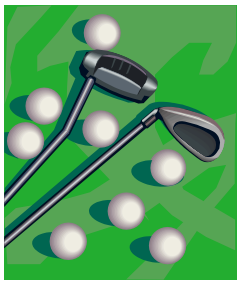
Prizes

- Prizes for top three teams
- Optional skins game
- Prizes for closest to the pin, long drive and longest putt
- Something for every golfer, courtesy of the IIA member organizations.

REGISTRATION INFORMATION **Register by Friday, May 27, 2011**

- $75 per person less $5 off for every chapter event attended
- Limited space available (only 144 golfers allowed and almost half the slots are taken)
- **Dinner only** available at $30 per person

Online - Go to **http://guest.cvent.com/d/rdqyl1/1Q**



INTERESTED IN SUPPORTING THE CHAPTER AND SHOWCASING YOUR ORGANIZATION? The following promotional opportunities are available:

Event Sponsors (Limited to four sponsors) - $500/each

CroweHorwath

"Skills" Sponsorships - $150/each
Longest putt
Closest to the pin (*Par 3 – 1st shot*) Long drive (*male*) – **RPM International, Inc.**
Closest to the pin (*Par 4 – 2nd shot*) Long drive (*female*) – **RPM International, Inc.**

Hole sponsorships - $125/each hole
The hole sponsor's name will appear on the GPS when you enter the score for that hole.

Hole 1- **Jerry Mancinetti**
Hole 2
Hole 3
Hole 4 - **Dave Gordon**
Hole 5
Hole 6
Hole 7
Hole 8 - **Crowe Horwath**
Hole 9 - **CBIZ Risk and Advisory Services**
Hole 10 - **StoneWater Associates/Hess Group**
Hole 11
Hole 12
Hole 13 - **MaxQualData**
Hole 14
Hole 15
Hole 16
Hole 17
Hole 18 - **Patrick Brogan Consulting**

Prize donations & favors are greatly appreciated
All sponsor and donor company names will appear in upcoming Golf Outing promotional information. Questions about the golf outing, the events or how the **sponsorship** works? Have the ability to **donate prizes** to the golf outing? Then please contact **Dave Gordon at 330-606-6445** or **dgordon@maxqualdata.com** for more information.

Event Sponsors include:

Crowe Horwath®

New Members

When you see the following new members, please, welcome them to the Northeast Ohio Chapter - Institute of Internal Auditors!

Name	Company
Amy Allen	PricewaterhouseCoopers
William (Bill) Bratton	The Babcock & Wilcox Company
Karen Brendel	The Babcock & Wilcox Company
Eric Brockman	The Goodyear Tire & Rubber Co
Elena Bucsa	PolyOne Corporation
Keshia McDaniel	KeyBank National Association
Zach Mucha	The JM Smucker Company
Shelley Noel	The JM Smucker Company
Aaron Ramon	Federal Reserve Bank Cleveland
Karl Schmidt	Chart Industries Inc
Bryan Wald	The Goodyear Tire & Rubber Co

General Reminders

CHAPTER LIBRARY

Our chapter has a variety of reference materials available for members to use. These items can be borrowed for up to 2 weeks at a time. If you are interested in borrowing a publication from the Chapter's library, please e-mail Chris Boetto, at Chris.Boetto@OMNOVA.com.

DON'T MISS A SINGLE THING!

Each month the NEO IIA Audit Voice is updated with the latest information regarding up-coming events and networking opportunities as well as useful resources. It is important that we provide this information to you as timely as possible, but in order to do that we ask that you **please check your profile on the theiia.org national website**, especially employer name and e-mail address. It takes only a few minutes to login to the IIA, review your record and update it.

Don't know how to update your record? Go to www.theiia.org and login on the red bar at the top of the home page. Press the "continue" button when offered. Select "*Update Your Profile*" on that red bar at the top of the page. Submit the changes using the button at the bottom of the page. If you have changed organizations, be sure to select "*Has any of your Organization information changed?*" near the bottom the page and enter your new company name, title, etc.

Notice To Solicit Professional Services

Responses to Proposals will be received by the Manager of Purchasing of the Northeast Ohio Regional Sewer District, 3900 Euclid Ave., Cleveland, Ohio 44115, until 4:00 p.m. official local time on the date indicated below.

Due Date: Thursday, June 16, 2011
Pre-Proposal Meeting: Tuesday, June 7, 2011 at 9:00 AM
Environmental and Maintenance Services Center (EMSC)
4747 East 49th Street
Cuyahoga Heights, OH 44125

The Northeast Ohio Regional Sewer District (NEORSD) solicits partners to provide assistance to its Internal Audit Department. NEORSD seeks to leverage the talents of its existing staff with its partners to achieve the strategic business objectives outlined in the Audit Department 2011-2013 Audit Plan.

NEORSD requests interested firms to dedicate professionals having the requisite experience and knowledge to support the various projects requested by the NEORSD.

Services Requested

The types of engagements are envisaged include both specific project engagements and general services along three audit tracks:

Audit Engagements Tracks

Track 1	Internal Audit Management Projects and Support
Track 2	Information Technology Projects and Support
Track 3	Construction Services
Track 4	Quality Assessment Review (QAR)

The first three Audit Tracks will include both projects and general support services. Projects are fairly strictly defined audits with a developed audit plan, goals and objectives, and a general timeframe for the project. General services are requests by NEORSD for knowledgeable external resources available at a certain price, over a certain period of time, to support the skills needed by NEORSD and to supplement its Internal Audit staff.

p.d. May 25, 2011 Jacqueline Williams, Purchasing Manager

Please visit us at our website, www.neorsd.org/bids, for full details concerning each of the engagements enumerated above.

Career Development & Employment

EMPLOYMENT OPPORTUNITIES

The chapter's Employment Committee serves as a clearinghouse for members seeking positions and organizations seeking personnel by reviewing resumes of applicants and attempting to match them with employer requirements. All inquiries are confidential. If you are looking for a position or are trying to fill a position contact, please forward the details to Dan Bross at auditman42@yahoo.com and Tom Kovach at kovacht@firstenergycorp.com.

Current Job Postings	
Aleris International	Senior Internal Auditor
Cliffs Natural Resources	Senior Manager Internal Auditing
Diebold	IT Auditor
Ferro Corporation	Senior Internal Auditor
FirstMerit Bank	Auditor II
First Place Bank	Senior Auditor
KeyCorp	KEO Senior RISC Consultant
STERIS Corporation	Senior Auditor
STERIS Corporation	Internal Auditor

Visit the News and Career Opportunities tab of the NEO IIA website for details and additional job postings at http://www.theiia.org/chapters/index.cfm/view.news/cid/7.

IN CAREER TRANSITION

The Board of Governors of the Northeast Ohio IIA Chapter has approved a chapter sponsored "In Career Transition" Group for our members. During these challenging economic times, jobs are not plentiful. Too many are looking for too few opportunities. And the search can be a stressful, lonely, and emotional roller coaster. Please contact Jay Simon at jaymarksimon@gmail.com.

RATLIFF TAYLOR
cpi partner

You've heard it before" *By Stacy Feiner, PsyD*

You've heard it before: In this economic climate, employees are expected to do more with less. During these tough times, companies hunker down and cut spending on training. During periods of financial uncertainty, businesses work harder at the same things. As the economy struggles, surveys show a common trend among companies to cut their learning and training budgets as well as their focus on leadership development in an attempt to stay afloat rather than continue to invest in training activities to stay competitive. However the research suggests that training is often the key to the company's future. By creating channels for surfacing and circulating new ideas, and building a pipeline of talent are both critical for positioning the company for an economic upturn. This line of thinking applies on an individual level too. What approach will you take? Limp along or continually grow? Your attitude and the decisions that follow are the single most important factor in your success. Take responsibility for your career. Invest in yourself. Take stock in your own performance and opportunities for improvement. Take the steps that will move you forward, add value, keep you engaged and continuously growing.

Tip ONE
Give of yourself: Studies show that people who make time to volunteer are more satisfied with their job, are more persistent in working toward goals, and have a better work ethic. Not surprising, these same people gain visibility in the community, increase their credibility, and broaden their perspective on issues facing business as a whole. Volunteering is good for your soul as well as good for your career. One good decision leads to the next. It is always a good time to donate your time and talent to a cause or causes that are important, have purpose and bring meaning. It's a win-win.

Tip TWO
Develop yourself: Seek progress not perfection in your career. People who settle in their jobs often have career goals that seem unattainable. They seem to imagine the perfect career rather than engage in progressing throughout their career. Your mindset makes all the difference in the world. People get to where they want to be one step at a time. One example is to read the job description of your boss, and add one advanced skill to your repertoire. Another is to find a mentor who has achieved a level of success or demonstrates a style that you could learn from.

Tip THREE
Get inspired: While building your career, focus on job satisfaction and being fulfilled rather than on money, titles, and power. Developing a career that taps your passion and interests will translate to high performance, an appealing attitude, and more opportunities. When you think of your "next move" get inspired to extend your skills across the organization which may mean moving up means moving laterally first. At the end of the day, selecting opportunities because they pay well may leave you uninspired. People who like what they do are inspired to reach out, build relationships, find ways to add value, communicate ideas, and help others succeed.

Tip FOUR
Think fast: Consider that the job you are doing today may become obsolete in the next five years, while the jobs your kids will have may likely not even be created yet. Loyalty and length of service have been replaced with performance and engagement. Titles have been replaced with credibility. And while promotions bring more responsibility, they don't always come with an increase in pay. The future changes so fast, it is important to learn how to thrive in this new work environment. Expand your view of what is required for success: Technical skills, obviously; Functional knowledge, easy enough; Interpersonal maturity, a bit of a stretch; Courage to push the envelope, toughest. Wherever you see yourself today, maintaining the status quo is equivalent to accepting a very slow death; in business if you're not moving forward you are losing ground.

About the Author: Dr. Stacy Feiner is an accomplished human capital strategist, executive coach, and psychologist. Dr. Feiner has an affinity for working with aspiring professionals who understand that success in business is about the journey not the destination. She has the ability to mobilize individuals and groups whose progress is stalled, as well as propel success beyond prescribed goals and forecasts. Clients value her diversity of thought as well as her insight on the drivers of human behavior. Dr. Feiner can be reached at Ratliff & Taylor, Inc. at sfeiner@rtcpi.com.