



The Institute of Internal Auditors

Progress Through Sharing

AUDIT VOICE

Northeast Ohio Chapter

February 2010

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2009-2010

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Co-President's Message

As I sit here this weekend enjoying the unseasonably mild forty degree temperatures, I ask, "Are we finally past the cold weather and snow"? This hope is quickly washed away as I watch the weather forecast and learn there is more cold weather to come for Northeast Ohio. So, as we continue to work through these cold temperatures, with an eye on the warmer weather that is around the corner, the officers of our chapter continue to develop exciting and informational meetings for the remainder of the year. Thinking of those warmer temperatures, we have also started to prepare for the annual year end golf outing!

Our February meeting, held at the Federal Reserve, was another huge success. We were filled to capacity within a week of registration opening! The Chapter would like to thank Susan Steinbrick and Terri Bingham of the Federal Reserve for organizing and hosting this event. We would also like to thank those individuals that attended from the Association of Certified Fraud Examiners.

Our next event, "The Internal Audit Boot Camp", will be held on Thursday, March 4, 2010 at John Carroll University. We have a great selection of courses for the day including; fraud detection, report writing, data analytics, construction auditing, and IT audit. Also being offered is a track on personnel development, which includes courses on career transition, leadership and developing you career value proposition. Registration has started at Acteva (<http://www.acteva.com/go/neoia>).

The annual golf outing will be held at Coppertop of Cherokee Hills on Friday, June 4, 2010. Remember to save the date! Please refer to the announcement within the newsletter for additional information relating to this event, including volunteering and sponsorship opportunities.

As a reminder, the Northeast Ohio Chapter has developed the "In Transition" group for our members who are transitioning between employers. This group is in the process of organizing its first meeting. This meeting will be held sometime in late February or early March. The goal of this meeting will be for our members to network, share search strategies, and discuss what is going on in the market. If you are interested in participating in these meetings, please contact Jay Simon at jaysimon@patinasolutions.com.

Thank you for all of your support this year and we look forward to seeing you at an upcoming meeting.

Mike Varney
Co-President



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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. While we are aware that many of these groups exist, we wanted to reach out to you and offer our help.

We have not yet formulated a plan of meetings, time, frequency, and related logistics. To help in the planning process we would like your input as to how we can help and make the group a success.

Please contact Jay Simon at jaymarksimon@gmail.com with your thoughts as we develop a plan for the group.



Northeast Ohio Institute of Internal Auditors

John Carroll University Symposium

Thursday, March 4, 2010

Internal Audit Boot Camp (8 CPEs)

Register Online at www.acteva.com/go/neoia

Directions: John Carroll is located northeast of Fairmount Circle. Exit I-271 at Exit 32 (Cedar Road Exit). Then, go west on Cedar Road and turn left onto South Belvoir Boulevard to the JCU campus (approximately ¾ miles). The conference will be held in the Dolan Center for Science and Technology located at the Main Entrance of the University. (See maps below)

Parking: Parking is available in the lots located adjacent to the Dolan Center

Cost: Full Day – All Sessions (8 CPEs) \$85

(Feel free to invite your friends to join us!)

Registration: Online at www.acteva.com/go/neoia

Companies can make checks payable to the Northeast Ohio Chapter, Institute of Internal Auditors (tax ID 23-7405461). Pre payments should be mailed to Daniel J. Leo, 4200 Westbrook Drive, Suite 206, Brooklyn, OH 44144

Cash & Checks will be accepted at the door. **NO** credit card payments will be accepted at the door.

7:45-8:15	Breakfast	Breakfast	Breakfast
8:15-8:25	Opening Announcements	Opening Announcements	Opening Announcements
Session 1: 8:30-10:10	Deloitte - The Audit Process from "A to Z"	Jefferson Wells - What Every Internal Auditor Needs to Know - Enterprise Security and Mobile Computing	Right Management - Professional Development - 10 Ways to Stand Out in your Company!
10:10-10:20	Break	Break	Break
Session 2: 10:20-12:00	Jefferson Wells - Contract & Construction Auditing - The Hunt for Fraud & Abuse	Crowe - Fraud Controls Post Madoff-Why the Fraud Triangle is Not Good Enough Anymore	Right Management - Networking for New Opportunities - Strategies for Career Transition
12:00-1:00	LUNCH	LUNCH	LUNCH
12:15-1:00	Lunchtime Speaker - TEAM NEO - The Outlook for Northeast Ohio	Lunchtime Speaker - TEAM NEO - The Outlook for Northeast Ohio	Lunchtime Speaker - TEAM NEO - The Outlook for Northeast Ohio
Session 3: 1:00-2:40	Protiviti - Corruption Risk – Playing by the Rules in the Global Marketplace	Crowe Horwath - Effective Communications & Business Writing	Ratliff & Taylor - Effective Leadership
2:40-2:50	Break		
Session 4: 2:50-4:30	Ernst & Young - The Road to Continuous Monitoring – Use of Analytics	Secure State - Dissecting Standards: Unified Compliance Framework (UCF)	

John Carroll Symposium 2010 Class Descriptions

Lunch Time Speaker: Team NEO's Carin Rockind

Team NEO advances Northeast Ohio's economy by attracting businesses worldwide to the 16-county Cleveland Plus region. The organization markets to site selectors, real estate consultants and targeted companies to increase awareness of Northeast Ohio's business assets.

Team NEO serves by acting as the single point of entry into the 16-county Cleveland Plus region, and then works with counties and communities to ensure seamless attraction into Northeast Ohio.

Enjoy lunch with Carin as she shares her perspective of the Northeast Ohio economy and her outlook for 2010 and beyond.

As Vice President of Marketing and Communications, Ms. Rockind brings nearly 15 years of marketing communications and public relations experience to Team NEO. She specializes in building strategic marketing communications that incorporate traditional and non-traditional mediums to accomplish business objectives.

Prior to joining Team NEO, she was with Alcoa's global wheel division. Ms. Rockind has also served as adjunct faculty at the Virginia Marti College of Art and Design, and she guest-lectures in Kent State University's School of Journalism and Mass Communication. She is also involved in several civic and not-for-profit causes, including leadership roles with the Jewish Federation of Greater Cleveland.

Ms. Rockind has earned numerous honors for marketing work, and in 2008, Ms. Rockind was named one of Northern Ohio Live Magazine's Rainmakers, an award for business women making significant impact. Ms. Rockind received her Bachelor's in Communications and Bachelors in English Literature from the University of Michigan. She is a marathon runner, writer, cook and painter, and lives in Cleveland with her mutt puppy, Henry.





The Audit Process from "A to Z" Deloitte

A successful audit is based on thorough planning and constructive communication and involvement between the auditor and the auditee. Although the nature of the various audits we conduct differ, the audit process should be similar. During this "back to basics" session, Deloitte professionals will explore how to plan, design, execute and report the results of an internal audit. Specific topics will include:

- Audit announcement to client
- Risk assessment specific to function under review
- Determination of effective and efficient testing approach
- Development of audit program and associated budget
- Documentation of tests / conclusions
- Evaluation of test results
- Workpaper review
- Audit exit conference
- Auditee responses
- Finalization and distribution of audit report

Speaker Bios:

Tina Griffiths, Internal Audit Manager

Ms. Griffiths is a manager in the Enterprise Risk Services practice at Deloitte & Touche LLP, specializing in the area of Internal Audit Transformation services. She has over 8 years of experience in internal auditing and consulting of both public and private companies. Tina has significant experience delivering Sarbanes-Oxley compliance assistance, risk assessment, fraud investigations, process improvement, business process controls and internal audit co-sourcing and outsourcing. In addition to being a Certified Internal Auditor and Certified in Control Self Assessment, she is currently pursuing the CFE designation. Tina holds a Bachelor of Science in Accountancy and Management Information Systems from Miami University.

Kevin Fechter, Internal Audit Senior Manager

Mr. Fechter is a senior manager in the Audit & Enterprise Risk Services practice at Deloitte & Touche LLP. He has over 12 years of experience providing public accounting and risk management services to a wide variety of organizations and industries. Kevin specializes in the areas of internal audit, information systems consulting, and auditing. He holds a Bachelors degree in Accounting Information Systems from Eastern Michigan University and maintains the Certified Public Accountant (CPA), Certified Information Systems Auditor (CISA), and Certified Information Systems Security Professional (CISSP) certifications.



What Every Internal Auditor Needs to Know About Enterprise Security & Mobile and Remote Computing Jefferson Wells

In the last ten years the computing world has taken a right angle to the traditional secure computing model. The traditional security controls were dependent on the fact that the majority of the organizations information and technology was safe behind concrete walls. But what happens when the majority of your organization's information and system administration moves from the protection of the walls and in to mobile systems that can be susceptible to theft, hackers, skims, and blackjacking in a matter of minutes.

During this session, Jefferson Wells will address:

- Remote computing threats and vulnerabilities
- Real-life examples and the remote device attack path
- IT security audit methodology for remote computing

Speaker Bio:

Jeff Camiel is the Director of Cyber Security for Jefferson Wells. His background includes over 20 years experience in consulting, information technology, information security, business continuity management, and auditing.

Prior to Jeff's four years with Jefferson Wells, he held positions with Deloitte, SGI, and InterTrust Technologies. He currently services clients in the high-tech, financial services, healthcare, manufacturing, and on-line services industries. As a leader of the Information Security Center of Expertise (COE) for Jefferson Wells, he is responsible for the vulnerability management, penetration testing, PCI compliance, security risk management, and privacy compliance methodologies.

Jeff is a member of ISACA, ISSA, IEEE, SRI-DOD and has earned his CISSP. He has a Bachelor of Science from California State Polytechnic University – Pomona.



Professional Development 10 Ways to Stand Out in your Company! Right Management

Professional development is an ongoing practice! But in today's business world, you can't just "fill a seat" anymore. Don't miss an opportunity to shine within your organization.

Learn how to sell yourself and your known and hidden talents to make them want to keep YOU!

In this session, you will walk away with:

- 10 Ways to Stand Out in your Company!
- What is this thing called "FIT?" Does the company culture align with what you want?
- Time management skills that will enable you to be more efficient and productive.
- Non-verbal communication-How you deliver your message is important!

Speaker Bio:

Maria P. Selos

Maria Selos is a Career Management Consultant with Right Management. She works with many levels of candidates who are in career transition to develop a self marketing strategy for a competitive market place. Maria also helps with building resumes, networking, interviewing and negotiating techniques.

Previously Maria worked at CWRU – Weatherhead School of Management in the Career Development Center where she collaborated with global, national and local employers to introduce MBA students for internships and full time opportunities upon graduation. She also has an extensive recruiting background working for Robert Half International focusing on recruitment and placement of accounting and finance professionals.

Maria has a BA from Kent State University and has taken classes towards her MBA at Weatherhead School of Management. She is an active member of Cleveland Society for Human Resource Management and has served on the Board of Directors at Vice President of Programs for two years.



Contract and Construction Auditing "The Hunt for Fraud and Abuse" Jefferson Wells

Fraud, waste and abuse have been prevalent in construction contracts as noted in the ACFE's Report to the Nations. Due to current economic conditions, construction fraud waste and abuse is going to become even more prevalent. The presentation will provide insight on the types of irregularities that can occur on construction projects and how to prevent fraud, waste and abuse from occurring. We will also discuss how the economy has affected fraud and abuse in construction and what types of fraud are more likely to occur because of the economy.

The presentation will discuss the types of contracts executed and the associated risk with each contract. We will discuss how to prevent and detect fraud based on the types various types of contracts.

Learning Objectives:

1. Understand the different types of construction contracts.
2. Understand when the different type construction contracts should be used.
3. The risk and irregularities that is associated with the different types of contracts.
4. Preventative measures that can be used to prevent or deter fraud.
5. How the economy is impacting fraud.

Speaker Bio:

John M. Croy, CIA, CFE, CPA, MBA

John is a Director of Construction Services and directs the Center of Expertise for Jefferson Wells International. He has thirty years experience which includes Construction, Engineering, Forensic and Manufacturing accounting and auditing for commercial and governmental projects in North America and several foreign countries. He has given seminars, published articles and has been a guest speaker at national conferences for the Institute of Internal Auditors, Association of Certified Fraud Examiners and the Association of Healthcare Internal Auditors.

John joined Jefferson Wells International in 2002. John has conducted engagements for the health care industry, restaurants, gaming industry, high technology firms, municipalities, developers and manufacturing entities and is currently providing services for \$20 billion in construction activity. He has provided litigation support for several major construction programs and has conducted investigation leading to indictments of government officials and civilians.

Prior to joining Jefferson Wells International, John held senior level positions for major publicly traded construction and engineering companies including Chief Financial Officer and Assistant Director of Internal Audit. John holds a Bachelor of Science Degree in Accounting and a Masters in Business Administration from the University of Idaho. He is also a Certified Internal Auditor, Certified Fraud Examiner and Certified Public Accountant.

Networking for New Opportunities Strategies for Career Advancement and Career Transition Right Management

Career advancement, career transition and search strategies are different than they were even a year ago! This competitive market place requires much more than a “can you do the job” attitude – it requires a unique approach to selling yourself.

In this session, you will learn:

- How to differentiate yourself? Building your value proposition foundation.
- Is your resume at the top of the “yes” pile? Writing an accomplishment based resume.
- Are you doing what you want to do? Creating YOUR next new opportunity.
- Networking –Networking – Networking! Learn what’s being used today – including networking for introverts!

Speaker Bio:

Maria P. Selos

Maria Selos is a Career Management Consultant with Right Management. She works with many levels of candidates who are in career transition to develop a self marketing strategy for a competitive market place. Maria also helps with building resumes, networking, interviewing and negotiating techniques.

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Corruption Risk – Playing by the Rules in the Global Marketplace Protiviti

Understanding the rules in today's global marketplace can often be a challenge when it comes to managing corruption risk. It is also an essential in providing robust monitoring of potential non-compliance with corporate policies and anti-corruption laws. Enhance your knowledge of key elements in an essential anti-corruption play book.

- New players added! Understanding who constitutes a foreign official as overseas governments increase investments in the public and private sector.
- Identifying nexus points between employees, management and foreign officials.
- Considering the impact of FCPA and local anti-corruption laws on your corporate policies and procedures.
- Common fraud scenarios in areas prone to corruption risk.
- Delivering meaningful fraud and corruption risk awareness programs.
- Internal control activities and data analytics to help monitor corruption risk within and across the organization.

Speaker Bios:

William Hardin Director – Litigation, Restructuring and Investigative Services

Bill Hardin has provided financial, operational, and technology consulting advice to clients for over 13 years. He is particularly adept at designing creative solutions to the complex operating and financial aspects presented in proactive and reactive engagements. Bill has experience in a wide variety of industries and has led numerous types of assignments, including high profile forensic accounting investigations, litigation/restructuring assignments, business valuations, operational and software deployments. Bill has a CPA, CFF, CFE, PMP, and MBA from Chicago Booth.

Pamela Verick Director – Litigation, Restructuring and Investigative Services Global Solution Leader – Fraud Risk Management

Pamela Verick is a Director in our Litigation, Restructuring and Investigative Services solution area where she focuses on investigations and leads our fraud risk management and FCPA initiatives. Pam has 19 years of risk management experience, including creation of FCPA compliance and global anti-corruption programs and investigations involving allegations of fraud, misconduct, bribery and kick-backs. She also collaborates with clients on the planning and execution of FCPA and corruption risk assessments, as well as FCPA compliance audit and monitoring activities. Pam has both a Bachelor of Arts and Master of Science Degree in Justice from The American University in Washington, D.C.

Effective Communications and Business Writing Crowe Horwath

Are you getting the right information into the right hands at the right times?

Does your reporting communicate effectively the recommendations for improvements needed?

Are you familiar with your organization's fraud reporting protocols?

This presentation will provide an overview of audit communications and discuss how internal auditors can leverage communication strategies and techniques to increase their value to the organization in these turbulent economic times.

Speaker Bio:

Eric Andolina, CIA, CFE
Manager
Crowe Horwath LLP - Risk Consulting Services

Eric has over five years experience in internal audit and business process consulting, including financial, operational, and compliance auditing, Sarbanes-Oxley (SOx) documentation / project management, enterprise risk management and anti-money laundering audits. As a manager in the Firm's Risk Consulting Group, Eric is responsible for project management on specialized clients, including Sarbanes-Oxley Section 404 and outsourced internal audit projects.

Prior to joining Crowe, Eric worked as a financial risk management analyst in the payroll processing industry. Eric's responsibilities included an emphasis in mitigating risk involved with electronic financial transactions.

Eric has earned his CIA and CFE designations. He is a member of the Association of Certified Fraud Examiners and is a member of the Northeast Ohio Chapter of the IIA and ISACA. Eric has a double major in Finance and Economics from John Carroll University.



Effective Leadership Ratliff & Taylor, Inc.

To win in business, you can't go it alone.

Being an effective leader means that you have the ability to lead a team toward a common goal. When it's done right, the team wins and the organization moves forward. But it's not simple. The process of figuring out how to find the combination of leadership and structure to lead a successful team is among the biggest challenges in business today.

Teams traditionally come together from a variety of backgrounds and experiences to find solutions to complex business challenges. If that's not enough, team members are pulled in different directions, have different job functions or work in different time zones or even on different continents.

This presentation will provide an overview of leadership techniques and approaches to effectively inspire teams to collaborate, contribute, and be accountable.

Speaker Bio:

Dr. Stacy Feiner heads Executive Assessment and Coaching for Ratliff & Taylor, Inc. Stacy is an accomplished human capital strategist, corporate coach, and psychologist. She works in partnership with decision makers, leadership teams, and stakeholders to align individual motivators with successful corporate culture. Stacy's focus leadership effectiveness provides clients unique inroads for building businesses based on cultural adaptability, enhanced revenue, and sustainable transfer of leadership.

Stacy brings a breadth of experience to bear beginning as a clinical psychologist and family business consultant. She expanded her scope in corporate human resources at Merrill Lynch and then KeyCorp where she focused on Human Capital Planning and M&A activities, and advising top leadership.

Stacy earned her Doctorate in Clinical Psychology from the Illinois School for Professional Psychology, a Master of Science degree in Clinical Psychology from Northeastern University and a Bachelor of Arts from Hobart & William Smith Colleges. In addition to participating on non-profit boards, Stacy is actively involved in land conservancy, sustainability, and school PTA.

The Road to Continuous Monitoring – Use of Analytics Ernst & Young

During this session Opher Jackson and John Krueger of Ernst & Young will share best practices companies employ to integrate analytics into the Internal Audit function and implement continuous monitoring activities. This discussion will cover strategic decisions companies need to make around organization, technology, and roadmap required to transform Internal Audit's use of analytics. Opher and John will discuss how analytics can be transformed from ad-hoc activities executed without formal processes, procedures, or methodology to robust procedures executed on a scheduled basis with clearly defined escalation and evaluation workplans. They will also demonstrate examples of how analytics can be used throughout the life of an Internal Audit function from planning to scoping to execution to help Internal Audit functions "do more with less."

The session will include a demonstration analytic and monitoring "environments" that enable this transformation.

Tools that will be demonstrated during the session include:

- ACL AuditExchange v2
- Oversight v5
- Approva BizRights v4.1

Speaker Bios:

Opher Jackson is an Executive Director in the East Central Sub Area Advisory Services practice. His primary focus is on data analysis services. Opher was in the National Technology and Security Risk Services group where he helped start the firm's data analysis practice and created the firm's data analysis infrastructure. He developed and led data analysis training and provided support both nationally and globally. He helped create the firm's data analysis methodology used at audit clients. He was part of an International Task Force used to develop the ACL for Windows product which is sold by ACL Services, LTD. He has led, performed and evaluated data analysis projects for clients across the country. Opher has more than 25 years of data analysis experience with Ernst & Young.

John Krueger, CPA, CISA is a Senior Manager in the East Central Area Advisory Services practice. John specializes in delivering reporting-based custom data analysis services involving acquiring, validating and analyzing small to large volumes of electronic data to meet clients' problem-solving and decision support needs. He is also experienced in IT general controls design and testing, process improvement, design and testing of IT application controls, segregation of duties, critical reports, and application security. John has over eighteen years of experience delivering financial accounting, auditing, IT controls, and data analysis advisory services.

Dissecting Standards: Unified Compliance Framework (UCF) How It is used. Secure State

COSO, COBIT, ISO, etc... dealing with the different control frameworks can be confusing.

This presentation will cover:

- Discussing the pain and need of cross-compliance
- Discuss the approach to dissecting control frameworks into common areas and individual controls
- Step through the process of dissecting a framework
- Outline next steps to reassemble controls into a custom framework

Speaker Bio:

Matthew Davis is currently a principal at SecureState and Practice Lead for the Audit and Compliance group. Mr. Davis has both led and participated on dozens of engagements ranging from audit activities including SAS70, COBIT general controls, Sarbanes-Oxley (SOX), Payment Card Industry (PCI), to technical assessments including vulnerability assessments, attack and penetration testing, war-dialing, war-driving, social engineering, and physical access. Additional responsibilities include overall management of the commercial projects and consultant resources.

Over the past five years, Mr. Davis has established himself as a leader in performing IT Security Audits, particularly in support of the Payment Card Industry, where he is the primary lead responsible for conducting interviews and technical reviews of IT processes in place to ensure adequacy for compliance.

Mr. Davis has recently been recognized as one of the "Top 40 Under 40" business leaders by Crain's Magazine in Cleveland Ohio.

Know How to Negotiate Salary

After tendering a job offer, employers should be prepared to negotiate the compensation package should the candidate request an adjustment. Job seekers today have access to an abundance of information on salary negotiation through websites and books, so many will attempt to negotiate your offer and will enter the meeting knowledgeable on the topic. To reach a fair deal, you need to be equally prepared.

The first step is not unlike that in any other sort of bargaining. If the candidate suggests a higher figure than you've offered, you can choose to raise the amount of your proposal, waiting for the candidate to respond or counteroffer, and, ideally, arriving at an agreement that's within the salary range you've set for the position.

If the candidate keeps pushing, whether you want to exceed the established range generally depends on two factors: one, how badly you want the individual; and two, the policies and precedents in your company. Two questions to ask yourself before you move forward:

* *Are other, equally qualified candidates available if the applicant says no?* If the answer is yes, the leverage to make accommodations rests with the company.

* *Has the job been particularly hard to fill, or are market conditions making finding and recruiting suitable candidates difficult?* If the answer is yes, the leverage rests with the candidate.

* *Will a stronger offer be significantly out of line with existing pay levels for comparable positions in your company or hiring manager's department?* Recognize that if you decide to go beyond the firm's pay scale to win a really stellar candidate, you risk poor morale among existing staff should they learn that a new hire in the same role is being paid at a higher rate. And the best-kept secrets often do get out.

If you're not able to match a candidate's salary request, consider expanding other components of the package. Applicants are often willing to compromise on base compensation if concessions are made in other areas.

Flexible scheduling is one candidate-pleasing option that will cost you little to nothing. Providing additional time off or opportunities to telecommute may also be acceptable to a candidate in lieu of higher wages.

Don't get so caught up in negotiations that you lose sight of what is appropriate for your organization.

Sometimes you just have to walk away. If your attempts to woo a reluctant candidate fall short, the best thing to do in many cases is to cut your losses and look somewhere else. The goal at this point should be to end the process so that the candidate leaves with a feeling of being treated fairly and with dignity. If carried out effectively, though, your salary negotiation has a very good chance of ending on a positive note.

This article is provided courtesy of Robert Half Management Resources, North America's largest consulting services firm providing senior-level accounting and finance professionals on a project basis. For further information, visit www.roberthalfmr.com or follow Robert Half Management Resources on Twitter at twitter.com/roberthalfmr

Stay informed by updating your profile. Keep it current!

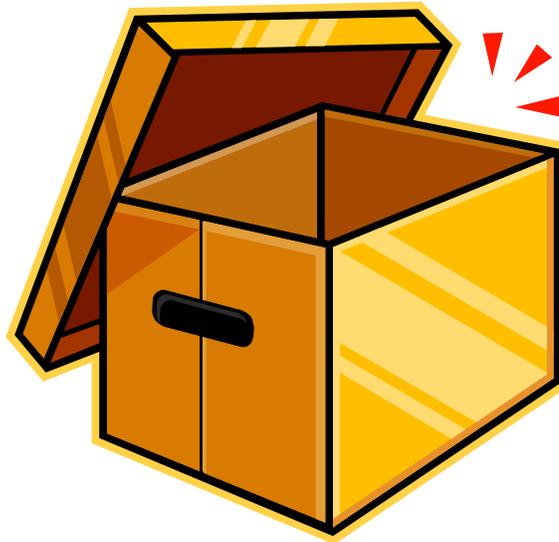
Did you change jobs? Get promoted? Earn a certification? Are you moving? Getting a new email address?

If you can answer YES to any of the above questions, it is time to update your Member Profile with the IIA. Two methods exist to update your profile; 1) call national customer service 2) update on the IIA Member Profile website. Some items cannot be changed on the website and require calling the National IIA customer service at **407-937-1111**. These items include:

- Change in Chapter Affiliation (or region)
- Change in Name of Employer
- Addition of New Certifications

If you have a change that is not listed above, access IIA website to enact your changes.

<https://www.theia.org/ia/profile/index.cfm>



Chapter CAP Award



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.

2009-2010

Service to Members:	684.65
Service to Profession:	139.25
Chapter Administration:	<u>243.00</u>
Total CAP Points	926.24

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 OH 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 gold status.

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 Dan Bross at (330) 534-2598 or e-mail him at Auditman42@yahoo.com.



Let Your Voice Be Heard!

Do you have any links, updates or industry news to share? Questions? Comments? Contact the NEO IIA Audit Voice Editor: Anna.Stroup@protiviti.com

Update Your Membership Information

Keep your IIA member records current with the IIA's new real-time "Update Profile" feature. Using this interactive web-tool, IIA members can make changes online and see the results on-screen immediately after submission. This is the best way for you to ensure that the IIA and your local chapter have the most accurate information. This profile information is used to create the email lists used to send out the newsletter and other chapter information. Check your record now at: <https://www.theiia.org/iia/profile/index.com>.

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 or call him at (330) 869-4419.

Congratulations on Platinum Status in 2008!

