

THE MIAMI BEAT

Business. Ethics. Audit. Technology.

ISSUE NO. 14

APRIL 2021 - DECEMBER 2021

2021

FEATURES

LEADERSHIP P.2

Get to Know the 2021-2022 Leadership Team

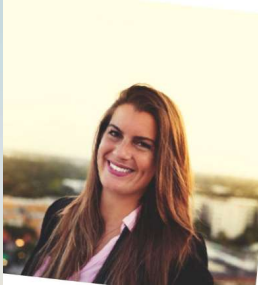
Quotes from the team for inspiration!

CAE SPOTLIGHT P.6

Betsy Thomas: Be an Advocate for Pay Parity

Hear from the Audit Executive at JM Family

PRESIDENT'S LETTER



Dear IIA Miami Chapter Members and Friends,

Welcome to the 2021-2022 Chapter year! It is an honor and privilege to serve as President for the Miami Chapter. This year, we have a wonderful team combined of new and familiar faces who are committed to continue to provide you with the value and resources you need to succeed in the internal audit profession.

Having experienced more than a year of significant change, the Miami Chapter and its strong group of passionate individuals are planning exciting programs and initiatives that continue to adapt to the current world's conditions and will allow for all our members to continue to get the value they have been getting for years; whether it's through a virtual, in-person or hybrid environment.

My mission for our Chapter is to be able provide value to our members while navigating through the current challenges we face today. It is during challenging times that we have to make sure that we keep a few things in mind;

- We are more dedicated than we give ourselves credit for;
- Effort reduces the risk of failure and increases the likelihood of success, and as such, is a great investment of our time
- Consistency is key to anything you want to master and succeed at; after all, practice does make perfect
- Discipline will make you feel like the most powerful person in this world to improve anything about yourself
- Motivation teaches you that you should not limit your challenges, but instead, you should challenge your limits
- And most importantly, that you should only do things with passion, or not do them at all!

I encourage you to be the best version of yourself, because you only get ONE chance to be the best version of yourself.

During this year, we will continue to seek your feedback to plan our events; being safe and interactive to make sure we provide you with both CPEs and the ability to remain updated and continue developing your network. We will also update you as soon as we are able to go back to doing our exciting one-day, in-person Conferences; however, for the time being, and for the safety of our valued members we have opted out of having any in-person conferences for the rest of 2021. Nevertheless, we will continue to hold online webinars to be able to continue providing CPEs. Upcoming meetings, conferences, events, initiatives, and latest chapter news can be found on our chapter website, through our frequent email newsletter communications, and on our active social media groups on LinkedIn and Facebook.

As our Chapter continues to grow and excel, we welcome and appreciate your support, feedback and involvement. Whether you have an idea for an event/training opportunity or if you are looking to volunteer and becoming a committee member, we want to hear from you! Please feel free to contact me at president@iiamiami.org

I would like to extend my sincerest appreciation to the Board of Governors, to our amazing Officers, to all of you who have volunteered with our Chapter and all of our members for your continued participation. The success and achievements of the Miami Chapter are a result of your interest, dedication, support, and involvement.

If you have any questions throughout this chapter year, please do not hesitate to contact me. Thank you for being a part of the Miami Chapter.

Very yours truly,
Janine Wolman
President, IIA Miami Chapter



IIA MIAMI LEADERSHIP TEAM 2021 - 2022



Janine Wolman - President
Convey Health Solutions
"Persistence + Passion + Determination + Discipline = Success" - Janine Wolman



Valeria Vera - Treasurer
LIFE Extension - Supreme Management , Inc.
"You can easily judge the character of a person by how they treat those who can do nothing for them." - Malcom Forbes



David Grieser - VP Programs
Norwegian Cruise Lines
"Better is good" - Barack Obama



Danielle Boue - Assistant Treasurer
Jackson Health System
"Leadership is an action, not a position"



Keith Duff - VP Communications
Starboard Cruise Services
"Don't just be yourself - be the person you aspire to be!"



Hadas Mizrahi - Board Member
RSM US LLP
"A strong woman looks a challenge dead in the eye and gives it a wink."



Nicolas Falquez - VP Academic Relations
RSM US LLP
"Happiness is a state of mind." - Walt Disney



Steve Roth - Board Member
Norwegian Cruise Lines
"Strive not to be a success, but rather to be of value." - Albert Einstein



Ariel Largaespada - VP Certifications
Protiviti
"You can't use up creativity. The more you use, the more you have." - Maya Angelou



Justin Gwin - Board Member
BDO
"It's your attitude, not your aptitude, that determines your altitude."



Jeff Barnes - VP Membership
ADT
"Good health and good sense are two of life's greatest blessings." - Publilius Syrus



Clay Moegenburg - Board Member
Synectus Advisory Group
"The time is always right to do what's right." - MLK



Adrian Romero - VP Specialty Centers
RSM US LLP
"Every setback is just a setup for a greater comeback."



Blanca Malagon - Board Member
University of Miami
"Fix the problem, not the blame." - Japanese Proverb



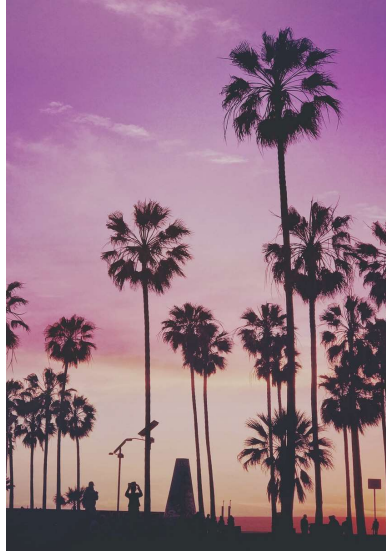
Vamsi Korada - VP Technology
Publix Super Markets, Inc.
"Money can't buy you happiness, but have you ever seen anyone unhappy on a jet ski?"



Scott Norton - Board Member
Bayview Asset Management
"The key is taking responsibility and initiative, deciding what your life is about and prioritizing your life around the most important things." - Stephen Covey



Sarah Antonelli - Secretary
Mednax
"Anyone, anywhere can make a positive difference" - Mark Sanborn



MEMBERSHIP SPOTLIGHT

As of December 2021, IIA Miami has approximately 619 members, including 152 Certified Internal Auditors (CIAs).

There are many benefits to being a member of the IIA, including access to training/CPEs, networking opportunities with other internal audit professionals, and access to publications on best practices in the profession. A full listing of the benefits offered is provided on the Membership Benefits overview on the following page. If you have any questions about your membership, please contact Jeffrey Barnes, VP Membership, at vpmembership@iiami.org. We love hearing from our members!

You can update your email address, and personal information, directly in your IIA account.

NEWLY CERTIFIED MEMBERS

IIA Miami would like to congratulate the following members who recently obtained professional certifications:

- Luis Medina, Certified Internal Auditor
- Stephanie Sierra, Certified Government Auditing Professional
- Aaron, Eichhorst, Certified Internal Auditor
- Maria Dunbar, Certification in Risk Management Assurance
- Santiago Pineiro, Certified Internal Auditor
- Yeny Garcia, Certified Internal Auditor
- Diomaris Olivo, Certified Internal Auditor
- Nebiyu Webeshet, Certification in Risk Management Assurance

Bravo! Your commitment to professional development will certainly pay off. We wish you continued success in your future endeavors!



JOIN US!

Check our value proposition with all the benefits of membership to the IIA Miami Chapter on the next page.

The IIA is offering a special discount for new members who register before March 1, 2022! Use discounts below to get registered:

- CHE21 - 20% off New Individual Professional Membership
- GNM21 - 20% off New Public Sector/Government Membership

[Click here to become a new member](#)

For questions, or to inquire about joining the membership committee, please email vpmembership@iiami.org

[Click here for instructions on how to update your profile](#)



IIA MIAMI CHAPTER BENEFITS

Show me the money!

ANNUAL MEMBERSHIP COST: \$270*

ESTIMATED
ANNUAL
SAVINGS



NATIONAL LEVEL BENEFITS

- EXCLUSIVE LIVE AND ARCHIVED WEBINARS FOR CPE CREDITS..... \$600
- CONFERENCE REGISTRATION DISCOUNTS..... \$200
- TRAINING EVENTS DISCOUNTS..... \$500
- NEW INTERNATIONAL PROFESSIONAL PRACTICES FRAMEWORK..... \$90
- CPE REPORTING..... \$120
- INTERNAL AUDITOR MAGAZINE AND INTERNALAUDITORONLINE.ORG..... \$60
- CERTIFIED INTERNAL AUDITOR DESIGNATION DISCOUNT..... \$460
- CIA LEARNING SYSTEM DISCOUNT..... \$100
- SPECIALTY EXAMS (I.E., CIA, CGAP, CFSA, CCSA, CRMA) DISCOUNTS... * * \$115
- IIA SEMINARS AND CONFERENCES DISCOUNTS..... \$250
- INTERNAL AUDIT FOUNDATION BOOKSTORE DISCOUNTS..... 20-80%
- INTERNAL AUDIT FOUNDATION RESEARCH PUBLICATIONS DISCOUNT..... 20%



MIAMI CHAPTER EXCLUSIVES

- MEMBER DISCOUNTS FOR QUARTERLY CONFERENCES..... \$200 * * *
- JOB POSTINGS ON IIAMIAMIAI.ORG..... \$100
- DISCOUNT ON GLEIM CIA EXAM PREP MATERIALS..... \$100
- MEMBER-ONLY NETWORKING EVENTS
- ANNUAL MEMBER APPRECIATION EVENT
- CAE-MEMBER ONLY EVENTS



THE INTANGIBLES

PRICELESS

- WEEKLY IIA SMARTBRIEF NEWSLETTER
- AUDIT CAREER CENTER JOB POSTINGS
- LOCAL & GLOBAL VOLUNTEER OPPORTUNITIES
- NETWORK WITH 200,000+ GLOBAL PEERS THROUGH SOCIAL MEDIA
- LEGISLATIVE ADVOCACY REPRESENTING PROFESSIONAL INTERESTS
- YOU HELP CONTRIBUTE TO SCHOLARSHIPS AWARDED TO STUDENTS

\$2,895+
IN BENEFITS

*Annual Dues for Individuals:

- Students - \$50
- Educator - \$145
- Government - \$175
- Professional - \$270
- Retired - \$90

Group rates also available. Email auditgroups@theiia.org for details.

**Certified Internal Auditors earn on average \$38,000 more annually than those without a certification, according to The IIA 2017 Internal Audit Compensation Study (based on US Responses).

***Due to COVID this is historical data and it is unknown for FY2020

QUICK LINKS

BECOME A MEMBER [HERE](#)

RENEW YOUR MEMBERSHIP [HERE](#)

ALREADY A MEMBER? ACCESS PROFILE [HERE](#)

LEARN MORE ABOUT MEMBERSHIP BENEFITS [HERE](#)

LEARN MORE ABOUT CERTIFICATION [HERE](#)



The Institute of
Internal Auditors
Miami Chapter

ACADEMIC RELATIONS

STUDENT SCHOLARSHIPS

IIA Miami is happy to announce that the chapter has awarded four scholarships of \$2,000 each to the students below:

- Evan Simmens (University of Miami)
- Jose Vazquez (University of Miami)
- Latoya Compass (Nova Southeastern University)
- Yuchen Huang (University of Miami)

Each of the award recipients provided an essay describing their plans to contribute to the Internal Audit profession over the next 10 years.

The Chapter also recently awarded a \$500 scholarship to Carlos Silva, a student pursuing a Bachelors degree of Applied Science (BAS) with a concentration in Accounting at Miami Dade College - Kendall campus.

Congratulations to all and best of luck in your future endeavors!

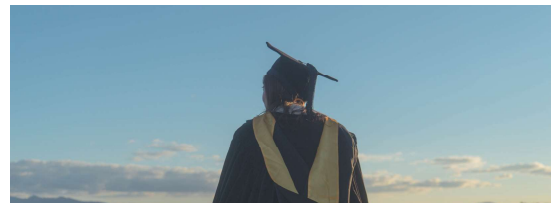
Want to volunteer on one of our committees?
Email vpadministration@iiamiami.org

NOTE FROM VP SPECIALTY CENTERS

Dear IIA Miami Chapter Members and Local Audit Executives,

I look forward to a fruitful year as your Vice President of Specialty Centers. As we look ahead, I am confident that more in-person and personal interactions will lead to successful support of our specialists and Audit Executives.

Look forward to a year of more communication through our Audit Executive SLACK Community, specialty roundtables based on industry, hot topics in today's current IA environment, and more! - Adrian Romero



AUDIT EXECUTIVE SPOTLIGHT



BETSY THOMAS

**DIRECTOR OF
INTERNAL AUDIT**

**JM FAMILY
ENTERPRISES**

Betsy Thomas has over 18 years of experience in audit and financial reporting across a variety of organizations and industries and has been a Florida CPA since 2003. She currently serves as the Director of Internal Audit for JM Family Enterprises, a diversified automotive solutions provider headquartered in Deerfield Beach, which is one of the largest privately held companies in America. In her current role, Betsy is responsible for developing the Internal Audit strategy and overseeing the performance of internal audits conducted at the company. We sat down with Betsy to talk about her interests and experience working in the industry. Here's what we learned:

How did you get started in your career and what led you to your current role?

I started my career in audit with an internship at Arthur Andersen (Andersen), during which the firm was indicted by the U.S. Department of Justice for obstruction of justice associated with the Enron scandal. It was difficult to see so many colleagues at Andersen worried about their ability to continue to provide for their families. I was fortunate in that afterward, I went back to college for my last year of school and later started as a full-time auditor with Ernst & Young (EY) in Fort Lauderdale during the first year Sarbanes Oxley (SOX) Section 404 became effective. It was a busy start to my career!

After five years with EY, I joined Franklin Templeton Investments where I spent seven years as a manager in internal audit and then five years as a director of financial and regulatory reporting. This experience ultimately led to my current role at JM Family.

You mentioned that you spent some time working in roles outside of audit? What made you want to come back?

I appreciate the challenge of new learnings and varied experiences in different roles and industries as it allows you to broaden your knowledge and skills. After twelve years in financial services, I was tempted to learn a new industry and internal audit is such a great way to do so. Further, whether I am member of internal audit or management, I have strong convictions for internal audit's value proposition. I am a vocal advocate for the function no matter my role; it is my passion professionally and that's what brought me back. I am excited to be back on the mission!

How has the pandemic impacted your business and how is your team adapting to the situation?

I actually changed jobs during the pandemic and took on a different role in a new industry, and was able to experience the impact of the pandemic from different vantage points. In both cases, the pandemic stressed everything...from the markets to the supply chain. And although the markets have rebounded, we are still feeling the aftershocks in terms of the supply chain constraints.

The pandemic has created a situation where we have all had to blend more of our work and personal lives. At the onset of the pandemic, my children were two, three and six years old when schools and daycares shut down. Initially, despite the fact that my leaders were incredibly supportive and understanding, I held myself to an unrealistic standard of trying to separate work from personal life, which only placed unnecessary pressure on myself. I've learned there are times when the two are inseparable. Sometimes, you just have to accept that your children will interrupt you in the middle of an important Zoom meeting and that's ok!

What is your biggest triumph/failure of your career: How did you overcome it or learn from it?

I waited too long, years in fact, to muster up the courage to actively pursue pay parity for myself, despite being a strong performer and having a greater degree of responsibility in comparison to peers. Although it was uncomfortable, I pushed through that discomfort and had that tough conversation about compensation. I was admittedly disappointed with not hearing back, but I didn't let that stop me. It wasn't all about compensation, but the pay disparity, made me feel less valued so I decided to gauge my value in the marketplace. I took control of my own situation and future.

I now understand my critical responsibility to advocate for pay parity for others...so that means as a leader, I have a platform and responsibility to make a difference, starting with my own team. And if we all do our part, then together, in time, the impact will be far-reaching.

On a lighter note, what's the most interesting thing you have watched lately?

The Titans that Built America on the History Channel. It starts off with a depiction of the life and stories of some of the historic American businessmen of the early 1900s, names like Henry Ford, William Boeing, Pierre Du Pont, Henry Kaiser, etc. It takes you through how they ultimately grow to dominate the new industries of the time such as automobiles and airplanes. The competition between these men was fierce, but after the attack on Pearl Harbor, they ultimately unite to support America in World War II. For the first time, they shared their trade secrets with one another and converted their factories and workforce to produce what America needed for the war. They built the bomber airplanes, cargo ships, tanks and even the munitions to ramp up America's military muscle. This had never been done before, which means they needed to figure out what to build, how to build it and build it at scale, quickly! It's a great history lesson but it also showed the Titans' fortitude and resilience in the face of seemingly insurmountable odds. It leaves you feeling proud to be an American.

What's your favorite leadership quote?

President Theodore Roosevelt has many great quotes, and one of my favorites is "People don't care how much you know, until they know how much you care."

How do you define success?

As a people leader, I define success by how effectively I enable my team to make progress without me. This includes building the knowledge and skills to audit smarter than ever before. If my team has the resources, tools and support necessary, then I am empowering them to reach their potential - and then I have succeeded as a leader.

What advice do you have for other audit professionals?

Learn as much as you can about the business, be curious and join the movement to audit smarter and smarter. This means, have a growth mindset, don't be afraid to take on new challenges, learnings and experiences; seek opportunities to put yourself out of your comfort zone. The people who continuously acquire new and improved skillsets to apply to their roles will be the future trailblazers of our field.

FRAUD CONFERENCE!

IIA Miami is once again teaming up with the ACFE South Florida Chapter to deliver the annual fraud conference. Check out the lineup on the next page and **get registered** today!



IIA
The Institute of
Internal Auditors

30 YEARS ACFE
Association of Certified Fraud Examiners
South Florida Chapter

CRACK THE_CODE

Our annual Fraud virtual conference
is coming soon and you can't miss it!

 January 27 & 28, 2022
12:00 pm - 5:00 pm

RESERVE YOUR SPOT

FRAUD CONFERENCE - THE LINEUP!

PRICING:

\$120 Members / \$150 Non-Members

DAY 1

JANUARY 27, 2022

12:05 PM / 1:10 PM

Speakers:

Yoshua Garfinkel, Sgt. Criminal Investigative Division Economic Crimes Unit, Hialeah Police.

Presentation Title:

Emerging Trends in the World of Fraud

1:20 PM / 2:25 PM

Speakers:

Jariel Rendell, U.S. Dept. of Justice – Antitrust Division.

Presentation Title:

Procurement Collusion: Identifying, Investigating and Stopping Antitrust Crimes in Procurement and Beyond.

2:35 PM / 3:50 PM

Speakers:

Mona Clayton, Retired PwC Forensics Partner. Moderator of 4 guest panelists.

Presentation Title:

Latin America – From Challenges to Opportunities

DAY 2

JANUARY 28, 2022

12:05 PM / 1:05 PM

Speakers:

John Konopka, Chief of Investigations, FL Attorney General Consumer Protection.

Presentation Title:

Overview of the Florida Office of the Attorney General Consumer Protection Division, composition, mission, and enforcement authority

1:15 PM / 2:15 PM

Speakers:

William Callahan, Director of Government & Strategic Affairs at Blockchain Intelligence.

Presentation Title:

Introduction to Cryptocurrency and Blockchain for Investigators

2:20 PM / 3:40 PM

Speakers:

Nathan Mueller, Former Fraudster.

Presentation Title:

Lessons from an \$8.5 Million Fraud

[Click Here to Register!](#)

HAPPY HOUR!

IIA Miami is planning to host its first Happy Hour Event in 2022. Stay tuned for more details!



Event Details Coming Soon!

Follow us on Social Media for the latest info.



SOFT SKILLS CONFERENCE (VIRTUAL EVENT)!



Workplace
dynamics
in COVID

Giving it
your all at
work!!!



Tag your photos with #mIIAmi #remotemIIAmi on social media for a chance to be featured on our next newsletter!

CERTIFICATIONS ANNOUNCEMENTS



Prepare to Pass the CIA Exam With Florida Atlantic University / IIA Miami Chapter!



CIA Review Classes Coming April 30- June 18, 2022!

Florida Atlantic University is partnering with the IIA to offer CIA® review classes starting April 30th using The IIA's CIA Learning System®. Our expert instructors will lead you through the global CIA exam syllabus in a structured and interactive live class/online class environment to ensure you understand and can apply the critical CIA topics. The program includes reading materials, incorporating the latest IIA Professional Guidance, in a concise and easy-to-understand format as well as interactive online study tools to test your proficiency and track your progress.

Upcoming Course Dates- The following courses are available through Florida Atlantic University/ IIA Miami Chapter:

- **Part I: Essentials of Internal Auditing - April 30 - May 7, 2022**
- **Part II: Practice of Internal Auditing - May 14 - 21, 2022**
- **Part III: Business Knowledge for Internal Auditing - June 3 - 18, 2022**

[CLICK HERE TO REGISTER FOR CIA PREP COURSE](#)



Earning the CRMA is on the road after CIA

Earning the CRMA helps address the impact of risk and demonstrates you have the ability to:

- Provide assurance on core business processes in risk management and governance.
- Educate management and the audit committee on risk and risk management concepts.
- Offer quality assurance and control self-assessment.
- Focus on strategic organizational risks.
- Add value for your organization as a trusted advisor.

[CLICK HERE TO LEARN MORE ABOUT THE CRMA](#)

SPONSORSHIP OPPORTUNITIES

IIA Miami appreciates the support it receives from local organizations and others involved in the internal audit profession.

Interested in becoming a sponsor?

Reach out to David Grieser at vpprograms@iiami.org

or Adrian Romero at vp-specialtyCenters@iiami.org



**The Institute of
Internal Auditors
Miami Chapter**