



## ABOUT OUR UPCOMING EVENTS

**NOVEMBER 12, 2008**

**SOFT INTERNAL CONTROLS AUDIO**

CONFERENCE FROM 2:00 PM TO 4:00 PM AT  
THE OFFICE OF THE STATE COMPTROLLER AND  
THE DEPARTMENT OF TRANSPORTATION

**NOVEMBER 24-25, 2008**

**FALL FRAUD CONFERENCE** FROM 8:15 AM

TO 4:30 PM AT THE HOLIDAY INN,  
205 WOLF ROAD, ALBANY, NY

**DECEMBER 10, 2008**

**21ST CENTURY FINANCIAL MANAGERS**

AUDIO CONFERENCE FROM 2:00 PM TO  
4:00 PM AT THE OFFICE OF THE STATE  
COMPTROLLER

**DECEMBER 11, 2008**

**HOLIDAY LUNCHEON** FROM 12:00 PM TO  
2:00 PM AT WOLFERT'S ROOST COUNTRY  
CLUB, VAN RENSSELAER BOULEVARD, ALBANY

RESERVATIONS: ONLINE AT  
[WWW.AGANYCAP.ORG](http://WWW.AGANYCAP.ORG) OR CONTACT  
[REGISTRAR@AGANYCAP.ORG](mailto:REGISTRAR@AGANYCAP.ORG)

NO-SHOWS WILL BE BILLED THE  
FULL COST OF THE EVENT.



## ACFE's 2008 Report to the Nation on Occupational Fraud

The Association of Certified Fraud Examiners (ACFE) defines occupational fraud as "the use of one's occupation for personal enrichment through the deliberate misuse or misapplication of the employing organization's resources or assets." In its 2008 Report to the Nation on Occupational Fraud and Abuse, the ACFE reported that U.S. organizations lose 7 percent of their annual revenues to fraud, which translates to about \$994 billion in fraud losses nationwide.

The ACFE analyzed 959 occupational fraud cases that occurred between January 2006 and February 2008 and found that occupational frauds are more likely to be detected either by accident or by a tip from employees, customers or vendors rather than by audits, controls or any other means. However, lack of adequate internal controls was the most common factor that allowed fraud to occur, followed by lack of management review and override of existing controls.

The study reported that the most common fraud schemes were corruption and fraudulent billing schemes, but financial statement fraud was typically more costly. The typical fraud in the ACFE study lasted two years from the time it began until the time it was caught by the victim organization.

The study found that occupational frauds were often committed by persons in the accounting department. However, frauds committed by executives or upper management were particularly costly. Most victim organizations modified their anti-fraud controls after discovering they had been defrauded, either by conducting management reviews of internal controls, doing surprise audits or providing fraud training to managers and employees.

How can you recognize a fraudster? Most fraudsters in the study were first-time offenders, but ACFE offers some telltale signs: most are in their 40s, with men outnumbering women two to one; most have worked for more than five years at the company; dishonest employees often start living beyond their means; they often experience financial difficulties at the time of the fraud; and they may also refuse to go on vacation (a time when their replacement could get a look at their transactions). In financial statement fraud cases, excessive organizational pressure to perform was a particularly strong warning sign.

Since personal financial stress is a breeding ground for fraud, companies should be aware that 2009 could be another banner year for fraud. In this economic climate, says ACFE, there's a temptation.

# CAPITAL IDEAS

**PUBLISHED BY: NEW YORK CAPITAL CHAPTER  
ASSOCIATION OF GOVERNMENT ACCOUNTANTS**

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## President's Message

from  
**Amanda Zibella**

During the last few months we have experienced some of the most extraordinary economic events of our time. We've seen the housing market come to a halt, the largest bank failure in history and the unemployment rate is on the rise. This is truly a global crisis. We all have tough times ahead but the New York Capital Chapter is here to help.

Our Chapter offers outstanding educational programs with a low cost per CPE. We are continuing to offer our members the AGA National audio conferences for free. For all ten audio conferences there's 20 CPEs available. The three part Government Finance Series was developed this year to cover different aspects such as government accounting, fraud and GAAP reporting. Each part of the series costs \$35 for members with 3 CPEs. For all three days of training the cost would be \$105 and 9 CPEs a great value for outstanding speakers and topics. At the end of November brings our annual fraud conference. Here's another great event for two days, the cost of \$225 and 16 CPEs. Plus don't forget the notorious three-day event in March known as TCTC. All of these events were planned for our members to offer excellent topics with a low cost. For those members who are looking to have their seminars reimbursed and are in the Public Employee Federation (PEF), the VAULT program is a great resource. Here is the link with all of the information as well as the forms that need to be submitted. If you haven't already viewed the site, I encourage everyone to take a look at it. <http://www.goer.state.ny.us/train/pst/tuition/index.html>.

During October and November we have helped the community and those less fortunate. On October 18, 2008, AGA and KPMG worked together to serve over 200 lunches at the St John/St Ann's Welcome Table. AGA members helped to set up, prepare some of the food items, and serve the meal to Albany's South End residents for a few hours. On November 1, 2008, we participated with the Capital District Community Gardens (CDCG). This event is new to AGA but the organization has been around since 1975. The CDCG manages 48 cooperative neighborhood gardens in the Capital District. They organize street tree plantings and work with local municipalities and nonprofit organizations to implement urban greening projects. AGA members volunteered a few hours to prepare a Schenectady garden for winter. Also at the end of November during the fraud conference we'll be conducting a raffle to benefit the Regional Food Bank of Northeastern New York. I encourage everyone to participate in helping someone during the upcoming months.

Finally on December 11, 2008, we will celebrate the holidays with ACFE, IIA and ISACA. This year our presenter will be Bobby Derrick, MBA, CGFM. Bobby is a past National President of AGA and is retired after 35 years from working with the Defense Finance Accounting Service in Indianapolis. Bobby has great enthusiasm and his luncheon presentation will be on "Invest in Your Future." If you haven't already registered please do so by logging on to our award winning website [www.aganycap.org](http://www.aganycap.org). I look forward to seeing you at one of our events in the coming weeks.

# Why Audits Fail

by David R. Hancox, CGFM, CIA

(from the AGA Weblog, October 3, 2008)



The auditing profession faces serious challenges that all of us in the accountability profession must confront and help solve.

In March 2003, the Department of Interior's inspector general audited the Minerals Management Service's (MMS) audit offices and discovered an organization challenged by both management and control issues. MMS auditors were responsible for monitoring the annual collection of \$6 billion in royalties and fees for minerals produced from federal and Indian lands. In 2008, The IG found pervasive misconduct at one of the program offices. Nearly one-third of the 55-person audit staff accepted gifts and gratuities from oil industry officials with whom they did business.

On September 14, 2008, Lehman Brothers filed for bankruptcy protection. It was the largest company failure in history—far exceeding WorldCom's, the previous largest business failure. As of Nov. 30, 2007 though, the auditors were saying everything is fine—Lehman got a clean opinion on internal controls and on their consolidated financial position—despite the requirements of SAS 59 that auditors consider an entity's ability to continue as an ongoing concern.

Repeatedly, auditors have failed to find the significant problems in organizations. According to the SEC, HealthSouth Corp., one of the nation's largest health care providers, overstated its earnings by at least \$1.4 billion. As reported in the Wall Street Journal, Michael

Vines, a bookkeeper in HealthSouth's accounting department, tried to alert outside auditors and others to the questionable practices in his accounting department, but his concerns fell on deaf ears.

Why aren't we listening?

We haven't been listening for years. In the famous Equity Funding fraud uncovered in 1973, the auditors didn't detect 64,000 phony transactions with a face value of \$2 billion, \$25 million in counterfeit bonds, and \$100 million in missing assets. What does this say about the competence of the auditors or of the credibility of the audit profession?

I'm convinced the auditing profession needs to rethink the way it does business if it is going to find the problems that exist in organizations and meet the needs of its stakeholders. Several challenges need our attention.

## Auditor Independence

Most auditors argue that they are independent, but often that independence is impaired by a variety of factors that limit the ability to "call it like it is."

The decision to maintain a client because of the revenue the client's business can generate represents a subtle, but pervasive potential conflict of interest. It is a threat to auditor independence that afflicts all too many public accounting firms. It is a conflict inherent in the system we use to hire auditors.

Our independence also is affected when we allow management to sit in on interviews of agency staff or when we allow agency management to pull

existing records from the files without the auditors being present. I have heard from auditors who say they are required to allow management extended time periods to pull records needed for the audit. When this happens, the auditors might as well pack up their bags and go home. Such a situation allows management to cull the records, add data that didn't exist, clear out data that is harmful, and generally sanitize the information going to the auditors.

## Assessing Internal Controls

Auditors are very good at assessing control activities—the policies, procedures and segregation of duties that exist. They are reluctant to assess the control environment—including criticizing management's attitude, philosophy, operating style and competence when necessary. Yet, most major frauds can be traced to the lack of a good control environment—not the lack of control activities. When management overrides the system of control, organizations can fail.

Although the nature of NASA's Columbia disaster and the WorldCom scandal were quite different, the root cause of each—the control environment—was remarkably similar. These events weren't caused by the lack of policies, procedures or segregation of duties. The failures resulted from a flawed control environment where management chose a certain course of action, including overriding otherwise effective policies and procedures.

## Auditors' Ethics

The auditors' ethics are just as important as the ethics of management. We should be above reproach. In an audit the

New York State Comptroller's Office conducted of an \$11 million fraud in a school district on Long Island, the partner of the CPA firm doing the financial statement audit was caught altering agency records to cover up a major scandal. He was trying to protect his reputation because he had been issuing a clean opinion on the financial statements.

When nearly one-third of the staff in the Minerals Management Service's audit offices accepted gifts and gratuities from oil industry officials with whom they did business, there is a serious problem that affects the credibility of all of us in the accountability profession.

### Verifying Transactions

We should never forget the basics of our profession. As we become more technologically proficient, it is easy to think of assets in terms of bits and bytes on a computer. Failing to verify the existence of an asset has been at the heart of many frauds that auditors missed.

In the Equity Funding case, auditors missed the ongoing fraud because they did not follow the basics of auditing. Beyond analytical reviews and examining documentation, a fundamental tenet of auditing is to verify the existence of the asset. If the auditors missed 64,000 phony insurance

policies, \$25 million in counterfeit bonds, and \$100 million in missing assets, they simply weren't doing their jobs. In today's environment with color copiers, color printers, scanners and access to corporate logos on the Internet, it is even easier to manufacture documents.

*David R. Hancox, CGFM, CIA, is director of State Audits in the New York State Comptroller's Office and on the faculty of Siena College. He is the co-author of two books on auditing and is a past president of AGA's New York Capital Chapter, a Regional Vice President and a member AGA's Financial Management Standards Board and its Emerging Issues Committee.*

## Chapter Recognition Program First Quarter Results

by Ann Marsh, Chapter President Elect

The Chapter Recognition Program (CRP) is a noncompetitive program recognizing a chapter's performance to AGA's mission. The objective of the CRP is to support, encourage and promote the accomplishments of each of the chapters. The CRP year begins on June 1<sup>st</sup> and concludes on May 31<sup>st</sup> with program credits tracked on a quarterly basis. The first quarter report of 2008 reflects the months of May, June, July, August and September. This first quarter report covers an additional two months to reflect the conversion of the Chapter Recognition Program to a new year end of May 31<sup>st</sup> instead of June 30<sup>th</sup>. This new date coincides more closely with local chapters' membership and recognition year end. Each of the sections has individual goals for that specific program area with a maximum amount of credits. Chapters are allowed to earn credits in excess of the maximum amount.

After the completion of the CRP year, Chapter Presidents are recognized with a plaque at the Professional Development Conference. There are four designations in which chapters are able to be recognized.

- A Bronze Chapter Designation is presented to a chapter who attains between 12,000 and 14,500 credits for the year.
- A Silver Chapter Designation is presented to a chapter who attains between 14,501 and 17,000 credits for the year.
- A Gold Chapter Designation is presented to a chapter who attains between 17,001 and 19,500 credits for the year.
- A Platinum Chapter Designation is presented to a chapter who attains between 19,501 and 22,000 credits for the year.

The New York Capital Chapter has had the fortune of receiving the Platinum Chapter Designation for six years in a row. All of the hard work from our officers, directors and membership has paid off. At the end of the first quarter, we have exceeded the Platinum Chapter Designation and are on our way to passing last year's points total of 47,925.

The first quarter is presented below as of September 30, 2008.

| <u>Section</u>                   | <u>Credits Earned</u> |
|----------------------------------|-----------------------|
| Chapter Leadership               | 2,725                 |
| Education                        | 2,350                 |
| Certification                    | 2,450                 |
| Communications                   | 3,129                 |
| Membership                       | 900                   |
| Early Career and Student Members | 450                   |
| Community Service                | 1,900                 |
| Awards                           | <u>11,750</u>         |
| Total                            | <u>25,654</u>         |



## Ernest Almonte, Rhode Island Auditor General, Elected Chairman of the AICPA

### First Government Official to Lead CPA Profession

Ernest Almonte, auditor general of the State of Rhode Island, became chairman of the American Institute of Certified Public Accountants. He is the first government official to serve in this volunteer position since the organization's founding in 1887. His term is one year.

As chair, Almonte stands at the helm of the nation's largest body of CPAs. He assumed the post at the fall meeting of the AICPA governing Council.

"When I think about what's happening in Washington, and on Wall Street and Main Street, I am deeply concerned," he said in his inaugural speech. "I call on CPAs across the country, in business, in accounting firms, and in government, to bring their usual integrity and discipline to help guide this country back into prosperity. As a CPA in government, I have seen how an action we took saved our city or our state millions of dollars. The actions of the individual matter, and CPAs collectively can make a difference."

Almonte offered his viewpoints on leadership and the profession's role in society.

"The first part of exercising leadership is to be open to shifting perspectives," he said. "We need to challenge ourselves to consider perspectives other than our own. And we need to challenge ourselves about our own accountability. We can ask ourselves hard, probing questions. Are we having a positive impact? Do we deliver what we promise? How do our actions inspire trust in us as individuals and in the profession as a whole?"

#### Looking to the Future

Almonte addressed the need to attract more young people into the profession, to make them aware of the richness of a career in accounting.

"The number of accounting degrees being awarded is at an all time high," he said. "Yet there continues to be a serious shortage of CPAs. We each have to be responsible for recruitment. If each person in this room brought five new people into the CPA profession, we'd be several good steps forward in addressing the staffing shortage."

Almonte announced the establishment of the AICPA Leadership Academy to groom members between 25 and 35 to become stewards of the profession, serving on Institute committees and acting as mentors.

Almonte has served as Rhode Island auditor general since 1994. He is responsible for auditing the state's \$7 billion State Comprehensive Annual Financial Report and \$3 billion Federal Single Audit. He manages a staff of 46 and has nearly 30 years' experience in the accounting profession.

In addition to being a CPA, he is a Certified Government Financial Manager and holds both the Certified Information Technology Professional and Certified in Financial Forensics credentials from the AICPA. He was appointed by the Secretary of Defense as the State of Rhode Island Chairman of the Employer Support of the Guard and Reserve and by the Comptroller General of the United States to the Government Auditing Standards Committee. This year, the U.S. Department of Defense named him to its first department-wide audit committee.

Almonte holds a bachelor of science in business administration and a master of science in taxation from Bryant University.

He is a graduate of the Senior Executives in State and Local Government at the John F. Kennedy School of Government at Harvard University. He is past president of the National State Auditors Association and the Rhode Island Society of CPAs.

Almonte is the recipient of many professional awards. In 2008, Accounting Today named him one of the 100 Most Influential People in the profession.

***Mr. Almonte will be a Keynote Speaker at The Conference That Counts 2009 in March. Don't miss this event.***

## From the National President

by Samuel T. Mok, CGFM, CIA, CICA



As Americans, we have been brought up to believe that we are all born equally. That conception, however, is not really true. For example, not all of us look like Brad Pitt, and most of us do not have the physical prowess of Michael Phelps. Very few of us are as smart as Marie Curie, or as artistically talented as Claude Monet. I think you get the drift.

However, we are all indeed equal in one way. All of us, from President Bush to Comrade Putin—including Joe the Plumber, have the same 24 hours. How we spend these 24 hours each day largely determines our quality of life, and the degree of success we have in achieving our personal goals. Many people go through life “doing time” instead of “making time.” Often we meet people who tell us that they cannot wait to retire, or that they truly dislike their job, personnel or boss.

They put up with their situation because they do not have enough resources or years to retire, get promoted or do something more interesting. They wait in this process; they waste their lives. Time is a non-renewable resource that once consumed, is gone forever. Most people have very little appreciation of how precious time is. I never get mad or angry with people who waste money, but I have very little patience for people who squander time. The key to achieving personal success and a high quality of life is to use time wisely and not to allow others to waste your time.

In considering the importance of time, how much time does one need to serve as National President of AGA? A lot more than most people realize. During the last six weeks (September–October), I have spent more than 40 hours on AGA matters, including two out-of-town trips to Trenton, NJ, and Seattle, WA, an all-day NEC meeting, and various other meetings and conference calls. In addition to that, the e-mail, informal phone calls, etc. add up. As you know, the AGA National President’s position is a volunteer position. Unlike the National Office Staff, elected AGA officers do not receive compensation other than AGA official business travel reimbursement. Meanwhile, many of us have very demanding day jobs.

Serving in an elected AGA national or local position requires a lot of commitment and sacrifice. I am very honored to have the opportunity to serve, and I want to take this opportunity to thank all those who went before me (especially Past National Presidents and NEC members) for their sacrifice and contribution. Until one has walked a mile in their shoes, one has no idea how challenging the journey can be.

Talking about those who have served, there seems to be an AGA tradition that the role, responsibilities and authority of the elected National President of AGA is subject to interpretation by different office holders. Some past (or future) National

Presidents placed great emphasis in visiting each local chapter and tried to be present at as many local or national events as possible. Others tried to focus on the “big picture” and be very selective in visiting chapters. Some National Presidents are very hands on in National Office affairs while others left the day-to-day to the national staff.

After several months in office, I find that there is room for improvement in this area and there are opportunities to provide more focused structure and process to how the National President meets the expectation and responsibilities of his/her office. While there are the bylaws and certain existing policies in this area, I also think that the interest of AGA can be better served if there is a more defined check and balance mechanism in this area as well as higher degree of transparency on how the National President conduct his/her AGA business and his/her professional relationship with the national executive staff. I am working with the NEC, the national executive staff as well as some past national officers to provide enhancements in these areas. I will keep you informed as we make progress.

I also want to give you an update on three important projects.

The NEC asked the Finance and Budget Committee to assess the adequacy of the internal control process and documentation within the AGA National Office. The FBC reported to me that they had completed a project scope and time line on this requirement. They have earned “green” on progress!

The Nominating Committee is in place and will be ready to review the National President-Elect Designate candidates once the nomination process is closed. So I give the Nominating Committee a “green” on progress.

The NEC approved the purchase of a small block of radio time (Washington D.C. station 1500 AM) for AGA to promote “financial management and accountability transition issues” for the new administration. Our executive director negotiated an excellent agreement with the radio station and we plan to broadcast the first segment in November. These segments will be owned by AGA and will be available on the website for use by the chapters. I give the executive director a “green” on progress on this project. I will also ask two to three AGA subject matter experts to serve as the informal editorial advisors to assist us with “programming content.”

The National Leadership Conference will take place in February 19–20 in Washington D.C. Please sign up early and support the conference. Thank you.



# Are Immaterial Amounts Ever Material?

by Gary D. Zeune, CPA, Current Accounts

According to the Association of Certified Fraud Examiners, the average organization loses 6 percent of revenue, or \$9 per day per employee, to fraud, theft and abuse. Think about how many dollars in sales it takes to recoup that. So why don't we realize the magnitude of these losses? They are scattered all over the financial statements. For example, if you catch someone cheating on his or her expense report, you probably say, "Don't do that again" and let the stolen money stay in T&E (the thief is your top sales person and it is only a \$58 'lunch' that never happened). Inventory thefts end up in Cost of Goods Sold.

So if you really want to do something about fraud losses, create an account called STOLEN MONEY and put all such amounts in the account. When management sees how much is in the account they will do something about the problem. Be sure to include all of the personal expenses the owners run through the company. Because you might very well get fired, not many CPAs have the courage to properly classify such personal expenses as tax fraud. What will you do when the company owner or executive director says, "It's my company. I can do whatever I want"? You have to make the decision whether or not you are an ethical CPA.

## It's Okay, the Boss Is Doing It

Some employees feel justified in taking advantage of a company. Why? Times are tough. The monthly mortgage payment has dramatically increased; your employee cannot make the payments, and does not want to lose the house. So she starts 'borrowing' just enough to make the house payment, promising herself she will pay it back. When no one notices the money is missing (can you say poor internal controls?), the employee realizes she does not have to pay the money back. Of course, the employee is not legally 'borrowing' the money. It is always stealing, but the psychological rationalization often changes to "I work hard. The company owes me this." So the employee switches from "I'll pay it back" to "I don't have to pay it back."

One of the things I see over and over is an employee who steals the company blind. The company owner, who runs personal expenses through the company, is dumb founded at what the employee did. "Joyce worked here for 17 years. I treated her like family. Then she steals from me!" Where do you think "Joyce" learned it was okay to steal? For more on how honest people talk themselves into stealing and otherwise do you wrong, watch accounts payable supervisor TeriLyn Norwood explain why she 'borrowed' \$18,000 from employers at [www.TheProsAndTheCons.com](http://www.TheProsAndTheCons.com) and click VIDEOS on the home page.

## Immaterial = Material

So when is an immaterial amount material? In Statement on Auditing Standards No. 107 (one of the SASs in the new Risk Assessment Standards), Financial Accounting Standards Board Statement of Financial Accounting Concepts No. 2, Qualitative Characteristics of Accounting Information, defines materiality as "the magnitude of an omission or misstatement of accounting information that, in the light of surrounding circumstances, makes it probable that the judgment of a reasonable person relying on the information would have been changed or influenced [bold added] by the omission or misstatement."

Note there is NO percentage or dollar amount in the definition. Materiality is in the 'eye of the beholder.' In other words, if the user of the financial statements would have made a different decision, then the missing or incorrect information was material. For example, if a client has a bank loan covenant requiring \$1 million of income to automatically renew the loan, and the client changes the calculation of bad debt expense increasing the bottom line from \$980,000 to \$1,011,000, the \$31,000 change in bad debt expense is material. Why? The \$31,000 is material to the bank loan officer, who, absent the 'adjustment,' would not have automatically renewed the loan. In other words, an immaterial amount is material if it accomplishes a material event.

Another fundamental flaw in the profession is thinking we can wait until an amount is material to do something. Think about this. By the time an amount becomes material, and it is in the financial statements, the auditors will almost always get sued. Why? Many times the 'problem' was on the passed adjustment list, and nothing was done.

The biggest issue is 'rationalization.' For example, when faced with a 'road block,' bosses and clients often say "Can't you call it something else" or "Can't you treat it like it is something else?" Do NOT succumb to the pressure.

## Immaterial but NOT legal

You are a CPA. Your ultimate duty is neither to the client, nor to your boss. Your ultimate duty is to the user of the financial statements and to do the right thing. That means not letting the little immaterial amounts slide that are clearly illegal. Just because an amount is immaterial for financial reporting does NOT mean it is legally okay. If you are an auditor, do not put the \$5000 of the client's vacation expenses on the passed adjustments list. The \$5000 is an illegal deduction for tax purposes. If you are the controller, do not write the check to

reimburse your boss. Stand your ground and 1099 it, or set up a receivable. Do something to properly account for it. Think about this, how are you an ethical CPA if you let a client cheat on a tax return, or if you work someplace where management/owners cheat on the tax return?

Being a CPA requires you to be independent and objective. Another fundamental flaw in the profession is that the client pays for the work. You cannot be truly objective when you have a vested interest in the outcome. Do you think you are objective? I bet you think you are a better than average driver. That's okay. More than 90 percent do. Aren't your kids smarter than average? Of course they are. Even though independence is required by our Professional Code of Conduct, as long as the client pays for your work, either as an employee or client, it will always be nearly impossible to be truly independent. Until the profession tackles this problem, small, but illegal, amounts will end up on the passed adjustments list and controllers will write checks to reimburse illegal expenses. As noted above, illegal amounts by definition are material. If you allow the illegal amounts, there is no discussion as to whether or not you are an ethical CPA. We only have to talk about how much you will allow before drawing a line in the sand. It does not have to be an illegal amount. It can be anything that results in the financial

statements not being 'good enough' for a reader to make an informed decision: manipulating an estimate, overly optimistic revenue projection, competitive pressures or regulatory changes that threaten a business.

Andrew Carr Conway, Jr. CPA, FCPA, CFE, CFI, chief financial officer, Axion Power Battery Manufacturing Inc., New Castle, Penn, suggests two guiding principles:

1. Decide what you will do when presented with an ethical dilemma before you start a job or accept an engagement. It is far easier and better to resolve to do right at that time rather than when you are in the heat of the moment and must make a snap judgment.

2. Would I want my decision printed in The Congressional Record? If your decision would not withstand that scrutiny, revise your thinking.

After all, when you let the little stuff go, you are compromising your ethics. Once the compromising starts, where do you draw the line? To steal someone else's thought: Ethics is what you do when no one is watching.

## 2009 Salary Guide Shows Accounting, Finance Salaries Remain Strong

Even in the current economy, certain skill sets remain difficult to find, according to the 2009 Salary Guides from Robert Half International. The recently released guides point to modest overall salary increases for accounting, information technology (IT), and administrative roles, but highlight specialized expertise that can enhance a professional's marketability. This includes account reconciliation and credit/collections experience for accountants and web development skills for IT professionals.

"Companies highly value employees who can identify cost efficiencies, develop long-range business strategies, and maximize the use of technology," said Max Messmer, chairman and CEO of Robert Half International. "Adding to the competition for those with specialized skills is a growing reluctance on the part of many professionals to leave secure employment situations in an unpredictable economy. This has made it a challenge for hiring managers to attract these workers."

### 2009 Hiring Outlook: Accounting and Finance

Overall, the 2009 research forecasts a salary increase of 3.4 percent for finance and accounting staff. Companies are showing the most interest in professionals who can help their firms reduce inefficiencies and enhance profitability. Those who are familiar with International Financial Reporting Standards (IFRS) also are marketable.

Following are three in-demand finance and accounting positions:

- Staff and senior accountants – Companies are hiring accountants to oversee core duties such as maintaining the general ledger, performing account analysis and reconciliation, correcting journal entries, and performing the monthly close. Demand is strong for CPAs with at least three years of experience. Starting salaries for staff accountants at large companies (more than \$250 million in sales) who have one to three years of experience, for example, are projected to range from \$44,500 to \$57,250.

- Public accountants – Public accounting firms continue to look for highly skilled professionals to help clients address fundamental accounting, tax and audit issues. Firms seek experienced accountants who can help offset an anticipated acceleration in baby boomer retirements in coming years. Starting salaries for senior accountants in tax services at small public accounting firms (less than \$25 million in sales) are forecast to range from \$54,000 to \$69,250.
- Credit and collections specialists – The current credit crunch has made companies even more cognizant of the critical role of the credit and collections functions in managing credit risk and collecting from delinquent accounts. Organizations are hiring professionals who can help reduce inefficiencies and enhance profitability. Credit and collections clerks at midsize companies (\$25 million to \$250 million in sales) are expected to see starting salaries of \$29,250 to \$37,500.



## How to Protect Data - A Quick Reference

from AccountingWEB.com

The latest technologies and gadgets make it incredibly easy for your data to be stolen from right under your nose, unless you take steps to protect it. Nick Lowe, from Check Point Software, reports.

The ability to move massive amounts of information between PCs and portable storage devices means that it's now incredibly easy for confidential data to be taken from companies without knowledge or consent.

The perpetrators of such crimes are rarely stereotypical hackers, attacking systems via the internet from their mafia headquarters or their student dorms. Instead, the data thieves are frequently much closer to home. Unescorted visitors, for example, or temporary staff who have joined the organization purely to copy data and hand it over to a competitor. Or, as is becoming increasingly common, unhappy staff who are about to resign but think it's a good idea to first take copies of anything which might be useful in their new job. And lastly, innocent employees who simply don't follow security policy, copy work files to take home and lose the unprotected storage device.

Unguarded USB ports on today's PCs are perhaps the biggest threat to corporate IT security. USB memory sticks can typically store up to a gigabyte of data, but an MP3 player, smartphone or PDA can be just as effective for the data thief as they can all be quickly connected to any PC via a USB cable without the need for any driver software to be installed (and therefore, without the need for the thief to be logged in as an administrator).

A few drags and drops, and the deed is done in a few seconds. Where the amount of data to be stolen is beyond the capacity of an iPod or PDA, external USB drives comprising half a terabyte of storage are now available on the high street for less than a hundred pounds.

USB devices aren't the only way in which information can be stolen electronically, of course. Most mobile phones nowadays include a camera, which can be used to quickly make an electronic copy of a printed page.

Pocket OCR wands and portable scanners offer similar facilities to the opportunistic data thief who stumbles across a confidential printed document. Or he could simply make a photocopy of a document and put it in the post. However, using any of these methods to steal large quantities of data is

simply not practical because of the time required. Controlling the use of USB devices is of far greater importance.

While the disgruntled employee is a prime suspect in many data thefts, actions by former employees should also be considered in your data protection plans. Do all of your users' accounts and passwords get deleted as soon as the person leaves the company or changes department? Failure to delete such information isn't just dangerous, but might also mean that you fall foul of the Data Protection Act by storing personal information that you do not need to retain.

To reduce the problem of data leakage in your company there are three effective strategies. First, ensure that you have a policy which clearly states who is allowed to take data off-site, and how the data must be protected when it's away from your premises.

Second, ensure that data doesn't leave the building without your knowledge. Finally, ensure that data which needs to be removed from the building is protected so that it can't fall into the wrong hands.

To control which data files leave your premises in the first place, set up user accounts on servers and workstations so that employees can't access information which they have no need to see. Those in sales and marketing, for example, probably don't need access to the product development department's files on the server, so set the access permissions accordingly.

Over-use of rules and regulations can lead to low morale, however, if the workforce feels that it clearly can't be trusted. Beware of becoming seen as Big Brother. It won't drive the data thieves away, but simply make them more determined.

It's also well worth investing in a port control product such as my company's Pointsec Protector, which can automatically block USB devices from being connected to your systems without authorization. The software also includes transparent encryption, so that information copied to USB devices is automatically rendered inaccessible to thieves.

Normally you will want to prevent confidential files leaving your premises, but this won't always be the case. Sometimes, allowing staff to take files away is necessary and beneficial. Salespeople need access to product information when they're

away from the office, and marketing people often prepare PowerPoint presentations for delivery at conferences and seminars. Staff need to take work home at the weekend if they're particularly busy, and preventing them from doing so will deprive the company of some useful effort (not to mention all that unpaid overtime).

It's absolutely vital that you protect information which is taken off the premises. If a sales manager's laptop is stolen from the boot of her car, you need to be sure that the customer information on its hard disk can't be accessed by the thief. If your marketing manager's PDA goes missing while he's at a conference, can you be confident that the document

containing details of next year's product launches won't be accessible to whoever buys the stolen hardware?

The solution to this problem is encrypting data. There are many products on the market, but ensure that the solution you choose is proven, transparent and automatic, eliminating user interaction and creating a fully enforceable solution that holds up to the most stringent compliance requirements. Deploying an encryption solution will improve the level of trust and loyalty of clients and employees who recognise that every effort is being made to protect their sensitive data and ensure that a lost or stolen device never results in a data breach.

## Going Viral

by Ellen Perlman, Governing Com

The video a state or locality puts up on YouTube doesn't have to be wacky, but it helps.

The voices of the jingle singers are off-key and the words don't rhyme, which is part of what makes the energy-saving YouTube video from Arlington County, Virginia, so amusing. A "Professor Farr," wearing goofy safety glasses and oversized blue-and-white gloves, appears in the 45-second video called "Shower," and tells people how to save water, money and the environment by using a low-flow shower head.

The video programming is part of the Arlington Initiative to Reduce Emissions, or AIRE, aimed at increasing energy savings. "Let's go visit Pete in the shower," the professor says as the camera follows him out of his lab. "Don't be alarmed, Pete," he says, to the sound of a scream and the appearance of a man in a shower cap holding a back brush. As of early May, some 700 people had watched the silly video with its serious message.

Arlington is one of several governments posting videos to the popular site, using the medium to educate and inform residents — sometimes with straightforward, serious videos and other times with a bit of zaniness. The idea is that the often wacky and entertaining YouTube style will appeal to digital-generation residents. "You ignore the new media at your peril," says Diana Sun, an Arlington County spokeswoman.

Videos also can help explain complicated topics, giving people a chance to absorb the

lessons at a convenient time and at their own pace. But the key question is: Are people any more likely to watch video clips with government news and information than read press releases online?

Marin County, California, hopes so. "Video is more engaging," says Matt Bronson, principal analyst in the county administrator's office. The county sees YouTube videos as a way to reach across both generational lines and government jurisdictions. But there remains the issue of getting people to watch them. Marin, which posted a YouTube video on solar initiatives and then one on disaster preparedness, has received few hits so far because it has not done much to promote them. Arlington County has had more success on this front. It gets out the word through a listserv of several thousand subscribers and an e-newsletter with 9,000 subscribers.

Signing up with YouTube, and producing and posting videos, is relatively simple. Marin County contracts with a video specialist to produce and post its videos. The Virginia governor's office uses its own staff to film news conferences. YouTube normally limits the length of posted clips, but governments with their own YouTube channels are allowed to stream longer videos. A channel also lets them keep those videos together on their own playlist.

Still, videotaping dry-as-toast public service announcements — or the governor's entire news conference — is unlikely to go "viral" and draw millions of viewers in the same way that "Battle at Kruger" (30 million

views) or "Evolution of Dance" (84 million hits) have. Diana Sun feels fortunate to have reached a viewership in the thousands for some of Arlington's 120 videos, and the governor's office in Virginia was thrilled about 200 visitors to a video of a town hall meeting. Other popular Arlington videos, so far, have been ones on pet adoptions, the Marine Corps Marathon and the demolition of an apartment building. Popular in this case means 1,000 to 2,500 viewers.

Videos on government services don't quite have the intrigue, spectacle or humor that draws viewers to most YouTube entries. But a touch of drama can help. When Michigan was sinking in a budget morass, Governor Jennifer Granholm was filmed having a desk-side chat about the possibility of a government shutdown for all nonessential workers. It got 16,500 views — many of them were probably state government workers wondering about their essentialness.

YouTube videos are not just for getting the government message out. They also can be used for getting information back. After two bank robberies in Arlington, news shows broadcast surveillance camera videos of the suspects. The videos went up on YouTube as well, giving viewers a chance to study the robbers' faces and report back leads.

Government YouTube enthusiasts see the potential for more widespread viewing of clips — one that gets beyond the constituent audience. Bronson suggests that some day enough governments will be using YouTube to share video information with one another.

## States Face New Budget Shortfalls

by Richard Fausset and Nicholas Riccardi, Los Angeles Times

Economists worry that shriveling tax revenues may signal the onset of a historic fiscal crisis for state governments. Pared-down spending plans crafted just months ago may have been just the start.

The moribund economy is drying up tax revenues more dramatically than expected, forcing 22 states, including California, to confront growing budget gaps. Some states have already eliminated jobs and services -- and more cuts are likely.

The new shortfalls -- totaling at least \$11.2 billion -- come just months after numerous states enacted belt-tightening measures while writing their yearly budgets. Officials also adjusted their revenue projections downward to account for the slowing economy. But in many cases, the actual revenue for the first quarter of the fiscal year, which began July 1, has proven to be even lower.

The gaps "will almost certainly widen" as tax revenues continue to disappoint, according to the Center on Budget and Policy Priorities, a Washington think tank that compiled the state data in a report this month.

Economists and other observers fear the numbers may signal the onset of a historic fiscal crisis for state governments.

"States have been confronted with bad economic circumstances in the past, but never so many states, all at once," said William T. Pound, executive director of the National Conference of State Legislatures.

The revenue pools are shrinking for a number of reasons: Rising layoffs are cutting into payroll taxes. The credit crisis and housing slump are affecting taxes levied on real estate deals. Sales taxes are shrinking as shoppers worried about the economy stay home.

Every state in the union but Vermont legally requires a balanced budget. So state governments have begun cutting.

In Utah, Gov. Jon Huntsman Jr. called the Legislature back for a special session last month to slash \$270 million with an across-the-board 3% budget cut. Virginia Gov. Tim Kaine this month disclosed a sudden \$900-million budget gap and announced 500 layoffs, the suspension of 2% raises for state workers and a hiring freeze. Georgia, faced with a \$2-billion shortfall, is contemplating cuts of up to 10% at state agencies. Lawmakers are also discussing eliminating funding for the state's Music Hall of Fame in Macon. When

legislatures convene in January, they will have to consider even harsher reductions, warned Donald J. Boyd, a senior fellow at the Rockefeller Institute of Government in New York, who tracks state budgets.

"What states have done so far -- still generally mild -- pales in comparison to what they will do," he said.

The pain will probably spread beyond the warrens of state bureaucracy as laid-off state workers and curtailed government spending help fuel a vicious economic cycle. The Center on Budget and Policy Priorities -- which typically takes a liberal view on policy issues -- notes that as the economy declines, residents require more services from their state government, not fewer.

The only alternative to cutting services -- a tax increase -- has proven unpopular in a number of states, including California and Florida. As a result, said Florida Democratic state Rep. Ron Saunders, "we're doing what families are having to do. Most people I know don't have the same discretionary income they had last year, so they're facing difficult decisions."

Some of the most dire problems are emerging in states such as California and Florida, where the housing collapse has been the most pronounced.

California lawmakers, who faced a \$15.2-billion deficit going into the fiscal year, argued over the budget for months. In the final draft, state services took a big hit: Medi-Cal was temporarily cut by 10%, and the education budget was set at \$3 billion less than last year.

The bad news continues to mount. Last month, the state's revenue fell about \$1 billion short of projections. Gov. Arnold Schwarzenegger and legislative leaders have been meeting weekly to discuss the problem and are considering calling lawmakers to a special session. In Florida, lawmakers faced a similar challenge as they wrote their yearly budget. The plan they devised was nearly \$6 billion smaller than the year before. It resulted in 200 net job losses, tuition increases, cuts to nursing homes and the shuttering of 13 driver licensing offices.

Now the Legislature is scrambling to patch a new \$795-million gap. Lawmakers may face yet another multibillion-dollar shortfall when they sit down to craft a budget for the fiscal year starting in 2009. Declining revenue is just part of the problem in Florida: Education costs are soaring because

of the passage of a 2002 class-size-reduction ballot initiative, and rising enrollment and healthcare costs are bloating the Medicaid program.

Budget woes engulfed more than 40 states beginning in 2001, a result of the dot-com crash. At the time, economists said it was the biggest fiscal crisis for states since World War II.

“If you look at some of the basics of the economy -- unemployment, the stock market decline, the decline in consumer spending -- there is some reason to fear this crisis will be worse,” said Nicholas Johnson, an analyst with the Center on Budget and Policy Priorities.

Local governments, in particular, may get hammered harder this time around. In 2001, Johnson said, cities and municipalities, flush with cash from high property tax rolls, were able to pick up the cost of services that states had abandoned. But that will be more difficult now because declining home values have dragged down property tax revenues.

States have generally been conservative with their spending priorities since the last downturn, even as the housing boom swelled their coffers. Johnson noted that states, taken as a whole, set aside record reserves: At the end of the 2007 fiscal year, their total reserves of about \$69 billion equaled about 10.5% of their combined budgets.

In Washington last week, House Democrats addressed the issue, saying they would consider giving aid to struggling

states as part of a \$150-billion economic stimulus package. Illinois Sen. Barack Obama, the Democratic nominee for president, has also proposed a multibillion-dollar aid package for state and local governments. Republican John McCain’s campaign did not respond to multiple inquiries about their candidate’s plans to help states.

The reversal of fortunes has been dizzying for states such as Arizona. Only two years ago, the state was sitting on a \$1.5-billion surplus, but the housing collapse sent the economy into a tailspin. When Gov. Janet Napolitano signed the budget this summer, it was already tightened to close a \$1-billion deficit. The state drained its reserve funds, took \$18 million that was to be used for maintenance at small airports and instituted a hiring freeze.

But the financial situation has worsened in the last couple of months, and Arizona faces an additional deficit of as much as \$800 million.

Napolitano earlier this month said that all expenditures over \$50,000 would be reevaluated in light of the worsening financial picture. Officials warned that reductions in services may be inevitable. And they don’t know when the bad times will end.

Historically, fast-growing Arizona has been among the first states to recover from a recession, said the governor’s spokeswoman, Jeanine L’Ecuyer. “But we’re in a whole new ballgame now,” she said.

## Texas Hold-em Tournament



Danielle Rancey and Ian Quinn prepare to rake in the chips at the Texas Hold-em Tournament at the Chapter’s October Kick-off event.

## Certification Panel



October Professional Certification Panel presenters Thomas Goodfellow, James Davidson, Jonathan Deeb, and Sigrid Coons.





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*Advancing  
Government  
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## NEW YORK CAPITAL CHAPTER

### TOPIC:

**UNDERSTANDING THE IMPORTANCE OF  
SOFT CONTROLS IN IMPROVING  
OPERATIONS**

### SPEAKERS:

**MARK MITCHELL, MBA, CGFM, CIA**  
**MICHAEL L. PIAZZA, MBA**

### DATE:

**NOVEMBER 12, 2008**

### TIMES:

**2:00 – 3:50PM**

### FORMAT:

**NATIONAL AUDIO CONFERENCE**

### CPEs:

**2 CREDITS**

### LOCATION:

**OFFICE OF THE STATE COMPTROLLER  
110 STATE STREET, ALBANY, NEW YORK  
DEPARTMENT OF TRANSPORTATION  
50 WOLF ROAD, ALBANY, NEW YORK**

**NOTE: AN ID SUCH AS A DRIVER LICENSE IS  
REQUIRE FOR ENTRY INTO THE BUILDINGS**

### COST:

**AGA MEMBERS: FREE**  
**OTHERS: \$15**

AGA, in conjunction with the State Comptroller's Office, NYS Department of Transportation, National Association of State Auditors, Comptrollers and Treasurers (NASACT) and the Association of Local Government Auditors (ALGA) is pleased to announce a new and increasingly important topic to our audio conference schedule—the role that *Soft Internal Controls* plays in an organization.

View “soft controls” in a way that goes beyond current accepted models. Hear why soft controls are a required component of effective management and what has made them so difficult to implement. Learn how certain research on employee motivation suggests using soft controls to recognize opportunities to improve organization performance. Discover why “soft controls” may be a misnomer and explore the concept of “behavioral controls” as a better way to detect and prevent the opportunity for fraud to occur.

To share their practical experiences in auditing and teaching about the role of soft internal controls is **Mark B. Mitchell, MBA, CGFM, CIA**, Audit Director, New York State Energy Research and Development Authority, and **Michael L. Piazza, MBA**, Director of Program Development and Training for the Institute of Internal Controls.

Please join us for two hours of lively discussion about this important and timely topic. In addition to the speaker's commentary, there will be approximately 20 minutes for Q & A so that the participants can ask the speaker questions and share their own experiences.

**Learning Objectives:** To obtain an understanding of soft internal controls and its importance in improving operations

**Prerequisite:** Some familiarity with internal control concepts

**Advance Prep:** None required

**CPE:** Two credit hours

**Field of Study:** Accounting and Auditing

**NYS License Number:** 00329

Registration: Online at [www.aganycap.org](http://www.aganycap.org)

# AGA, ACFE, IIA Fall Fraud Seminar

Monday and Tuesday, November 24-25, 2008

Topic: Fall Fraud Seminar  
 Presenters: Steven M. DeGroff  
 Suzanne M. Dugan, JD  
 Michael R. Fratangelo, MBA, CPA  
 Dennis F. Dycus, CFE, CGFM, CPA  
 Paul E. Zikmund, MBA, CFE  
 Dates: Monday and Tuesday, November 24-25, 2008  
 Location: Holiday Inn  
 205 Wolf Rd.  
 Colonie, NY  
 Time: 8:15 a.m. – 4:30 p.m. each day  
 CPE's: 8 or 16 credit hours  
 Description: This two-day seminar features several prominent leaders and shakers covering a variety of ethics, fraud, investigation, and auditing topics.  
 Seminar Cost: One day: \$125 for AGA, IIA, ACFE members; \$225 for others  
 Two days: \$225 for AGA, IIA, ACFE members; \$325 for others  
 (\$25 discount if payment is received before November 12, 2008)

CPE Field: Auditing/Accounting; NYS License Number: 000329

## Monday, November 24, 2008

### **Walkin', Talkin', Lookin', and Listenin' (or, Things Most of Us Don't Do Very Well)**

We all must do much more than "Tick and Turn," following that work program (which is the same one we used last year). Too often we ask the client questions and dutifully record their answer in our working papers without really asking ourself, "Does the answer make sense?" We don't go out among the people and talk to them. After all, if a problem exists within an organization, who is the most likely to know about it?.... The employees! Look around. By observation, confirm (or disprove) some of management's assertions (after all, they will tell you what you want to hear)! This session illustrates the many things an auditor can accomplish by simply Walkin', Talkin', Lookin', and Listenin', not to mention saving a great amount of time as a result of gathering information during the process.

### **Some of My Favorite Frauds and How They Occurred**

Fraud is non-discriminatory. It doesn't matter what sex you are, where you work, how much money you make, whether you're married or have children, how long you have been on the job, your position in the organization or whether you go to church on Sunday. It just doesn't matter! Given the right circumstances, anyone will commit fraud. This presentation discusses a number of different types of frauds committed by basically honest individuals from different walks in life who found themselves in position with a need and an opportunity. Once they were able to rationalize their actions, they stole.

**Presenter:** *Dennis F. Dycus, CFE, CGFM, CPA, is the Director of the Division of Municipal Audit for the Office of the Comptroller of the Treasury, State of Tennessee. The Division is responsible for the annual audit of all municipalities, utility districts, school activity and cafeteria funds, housing authorities, certain not-for-profit organizations and other quasi-governmental entities in the State of Tennessee. In addition, the Division's staff conducts numerous audits for fraud, waste and abuse each year. From the beginning of his career with a national accounting firm, through the last 34 years of involvement with the audits of all forms of governmental entities, he brings a wealth of practical experience to his presentations. Mr. Dycus is a frequent guest speaker/lecturer for various college business/accounting classes, professional associations, local, state and national conferences and not-for-profit organizations. He has held various leadership roles in numerous professional organizations.*

### **Ethics in the Workplace**

Comptroller Thomas P. DiNapoli designated ethics as the agency's top priority when he was selected in February 2007 to restore integrity to the agency following a scandal that led his predecessor to resign. Hear about the robust systems which have been implemented to avoid conflicts of interest and enhance a culture of ethics through collaborations among the Inspector General, Counsel for Investigations, the Audit Divisions and the Special Counsel for Ethics. Also, in 2007, the Public Employees Ethics Reform Act substantially revised the State Ethics Law and created a new Commission to interpret and enforce those laws. This

session will discuss some of the significant changes which have occurred in this area, including gifts, nepotism and political activities.

**Presenter:** *Suzanne M. Dugan, JD*, is Special Counsel for Ethics for the Office of the State Comptroller. She organizes and oversees a vigorous and dynamic ethics program for the 2,500 employees in the Office of the State Comptroller. Ms. Dugan provides guidance on all aspects of ethics laws, rules and regulations deriving from the Public Officers Law, the Executive Law, the Comptroller's Executive Orders, the Office's policies and procedures, and other relevant sources. Previously, Ms. Dugan was the Acting Executive Director and Counsel to the New York State Ethics Commission where she served as an attorney for 14 years. She is a frequent lecturer at conferences and forums on government ethics.

### **Discovering and Examining Potential Fraud – Federal Auditor Style**

In this session, you will learn how federal auditors discover and examine potential fraud during their audits of government funded programs... and get results. They will explain the important provisions of the Government Auditing Standards (The Yellow Book) and how to use them to your advantage. Through specific case studies, you will learn how the presenters performed audits which led to administrative sanctions, contract and grant terminations, civil action and criminal prosecutions. They will give you practical, common sense "tools for your tool box" so that you can get results from your audits and give taxpayers justice for the misuse of their money.

**Presenters:** *Stephen M. DeGroff* is an auditor with the Office of Inspector General for the United States Department of Health and Human Services, in Albany, New York. Mr. DeGroff has been with the agency since 2001 and has audited many areas, including public health programs, bio-terrorism preparedness, hazardous materials transportation, various family aid programs, grant awards, and government contracts. Instances of fraud have been discovered and examined during many of these audits, leading to successful civil actions and criminal prosecutions. Previously, Mr. DeGroff was an internal auditor at FleetBoston Financial (now Bank of America).

*Michael R. Fratangelo, MBA, CPA*, is a Federal auditor with the Office of Inspector General (OIG) for the United States Department of Health and Human Services in Albany, New York. Mr. Fratangelo has been with the agency since 1997 and has audited many areas, including medical providers, non-profit organizations, grant awardees, State agencies, and other Federal government agencies. During many of these audits, instances of fraud have been examined leading to the recovery of improperly claimed Federal funding, the termination of Federal funding, and employee termination. Mr. Fratangelo has earned several Inspectors General exceptional achievement awards for major contributions toward OIG goals and objectives. Prior to working for the OIG, Mr. Fratangelo was a staff accountant at two CPA firms and a Medicare Cost Report Auditor at Empire Blue Cross.

## **Tuesday, November 25, 2008**

### **From Predication to Conviction - Fraud Investigation & Detection Skills for Auditors**

The presentation will cover the fundamentals of fraud examination. Attendees are expected to develop an understanding of the following concepts: elements of fraud, nature of why people commit fraud, fraud detection and prevention, writing comprehensive fraud reports, financial statement fraud, asset misappropriation schemes and interviewing skills. The presenter will provide attendees with a comprehensive approach to fraud investigation. There will be case materials to enhance understanding of applications of analytical procedures, evidence management, financial analysis and related investigative techniques. Also, the presenter will illustrate specific skill-set needs to facilitate fraud investigation. The session will be a full day of training consisting of case studies, lectures on various topics relating to fraud and forensic accounting, group breakout sessions and facilitated discussions pertaining to the topic of fraud.

**Presenter:** *Paul E. Zikmund, MBA, CFE*, serves as Principal, Litigation Support Services at Amper, Politziner, & Mattia, LLP, in Philadelphia, PA. He is responsible for providing fraud investigation, detection and prevention services to clients. He has nearly 20 years of experience in this field and has effectively managed global fraud and forensic teams at various Fortune 500 companies. Mr. Zikmund, who is a Certified Fraud Examiner and Certified Forensic Financial Analyst, works with clients to detect and investigate instances of fraud. He also conducts fraud risk assessments and fraud awareness training to help clients detect and deter fraud within their organizations. His public and private sector experience includes the investigation of complex financial frauds, conducting forensic audit engagements, and providing litigation support for a variety of industries. Previously, Mr. Zikmund was a Principal, Fraud and Forensic Services at SolomonEdwardsGroup, LLC and a Senior Manager of Enterprise Risk Services with Deloitte and Touche, LLP. Prior to that, he served in a variety of in-house fraud and forensic investigative roles with Tyco International (US), Inc., The Dow Chemical Company, Nortel Networks, and Union Carbide Corporation. He began his career as a Municipal Police Officer, and then a State Trooper and Special Agent with the Attorney General's Office in the Commonwealth of Pennsylvania.

**TOPIC:****FALL FRAUD SEMINAR****FORMAT:****TWO-DAY TRAINING SEMINAR****DATES:****MONDAY/TUESDAY, NOVEMBER 24-25, 2008****TIMES:****8:15 A.M. – 4:30 P.M. – SEMINAR****SPEAKERS:**

- **STEVEN M. DE GROFF, U.S. DEPT. OF HEALTH AND HUMAN SERVICES**
- **SUZANNE M. DUGAN, JD, SPECIAL COUNSEL FOR ETHICS, STATE COMPTROLLER'S OFFICE**
- **DENNIS F. DYCUS, CFE, CGFM, CPA, DIRECTOR OF MUNICIPAL AUDIT, TENNESSEE'S COMPTROLLER'S OFFICE**
- **MICHAEL R. FRATANGELO, CPA, MBA, U.S. DEPT. OF HEALTH AND HUMAN SERVICES**
- **PAUL E. ZIKMUND, MBA, CFE, PRINCIPAL, AMPER, POLITZINER & MATTIS, LLP**

**LOCATION:****HOLIDAY INN, WOLF RD, COLONIE, NY****CPES:****8 PER DAY****COST FOR TRAINING SEMINAR:**

- **ONE DAY: \$125 FOR AGA, ACFE, IIA MEMBERS; \$225 FOR OTHERS**
- **TWO DAYS: \$225 FOR AGA, ACFE, IIA MEMBERS; \$325 FOR OTHERS**

**\* \* \* \$25 DISCOUNT IF PAYMENT RECEIVED  
BEFORE NOVEMBER 12, 2008 \* \* \***

Join us for this information packed annual fraud seminar that has been expanded to two days. You can choose to attend one or both days, and we offer a \$25 discount if you register early.

Listen to several influential speakers discuss: the culture of ethics and how to avoid conflicts of interest; the importance of being inquisitive and asking yourself the question, "does that answer really make sense?," why anyone can commit fraud and under the right circumstances will; and the fundamentals of fraud detection and investigation, including defining fraud theory, defining the elements of fraud, conducting a comprehensive fraud examination, interviewing skills, report writing, and the importance of evidence.

You will not want to miss this year's fraud seminar. Earn 8 or 16 continuing education credit hours by attending the seminar for one or two days, respectively.

In addition, we will be raffling many prizes with all proceeds benefiting the Regional Food Bank of Northeastern New York.

CPE Field: Accounting/Auditing  
NYS License Number: 000329



**REGIONAL FOOD BANK**  
OF NORTHEASTERN NEW YORK

Registration: Online at [www.aganycap.org](http://www.aganycap.org)





PO Box 1923  
Albany, NY 12201  
[www.aganycap.org](http://www.aganycap.org)

*Advancing  
Government  
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## NEW YORK CAPITAL CHAPTER

### TOPIC:

***21<sup>ST</sup> CENTURY FINANCIAL MANAGERS: A NEW MIX OF SKILLS AND EDUCATION LEVELS***

### SPEAKERS:

**JOHN J. RADFORD, CGFM, CIA, CFE**  
**KENNETH SMITH, PH.D.**  
**JOHN D. WEBSTER, CGFM, CPA**

### DATE:

**WEDNESDAY, DECEMBER 10, 2008**

### TIMES:

**2:00 – 3:50PM**

### FORMAT:

**NATIONAL AUDIO CONFERENCE**

### CPEs:

**2 CREDITS**

### LOCATION:

**OFFICE OF THE STATE COMPTROLLER**  
**110 STATE STREET**  
**ALBANY, NEW YORK**

**NOTE: AN ID SUCH AS A DRIVER LICENSE IS REQUIRE FOR ENTRY INTO THE BUILDING**

### COST:

**AGA MEMBERS: FREE**  
**OTHERS: \$15**

Remember to register early: capacity is limited.

CPE Field of Study: Human Resource Management

AGA, in conjunction with the Office of the State Comptroller, the National Association of State Auditors, Comptrollers and Treasurers and the Association of Local Government Auditors, is pleased to announce a new audio conference that addresses the questions: Is there a talent crisis looming in government financial management?

Do government agencies now require or will they require a financial work force with a new set and mix of competencies to work effectively in the 21<sup>st</sup> century? Is there increased demand for people with more analytical and decision-support capabilities?

Learn about the results of an AGA-sponsored research study and what colleges are doing to prepare students for the work force of the future. Hear about the ongoing challenges of recruitment and retention at all levels of government and how inadequate work force planning can negatively impact an operation. Learn what the drivers are of these work force changes.

To share their practical and educational experiences is **John J. Radford, CGFM, CIA, CFE**, Controller, State of Oregon, Member of the AGA National Executive Committee; **Kenneth Smith, Ph.D.**, Professor, Arkinson Graduate School of Management, Willamette University; and **John D. Webster, CGFM, CPA**, Former Chief Financial Officer, Library of Congress, Chair of the AGA Audit Committee.

Please join us for two hours of lively discussion about this important and timely topic. In addition to the speakers' commentary, there will be approximately 20 minutes for Q & A so that the participants can ask the speaker questions and share their own experiences.

Learning Objectives: To understand the need for a new mix of skills and competencies in the government financial management work force arena.

Prerequisite: Some familiarity with work force issues

Advance Prep: None required

Registration: Online at [www.aganycap.org](http://www.aganycap.org)

**TOPIC:*****ANNUAL HOLIDAY LUNCHEON*****DATE:****THURSDAY, DECEMBER 11, 2008****TIMES:****11:30 AM – 12:00 PM – REGISTRATION****12:00 PM – 2:00 PM – LUNCH AND SPEAKER  
PRESENTATION****SPEAKER:****BOBBY A. DERRICK, MBA, CGFM  
AGA PAST NATIONAL PRESIDENT****LOCATION:****WOLFERT'S ROOST, VAN RENSSELAER  
BLVD., ALBANY, NY****CPEs:****0****ENTRÉE CHOICES:****FLAT IRON STEAK,  
PAN FRIED CHICKEN ALMONDINE OR  
BAKED HADDOCK****COST:****- \$10 FOR AGA, ACFE, IIA, ISACA  
MEMBERS  
- \$20 FOR OTHERS****CELEBRATE THE HOLIDAY SEASON!**

Join your colleagues on December 11, 2008 to enjoy a delicious lunch, hear an entertaining speaker and exchange holiday greetings. The annual Holiday Luncheon is jointly sponsored by the New York Capital Chapter of the Association of Government Accountants, the Albany Chapter of the Association of Certified Fraud Examiners, the Albany Chapter of the Institute of Internal Auditors and the Hudson Valley Chapter of ISACA.



Our luncheon speaker this year will be Bobby A. Derrick, MBA, CGFM. Bobby is a past National President of AGA, AGA Senior Vice President for Regional Services, AGA Regional Vice President (twice), and AGA President of the Indianapolis Chapter. Bobby served 35 years with the federal government and is retired from the Defense Finance Accounting Service in Indianapolis where he was Director for Business Management and Network Compliance. Bobby enjoys public speaking, and likes to use images and humor in his presentations. He loves people, and considers being a mentor and a servant to the people as his first priority outside of his family and faith. Bobby's luncheon presentation will be "Invest in Your Future." His enthusiasm will surely inspire the holiday spirit!

Join us for an enjoyable get together. **Seasons Greetings!**

Registration: Online at [www.aganycap.org](http://www.aganycap.org)

# Invitation to Participate

This is the time of year the New York Capital Chapter of the AGA, your chapter, begins the process of electing its leadership for the coming year (starting July 1) by sending out a call for nominations from its membership. At the same time, the Chapter's Nominating Committee searches for new leaders among the membership and proposes a slate of candidates by January 1, 2009. Twenty percent of the membership, or 30 members (whichever is less), may submit an independent nomination for any officer or director position (except President). Such nominations are due by February 15, 2009.

Participation in AGA leadership activities offers you a great opportunity to enhance your organizational and communication skills, while permitting you the chance to work closely and network with other accountability professionals in State, Federal and Local government as well as from the private sector and academia.

Officer and Board member positions offer an opportunity to participate in the organization at a high level. However, if you don't feel that you are ready for that high level commitment, committee positions offer members an opportunity to become involved in a more limited capacity. A brief description of the various AGA Chapter positions is provided below.

If you are a member in good standing and would like to become involved in a leadership or committee position, please contact Ann Marsh, Chair of the Nominating Committee at [amarsh@mail.nysed.gov](mailto:amarsh@mail.nysed.gov) or (518) 473-2020 by **November 14, 2008**.

## The Chapter Executive Committee

The Chapter Executive Committee (CEC) consists of the following Officers and Board of Directors:

**President-Elect:** Assists the President in the execution of his/her duties, performs special functions as assigned by the President, chairs the Nominating Committee to propose next year's slate of Officers and Directors and has responsibility for coordinating the National Chapter Recognition Program. President-Elect serves a one-year term and then automatically becomes the President for one year. Subsequently, the incumbent becomes Immediate Past President for an additional one year term and chairs the Strategic Direction and Bylaws Committee.

**Vice Presidents:** Each Vice President in the following areas serves at least one-year terms: Education and Programs; Communication; Membership; Community Service; Certification; and Marketing - see descriptions to the right.

**Treasurer:** Acts as custodian for all chapter funds and sits on the Chapter Budget and Finance Committee.

**Secretary:** Performs administrative duties, including keeping minutes of the Chapter Executive Committee meetings.

**Board of Directors:** Consists of 10 members who hold overlapping two-year terms. Five Directors are elected each year. The Directors help set the goals, objectives and policies of the Chapter, review and approve the budget, educational programs and other events, provide general oversight for Chapter activities and often participate in Chapter committees and initiatives.

## Committees

The Chapter has the following Committees, whose members generally serve for a one-year term:

**Programs and Education:** Chaired by a vice president, this committee plans and coordinates activities to meet the on-going educational needs of Chapter members.

**Communications:** Chaired by a vice president, this committee is responsible for organizing, preparing and distributing all Chapter communications, including the newsletter, Internet site and marketing information.

**Membership:** Chaired by a vice president, this committee promotes recruitment and retention of members, maintains membership records and provides liaison with National Office on membership policies and initiatives.

**Community Service:** Chaired by a vice president, the committee plans, coordinates and promotes our extensive Chapter community service activities.

**Marketing:** Chaired by a vice president, the committee plans and coordinates activities that promote our Chapter to membership, other accountability professionals and the community.

**Certification:** Chaired by a vice president, this committee promotes and assists individuals in obtaining AGA's Certified Government Financial Manager designation.

**Budget and Finance Committee:** This standing committee coordinates the Chapter budget process, provides oversight for the budget during the fiscal year and proposes financial policy. The committee consists of at least two current Directors and the Chapter Treasurer. The President appoints one of the two Directors as committee chair.

**Audit Committee:** This standing committee coordinates the annual audit or review of the Chapter's financial records by an outside person or firm and presents the results to the CEC. The committee consists of at least three members, including one current director who serves as the chair, and two members at large. Budget and Finance Committee members and current or Immediate Past Treasurers cannot be members of the Audit Committee.

**Strategic Direction and Bylaws Committee:** Chaired by the Immediate Past President, this standing committee is responsible for overseeing the Chapter's Strategic Plan, Bylaws and

Policies and Procedures by making recommendations for change. The committee consists of at least three members nominated by the President and approved by the CEC.

**Nominating Committee:** Chaired by the President-Elect, this standing committee oversees the nominating process for the vacant positions during the fiscal year and the following year's Chapter Executive Committee. The committee consists of the President-Elect (Chair), the President, at least one Past President, and one or more members nominated by the President-Elect and approved by the CEC.

**Awards Committee:** Identifies members who have made noteworthy contributions to the Chapter, the profession, and the community.

**Socialization Committee:** Arranges social events for chapter members.

**TCTC Committee:** The AGA, IIA and ISACA co-sponsor an annual training conference (The Conference That Counts). Chapter members serve on a steering committee for the conference that includes scheduling, planning and coordinating the event. Activities of this committee include registration, budget and finance, program development, marketing materials, and logistical support.

## Hands Free? Or Security Free? You Decide

by Mark Abraham

The other day my father asked me to help him connect his new hands-free Bluetooth headset to smart phone so he could safely speak on the phone while driving to and from conferences. It only took a minute to get it connected and he thanked me and proclaimed, "Now I'll be safe when I use my cell phone!" This made me think about the information security or "safety" of Bluetooth on cell phones and smart phones.



are those phone companies thinking? A little more tinkering revealed that I could turn on his microphone and listen to everything that was going on in the room. The implications were nauseating. Not only can hackers steal your company's information and your minutes, now they can eavesdrop on you too.

After a couple hours I had figured out how to extend this spy capability to the headsets themselves and I was

I agree that while hands-free is surely the way to go when it comes to driver safety, a few minutes on the Internet was all it took to reveal that there are a few "bugs" with Bluetooth. Within 30 minutes I had downloaded a few nifty little programs that lets me do almost whatever I want with YOUR cell phone from MY laptop, PDA, or even my own cell phone. Using freely available software, I was able to scan for and find my dad's cell phone, bypass the password, and take complete control of his phone from outside the house. (Note: I asked his permission before "hacking" him; otherwise it would be illegal.)

Once I gained control of his cell phone I was able to see and copy his address book, view his recent call activity and text messages, and even make calls using his minutes. What

even able to tap his car's hands free system and listen to conversations taking place in the car. Here comes the scary part. There are freely available plans to make an antenna that will let you do all of these terrific things from up to a mile away. A MILE.

Naturally my next question was, how in the world can I prevent this? Well the two main things you can do are to disable Bluetooth until you really need it, and make sure to keep your phone software up to date.

*Mark Abraham is an Information Technology Specialist II with the Network Security Unit, Division of State Government Accountability, Office of the State Comptroller, State of New York. He is DoD IACND Level III Certified.*



# CGFM Changed Definition of Retired Membership and CGFM Status

by Katya Silver, AGA Director of Professional Certification Administration



Over the years there has been mounting confusion and differences in interpretation of the definition of the retired status for membership and CGFM certification. As a result, at its July 2008 meeting, AGA's National Board of Directors approved a new definition that will finally alleviate this confusion.

The new definition is "individuals who have permanently retired from and are not working in the field of financial management." The same definition was approved by the Professional Certification Board (PCB) for the CGFM designation. The old definition was "individuals who have retired from and are no longer substantially working in the government financial management community."

Additional clarifications for the new retired definition:

- Individuals must be fully retired, not just stop working or changed fields.
- Individuals must be fully retired AND not working in the field. Individuals who have retired but continue working part-time, consulting, teaching or working as a contractor in the field of financial management are NOT considered retired.
- The field of financial management includes not-for-profit and private sectors (for example, CPA firms) - individuals working in these sectors are NOT considered retired.
- If an individual retires and then starts working in another field with no responsibilities for financial management (for example, working as a florist), that individual is considered retired.
- Volunteering does not count as "working in the field" - individuals can volunteer and qualify for retired status; however, AGA members/CGFMs are encouraged to maintain the active status if the nature of the volunteer work requires current expertise in government financial management.
- The election of the retired status is voluntary - individuals who are retired but want to maintain their AGA membership/CGFM in the active status can do so by fulfilling the active status requirements.

If you are an AGA member in retired category, please review the new definition to determine if you still qualify for retired membership.

- If you do qualify, no action is necessary. If you go back to work in the field of financial management in the future, you'll need to contact AGA to change your retired status.

- If you do not qualify, you'll need to contact AGA to change your membership category to Full Government or Private Sector, depending on your circumstances. The change must take place by December 31, 2008. Please contact AGA no later than December 1, 2008.

To adjust your membership status or if you have any questions, please contact the AGA's Membership Department at 800. AGA.7211 or 703.684.6931, ext. 303.

If you are a CGFM in a retired status, please review the new definition to determine if you still qualify for the retired status.

- If you do qualify, you can continue in the retired status. Important change for your CGFM: CGFMs in retired status can continue to use the CGFM designation, but must clearly indicate their retired status by using "CGFM-Retired" after their name and using "Retired" or "Retired status" on a resume, bio or other statements of qualification. CGFMs in retired status do not have to pay the annual renewal fee or earn CPE hours. If you come back to work in the field of financial management in the future, you'll need to contact AGA to change your status back to active.
- If you do not qualify, you'll need to contact AGA to adjust your status to active if you want to continue using your CGFM designation or inactive if you don't want to continue using the CGFM. If you change your status to active, you'll need to start paying the annual CGFM renewal fee and earn Continuing Professional Education (CPE) hours on January 1, 2009. If you change your status to inactive, you cannot use the "CGFM" after your name until you reactivate the designation, and you can only remain inactive for up to five years. More information on CGFM active and inactive status can be found here on <http://www.agacgfm.org/cgfm/maintain/>. The change must take place by December 31, 2008 - please contact AGA no later than December 1. Important note: starting on January 1, 2009, CGFMs in retired status who wish to change their status from retired to active would need to follow the same reactivation requirements as inactive CGFMs (paying a reactivation fee and submitting 40 CPEs). These requirements are waived until December 31, 2008, so if you need to adjust your status, now is the time!

To adjust your CGFM status or if you have any questions, please contact the AGA's Office of Professional Certification at 800. AGA.7211 or 703.684.6931, ext. 316.

# AGA's 2008-09 Member-Get-A Member Campaign

## The Big Easy

### AGA's Big Easy Membership Campaign

Welcome to AGA's **Big Easy** Member-Get-A-Member Campaign—your opportunity to share the value of an AGA membership with your friends and colleagues, and earn BIG rewards in the process!

Every time you sponsor a new member you enhance AGA. A growing AGA means a greater appreciation of the government accountability profession, improved educational and networking opportunities for all members, and the advancement of government financial management nationwide.

This year with the **Big Easy Campaign** we've made referring colleagues to AGA easier than ever!

#### How the Big Easy Works:

1. Download a membership application at <http://www.agacgfm.org/membership/downloads/membershipapplication.pdf>. You can also order applications by calling the Customer Satisfaction Center at 800.AGA.7211 and/or e-mailing [agamembers@agacgfm.org](mailto:agamembers@agacgfm.org).
2. Tell your peers and co-workers about AGA. Simply encourage them to fill out AGA's membership application or complete the application online. Be sure to include your name in the sponsor's name category on the application.
3. You will be eligible to receive a sponsor pin when your first referral joins.
4. After six of your referrals join (prior to January 31, 2009) you earn free dues during the 2009–2010 membership year.
5. The Big Easy Member-Get-A-Member Campaign will end on April 30, 2009, the grand prize winner will be announced shortly thereafter.

### Big Easy Prizes

#### Everyone Wins!

Recruit ONE or more members, receive a Sponsors Only lapel pin and get recognized in Topics and on the AGA website

#### Sponsoring Two or More

Recruit TWO members and start earning AGA Dollars. You'll earn five AGA Dollars for each new member that joins. Recruit two members, earn 10 AGA Dollars, recruit four members, earn 20 AGA Dollars and so on. AGA Dollars are like cash and can be redeemed towards publications, membership dues renewals and national conference registrations.

#### Sponsoring Six or More

Recruit SIX members by January 31, 2009 and receive next year's membership dues renewal FREE.

### Sponsoring 10 or More

Recruit 10 or more members by March 31, 2009 and be placed into a fishbowl drawing for Sony Blu-Ray DVD player (valued at \$300). After 10, each new member is another chance at the drawing. Recruit 10 members, get one chance at the drawing, recruit 16 members, get seven chances and so on. The more members recruited the more chances to win.



### Spotlight on Early Career/Tomorrow's Professionals New Members

A Garmin Nuvi GPS Navigation system will be awarded to the AGA member who recruits the most new Early Career members during the Big Easy Campaign.



### Sponsor Achievement Awards and Recognition

Recruiter of the Year (one winner)—The member who recruits the most new members from May 1, 2008 through April 30, 2009 will be presented with the Recruiter of the Year distinction and receive complimentary registration to AGA's 2009 Professional Development Conference in New Orleans, Louisiana and an Apple iPod touch.



Top Sponsor (two winners)—The next two members who recruit the highest amount of new members from May 1, 2008 through April 30, 2009 will each be bestowed with the Top Sponsor distinction and each will receive a complimentary AGA national meeting registration.

Chapter Overall Growth (six winning chapters)—Those six chapters achieving the highest overall growth percentage in their chapter size grouping for the membership year will each win a complimentary AGA national meeting registration. Chapters decide who receives the registration. The six winning chapters will also be entered in a drawing to receive 15 exclusive AGA shirts to be given out to chapter members. Each chapter president and membership chair will be presented with an achievement plaque as well.

Start Recruiting Today!

### Rules/Eligibility

All AGA members in good standing are eligible to participate in the Big Easy Campaign. The campaign period includes all new members joining AGA from May 1, 2008 through April 30, 2009—AGA's membership year. All federal, state and local laws apply. Void where prohibited.



## Welcome New Members

The Chapter wishes to welcome and recognize the following new members who joined the AGA since June 1, 2008:

Paul A. Bachman  
 Richard J. Canfield  
 John Van Deloo (sponsored by Thalia J. Melendez)  
 Bo Jiang  
 Mark Rabinow (sponsored by James J. Nellegar, Jr.)  
 David J. Robertson (sponsored by Darlene L. Catlin)  
 Heather Pratt (sponsored by Thalia J. Melendez)  
 Lorraine Russo (sponsored by Thalia J. Melendez)  
 Tracy Sackett (sponsored by James J. Nellegar, Jr.)  
 Kimberly M. Scheuer (sponsored by Thalia J. Melendez)  
 Anthony Smith (sponsored by Thalia J. Melendez)  
 Xiu Bi Tang (sponsored by James J. Nellegar, Jr.)  
 Maria Walski  
 Daniel Watz (sponsored by James J. Nellegar, Jr.)  
 Daniel Zimmerman

### *Advancing Government Accountability*

**Surf over to the New York**

**Capital Chapter's Website**

<http://www.aganycap.org>



### New York Capital Chapter Chapter Executive Committee 2008-09 Meeting Dates

The New York Capital Chapter's Chapter Executive Committee will meet at the New York State Department of Transportation, Room 1N02, 50 Wolf Road, Colonie on the following dates. The meetings are open to all Chapter members who care to attend.

December 2008 (after Holiday Luncheon)  
 January 6, 2009 (8:00 a.m. - 9:30 a.m.)  
 February 3, 2009 (8:00 a.m. - 9:30 a.m.)  
 March 3, 2009 (8:00 a.m. - 9:30 a.m.)  
 April 7, 2009 (8:00 a.m. - 9:30 a.m.)  
 May 5, 2009 (8:00 a.m. - 9:30 a.m.)  
 June 10, 2009 (after Appreciation Lunch)

## Quote the Banker, "Watch Cash Flow"

Once upon a midnight dreary as I pondered weak and weary  
 Over many quaint and curious volume of accounting lore,  
 Seeking gimmicks (without scruple) to squeeze through  
     some new tax loophole,  
 Suddenly I heard a knock upon my door,  
 Only this, and nothing more.

Then I felt a queasy tingling and I heard the cash a-jingling  
 As a fearsome banker entered whom I'd often seen before.  
 His face was money-green and his eyes there could be seen  
 Dollar-signs that seemed to glitter as he reckoned up the score.  
     "Cash Flow," the banker said, and nothing more.

I had always thought it fine to show a jet black bottom line,  
 But the banker sounded a resounding, "No,  
 Your receivables are high, mounting upward toward the sky;  
 Write-offs loom. What matters is cash flow."  
     He repeated, "Watch cash flow."

Then I tried to tell the story of our lovely inventory  
 Which, though large, is full of most delightful stuff.  
 But the banker saw its growth, and with a mighty oath  
 He waved his arms and shouted, "Stop! Enough!  
     Pay the interest, and don't give me any guff!"

Next I looked for non-cash items which could add ad  
     infinitum  
 To replace the ever-outward flow of cash,  
 But to keep my statement black I'd held depreciation back,  
 And my banker said that I'd done something rash.  
     He quivered, and his teeth began to gnash.

When I ask him for a loan, he responded, with a groan,  
 That the interest rate would be just prime plus eight,  
 And to guarantee my purity he'd insist on some security --  
 All my assets plus the scalp upon my pate.  
     Only this, a standard rate.

Though my bottom line is black, I am flat upon my back,  
 My cash flows out and customers pay slow.  
 The growth of my receivables is almost unbelievable;  
 The result is certain -- unremitting woe!  
 And I hear the banker utter an ominous low mutter,  
     "Watch cash flow."

-- Herbert S. Bailery, Jr.

## AGA New York Capital Chapter 2008-09 Community Service Plan

**August 2008**

***WMHT Membership Drive***

**When:** August 2, 2008

**Where:** The WMHT Studios

**Time:** 5:00 p.m. to 11:00 p.m.



As our local public broadcasting station and a non-profit organization, WMHT relies heavily on the support of the community. The membership drives enable the PBS station to provide quality television programs. This will be the seventh year the AGA has participated in the live broadcast to answer phones to collect pledges for the station.

**September 2008**

***Golf Tournament for Albany Medical Center's Children's Hospital***

**When:** 7:45 a.m., September 5, 2008

**Where:** Van Patten Golf Club



The local chapters of the Association of Government Accountant (AGA), Institute of Internal Auditors (IIA), the Association of Certified Fraud Examiners (AFCE) and ISACA are co-sponsoring a golf tournament to benefit the Albany Medical Center Children's Hospital and you are invited to participate. The day will include coffee, pastries, bagels and juice in the morning, 18 holes of golf (cart included) at the Van Patten Golf Club in Clifton Park as well as an awards ceremony with lunch after golf. Lunch will include Barbequed Chicken, Sausage and Peppers, Ziti, Deli Platter, Cheeses, and Salads. The cost of this event will be \$75.00 per person with the proceeds to benefit the Albany Medical Center's Children's Hospital. Please join us for a day of golf and to support the wonderful accomplishments of the Children's Hospital. Don't have a full team? Not a problem! We will round out your team with other participants (we'll contact you about your team prior to the event). To register for this event, click the register button at the bottom of this page. If you have any questions about this event, contact Brian Gee at [brian.gee@omr.state.ny.us](mailto:brian.gee@omr.state.ny.us) or at (518) 486-4248.

***Step Out: Walk to Fight Diabetes***

**When:** Saturday, September 27, 2008

**Where:** The Crossings, Colonie



The American Diabetes Association and the New York Capital Chapter of the AGA are on a quest to cure diabetes, but we cannot reach our goal without your help. Please make a donation or join the AGA Troopers for a fun-filled day. We are trying to reach a goal of \$1,000! Your support will take us one step closer to a cure. The event is fun for the whole family. A light breakfast is served, along with lunch, entertainment and fitness fair. Step Out and experience the difference you can make; along with your fellow AGA members and friends. The more the merrier!! For more information, to make a contribution, or to sign up to walk, click on the following link: <http://main.diabetes.org/goto/aganycap>. Thank you!!!

**October 2008**

***St. John's/St. Ann's Welcome Table (Soup Kitchen)***

**When:** Saturday, October 18, 2008

**Time:** 9:30 a.m. to 2:30 p.m.

**Where:** St. John's/St. Ann's Center is located at 88 4<sup>th</sup> Avenue, Albany, NY, 12202. Parking is available at the northeast corner of the intersection of South Pearl Street and 4th Avenue. The church entrance is just east of the parking lot on 4th Avenue, between South Pearl Street and Franklin Street.





**Activity:** Volunteers are needed to prepare and serve a meal to individuals living in Albany's South End in conjunction with St. John's/St. Ann's Welcome Table Program. To volunteer, please contact **Ann Marsh** at (518) 473-2020

or [amarsh@mail.nysed.gov](mailto:amarsh@mail.nysed.gov). St. John's/St. Ann's Church is a private, not-for-profit organization which has Federal and New York State tax-exempt status. The Center has served Albany's South End Neighborhood since 1837 and responds with compassion and care to all their neighbors in need regardless of race, creed, sex, national origin, age, disease, handicap, or lifestyle. The Welcome Table serves a hot meal on Tuesdays and Saturdays between 11:30 a.m. and 1:00 p.m. The Welcome Table doors are open to all who come and seconds are available. No registration or prior reservations are required. Volunteers from area schools, churches, organizations, etc. provide, prepare, and serve the meal. The Welcome Table serves over 14,000 meals each year. This represents an average of 300 meals served on each week the Welcome Table operated.

## November 2007

### ***Plant a Tree with the Capital District Community Gardens (CDCG)***

**When:** Saturday, November 1, 2008

Established in 1975, CDCG is a private, non-profit community service organization that has been helping residents of Albany, Rensselaer, and Schenectady Counties improve their neighborhoods through community gardening and urban greening programs for more than 30 years. CDCG manages 48 cooperative neighborhood food gardens in Albany, Cohoes, Latham, North Greenbush, Rensselaer, Schenectady, and Troy. CDCG also organizes annual street tree plantings for the cities of Troy, Cohoes, Scotia, Green Island, and Rensselaer and works with local municipalities and nonprofit organizations to implement a wide range of urban greening projects, enhancing our region's cities. Come join us to help CDCG with street tree planting. For more information, email Nicole Van Hoesen at [Nicole.vanhoesen@labor.state.ny.us](mailto:Nicole.vanhoesen@labor.state.ny.us) or call (518) 457-8076.



### ***Raffle to Benefit Regional Food Bank of Northeastern New York at AGA Fraud Conference***

**When:** November 24 & 25, 2008

**Where:** Holiday Inn, 205 Wolf Rd., Colonie

Since 1982, the Regional Food Bank of Northeastern NY is helping to feed the poor and hungry in our communities. It is the only organization of its kind in northeastern New York. Even if you are not attending the annual fraud conference, please drop by to make a contribution and enter the raffle for some terrific prizes.



### ***Project Equinox***

**When:** Thanksgiving Week, 2008

In each, 7,500 meals are prepared at the Empire State Plaza and then delivered by volunteers to individuals who live within a 25 mile radius of downtown Albany. This year, the AGA will take part in this great cause, and help prepare 8,000 pounds of turkey, 2,000 pounds of ham, 2,800 pounds of yams, 940 pies, 625 dozen dinner rolls, 48 gallons of cider and 19,500 pieces of fruit. For more information, contact Thalia Melendez at (518) 474-3271 or [tmelendez@osc.state.ny.us](mailto:tmelendez@osc.state.ny.us).

## December 2008

### ***Holiday Luncheon Raffle***

**When:** December 10, 2008

Each year, the local chapters of the AGA, IIA, ACFE and ISACA come together to celebrate the holidays and to listen to a motivational speaker. It's a great time for friendship and networking, as well as an opportunity to benefit a local charity. We hope that you will join us and perhaps win a prize or two!

**January 2009*****IRS Voluntary Income Tax Assistance (VITA)*****When:** January – April 2009 Training in November 2009

VITA involves IRS-trained volunteers who provide free tax assistance at community locations to individuals who need assistance with basic income tax return preparation. VITA is aimed at those for whom paid professional assistance may be out of reach, those who are non-English speaking, persons with disabilities, those with a low to fixed income, the elderly, and other individuals with special needs. For more information or to volunteer, contact Wally Donnelly at wdonnel2@nycap.rr.com or (518) 437-1897.

***Spring in January Flower Fundraiser*****When:** January 26, 2009

The New York Capital Chapter of the AGA is proud to offer the “Spring-In-January flower fundraiser to benefit the Capital District Sponsor-A-Scholar Program. The Program supports youths from low-income families at Troy, Albany, and Schenectady High Schools reach their goals. Those students must demonstrate leadership potential and have a commitment to their education. We will be selling mixed bunches of hybrid anemone bunches for \$12 each. To purchase a bunch of flowers, or for more information about this event, contact Nicole Van Hoesen at Nicole.vanhoesen@labor.state.ny.us or call (518) 457-8076.

**February 2009*****Valentines and Cookies to Veterans at the Stratton VA Medical Center*****When:** February, 2008

We will be baking cookies and delivering the cookies and valentines made by school children to the veterans at the medical center. Last year, the veterans were extremely touched by the valentines and appreciative of the cookies. It is a fun, heart-warming experience. If you would like to bake cookies or hand out the treats and cards to the veterans, please contact Nicole Van Hoesen at Nicole.vanhoesen@labor.state.ny.us or call (518) 457-8076.

**March 2009*****Preparing a Meal for the Residents of Ronald McDonald House*****When:** March 2008

The Ronald McDonald House's motto is “a strong mind; a strong body; and a safe, supportive place to grow”. These are things that every child needs and deserves to have. Helping to provide these things is what the Ronald McDonald House Charities do. By creating, finding and supporting programs that directly improve the health and well being of children, Ronald McDonald House Charities is working to better the lives of children and their families around the world. To volunteer, contact Nicole Van Hoesen at Nicole.vanhoesen@labor.state.ny.us or call (518) 457-8076.

**April 2008*****Big Brothers Big Sisters “Bowl for Kids Sake” Bowl-a-thon*****When:** April, 2008

This event raises funds, through amounts pledged for participating bowlers, for the Big Brothers Big Sisters organization. Due to the past success of the BFKS, Big Brothers Big Sisters has been able to provide hundreds of children, from their waiting list, with the friendship and guidance of a Big Brother or a Big Sister. For more information, contact Nicole Van Hoesen at Nicole.vanhoesen@labor.state.ny.us or call (518) 457-8076.

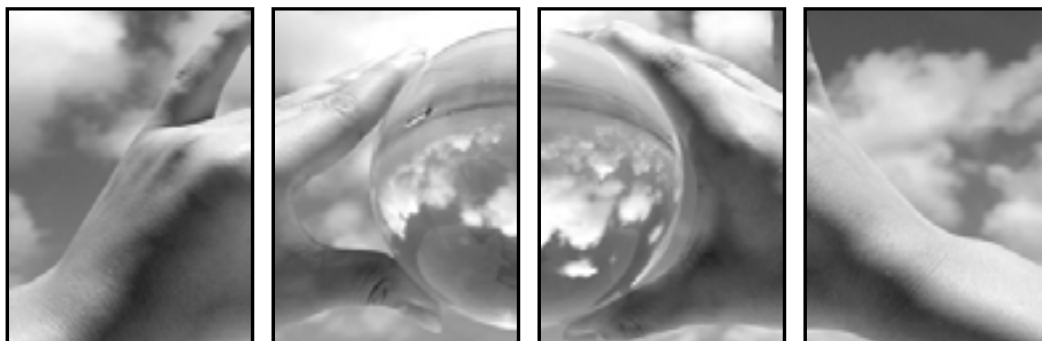
**May 2009*****Mother's Day Rose Sale for the American Diabetes Association*****When:** May, 2009

More than 20 million Americans suffer from diabetes and another 54 million people are pre-diabetic. Please join the AGA in the hope that future generations can live in a world without this disease. Together, we can all make a difference. We will be selling dozens of roses for Mother's Day to support the American Diabetes Association's worthwhile cause. Please contact Shelly Taleporos at (518) 457-0504 or [shelly.taleporos@labor.state.ny.us](mailto:shelly.taleporos@labor.state.ny.us) for more information.

**June 2009*****Volunteer for the Underground Railroad Workshop*****When:** June, 2008

The Underground Railroad History Project of the Capital Region (URHPCR) is a non profit organization. Its mission is to celebrate the history of courage and cooperation among our communal ancestors. They perform this by reclaiming and sharing the voices of freedom seekers, African American abolitionists and their supporters through public education, research, preservation, and community involvement. URHPCR, Inc. seeks to acknowledge the active, underground railroad movement in our region, to raise awareness about and stimulate interest in this little recognized and inspiring part of our history, to understand it in its historic context, to encourage the recognition of local historic figures and the activities in which they engaged, and to preserve that history. For more information, contact Danielle Rancy at (518) 474-3271 or [drancy@osc.state.ny.us](mailto:drancy@osc.state.ny.us).

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## Recent and Upcoming Community Service Events

by Nicole Van Hoesen

On Saturday, October 18<sup>th</sup>, we partnered up with KPMG to help St. John's/St. Ann's serve 207 residents of Albany's South End. About eight AGA members and their family and friends helped prepare and serve 10 trays of goulash, bread, salad and a fruit dessert. Our service was of a restaurant style setting; so we had to sharpen our waiting skills! Volunteers managed the drinks, dessert, dish washing, dishing out the food, and one volunteer per table to serve the individuals. This was a very successful event and a great experience. We would like to thank our volunteers and especially KPMG for all their help and assistance. We look forward to working with you next year!

A few weeks later, on Saturday, November 1<sup>st</sup> members helped out the Capital District Community Gardens (CDCG) prepare the Hulett garden located in Schenectady for the winter. The gardens in CDCG's care are owned by churches, golf courses or even Albany Medical Center. Primarily, the volunteers cut back the vegetation, and made any necessary repairs on fixtures such as fences or sheds. If you are one to work outside and enjoy the fresh air, please mark this event down for next year. We're going to try to fit in some tree planting with CDCG as well.

Project Equinox takes place Thanksgiving week every year right out of the Empire State Plaza. 7,500 meals are prepared and then delivered by volunteers to individuals who live within a 25 mile radius of downtown Albany. On Average, Project Equinox prepares and serves 8,000 pounds of turkey, 2,000 pounds of ham, 2,800 pounds of yams, 940 pies, 625 dozen dinner rolls, 48 gallons of cider and 19,500 pieces of fruit. We will be volunteering our wonderful food preparation skills from 5:45pm - 8:00pm on either Monday or Tuesday, November 24<sup>th</sup> or 25<sup>th</sup>. Stay tuned to our website or constant contact emails for the exact date. Please join us for this very worthwhile cause and for an awesome opportunity to network with your fellow AGA members. We need a total of 15 volunteers, so family members are welcome to attend. If you would like to volunteer or need more information, please contact Thalia Melendez at

(518) 402-4324 or [tmelendez@osc.state.ny.us](mailto:tmelendez@osc.state.ny.us). Thank you for your consideration!

Again, we would like to thank our volunteers from the St. John's/St. Ann's soup kitchen and the Capital District Community Garden Event. We hope see you at one of our upcoming events. Always remember, these events are a laid back opportunity to get to meet fellow AGA members from all over the Capital Region.

### Recipe for Golash (at the St. John's/St. Ann's Welcome Table) from AGA and KPMG

Cooking Time: 45 minutes  
Preheat oven to 275 F  
Serves 6

Ingredients: 2 lbs lean ground beef, 2 (15-ounce) cans of corn, 2 (15-ounce) cans of tomato sauce, 2 (15-ounce) cans of stewed tomatoes, 2 cups elbow macaroni (uncooked), 6 ounces of cheddar cheese, and seasonings: salt, pepper, onion powder, garlic powder, minced garlic, and Italian seasoning.

In a Dutch oven, sauté the ground beef over medium-high heat until brown. Add all of the seasonings to taste and stir well. Add the corn, stewed tomatoes, and tomato sauce and stir well. Cover and cook for 15 to 20 minutes. Add the elbow macaroni, stir well, return the lid to the pot, and simmer for about 30 minutes. Transfer goulash to baking pan, sprinkle with cheddar cheese and bake at 274 degrees F for 45 minutes.

### Project Equinox

Project Equinox takes place Thanksgiving week every year right out of the Empire State Plaza. 7,500 meals are prepared and then delivered by volunteers to individuals who live within a 25-mile radius of downtown Albany. On average, Project Equinox prepares and serves 8,000 pounds of turkey, 2,000 pounds of ham, 2,800 pounds of yams, 940 pies, 625 dozen dinner rolls, 48

gallons of cider and 19,500 pieces of fruit. We will be volunteering our wonderful food preparation skills from 5:45 p.m. to 8:00 p.m. on November 24, 2008. Please join us for this very worthwhile cause and for an awesome opportunity to network with your fellow AGA members. We need a total of 15 volunteers, so family members 14 years or older are welcome to attend. If you would like to volunteer or need more information, please contact Thalia Melendez at (518) 402-4324 or [tmelendez@osc.state.ny.us](mailto:tmelendez@osc.state.ny.us). Thank you for your consideration!

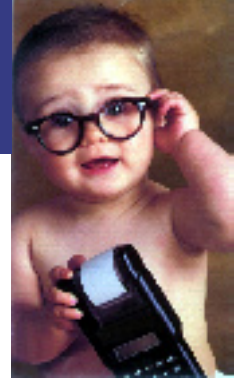




# Early Careers Center

## Ten Lessons I Learned As a New Hire

by Christopher Lindberg, AccountingWeb.com



The cap and gown are put away. You've spent the last 17 years or so of your life in a classroom: grammar school, middle school, high school, college. As a new hire in the accounting profession, there is no longer a traditional teacher, a traditional classroom, and a traditional way of learning.

Everything you will learn henceforth professionally will come from multiple sources, and you need to decipher these varying sources to become successful. While transitioning to the professional world is an individual experience, here are 10 key lessons I recently learned:

### 1. Find a Mentor with a Personality Similar to Yours

The best advice will come from a mentor who "speaks your language." Advice from a mentor is only effective when the pupil can fully interpret the message being conveyed. If you can't find a mentor at work, attend one of the many CPA society events. There, you will meet all kinds of potential mentors with a personality to match yours.

### 2. Dress Well

First impressions are lasting ones. A polished look can be the difference between getting and not getting an interview. Once you get a position, the old adage "dress for the position you want, not the one you have" has some merit. However, never lose sight that it's ultimately your performance that is going to take you where you want to go.

### 3. Like the People You Work With

You spend more time with your co-workers than with your family. When interviewing with a prospective employer, try to meet as many of your potential co-workers as possible and determine whether you could work alongside them.

### 4. Know Your Company Well; Know Your Clients Better

Public accountants are in the business of keeping clients happy. Seasoned practitioners are fully aware of the services provided by their firm and are knowledgeable of their clients' needs and are able to seamlessly integrate the two.

### 5. Don't Rush a Promotion

Those senior to me were promoted for one reason, they earned it. They weren't promoted because they hit a certain "promotion date" on the corporate schedule. They displayed

the necessary level of competence and maturity. Work toward self-improvement and increasing your knowledge base, and promotions will happen in due course.

### 6. Find a Balance

A close friend of mine has mastered balancing his life as a new hire. He is dedicated to making time for his firm, studying for the CPA exam, his friends and family, and having fun. While his seemingly effortless work-life balance makes me envious, I also view him someone to emulate.

### 7. The Most Respected Team Members Are Intense

They are serious about their work responsibilities, committed to their personal and professional relationships, and have mastered a work-life balance. They don't second guess their abilities, and those around them come to depend on these high performers.

### 8. You Can Learn a Lot from Your Mistakes

My father taught me this when I was younger, but it also applies for those beginning their careers. As a new hire, mistakes are accepted, even expected. It's what you take from those mistakes and the experience not to make that same mistake again that counts.

### 9. People Talk

Most people love to gossip - it's human nature. But there are no benefits to this type of conversation, and it should be avoided at all costs. Do you really want to be known as the firm's gossip king or queen? There is greater prosperity to be had for those who remain neutral when it comes to office scuttlebutt.

### 10. There Is No Roadmap to Success

Most college students feel as if life is mapped out for them. After graduation, this is not the case. You control your own destiny, and you're free to plan your own personal and professional goals. And that's a pretty darn good position to be in.

*Christopher Lindberg is a graduate of Rowan University and is working as an Advisory Associate for PricewaterhouseCoopers LLP.*

**Association of  
Government Accountants  
New York Capital Chapter  
Chapter Executive  
Committee  
September 2, 2008 Meeting  
Highlights**

In attendance: Amanda Zibella, Deanna Dowd, Ann Marsh, Karla Schumaker, Rick Sturm, Shelly Taleporos and Linda Zinzow; attending by telephone: Michael Abbott, Laura Brown, James Cox, Raymond Harris, Matthew Lindemann and Danielle Rancy.

**Action Items:**

1. Form a sub-committee to gather information/facts relating to the reimbursement of travel costs to present to the Ethics Commission (See Other Meeting Notes – Ethics). Brian Gee - 9/15/08
2. Draft a request for opinion to the Ethics Commission (See Other Meeting Notes – Ethics). Brian Gee - 10/13/08
3. Draft a policy on Equipment (laptop) use. Kirk Schanzenbach - 10/13/08
4. Send current policies and procedures to the Vice Presidents. Brian Gee - 9/2/08
5. Reach out to Marie Force was to see who the AGA National Office uses for their web design. Brian Gee - 9/2/08
6. Gather estimates to purchase Chapter t-shirts. Nicole Van Hoesen - 10/7/08
7. Bill OSC and DOT for their share of the audio-conferences. Scott Ray - 8/29/08
8. Contact Ray Harris if you would like to volunteer/contribute ideas to CPA Day. CEC - 10/7/08
9. Advertise membership campaign in e-mail/newsletter. Danielle Rancy/ Deanna Dowd. - 9/8/08
10. Program Guide information is due to Roger by September 19, 2008. Vice Presidents - Complete
11. Send Kick-Off flyers with program information to Shelly Taleporos for Chapter mailing. Danielle Rancy - Complete
12. Send updated member recruitment campaign flyer to Amanda Zibella and Ray Harris. Danielle Rancy - Complete
13. Check with Suzanne Dugan regarding the ethical standing of the Member Recruitment contest prize (See Other Meeting Notes – Ethics). Danielle Rancy - Complete
14. Schedule location, date and send invitations for October CPA breakfast. Danielle Rancy - 10/7/08
15. Send Roger Mazula any articles for the September newsletter. CEC - 9/10/08
16. Send foil request list to CEC. Amanda Zibella - 9/15/08
17. Compose e-mail to be sent with the program guide to the foil request list. Amanda Zibella/Shelly Taleporos - Complete
18. If anyone knows of any upcoming agency or industry conferences coming up, let Ann Marsh or Rick Sturm know. CEC - 10/7/08
19. Vice Presidents/Committee Chairs enter all CRP points onto the AGA National Office's website. Vice Presidents/ Committee Chairs - Complete
20. October Agenda Item – Brian Gee for Website information. Amanda Zibella - Complete
21. October Agenda Item – Kirk Schanzenbach for New Policy and Procedures. Amanda Zibella - 10/7/08

**Decisions Made**

1. Motion: Accept Agenda.  
Motion by: Ann Marsh, Second by: Danielle Rancy, passed unanimously.
2. Motion: Accept the August 7, 2008 Minutes.  
Motion by: Linda Zinzow, Second by: Deanna Dowd, passed unanimously.
3. Motion: Adjourn.  
Motion by: Linda Zinzow, Second by: Rick Sturm, passed unanimously.

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**Other Meeting Notes:**Miscellaneous

Program Guide – The program guide is being finalized and will be sent to the printer next week. The CEC had discussion on cleaning up the foil request list of local, municipality, and agency contacts to e-mail the program guide to. In addition to the e-mail, it was suggested we place an initial call to some contacts on the list to have personal contact and possibly open discussion to how our training events can better meet their needs.

Another idea brought to the table is to find out the dates of other agency conferences; for example, OGS, DOCS, etc. and see if we can have a booth set up for AGA information.

Membership

Kick-Off - The Fall Kick-Off event will be held September 18, 2008 at the Clarion Hotel on Watervliet Avenue in Albany from 1:00 p.m. to 4:30 p.m. The “Committee Fair” will be from 1:00 p.m. to approximately 2:00 p.m. with the Texas Hold’em games starting at 2:30 p.m. Amanda Zibella will open the meeting with a President’s welcome, followed by a brief five minute overview presented by each Vice President and Committee Chair. Participants will then have the opportunity to speak with Vice Presidents and Committee Chairs and members at their designated tables. This will be a great opportunity for current and new members to learn about the Chapter and become involved. There will be appetizers served.

Member recruitment campaign - The member who recruits the most new members will receive a \$100 gas card.

Chapter Recognition Points (CRP)

As a reminder, this year each Vice President will be submitting the CRP information into the AGA National Office’s website. September 30, 2008 is the end date to have all points entered for May to September. If you have any questions, contact Ann Marsh.

Audit Committee

In response to the new Policies and Procedures for Internal Controls over Receipts and Revenues, the audit committee has decided to do an agreed upon procedures review. Chris Stephens has volunteered to take the lead. The committee will be performing test work on the controls over cash and registration. Since the agreed upon procedures will not be done by September 30, 2008, the committee decided to do the financial review at the end of the year.

With the issuance of the new internal control procedures, the audit committee will now be doing the bank reconciliation.

Ethics

Brian Gee has spoken at length with Suzanne Dugan from the Office of the State Comptroller’s Ethics Office. Suzanne has volunteered to join us at a CEC meeting to give clearer explanations and answer our questions regarding the Chapter paying for CEC and members to attend conferences, pay for travel costs and to receive gifts.

## AGA New York Capital Chapter 2008-09 Program Events Summary

|                      |         |   |
|----------------------|---------|---|
| August 20, 2008      | CPE: 2  | <b>AGA Audio Conference - Performance Management</b><br>Office of the State Comptroller, Albany 2:00 PM – 4:00 PM<br>Free for AGA; \$15 for Others                                    |
| September 10, 2008   | CPE: 2  | <b>AGA Audio Conference - Fraud Prevention and Detection</b><br>Office of the State Comptroller/DOT 2:00 PM – 4:00 PM<br>Free for AGA; \$15 for Others                                |
| October 2, 2008      | CPE: 0  | <b>Kick-Off Event - End Your Day with AGA</b><br>Clarion Hotel, Albany 3:00 PM – 7:00 PM<br>\$10 for all attendees; Free for new members  |
| October 14, 2008     | CPE: 0  | <b>Certification Panel</b><br>Wolfert's Roost Country Club, Albany 8:30 AM – 10:30 AM<br>Free   |
| October 15, 2008     | CPE: 2  | <b>AGA Audio Conference - Performance Management Research Project</b><br>Office of the State Comptroller/DOT 2:00 PM – 4:00 PM<br>Free for AGA; \$15 for Others                       |
| October 22, 2008     | CPE: 3  | <b>Gov't Finance Series Part I - Government Accounting 101</b><br>Holiday Inn, Albany 1:30 PM – 4:30 PM<br>\$35 for AGA; \$50 for Non-Members; \$20 for Students                      |
| November 4-6, 2008   | CPE: 24 | <b>GFM Course 2 - Gov't Accounting, Financial Reporting, Budgeting</b><br>Office of the State Comptroller, Albany 8:30 AM – 4:30 PM<br>\$400 for AGA; \$450 for Others                |
| November 12, 2008    | CPE: 2  | <b>AGA Audio Conference - Soft Internal Controls</b><br>Office of the State Comptroller/DOT 2:00 PM – 4:00 PM<br>Free for AGA; \$15 for Others  |
| November 24-25, 2008 | CPE: 16 | <b>Annual Fraud Conference</b><br>Holiday Inn, Albany 8:15 AM – 4:30 PM (includes lunch)<br>\$125/\$225 for AGA, ACFE, and IIA; \$225/\$325 for Others (Save \$25 for prepayment)     |
| December 10, 2008    | CPE: 2  | <b>AGA Audio Conference - 21st Century Managers</b><br>Office of the State Comptroller, Albany 2:00 PM – 4:00 PM<br>Free for AGA; \$15 for Others                                     |
| TBD                  | CPE: 8  | <b>CPA Education Day</b><br>Location TBD 8:30 AM – 4:30 PM<br>Cost TBD  |
| December 11, 2008    | CPE: 0  | <b>Holiday Luncheon</b><br>Wolfert's Roost Country Club, Albany 12:00 PM – 2:00 PM<br>\$10 for AGA, ACFE, IIA and ISACA; \$20 for Others  |
| January 21, 2009     | CPE: 2  | <b>AGA Audio Conference - Using XBRL to Improve Financial and Performance Reporting</b><br>Office of the State Comptroller/DOT 2:00 PM – 4:00 PM<br>Free for AGA; \$15 for Others     |
| January 28, 2009     | CPE: 3  | <b>Gov't Finance Series Part II - Prevention of Fraud in a Financial Operation</b><br>Holiday Inn, Albany 9:00 AM – 12:00 PM<br>\$35 for AGA; \$50 for Non-Members; \$20 for Students |
| February 5, 2009     | CPE: 3  | <b>The Future of Auditing</b><br>Holiday Inn, Albany 1:30 PM – 4:30 PM<br>\$35 for AGA; \$50 for Others   |
| February 11, 2009    | CPE: 2  | <b>AGA Audio Conference - Building Fraud Risk Assessment into Audit Planning</b><br>Office of the State Comptroller/DOT 2:00 PM – 4:00 PM<br>Free for AGA; \$15 for Others            |
| March 11, 2009       | CPE: 2  | <b>AGA Audio Conference - Why Internal Controls Matter</b><br>Office of the State Comptroller/DOT 2:00 PM – 4:00 PM<br>Free for AGA; \$15 for Others                                  |
| March 16 - 18, 2009  | CPE: 21 | <b>The Conference That Counts 2009</b><br>Holiday Inn, Albany (Separate Brochure and Registration)  |
| April 8, 2009        | CPE: 2  | <b>AGA Audio Conference - The Future of Government Auditing</b><br>Office of the State Comptroller/DOT 2:00 PM – 4:00 PM<br>Free for AGA; \$15 for Others                             |
| April 23, 2009       | CPE: 3  | <b>Gov't Finance Series Part III - An Introduction to GAAP Financial Reporting</b><br>Holiday Inn, Albany 9:00 AM – 12:00 PM<br>\$35 for AGA; \$50 for Non-Members; \$20 for Students |
| April 29, 2009       | CPE: 1  | <b>Financial Seminar/Dinner</b><br>Century House, Latham 5:30 PM – 7:30 PM<br>\$25 for AGA; \$35 for Others   |
| May 13, 2009         | CPE: 2  | <b>AGA Audio Conference - Ethics in the Workplace</b><br>Office of the State Comptroller, Albany 2:00 PM – 4:00 PM<br>Free for AGA; \$15 for Others                                   |
| June 10, 2009        | CPE: 0  | <b>Annual Awards Celebration Luncheon</b><br>Wolfert's Roost Country Club 12:00 PM – 2:00 PM<br>\$10 for AGA; \$20 for Others   |

Registration: Online at [www.aganycap.org](http://www.aganycap.org) or [registrar@aganycap.org](mailto:registrar@aganycap.org)

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