



SILICON VALLEY  
CHAPTER

# The Working Papers

Chapter Newsletter

*Advancing Government Accountability*

VOLUME XXXVI, ISSUE 4

December 2008

## PROFESSIONAL DEVELOPMENT MEETING

Date: December 18,  
2008, Thursday

### Topic:

Human Development -  
Making a Transitional  
Triumph from Manager  
to Leader

### Speaker:

Karen Walker-Tunoa  
Resiliency & Results  
Expert

Time: 11:30 AM - 1:00  
PM

1 hour CPE

New Meeting Place:  
Biltmore Hotel, 2151  
Laurelwood Rd, Santa  
Clara, CA 95054  
(408) 988-8411  
[www.hotelbiltmore.com](http://www.hotelbiltmore.com)  
(Off Freeway 101 &  
Montague Expressway

See page 9 to register

TREAT YOURSELF THIS HOLIDAY SEASON, ATTEND THE  
DECEMBER PROFESSIONAL DEVELOPMENT MEETING !

## Making a Transitional Triumph from Manager to Leader



Human development is always a challenge for both management and staff. Are you prepared for the next job? Have you been overlooked for advancement? You applied to a job opening and responded very well to the qualifications asked for in the job announcement. Your interview went well, but you did not get the job. What happened? Is there something to do with the word leadership? Are you ready to assume leadership position?

Twelve months into any new position can be challenging. Especially, the first 90 to 180 days of transitioning from manager to leader. Are there members on your team who disregard the authority of your new position? Is your boss treating you as though you were never promoted? At times, do you find yourself secretly frustrated managing sensitive issues that have arisen during this type of transition? There is a solution. In the ***Making a Transitional Triumph from Manager to Leader*** presentation, you will learn how to:

- Identify and prevent the cause of many workplace malfunctions that hinder a smooth transition
- Clarify the difference between a manager and a leader
- Get upfront and continual team member buy-in
- Determine which leadership characteristics and resiliency traits should be utilized prior to promotion
- Design a blueprint that will teach people how to treat you
- Orchestrate a triumphant transition from manager to leader

By the end of this Professional Development luncheon meeting, you will be equipped with proven strategies that transcend traditional methods. Dedicated implementation will make your transition triumphant. Take advantage of this training opportunity offered to you, within your reach. Join us!

**Karen Walker-Tunoa** is a returning speaker. She shared her talents and expertise by captivating the attendees at the Chapter's One-day Training last summer. She is dedicated to helping professionals optimize performance during challenging times.

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## PRESIDENT'S MESSAGE

By **Grace S. Ragni, CPA, CISA, CIA**



Many of us have developed a real love/hate relationship with technology. We love the efficiency, speed and flexibility it brings that make us often wonder how we were able to live without today's technology. But we bemoan the fact

that in continually seeking to provide tools that would facilitate our jobs, data access could get complicated and work performance more intricate to monitor. Our November speaker, **Claudine Hu**, talked about ACL and how this software is used to access and analyze data. ACL's ability to weed out those "red-flag" items among volumes of transactions, particularly when working under constrained resources is a major advantage. While ACL may be very helpful for the auditors during their risk assessment and testing, this tool is similarly helpful to accountants and anyone who is involved in data analysis.

As 2008 draws to an end, we look back to our accomplishments, as well as challenges that we, as an organization, have encountered during the year. For this holiday season, we have on the top of Santa's list the wish for increasing membership. We, in AGA, are all optimistic that Santa would be nice to us as we celebrate our successes and strive to continuously improve service to our members and stakeholders. Have a safe and happy holiday season!

### Upcoming Professional Development Meetings – Please Mark your Calendar!

#### January 22, 2009, Thursday

Speaker: **Bill Perone, CIA**, Internal Audit Manager, County of Santa Clara  
Topic: Data Analysis – Tools to Improve Efficiency

#### February 19, 2008, Thursday

Speaker: **Jack Kirovong**, National Account Director Business Controls Inc.  
Topic: Fraud Prevention Controls - Hotline Best Practices

 <p><b>AGA</b> SEVENTH ANNUAL NATIONAL LEADERSHIP CONFERENCE</p>		<p>February 19 – 20, 2008 Reagan Building and International Trade Center in Washington, D.C., 14 CPE Hours</p>
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Government financial managers are deeply committed to producing timely, reliable and useful financial information, with the goal of running government programs more efficiently. At AGA’s Seventh Annual National Leadership Conference (NLC), those sentiments are more than just words.

The conference brings together the top minds in the industry to provide “how-to” lessons, the newest management techniques, and the most recent information on always-changing standards and regulations. The conference, set for February 19-20, 2009, at the Ronald Reagan Building and International Trade Center in Washington, D.C., also features the newest tools to help agencies do their jobs more easily and more effectively.

The Exhibit Hall is also a gathering spot to meet with colleagues from around the country. The NLC offers outstanding training, dynamic speakers and multiple networking events. Show your commitment to excellence—register today!

Visit - [http://www.agacgfm.org/nlc\\_2009/index.htm](http://www.agacgfm.org/nlc_2009/index.htm)

**Registration Fees**

A full conference attendee registration package includes the opportunity to earn up to 14 CPE hours, entrance to the Exhibit Hall, education sessions and official conference activities, two breakfasts, four refreshment breaks, two luncheons, and a registration tote bag.

<b>AGA Member</b>	<b>Fax/Mail</b>	<b>Online</b>
Early (By Jan. 25)	\$500	\$475
Standard (After Jan. 25)	\$600	\$575
<b>Nonmember</b>	<b>Fax/Mail</b>	<b>Online</b>
Early (By Jan. 25)	\$675	\$650
Standard (After Jan. 25)	\$775	\$750

**Special Offer – CGFM aspirants!**

Sign up for **AGA's Intensive Review Course** and take the **CGFM Examinations** before the **National Leadership Conference** in Washington DC. The Intensive Review Course will take place on **February 16-17, 2009**. The CGFM Examinations will be offered by appointment only on **February 18-19, 2009**. The cost of the course is only \$249 for qualified participants, and it offers 18 CPE hours. Special Bonus: the CGFM Examinations are offered at **NO COST** to course attendees. For registration, eligibility and examination information visit - [http://www.agacgfm.org/nlc\\_2009/cgfm\\_exams.htm](http://www.agacgfm.org/nlc_2009/cgfm_exams.htm)



June 23, 2008

## Talent Management: How to Compete and Win the War for Talent

By: William Kilmartin, CGFM, and Breck Marshall

*William Kilmartin, CGFM, a member of AGA's Boston Chapter, is the retired state comptroller, Commonwealth of Massachusetts, and currently the director of*

*Accenture's state government finance and administration practice. Breck Marshall is*

*the managing partner for Accenture's North America public sector talent management practice.*

*Recently the Electronic Commerce Coordinating Council conducted a symposium on this topic, and the results are highlighted in this blog.*

Whether you know it or not, your organization is in a war for talent. Over the next few years as the demographic landscape continues to shift at an ever-faster pace, the challenges with staffing our government work force are going to become significantly more difficult. Also, in this environment of constrained resources, we need to maximize and leverage every resource at our disposal. Work force represents a significant portion of every budget. How can we get more productivity out of our work force? One way is to embrace an effective program of Talent Management. Organizations that have report productivity increases of 15, 25 or even 40 percent. Do the math. This is big.

Talent management is the array of interconnected processes by which an organization identifies, attracts, develops and retains its personnel to perform and achieve the organization's mission. Often this work is thought to be the work of HR or supervisors, but in fact, getting the best out of each employee is the responsibility of everyone on the team. From a rewards perspective, this also means not just rewarding the talents of the high-performing few but developing and executing strategies that raise the ability and output of the greater work force.

### Why is this important?

Over the next five years up to a third of the U.S. federal government and similar percentages of state and local work forces are going to be eligible to retire, begging the question, who will fill their shoes? At the same time, a new generation, one that has grown up digitally from day one, is coming in to the work force. This combination bookend challenge of Silver Tsunami meets High Tech sophistication has started and will continue to significantly alter the battleground for attracting and retaining talent.

First let's take a look at generations in the work force today so that we know what talent we are talking about. The baby boomer generation was born between 1943-1960 and came in with a roar. Due to its size, it was able to dictate the terms by which it would live and work. The Net Generation consisting of Generation Y and Millennials was born between 1977-1998. This population in the United States is size-wise on par with the boomers. However, globally in China, India, Vietnam and other Asian countries, this population dwarfs the existing boomers by large margins and early indications are that they will similarly shape the future work world to meet their interests and desires.

In addition to generation change over, what is particularly interesting is the future talent pool of the United States. The U.S. Department of Labor is projecting a 10 million-person work force shortage by 2010 and India will have an excess of 47 million workers by about that same time. A recent study by Accenture of graduating 2008 seniors from all over the world indicated that the United States is still considered to be the most desirable place to work and create a career. Quick reviews of testimonies on Capital Hill by Microsoft and the like indicate a shortage of talent in the U.S. and the need for better visa and Immigration policies to enable the free flow of talent. Essentially, in the near future, talent is going to be on the move and the war to attract and retain that talent may come from competitors half way across the world as well as in your own community.

## **AGA Weblog - Talent Management: How to Compete and Win the War for Talent**

Continued from page 4

An organization's ability to be successful in attracting and retaining talent will depend on getting the following things right:

**Organization Strategy**—Before going out and spending precious resources to acquire talent the organization must be able to articulate what is it trying to do, what vision is it trying to achieve, how is it planning to operate in the future to accomplish the mission.

### **Talent Strategy**

Once the organization strategy is known, the key is to define at a high level the talent strategy that will support execution of the organization strategy. Leading from this strategy is a continuous cycle of what we call the four D's: Define, Discover, Develop, and Deploy.

**Define**—Interconnected with the strategy is the idea of defining who do you need doing what to be successful. How do you plan on organizing all of this talent? What are the skills and abilities of the work force that are required to achieve the mission? How will the future work force work together from a culture and toolset standpoint?

**Discover**—This step defines the sources of talent. Through analytics, past employee experience, and other means, what are the talents and recruiting pools the organization needs to go after to get the right talent to do the work?

**Develop**—What are the training programs, on boarding processes, mentors, etc., that need to be in place to bring in the new talent as well as further develop what already exists in the organization? While this step is not new, the way in which the Net Generation learns is different than previous as well as the technology to better support adult learners. Advances in snippet learning as well as other support aids are significantly changing what goes on in this phase.

**Deploy**—A key to success for all employers is the need to deploy the right talent with the right skills to tackle the right challenge at the right time. Creating this type of timing for both new and existing employees can be a key component to maintaining an engaged work force.

In planning for the future in the public sector, some organizations have already begun to experiment by creating programs to attract experienced workers retiring out of the private sector in to second careers in government. At the same time, the Net Geners are starting to seep in to the work force and are already having an immediate impact as organizations are having to change their recruiting strategies and messages to target as much the "hover parents" as the graduating students. Given their interconnectedness to technology, the Net Geners are also looking carefully as to what collaboration space and mobile tools they will be provided to get their work done. Not to long ago, the debate in most offices centered on should we provide our employees with access to the Internet in the workplace and why. Now the question is how much access and interconnection are you going to allow with the outside world in order to get talent to come and work for the organization.

Governments need to do a better job managing and nurturing one of their most precious assets: their work force. This is an executive policy issue, but it also permeates through all levels of the organization.

Given the need to rethink the talent needs of the organization and the complication of talent on the move, the future employee career experience is going to be different than today. The war for talent is definitely squarely on the horizon. "Game On."

## MEMBER'S CORNER

### HUMANITARIAN AID - IMPACT LAOS

LAOS – THE LAND OF A MILLION ELEPHANTS (and millions of pounds of unexploded ordnance). What seems like a millennium ago, an Air Force Pilot and a Navy engineer were assigned to a military base in Northeast Thailand, bordering Laos, and only one of them came back alive. Thirty plus years later, the son of the pilot and the engineer met by chance at church and struck up a friendship. Circumstances allowed the son to visit his fathers crash site in Laos. Leaders from a nearby village led him through the jungle and up a steep mountainside to the crash location. The village chief graciously allowed him to stay at his home. The friendliness of this poor village really impressed him and birthed an idea to help these villagers.



After the pilot's son arrived home in the US, he continued to think about the needs of the villagers and what could be done to help them. After many discussions with the engineer and others who had a heart to better the lives of these impoverished villagers, they formed a non-profit group called **Impact Laos** (<http://www.impactlaos.org/index.php>).

The mission of **Impact Laos** is to make an impact on the people of Laos by providing humanitarian aid in the following areas:



- Medical and Dental Needs and Prevention
- Children: School, Sports and Kids Activities
- Village Improvement

**William (Bill) Brown** said, "Over the past five years, teams of 6 to 10 volunteers went to Laos for two weeks at a time and helped the villagers upgrade their elementary school by putting in a concrete floor and painting the building, upgraded the playground equipment, built a Alcohol and Drug Treatment Center, provided dental and medical care, and distributed clothing and school uniforms, etc. Most of the projects

were accomplished with the help of the villagers. We provided the materials, tools and know-how and they provided the energy and labor to complete the work. There are 3 more schools in the district that we would like to help and we are planning to electrify the schools in the next few years. The villagers are very poor and look forward to any help we can give them."

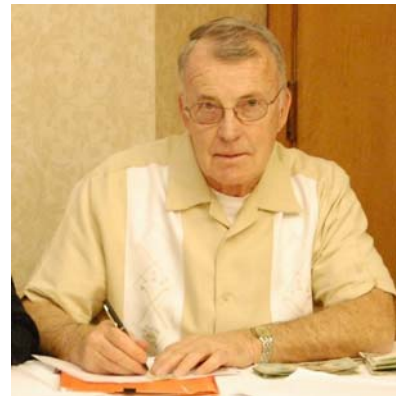
## Welcoming New AGA Member

Lisa Dafonte  
Defense Contract Audit Agency

## MEMBER'S CORNER – Humanitarian Aid, Impact Laos

Continued from page 6

**Bill Brown**, AGA Silicon Valley Chapter Meeting Committee Chairperson and member of [Thailand Laos Cambodia Brotherhood](#), has been very involved with **Impact Laos** since its inception. He said, "I enjoy working with the tribes people of Southeast Asia. I was first in the area in 1966 on a tour of duty and worked a bit with the mountain people of Vietnam. In 1967 I worked with tribal folks along the Cambodian and Thailand borders. Finally, in 1969, 1970 and 1971, I was stationed in Northeast Thailand working in support of the Laos operations. This upcoming 2009 trip will be my fifth trip in the last six years and it is a real joy to be able to assist folks who basically live on the fringes of life."



During his tour of duty, Bill worked for the United States Navy (SEA BEES) in the Construction and Contract Management where he was stationed in various places such as Vietnam, Thailand, Philippines – Subic Bay, Spain, Diego Garcia, Moffett Fields, Barstow, etc. Bill retired from the Navy with a rank of Commander. AGA Silicon Valley is very grateful and proud of Bill for his service to our Country and for his unselfish and compassionate efforts to help the school children and villagers of Laos.

Bill received his B.S. Degree in Mechanical Engineering from John Brown University and completed all course works in M.S. in Financial Management from Naval Post Graduate School. He has Contractors License A and B in California. After serving the Navy, he worked for several construction companies holding several senior management positions.

One of the interesting work experiences of Bill is when he was the Public Works Director of Naval Air Station Moffett Field in Sunnyvale, California. He managed 200 union employees with a \$14 million annual budget for engineering, planning, transportation, maintenance, and operations. He administered construction contracts worth \$20 million/year with \$500,000 warrants level, managed over \$10 million/year of military construction projects and maintained 752 family housing units and utility shops of various trades. He managed the control inspection, data processing system, and military self-help division of the Naval Station. He appeared before US Senate Investigating Committee and local television to clarify and alleviate local pressure regarding hazardous waste. Bill now works for Santa Clara Valley Transportation Agency as Contracts Manager/Financial Analyst handling construction contracts.

As Chairman of the Chapter's Meeting Committee, Bill humbly takes care of the monthly meeting registrations, prepares CPE certificates and keeps record of the CPE sign-in sheet. He ensures that facilities and audio-visual equipment required by the speaker are available at the meeting and logistics are met. His service to AGA Silicon Valley Chapter is greatly appreciated. Without Bill, the chapter's monthly meetings would not be that organize and successful. Thank you Bill and hats off to you!



# HOLIDAY GREETINGS

Best wishes to all our Members and Friends.  
We value your continued participation. Thank You!

From all of us...

**THE EXECUTIVE BOARD OF AGA SILICON VALLEY  
CHAPTER**

## FOOD FOR THE HUNGRY!

AGA Silicon Valley Chapter would like to solicit your donations of canned goods and non-perishable foods. Please bring your donations to this Thursday's meeting (12/18/2008) and we'll carry them to the Second Harvest Food Bank.

Thank you for your Gift of Love!

## JOB OPENINGS!

### **Supervising Accountant**

City of San Jose

Salary \$91,270 to \$111,196

Closing Date: January 4, 2008

<http://www.sanjoseca.gov/cityjobs/>

### **Accounting Supervisor**

City of Tigard, OR

Waldron & Company | [www.waldronhr.com](http://www.waldronhr.com)

Salary \$56,063 - \$75,125 Plus Excellent  
Benefits

## Making a Transitional Triumph from Manager to Leader

Continued from page 1

**Karen Walker-Tunoa** is resiliency and results expert and the owner of KWT Communications, a firm that specializes in how Resiliency Gets Results and offers keynotes, workshops and training retreats (<http://www.kwtcommunications.com/>). She is a spokesperson for the Power to End Stroke national campaign with the American Heart Association advocating stroke and cardiovascular disease awareness and prevention.

She is also very active in professional organizations by serving as the 2007-2008 President of the North Bay chapter of the California Association of Mortgage Brokers, 2008-2009 President-Elect for the National Speakers Association -Northern California chapter, graduate and now Program Director for the prestigious speaking program Pro-Track. She serves her community by being an active member of the Petaluma Sunrise Rotary club and she studies the martial art discipline of Tang Soo Do.

## Chapter Holiday Membership Drive \$35 Discount

If you are not a member of AGA yet, you can sign-in as new member at the December 2008 Professional Development Meeting or when you register to attend the meeting. You will then receive a \$20 or 21% discount on your membership dues. Once you sign-in as new member, you are entitled to pay the member's meeting registration rate, which is additional \$15 saving. Overall, you will save \$35.

In five meetings you will recoup your membership dues by paying only the member's registration fee. Take advantage of this **Special Holiday Membership Drive**. This is a good deal! See application form and member's benefits list, which are included in this Newsletter and send an email to [AGASiliconVal@sbcglobal.net](mailto:AGASiliconVal@sbcglobal.net).

### FROM THE EDITOR:

Members are encouraged to send news articles for our Newsletter - *The Working Papers*. We want to know what you are doing (i.e. promotion, new job, community service, etc.). Email your article(s) by the first day of the month to the editor –

[AGASiliconVal@sbcglobal.net](mailto:AGASiliconVal@sbcglobal.net)

### Planning to attend the December 18, 2008 Professional Development Meeting?

#### Make reservation by contacting:

Bill Brown, [william.brown@vta.org](mailto:william.brown@vta.org)  
(408) 321-5648

Gary Epstein, [gary.epstein@vta.org](mailto:gary.epstein@vta.org)  
(408) 321-5683

Remi Thomas, [remigia.thomas@vta.org](mailto:remigia.thomas@vta.org)  
(408) 952-4125

#### Cost (lunch buffet included):

Members/Retirees/Students \$25

Nonmembers \$40



# 10 Great Reasons to Join AGA

## 10. Keep up with the Latest Issues

In today's busy society, everyone knows it is harder than ever to keep up with the latest issues—to know who's doing what, and how. One way you can have regular access to the latest information—and build your professional network at the same time—is by attending AGA's NASBA-certified seminars, conferences and local chapter events. It is the best opportunity you have to keep on keeping up...and as a member, you're assured of hearing about all of the conferences and meetings well in advance. Another way is by receiving AGA publications, which are all easily accessible to members on the AGA website and are also e-mailed right to your desktop.

## 9. Stop Reinventing the Wheel

AGA is the *ONLY* professional association that boasts a membership across *ALL* levels of government—local, state and federal. Plus, AGA also has members who work for tribal governments, academic institutions and private sector organizations. The greatest benefit AGA makes available to you is access to this powerful network of professionals. With a membership at 15,000, you can talk with peers, find solutions to current issues and seek advice, all within minutes!

## 8. Stay Abreast of the Latest Technologies and Financial Systems

Everywhere we turn, technology is affecting our lives. Whether we're online buying a gift, making vacation plans or keeping in contact with friends and relatives, technology and the Internet are key to how we get things done in today's fast-paced environment. Turn to AGA Corporate Partner organizations to keep up with the latest and greatest in technology and software applications. Private-sector organizations bring a wealth of intellectual knowledge and industry viewpoints to AGA members. White Papers and survey data give members a better understanding of how technology can be applied toward solving everyday business problems and issues.

## 7. Save Money For You and Your Employer

It's true—your AGA membership can help you and your employer save money. Your membership in AGA entitles you to significant savings on registration fees for conferences, workshops and courses, as well as AGA periodicals and training materials. So you can keep current—without breaking the bank.

## 6. Make New Friends and Important Professional Contacts

A true professional knows the value of good contacts. Your local AGA Chapter puts you in contact with other accountability professionals in your area. You'll get the chance to participate in social events, business meetings and educational seminars with other professionals who understand your concerns. Your AGA membership means you're part of a tremendous nationwide network.

*"As a small business owner providing services to the government, AGA membership provides me excellent continuing education and networking opportunities."*

**Flora Milans,**  
**CGFM, CPA**  
**President, RoundUp**  
**Accounting**  
**AGA Member Since 1995**

*"Membership has its advantages. More than you may realize like leadership, travel, meeting great people, and helping to make a difference in our accountability profession. It is more than CPE. Many professional associations offer CPE, but AGA gives you that plus insight and networking opportunities that are unparalleled."*

**Nauri D. Ahmed, CGFM, CPA**  
**Commonwealth of Virginia, AGA Member Since 1996**



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### **5. Be Represented by an Industry Leader**

AGA has been serving accountability professionals since 1950. Just as you through your career and outside interests have contributed to improving our governments, AGA remains committed to advancing government accountability at all levels of government. AGA monitors congressional and regulatory activities and keeps you informed of new developments. Together AGA members represent a strong, unified voice in support of the advancement of accountability in government financial management.

### **4. Increase Your Skills and Value to Your Employer**

Access thousands of hours of inexpensive continuing professional education via NASBA-certified conferences, classroom courses, training events, and online self-study. Learn new techniques to help improve workplace efficiencies and effectiveness.

### **3. Earn Professional Recognition**

You've put a lot of hard work into getting where you are today. Enhance your credentials as a government financial manager by choosing to have your unique skills and knowledge recognized through professional certification in AGA's Certified Government Financial Manager (CGFM) designation. The CGFM designation is proof of a broad range of government financial management expertise—an attribute most sought after by government employers. The CGFM demonstrates your ability to keep abreast of change and enhances your credibility to the government accountability community you serve.

*"Being part of AGA for the past two decades has been one of the highlights of my career! I've learned many skills from AGA—from how to work on teams to leading large organizations. I've kept current on industry knowledge by taking advantage of the many educational events offered to me."*

*Cindy Cox, CGFM  
AGA's North Central  
Regional Vice President  
DFAS Leaders in Motion  
Program Manager  
AGA Member Since 1996*



### **2. Build Your Leadership Skills**

And your professional reputation. How? Active participation in your local AGA chapter and AGA national committees! In addition to leadership skills, you'll develop effective teamwork and communications skills as well as networking skills. Traits ALL employers are looking for! NOW is the time to get your career on the fast track!

### **1. Get a Head Start on Your Career**

Make valuable contacts. Meet your peers. Keep up your education. Build a professional network. Learn new skills. Learn from the leaders. Don't waste another valuable minute. Now is the time to join AGA!

*Check out AGA on the Internet at [www.agacgfm.org](http://www.agacgfm.org) or call the Customer Satisfaction Center at 800.AGA.7211.*



# Membership Application

New Member  Check here if renewing

## I. Name & Mailing Address

Mr.  Mrs.  Ms.  Dr.  Prof.

male /  female

### Preferred Address

Name FIRST LAST MIDDLE

Address Apt/Suite#

City State/Province

Zip/Mail Code Country

Home  Office Address

Business Phone Business Fax

Home Phone \_\_\_\_\_

E-mail \_\_\_\_\_

### Second Address

Address Apt/Suite#

City State/Province

Zip/Mail Code Country

## II. Business Information

Job Title Dept.

Organization \_\_\_\_\_

### Employer: (Government):

- Federal  State  County  City  International  
 Private  Academia  Student  Retired  Private International

### Responsibility Area:

- Accounting  Budgeting  Financial Management  Management  Academia  
 Contract Management  Grants Management  Program Management  Administration  Consulting  
 Information Systems  Retired  Auditing  Finance  Legal  
 Student  Other \_\_\_\_\_

### How did you hear about AGA?

- Friend/Co-Worker  AGA/Chapter  AGA Conference  Employer  AGA Website  
 CGFM Program  Internet Search  Chapter Meeting  AGA Publication  Direct Mail

### Age:

- Below 20  21 – 25  26 – 30  31 – 35  36 – 40  41 – 45  46 – 50  51 – 55  56 – 60  61 – 65  66+

Please list any other financial management or accounting associations you are a member of:

Education: \_\_\_\_\_ Highest degree attained: \_\_\_\_\_ Accreditation and Certificates: \_\_\_\_\_

## III. Sponsor's Name

(if applicable) \_\_\_\_\_ Member ID # \_\_\_\_\_

## IV. Membership Data/Dues

Please choose a membership category and fill in the appropriate dues from the list on the back of this application. Retired? Call the AGA Customer Satisfaction Center at 800.AGA.7211 to find out about our retired membership category.

**o Full Government**—\$90/year—Full Government - This class of membership is available to individuals with three or more years of government experience. This class is also available to individuals with similar experience who work for colleges/universities and not for profit organizations.

**o Private Sector**—\$150/year—This class of membership is available to individuals working for private companies, corporations, partnerships and sole proprietors.

**o Early Career**—\$45/year—This class of membership is available to individuals with less than three years of experience.

**o Student**—\$30/year—This class of membership is available to full-time college/university students that are not gainfully employed.

Primary Chapter Dues

Additional Chapter Membership(s) Optional Dues

\_\_\_\_\_ Dues

(please refer to list on the reverse side)

## V. Method of Payment

Check enclosed (make checks payable to AGA)

Charge to my:  VISA  MasterCard  AMEX  Discover

### Total Amount Enclosed

Card Number Expiration Date

Signature \_\_\_\_\_

*Advancing  
Government  
Accountability*

Association  
of Government  
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# Annual Chapter Dues Table

F = Full Government Member  
 P = Private Sector Member  
 E = Early Career Member  
 S = Student Member

CHAPTER	F/P	E	S
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## ALABAMA

Montgomery	10.00	10.00	5.00
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## ALASKA

Alaska Capital	10.00	10.00	-0-
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## ARIZONA

Phoenix	5.00	5.00	3.00
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## ARKANSAS

Central Arkansas	5.00	5.00	5.00
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## CALIFORNIA

Central Coast	5.00	5.00	5.00
Inland Empire of CA	10.00	10.00	10.00
Los Angeles	5.00	5.00	5.00
Los Angeles Civic Center	5.00	5.00	5.00
Orange County	5.00	5.00	1.00
Silicon Valley	5.00	5.00	5.00
Sacramento	3.50	3.50	3.50
San Diego	7.50	5.00	2.50
San Francisco	6.00	6.00	6.00

## COLORADO

Denver	5.00	5.00	5.00
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## CONNECTICUT

Hartford	5.00	5.00	5.00
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## DELAWARE

Dover Capital	10.00	10.00	5.00
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## DISTRICT OF COLUMBIA

Washington, D.C.	10.00	5.00	5.00
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## FLORIDA

Tallahassee	5.00	5.00	5.00
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## GEORGIA

Atlanta	5.00	5.00	5.00
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## GUAM

Guam	5.00	5.00	5.00
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## HAWAII

Hawaii	5.00	5.00	-0-
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## IDAHO

Idaho Centennial	-0-	-0-	-0-
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## ILLINOIS

Chicago	7.00	7.00	7.00
Springfield	7.50	7.50	7.50
Quad Cities	-0-	-0-	-0-

## INDIANA

Central Indiana <sup>1</sup>	5.00	5.00	5.00
Indianapolis <sup>2</sup>	5.00	5.00	5.00

## IOWA

Des Moines	5.00	5.00	5.00
Quad Cities	-0-	-0-	-0-

## KANSAS

Topeka	-0-	-0-	-0-
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## KENTUCKY

Central Kentucky	5.00	5.00	5.00
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## JAPAN

Japan	5.00	5.00	5.00
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## LOUISIANA

Baton Rouge	5.00	5.00	5.00
New Orleans	5.00	5.00	5.00

## MAINE

Maine	10.00	5.00	5.00
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## MARYLAND

Baltimore	5.00	5.00	5.00
Montgomery/Prince Georges	10.00	6.00	-0-

## MASSACHUSETTS

Boston	7.50	7.50	7.50
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## MICHIGAN

Detroit	5.00	5.00	5.00
Greater Lansing	7.50	5.00	5.00

## MINNESOTA

Minneapolis/St. Paul	5.00	5.00	5.00
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## MISSISSIPPI

Jackson	5.00	5.00	5.00
West Central Mississippi	-0-	-0-	-0-

## MISSOURI

Kansas City	-0-	-0-	-0-
Mid-Missouri	-0-	-0-	-0-
St. Louis	-0-	-0-	-0-
The Ozarks	5.00	5.00	5.00

## MONTANA

Lake Missoula	10.00	10.00	10.00
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## NEBRASKA

Lincoln	7.50	7.50	7.50
Omaha Metro Area	10.00	10.00	10.00

## NEW JERSEY

Northern New Jersey	7.50	7.50	7.50
Trenton	5.00	5.00	2.00

## NEW MEXICO

Albuquerque	10.00	10.00	10.00
New Mexico	10.00	10.00	10.00

## NEW YORK

New York City	5.00	5.00	5.00
New York Capital	-0-	-0-	-0-

## NORTH CAROLINA

North Carolina Triangle	7.50	7.50	7.50
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## NORTHERN MARIANA ISLANDS

Northern Mariana Islands	-0-	-0-	-0-
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## OHIO

Cincinnati	5.00	5.00	5.00
Cleveland	5.00	5.00	5.00
Central Ohio <sup>1</sup>	5.00	5.00	5.00
Greater Columbus <sup>2</sup>	-0-	-0-	-0-
Dayton	5.00	5.00	5.00

## OKLAHOMA

Oklahoma City	7.50	7.50	5.00
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## OREGON

Portland	5.00	5.00	5.00
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## PENNSYLVANIA

Central Pennsylvania	5.00	5.00	5.00
Philadelphia	5.00	5.00	-0-

## PUERTO RICO

Puerto Rico	-0-	-0-	-0-
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## SOUTH CAROLINA

Columbia	10.00	10.00	10.00
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## TENNESSEE

Chattanooga	10.00	10.00	-0-
East Tennessee	7.50	7.50	7.50
Nashville	5.00	5.00	5.00

## TEXAS

Austin	5.00	5.00	5.00
Dallas	5.00	5.00	2.50
Fort Worth	5.00	2.50	2.50
Houston	5.00	5.00	5.00
San Antonio	5.00	5.00	5.00

## UTAH

Northern Utah	5.00	5.00	5.00
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## VIRGINIA

Northern Virginia	10.00	10.00	10.00
Richmond	5.00	5.00	5.00
Roanoke	5.00	5.00	5.00
Virginia Peninsula	-0-	-0-	-0-

## WASHINGTON

Central Washington	5.00	5.00	5.00
Mid-Columbia Basin	7.50	7.50	7.50
Northwest Inland Empire	5.00	5.00	5.00
Olympia	10.00	10.00	10.00
Seattle	5.00	5.00	1.25

## WISCONSIN

Southern Wisconsin	-0-	-0-	-0-
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## STUDENT AFFILIATE CHAPTER

Old Dominion University	N/A	N/A	-0-
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Please call AGA's Customer Satisfaction Center at 800.AGA.7211 if you do not see a chapter listed in your area.

\*Dues subject to change without notice.

Updated February 2006.

<sup>1</sup>State and Local Focus

<sup>2</sup>Federal Focus