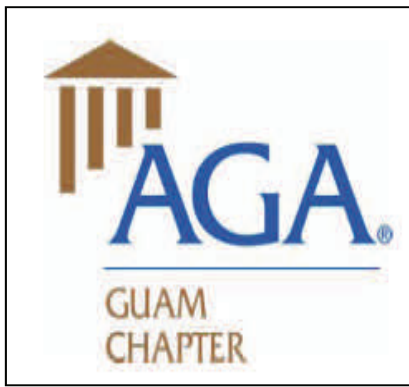




Merry Christmas!



December 2016 Volume 10, Issue 06



President's Message

Hafa Adai AGA members!

Happy holidays to you and your families. This month we celebrate the season with our annual AGA Guam Christmas party!

Thanks to the coordination and creativity of the University of Guam Junior Accountants Society, there will be lots of fun games and prizes and of course the good company of our fellow AGA members. Join us for the festivities at the Westin Resort on December 21 at noon.

As busy as we all get with the holiday season, we are still committed to taking a small amount of our time to show our Christmas spirit. I invite you to join us to help raise funds for the Salvation Army with its annual Bell Ringing campaign. Frances, our Community Service Director has scheduled us for December 10 at the GPO Food Court entrance and December 17 at Micronesia Mall Women's Macy's side. This event helps to qualify you in the raffle to attend the AGA National Professional Development Training in Boston in July 2017.

Our November guest speaker enlightened us last month with the approaching new overtime rule. Mr. Patrick Candoleta, the Assistant Director for the Department of Labor's Wage and Hour Division was so helpful and answered a lot of your questions and offered to come to your respective offices to speak.

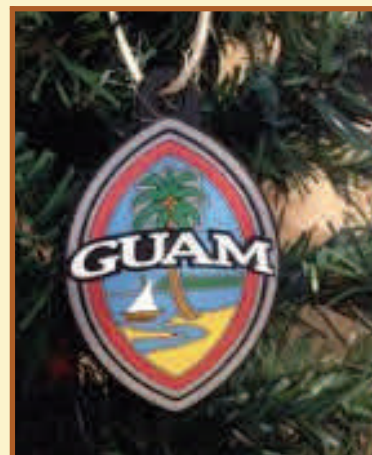
The overtime rule has been postponed after a preliminary injunction was imposed by a federal judge. Please contact Patrick if you are interested in his presentation at Candoleta.Patrick@dol.gov. You will be glad you did.

The Guam Chapter Nominating Committee is accepting nominations for AGA chapter leadership positions. This is an innovative way for you to get some firsthand leadership experience or just test the waters. I've been an AGA member for 15 years and knew it was time to step up. So far, it has been a great experience because our Guam chapter is strong with exceptional members. I am supported by a dedicated and flexible executive committee as well as past leadership. How rewarding is that!

Although 2016 is ending, we look forward to 2017 as our chapter has more events and trainings planned that will be announced as they are developed.

Merry Christmas and have a joyous and blessed New Year!

Yuka Hechanova, President



AGA Guam Chapter: Monthly General Membership Meeting

AGA Guam's Meeting Information General Membership Meeting

Wednesday, December 21, 2016

11:30pm—1:00pm

LOCATION

Westin Resort

AGA Members - \$15

JAS Members and Association of Jr.

Accountants - \$10

Non-Members - \$25

December General Meeting “Guam AGA Christmas Party”

AGA Guam Chapter

<http://aga.guam.net/>

[http://www.facebook.com/
agaguamchapter/](http://www.facebook.com/agaguamchapter/)

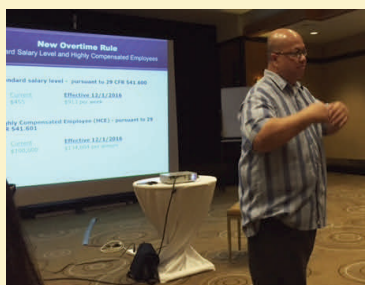


**Congratulations to our
Monthly Lunch Winner:
Leah Aquino, Accountant UOG**



December General Membership Meeting

The AGA Guam Chapter will be holding its December General Membership Meeting on Wednesday, December 21, 2016 at the Westin Resort Guam. Our UOG Junior Accountants Society has worked hard to prepare us for lots of fund. Get ready to participate in games and win some great prizes. Please don't forget your wallet or checkbook. Raffle tickets will be sold for our Christmas Charity Raffle. Proceeds will go to Sanctuary, Inc., a community-based organization which exists to improve the quality of life for Guam's youth by providing a multitude of services.



November General Membership Highlights

AGA invited Patrick Candoleta from the Guam U.S. Department of Labor's Wage and Hour Division to our November meeting. He spoke of the “Final Overtime Rule Update” which was to be implemented on December 1, 2016. However, as noted on the U.S. Department of Labor's website, A recent overtime litigation was made in the U.S. District Court. On November 22, 2016, U.S. District Court Judge Amos Mazzant granted an Emergency Motion for Preliminary Injunction and thereby enjoined the Department of Labor from implementing and enforcing the Overtime Final Rule on December 1, 2016. The case was heard in the United States District Court, Eastern District of Texas, Sherman Division (State of Nevada ET AL v. United States Department of Labor ET AL No: 4:16-CV-00731). On December 1, 2016, the Department of Justice on behalf of the Department of Labor filed a notice to appeal the preliminary injunction to the U.S. Circuit Court of Appeals for the Fifth Circuit. The Department has moved to expedite the appeal, which was approved by the Court.

The Department strongly disagrees with the decision by the court. The Department's Overtime Final Rule is the result of a comprehensive, inclusive rule-making process, and we remain confident in the legality of all aspects of the rule. (see articles)

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Florephine Dela Cruz

Secretary



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ARTICLES

Judge blocks Obama rule extending overtime pay to 4.2 million U.S. workers

By Daniel Wiessner and Robert Iafolla

A federal judge on Tuesday blocked an Obama administration rule to extend mandatory overtime pay to more than 4 million salaried workers from taking effect, imperiling one of the outgoing president's signature achievements for boosting wages.

U.S. District Judge Amos Mazzant, in Sherman, Texas, agreed with 21 states and a coalition of business groups, including the U.S. Chamber of Commerce, that the rule is unlawful and granted their motion for a nationwide injunction.

The rule, issued by the Labor Department, was to take effect Dec. 1 and would have doubled to \$47,500 the maximum salary a worker can earn and still be eligible for mandatory overtime pay. The new threshold would have been the first significant change in four decades.

It was expected to touch nearly every sector of the U.S. economy and have the greatest impact on nonprofit groups, retail companies, hotels and restaurants, which have many management workers whose salaries are below the new threshold.

The states and business groups claimed in lawsuits filed in September, which were later consolidated, that the drastic increase in the salary threshold was arbitrary.

On Tuesday, Mazzant, who was appointed by President Barack Obama, ruled that the federal law governing overtime does not allow the Labor Department to decide which workers are eligible based on salary levels alone.

The Fair Labor Standards Act says that employees can be exempt from overtime if they perform executive, administrative or professional duties, but the rule "creates essentially a de facto salary-only test," Mazzant wrote in the 20-page ruling.

The states and business groups that

challenged the rule applauded the decision.

Nevada Attorney General Adam Paul Laxalt said in a statement that the ruling "reinforces the importance of the rule of law and constitutional government."

The Labor Department said it strongly disagrees with the decision. It remains confident that the entire rule is legal, and it is currently considering its options, department spokesman Jason Surbey said.

The Labor Department can appeal to the New Orleans, Louisiana-based 5th U.S. Circuit Court of Appeals, but that court has stymied the Obama administration before, blocking Obama's executive actions on immigration in 2015.

In any case, the Labor Department could drop the appeal after Republican President-elect Donald Trump takes office in January.

In August, Trump told the website Circa that the overtime rule was an example of the type of burdensome business regulations he would seek to roll back as president, perhaps by exempting small businesses or delaying implementation.

Even if the rule survived the legal challenge, it could be upended by legislation passed by Congress or withdrawn by Trump's Department of Labor.

U.S. Chamber of Commerce official Randy Johnson said in a statement that the rule would have been costly and disruptive to businesses.

But Ross Eisenbrey of the left-leaning Economic Policy Institute, which supported the rule, called the decision "extreme and unsupportable."

"It is also a disappointment to millions of workers who are forced to work long hours with no extra compensation, and is a blow to those Americans who care deeply about raising wages and lessening inequality," Eisenbrey said in a statement.

The case is Nevada v. U.S. Department of Labor, U.S. District Court for the Eastern District of Texas, No. 16-cv-731.

www.reuters.com



9 Strategies for Staying Fit and Focused During the Holiday Season

Distractions to derail your health abound during the holiday season. These strategies will help you stay the course, and start 2017 fit and focused.

By Marissa Levin, Founder and CEO, Successful Culture @marissalevin

Under the best of circumstances, CEOs and leaders encounter dozens of distractions each week that can derail them from eating well, getting enough sleep, and consistently exercising.

The holiday season presents additional challenges because of holiday parties, extra food in the office, employee vacations, end-of-year obligations, and family priorities.

You don't have to fall off the health and fitness bandwagon during the last six weeks of the year. Here are 9 strategies to help you maintain your healthy habits so that you can start 2017 in your healthiest and fittest state.

1: Exercise in the Morning. Get it out of the way. Even 30 minutes will set you up for a successful day, and you will also be less likely to eat poorly. This removes the possibility of skipping your workout. If you need some additional morning motivation, join my Sunrise Warriors Facebook group, where I post motivating quotes, exercises, and recipes for morning fitness enthusiasts.

2: Set a Personal Goal or Challenge. Wherever you are in your fitness right now, set a realistic goal to meet by December 31. Or, commit to a certain number of classes, like Spinning, Weight Training, or Yoga.

3: Commit to a Race in the New Year. Sign up for a race in 2017 that will require you to train through December. There are winter 5K races, marathons,

and IronMans scheduled for all fitness levels.

4: Travel Somewhere that Supports Healthy Habits. If you are traveling in December, select somewhere that provides opportunities for an active vacation, or has access to a health club. Be mindful with all-you-can-eat/drink vacations, which always sabotage even the most disciplined.

5: Find an Accountability Partner. Find a health-minded accountability partner that is on your level regarding workout frequency so that you remain committed. Synergy is essential for success. If you typically train 3 days a week, and your partner trains 6, you will both be frustrated. There are dozens of apps to help you train specifically with a buddy.

6: Treat Yourself to Some Swag. Pick up some new workout gear to give you some motivation....a new outfit, a water bottle, new running shoes, a new yoga mat.

7: Join Supportive Online Communities. BodySpace has more than 1 million members committed to fitness and weight training. NerdFitness is great for people new to fitness. Online communities will give you the support you need so that you don't feel alone in your journey.

8: Load Up on Fitness Apps. You can now find apps for everything fitness related. Want to take up running but don't know where to start? Try Couch to 5K. Want to track your strength training on your phone, instead of trying to remember your routine or write it on paper? Try StrongLifts. Need a good playlist to keep you motivated? Spotify has pre-made fitness and running sets.

9: Modify Your Routine: Something is Better Than Nothing. Give yourself some slack. If you can't do an hour in the gym, then do 30 minutes. What matters is the consistency of habit. Once your schedule reverts back to normal, you can resume your regular workout routine.

The holiday season is short-lived, but the consequences of our choices can potentially extend far beyond the sea-

son. By being intentional with your health choices now, you won't have to reverse the damage later. Good luck!

www.reuters.com



Get Ready for Blockchain's Big Impact By Michael Cohn December 6, 2016

Accountants need to watch out for the wide-ranging impact of blockchain, a technology popularized by digital currencies such as bitcoin.

Blockchain relies on “distributed ledger technology” to record transactions made with the virtual currency and uses encryption to safeguard security. The technology distributes the ledgers to different computers to preserve the audit trail and record ownership of the currency.

Amanda Wilkie, chief information officer at WithumSmith+Brown, discussed the ins and outs of the technology at a meeting of the Accountants Club of America on Tuesday in New York. She noted that bitcoin is considered a “cryptocurrency.” However, it isn't the only blockchain currency out there. She pointed to a competitor known as Ethereum, which provides a currency called Ether. (The price of that currency, however, plummeted to a nine-month low on Monday.)

The increasing use of bitcoin has attracted the scrutiny of the Internal Revenue Service, which has requested information on bitcoin users from Coinbase, one of the largest bitcoin exchanges in the U.S., in search of possible tax evasion (see IRS Seeks Information on Bitcoin Users from Coinbase). Bitcoin has also received negative publicity because of the failure of popular bitcoin exchanges such as Mt. Gox in 2014 after falling prey to hackers and embezzlers, and the use of bitcoin to fuel illicit activities such as drug dealing and money laundering on Silk Road, an online black market that was closed down in 2013 by federal authorities.

While both bitcoin and Ether have had their ups and downs, banks and large accounting firms are starting to take no-

tice of the possibilities of distributed ledger technology. Banks see the possibility of lowering their operating costs for clearance and settlement services by using blockchain, Wilkie noted.

In May Deloitte announced a partnership with ConsenSys Enterprise, a Brooklyn-based startup that is developing digital banking technology using Balanc3, a “triple-entry accounting” system built around Ethereum's blockchain technology, Wilkie pointed out.

“How is this going to change the role of the auditor? In many ways, they are saying this technology will really provide a real-time audit,” said Wilkie. “Auditors are not going away, just like tax accountants didn't go away when we had tax applications that now do tax returns. You're still going to need people in the profession who can communicate with other human beings, who can take the information that is being produced by these applications and provide advisement. What happens to the auditor is he becomes more of an advisor.”

The American Institute of CPAs recently met with ConsenSys along with representatives from the Big Four accounting firms to discuss the technology, she noted.

“The profession, as well as the banking profession, is going to have to start getting involved so that we understand and are able to effectively apply these technologies,” said Wilkie.

She predicts that a wider impact won't be seen for another few years, but blockchain technology could have as big an impact as earlier disruptive technologies such as mainframe computers, PCs, the internet, mobile devices and social media.

“We're probably a good five years out before we really start seeing these impact our profession, but it's definitely going to drive the efficiency through new processes and new infrastructure,” said Wilkie. “It's going to revolutionize the way that transactional data is stored, audited and shared among people, and it's going to significantly increase transparency among people in the market.” Accountingtoday.com

AGA Guam Chapter: CGFM News



The Mark of Excellence in Federal, State and Local Government

Certified Government Financial Manager (CGFM) is a professional certification recognizing the unique skills and special knowledge required of today's government financial managers. It covers governmental accounting, auditing, financial reporting, internal controls and budgeting at the federal, state and local levels.

Interested in attaining the CGFM Certification?

If you are interested in becoming a CGFM, your AGA Guam Chapter offers CGFM Scholarships by providing reimbursements for your registration and test fees when you pass the CGFM examination within one (1) year.

The Chapter also offers and provides CGFM review materials to its members by borrowing the Chapter's study guides. The Guam Chapter may sponsor a CGFM preparation course on Guam and also promote study groups to assist its members.

Maintaining CGFM Certification

To retain the CGFM certification, all CGFMs must adhere to the AGA's Code of Ethics. In addition, to continue using the CGFM designation after their name, CGFMs must be in an active status.

Active Status

To maintain the CGFM certification in an active status, CGFMs are required to:

- Pay the CGFM renewal Fee by the due date every year.
- Complete at least 80 hours of Continuing Professional Education (CPE) every two years in government financial management topics or related technical subjects (within the designated two-year cycle).
- Maintain and, if requested by AGA, provide detailed information on CPE hours completed.

By submitting their annual renewal payment, CGFMs affirm that they have and will continue to abide by AGA's Code of Ethics and that they have fulfilled the minimum CPE Requirements.

Questions? Please Contact: **Jose (JoJo) Guevara, III** CGFM for more information.

CGFM INCENTIVE

Public Law 33-18

Provides a pay incentive to employees of Government of Guam Line Agencies, the Office of Public Accountability, the University of Guam and the Guam Department of Education who have obtained Public Accountant, Government Financial Management, Fraud Examiner and Internal Auditor Certifications, pursuant to recognized national standards, to preserve the Government of Guam's ability to recruit and retain such professionals.

- The Association of Government Accountants (AGA) is the organization that establishes the criteria for the Certified Government Financial Manager (CGFM) exam and the ethical standards that CGFMs must adhere to

All government of Guam line agencies, the Office of Public Accountability, the University of Guam, and the Guam, Department of Education employees who have obtained a nationally-recognized certification as a Certified Public Accountant (CPA), Certified Government Financial Manager (CGFM), Certi-

fication pay differential. A Guam licenced CPA shall be eligible to receive an additional 15% increase. The CGFM, CFE, and CIA which are nationally recognized but not required to be Guam licensed shall be eligible to receive an additional 10% increase.



AGA Guam Chapter: : Meet Your Fellow CGFM



Meet your fellow Certified Government Financial Manager

Cora R Montellano, CGFM
Assistant Chief Financial Officer
Guam Power Authority



Ms. Cora R. Montellano is the Assistant Chief Financial Officer of the Guam Power Authority (GPA). She has been working at GPA for 20 years. Prior to GPA, she worked at FHP Health Center Guam as Controller.



For Cora, having a professional designation means a lot. “You are recognized by your peers and the management of your company that you have

earned the experience and education needed to do your job as a financial manager. The community at large and other stakeholders know and appreciate that we have certified professionals working for the government. They can be rest assured that their tax dollars are spent wisely.”

Since 2005, when Cora attended the CGFM Intensive Review Course, she had been waiting for a chance to take the CGFM exam. A year later, GPA sent Cora to

the AGA Professional Development Conference in San Diego, California. There, she took the CGFM exam and successfully passed all three parts.



When Cora received her certification, she was recognized by GPA’s executive management. Her General Manager encouraged the rest of the finance staff to become certified. Although she has not applied for any positions outside of GPA, she is certain that she can apply for any financial position in the Federal or state government with her certification.

For Cora, having a CGFM certification provides competitive edge when it comes to employment with any government agency or promotion within your organization. “You have the respect and admiration of your peers, subordinates and superiors in your company.”

Cora encourages others to earn their CGFMs. “All it takes is commitment and find the time to review. Once you take the first step in taking Part I of the test, you will find that the second and third parts of the exam are easy.” Cora hopes that AGA can encourage more government accountants to get the CGFM certification. “We need to work with our senators to inform them the importance of this designation and get a bill passed to give an incentive for having a CGFM certification.”

If you would like to learn more about how to earn the CGFM certification, please visit: <http://www.agacgfm.org/cgfm/start/>



AGA Guam Chapter: Member Anniversary/Training Opportunities

Happy Anniversary

<i>Name</i>	<i>Dept/Agency/Office</i>	<i>Number of Years</i>
Dianne A. Ollet	Deloitte and Touche LLP	3
Hentrick M. Eveluck	Judiciary of Guam	5
Blanca Eata	Calvos Insurance Underwriters	7
Haser H. Hainrick	FSM Office of National Public Auditor	7
Antionette S. Cruz	Dept. of Administration	7
Kathrine B. Kakigi	Dept of Administration	7
Kenneth C. Borja	Dept of Administration	7
Mary Grace V. Edrosa	Dept of Administration	7
Michael Cabral	Dept of Administration	7
Josephine Guico Villanueva, MBA,CGFM,CPA,CGMA	Guam Regional Medical City	7
Tera Lynn S. Camacho	Guam Waterworks Authority	7
Noeme R. Jereza	University of Guam	7
Rosalia C. Abonales	University of Guam	7
Rhonda D. Wong	Deloitte	8
Frances T. Danieli, CGFM	University of Guam	8
Carmen K. Santos, CPA	Guam Community College	10
Jose B. Guevara, III, CGFM	GPSI Guam	17
Mizpah Caser Wiegand, CPA	Deloitte	26
Carmine Skey Otei	Deloitte	27



2017 Financial Systems Summit

Jan. 13 | Washington or virtual | 6 CPEs



3-4
april

CGFM Intensive Review Course

April 03 – 04, 2017

Alexandria, Va. | 18 CPEs

For more information on trainings being offered, please visit : <https://www.agacgfm.org/Training-and-Events/Event-Calendar/national-events.aspx>



2017 National Leadership Training

Feb. 15-16 | Washington or virtual | 14 CPEs



AGA Guam Chapter: Community Service and Outreach

Community Service: December 2016

It's that time of the year to ring in good cheer.

Salvation Army's Bell Ringing.

The following are the dates, times, and locations:

December 10, 2016

Saturday 10:30 a.m. - 12:30 p.m.

GPO Food Court

December 17, 2016

Saturday 10:45 a.m. - 12:45 p.m.

Micronesia Mall Women's Macys



3rd Annual Christmas Charity Raffle

This year's Charity Raffle proceeds will go to Sanctuary, Inc. Sanctuary, Incorporated is a community-based organization which exists to improve the quality of life for Guam's youth, to promote reconciliation during times of family conflicts, to foster the development of responsible community members, and to advocate for their needs in an effort to preserve family unity by providing a multitude of services. The raffle will be held during our December 2016 General Meeting. Please support this great endeavor. *The grand prize is a 40 inch TV.*

For more information call Frances Danieli at 797-1071 or email her at francesdanieli@gmail.com.



November 2016 Community Service

Thank You- Yuka Hechanova, Clariza Roque, Rachel Cubacub, Anita Arile, Reggie Diaz, Bobbie Molarte, Esper Carlos, Ben Borja (UOG), and Noemi Tuazon for volunteering or donating funds to feed the homeless at Guma San Jose. Guma San Jose is a Catholic Social Service program that serves the needs of Guam's elderly, abused, homeless, and persons with disabilities. Although Guma San Jose is affiliated with Catholic Social Service, it was a different environment from the Soup Kitchen. AGA could have as many volunteers and sponsor a meal for lunch or dinner. AGA provided lunch for 84 homeless individuals on November 19, 2016 Saturday, 12:00 p.m. We served Chicken Curry, Rice, Fruits, and Ice Tea to about 40 individuals. It was a great feeling to see smiles from those who were able to eat.



AGA Guam Chapter: Thank you to our 5K Run/Walk Sponsors

15TH ANNUAL 5K SPONSORS

Platinum Sponsors



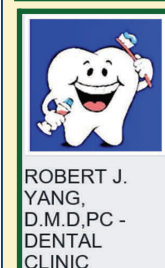
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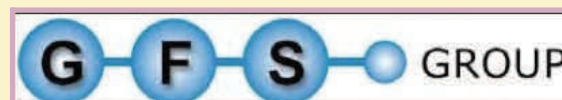
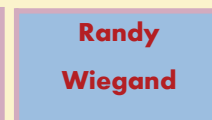
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Bronze Sponsors



Friends Sponsors



AGA Guam Chapter: About Us...



Our Mission

Advancing Government
Accountability

Our Goals

To serve professionals in the govern-
ment financial management
community by:

- providing quality education
- fostering professional development certification; and
- supporting standards and research to advance government accountability

Who We Are

The AGA Guam Chapter serves professionals in the govern-
ment financial management community by providing quality
education, fostering professional development and certifica-

Chapter Executive Committee Members

tion, and supporting the standards and research to advance
government accountability.

Programs/Technical Meetings

Director: **Vincent Duenas**, MPA
email: vincentd@guamwaterworks.org

Education

Chair: **Rodalyn May A. Gerardo**, CGFM, CIA, CPA, CGAP
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Professional Certification

Chair: **Jose Guevara III**, CGFM;
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Communications/Website

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Chair: **Debbie Ngata**
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Early Careers

Chair: **Christian S. Rivera**

crivera@guamopa.com

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Von Alcoran, JAS President
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Accountability

Chair: **Maripaz N. Perez**, CGFM, CGAP
mnperez@gpagwa.com

Community Service

Chair: **Frances Danieli**, CGFM
danieli6@guam.net

Chapter Recognition Program

Chair: **Taling Taitano**, CPA, CGFM
tmtaitano@gmail.com

Awards

Chair: **Vincent Duenas**, MPA
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Scholarship

Chair: **Pamela Aguigui**
Email: paguigui@gpagwa.com

Research/Standards

Chair: **Christopher Wolseley**, CA
cwolseley@deloitte.com

By-Laws and Procedures:

Chair: **Llewelyn Terlaje**, CGAP;
email: lterlaje@guamopa.org

Historian:

Jerrick Hernandez
email: jhernandez@guamopa.org

