

X Guardian *The RemX®*

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Has anyone told the CIO?

Sarbanes-Oxley Section 404 and its compliance

Although the internal controls section of the Sarbanes-Oxley Act focuses primarily on a company's financial reporting controls, Section 404 deals specifically with an organization's information technology systems. This is because most financial reporting controls are an integral part of a company's IT infrastructure and the SEC wants external auditors to look closely at these systems.

However, according to a recent survey by Obian Inc., a Burlington, Massachusetts-

based software company, 93% of senior IT executives are unaware of their Section 404 responsibilities. Obian posed questions about Section 404 compliance to 286 CIOs and senior IT executives at companies with median revenues of \$1.5 billion. Obian's president John Logan discovered that 40% to 50% of the controls on financial reporting systems at most firms were actually IT controls. Because of this overlap, Logan feels IT

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Inside answers from Michael Santo, PhD, on breakthrough RemXFactor™ hiring technology

RemX created RemXFactor™ in alliance with RembrandtAdvantage®, an industrial psychology expert with 25 years of employee selection and development experience. The founder and president of RembrandtAdvantage, Michael Santo, PhD, answers your questions about RemXFactor.

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Will you be snowed under by the tax season crush?

You know how it feels. The workload starts to pile up and, before you realize it, the year's tax work comes crashing down on your team. That's why a call to RemX Financial Staffing is a smart way to prevent turmoil and unnecessary risk. RemX finance and accounting

professionals can help your staff perform efficiently, even under the avalanche of tax season. Contact your RemX representative today and learn how our tax planning and tax accounting experts can enhance your team's performance. www.remxfinancial.com ■

The current state of information management compliance

Key 6: Effective and consistent program enforcement

In March of 2004, AIIM International published *Information Nation: Seven Keys to Information Management Compliance*—a book that covers the often-conflicting worlds of information management and compliance through a framework of seven “keys.” In April, AIIM commissioned a survey to quantify the current status of these seven keys.

Key Six of this survey found that, although

employees gave their organizations credit for good intentions, when it came to program enforcement the majority of them felt the level of actual performance in that area was sorely lacking.

Employees at organizations that have deployed Enterprise Content Management (ECM) technologies believed these applications significantly impacted enforcement. In fact, 45.6% of employees

from advanced ECM organizations believed their organization’s directives were consistently enforced, compared with only 18.8% from those firms with little or no ECM experience.

For the full results from AIIM International’s “The Current State of Information Management Compliance” survey, contact your RemX Account Executive or call 800-736-9314. ■



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Sarbanes-Oxley Section 404 (continued)

departments should be mounting their own Section 404 reporting efforts. “According to compliance requirements, companies must now have a full IT management control system that is documented, repeatable and sustainable.”

Obian also discovered that most Section 404 compliance efforts were being led by controllers. Logan feels controllers don’t have the depth of knowledge about IT

systems to understand the work required. “This lack of awareness on the part of many IT executives could cause a significant number of companies to fail their controls assessment for 2004.”

If you would like more Sarbanes-Oxley information, call your RemX Account Executive for our free compliance document that condenses and highlights key Sarbanes-Oxley requirements. ■

How much do you know about our RemX contract professionals?

RemX recruits and selects professionals with top skills and sharp minds in markets nationwide. Our state-of-the-art selection process and tough code of ethics provide an unparalleled level of professionals for your temporary positions, project work, contract-to-hire and direct-hire needs. In a recent survey of over 400 RemX Financial Staffing contract professionals, we gained interesting insight about our people:

- 84.2% attended or graduated from college or graduate school
- 71.3% registered with RemX to find a full-time position
- 85.1% report that RemX has met or exceeded their expectations ■

Inside answers on RemXFactor™ (continued)

How does RemXFactor function as a management tool?

It’s rare for a candidate to perfectly align with a manager. RemXFactor provides detailed information on how to effectively manage specific candidates where there may be areas of potential conflict.

What are the benefits of manager-employee compatibility?

When you are in sync with an employee, communication is easy and barriers to success are reduced or eliminated. Synergy contributes to more consistent work effort, increased job satisfaction and decreased turnover.

What are the benefits of working with an industrial psychologist?

Industrial psychology creates a foundation for developing workforce solutions. The RemXFactor process includes a confidential one-on-one consultation with a RembrandtAdvantage counselor who provides the customized insight you need to select and manage a team that clicks with you. ■



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