



ANDERSEN
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Straight Thoughts, Straight Talk

"Serving Andersen Alumni Worldwide"

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Editorial

The year is off to a rocky start to say the least. The stock market is in correction territory and the dreaded bear market may be on the way. I just finished a twelve hour road trip and I listened to CNBC for way too long. I am not really sure what to think. The content was full of the titans of industry pontificating on what was going on in the market. My conclusion at the end of the ride is that no one predicted the collapse and no one really knows what is in store. The best nugget I came away with was "the stock market has accurately predicted 9 of the last 5 recessions!"

And so it goes. The market goes up and the market goes down. At the end of the day all we can do (at least those of us who don't make a living in the markets) is focus on the fundamentals that drive our businesses and provide the steady hand in these turbulent times. The good news is Andersen alumni are well prepared for these uncertain times. Think Straight, Talk Straight never goes out of style.

We'd like to thank Andersen Tax for its continued sponsorship and would encourage you to check out the complimentary CISO study on Cybersecurity Challenges.

As always, we need your help to further strengthen and maintain our Andersen Alumni network. Please leverage our Social Media Presence and [LIKE our Facebook page](#) and [JOIN our LinkedIn network](#), and lastly you can [FOLLOW us on LinkedIn](#) as well.

Sincerely,
Kirk Hancock
Editor

Gaining Momentum

By **Dan DePaoli** - *Managing Director, Andersen Tax*

Arthur Andersen, LLP (1990-2002, Harford, CT 1990-1995 and NYC, NY 1995-2002)

In addition to spending quality time with family, the holidays are naturally a good time to reflect on the past year. The pace of our development and focus on managing growth and maximizing our collective potential make it easy to lose sight of the progress we have made as a firm. The brief holiday break affords us a healthy opportunity to reflect on what has been quite a journey.

When we launched our firm in July of 2002, our founding partners were united in our commitment to hitting the proverbial “reset” button. We felt that some of the issues that led to the demise of the original Andersen were the result of a shift away from the core values that made the firm great – stewardship, teamwork, integrity and a focus on delivering top quality service as the primary means for financial growth. Our collective goal was to build a firm that would be grounded in those core values, and we would strive to promote a culture and service model that went back to these basics – putting our people and clients first.

As we fast forward to today, it is clear that the re-launch of the name, along with our commitment to our core culture has been well received at all levels. While there are several areas that we need to continue to develop and strive to improve, we are certainly gaining momentum.

From a people perspective, the launch of the name and return to our training program rooted in St. Charles has spiked interest from and success with candidates, both on campus as well as with lateral hires. The story we are able to tell and how we differentiate ourselves from our competitors – less leverage and greater focus on creating an opportunity for personal and professional development, combined with a clear track record of promotions based on performance – is alluring to our candidates. The quality and quantity of our new hires continues to escalate. In addition, we continue to promote and enhance our internship program. Over the past three years, the number of interns in our program has increased by 60%. In addition, in the past year, over 79% of interns who received full-time offers accepted a position with Andersen Tax – great progress. From the lateral hiring perspective, our name, culture and business model are proving to be an attractive platform. Our track record of mentoring and promoting partners (over 23 in the U.S. in the last three years alone), clearly demonstrates a focus on building a legacy firm and creating opportunities for people. With the levels of growth we are experiencing, we

will need to remain focused on the next generation and the promotion of an inclusive culture in which our people have a voice in our organization. We are committed to continuing our progress in these critical areas.

From a client service and growth perspective, our culture and business model resonates with existing and potential clients. In the U.S. alone, we have added over 1,200 new clients in 2015, and we are proud to point out that the vast majority of that growth is organic. Our growth is a testament to the values that we promote and deliver upon, both internally as well as in the marketplace.

Our international expansion also continues at a robust pace. We now have 19 offices in the United States and a total of 45 offices worldwide. In each and every one of our member firm locations, our people share the same culture and core values. While these are not unique concepts, it is great to feel the sense of true partnership being developed across borders –a defining characteristic of the original Andersen. The delivery of our international platform is clearly being viewed as a “differentiator” in the marketplace. We launched the “new” Andersen slightly over a year ago, and by all measures we have made great progress. Our roots are strong and it has been humbling to see how many people with connections to the original Andersen organization are “pulling for us.” We have received outstanding support across a wide spectrum – retired partners, former colleagues and former Andersen clients. Many of the major opportunities that we were provided over the last year (clients, personnel, referral sources) were introduced to us by people with ties to Andersen. It would take an entire publication to thank them all, and words can’t express the appreciation we have for those that support the firm we are building. We will remain vigilant on our journey to build a service firm that is always grounded by the simple core values that we all share.

CYBERSECURITY CHALLENGES FOR BUSINESSES POSE SIGNIFICANT RISKS

By Traci Easton, Friend of the Firm

2016 will be the year that risk, compliance and IT work together to reduce exposure and increase the value of security investments, according to Solutions II. We specialize in assisting our clients with decreasing their cyber risks by identifying enhancements to their people, processes and technologies. "During a recent Solutions II Client Advisory Board, comprised of industry leaders, CIO's and CISO's, members shared their top two business challenges regarding security," said David Stone, Executive Vice President of Solutions II. These challenges are:

- 1) Educating of Senior Leaders and Board of Directors on the actual cost of reducing risks, not just being compliant with regulations.

2) Analyzing, selecting, implementing and maintaining the appropriate tools from a vast selection that are being rapidly released to the market.

It is extremely difficult in today's quickly evolving market for C level executives to decide what to do first when it comes to securing their environment. We recommend to our clients that they do one simple action, which is actually quite a bold move: complete a true vulnerability test to see where and how someone could potentially attack them. The reason this is a bold move is because when the attack is successful, the IT staff will need to communicate the information to senior leadership which then requires immediate action to mitigate the risks. We have found that successful (controlled) attacks lead to a true understanding of what to do immediately as well as a plan for the future. Our belief is that there are very few actions organizations can take which can produce such immediate results, but telling your boss, his boss, the CEO and the Board that you have been breached is not something that many people are willing to do.

One of our clients shared that "this was the most telling activity they had taken related to security, ever." They were compliant with all regulations but felt that they still were not secure, which prompted them to ask [Solutions II](#) to perform a controlled attack. When Solutions II's attack was successful, we discovered that the client had good tools and solid people performing their jobs but lacked the necessary processes to sift through the information and "see" the attack real-time. We suggested and they immediately implement some new processes and then have Solutions II take their IT Security and Infrastructure teams through a new attack and "watch" what the reaction within their tools and processes. This process gave them an opportunity to "respond" in real time and significantly enhance their skills. The report to the Board was difficult to give, but the ability to show the difference between being compliant and being secure has helped fund their efforts.

"In addition to their top security challenges, our Client Advisory Board members also reinforced many of the observations the CISO study provided by IBM, one of our primary partners," said Stone. The IBM 2015 CISO study states that "security leaders are realizing that simply "checking the box" to address compliance requirements is no longer a sufficient strategy. Those further up the maturity curve are transforming their programs to be truly risk-based by using a sophisticated approach to determine risks and prioritize security investments."

You can download a complimentary copy of the IBM 2015 CISO study here —
> <http://www.solutions-ii.com/ciso-study/>

Be It Resolved

By Ed Maier, *Former Andersen Partner*

It's that time again. We start another new year by making resolutions of what we will do this year to improve our lives. What steps will we take to make our lives better? What is that one thing that we have always said we were going to do, that we vow to finally accomplish? Or, do you decide not to make any resolutions because you don't keep them anyway?

Over my lifetime, I have probably broken more resolutions than I have kept. But in those instances in which I have made a solid commitment to do something to change my habits, I have been successful. Thousands of words in thousands of books have been written about how to help you make and keep resolutions (just another way of saying "changing your habits"). Here are a few ideas I have learned and practiced that have helped me. Perhaps they will work for you.

First, start with a goal. What do you want to accomplish and by when do you wish to accomplish it? Many of you have heard the acronym SMART for setting goals. As a refresher, SMART goals are Specific, Measurable, Achievable, Relevant and Time-based. (There are variations on this acronym, but they generally relate to these five attributes).

Be specific. It is not a worthwhile goal to say you want to "make more sales calls" or "lose some weight" or "exercise more". Establish specific targets for your new goal – "I am going to make ten more sales appointments per week at which I will have thirty minutes with my potential customer to explain our services"; "I am going to lose twenty pounds over the next six months"; "I am going to do a thirty-minute cardio workout three times per week." Each of these particular goals also meets the second criteria of SMART. They are measurable. Whether you account for them yourself or have someone track your activity, their achievement can be measured. If you don't create a personal yardstick to help you measure your success, how will you know you are making progress?

As you set these goals, make sure that they are achievable. In the case of the specific goal described earlier to increase the number of sales appointments, is there realistically enough time in a week to do everything you have to do as a part of your job and still achieve the goal of increased calls? If not, do you have to resolve to do something else in order to be able to achieve the goal of increased calls? Is your goal to lose weight over the next six months a goal that you tried many times before and failed? Or is it a goal that you know you can achieve because you have achieved it before? Is your goal to do regular cardio workouts on a weekly basis something you have discussed with your doctor? Are you both satisfied that this is healthy for you?

Another aspect of setting goals is to consider whether or not you are challenging yourself appropriately—the so-called stretch goal. This relates to the fourth letter of SMART – R for Relevance. If your doctor tells you that you are sixty pounds overweight, it is not exactly relevant to have a goal to lose ten pounds over the next six months. However, relevance is improved if your goal to lose ten pounds over a specific period of time is tied to a longer term goal to achieve the weight loss that your doctor recommends. A relevant

goal is one that fits in with your longer term needs. If it is a goal in your business or your work, it should be a goal that fits in to the overall goals of the organization. If it is a personal goal, it should fit in to the other aspects of your personal life. In some models the letter R stands for Realistic or Results-oriented; you choose what works for you. Any one of them makes sense to me.

The last category of the goal-setting acronym is Time-bound, or Time-sensitive, or Time-related. Your completion of the goal should be something which can be accomplished over a specific period of time that you target for yourself. All three examples which I have mentioned earlier are time-related – sales calls per week; weight loss per six months; and working out three times per week.

Once you have made your resolution and set the new goal for yourself, you should create an accountability mechanism. This will help you monitor your goal achievement. Many of my own goals have only been modestly-achieved, or have not been achieved at all because I did not hold myself accountable for their accomplishment. Here are a few thoughts on what you can do to help you be accountable and accomplish your resolutions:

- Let's assume your resolution is to accomplish something specifically related to your work environment and the success of your team. Communicate your goal to other members of your team and let them see how it ties in to the team's overall goal. Team members who see that you are trying to align your goal achievement with their success, will almost always help you be self-accountable.
- If your resolution is of a more personal nature, you can still share your goal with a trusted partner. Work out an arrangement by which that partner can safely communicate with you about how you are making progress toward your goal. Let me give you an example. An executive coach I knew worked with an executive who had a serious issue. He often lost control of his temper in meetings with his peers. This executive was very committed to the company and to the role of his team in the company's success. But at times, he would be in meetings with his peers—peers whose coordination or cooperation he needed for his team's success. If he sensed that a peer was not coordinating or cooperating, he had a very short fuse and often lost his temper. The coach conducted interviews around this executive. She learned that one of his peers, who was also a supporter and friend of the executive, observed changes in his facial expressions or body language that signaled he was about to lose his temper. The coach arranged a meeting with the peer and the executive. They worked out a signaling system which the peer could use to alert the executive when it appeared he was about to lose his cool. Over time, this technique helped the executive accomplish his resolve to control his emotions in difficult situations.
- Technology can help. Many people who have created resolutions related to improvement of their health have found useful electronic tools in the marketplace (electronic bracelets, smart phone apps, etc.). Such devices help them monitor progress toward achieving their resolution. I often use computer software (in my case Outlook) to help me monitor progress toward keeping my resolutions. I can create reminders, prepare notes and use the alarm system to help me track key items that I want to accomplish.

Whatever steps you take, whatever tools you develop and use, you have to have some method of holding yourself accountable to keep the resolutions you make at the beginning of each year; or at any time, for that matter.

Another aspect of resolution-setting that you should not overlook is flexibility. As you begin to try to keep your resolutions, inevitably something will come at you that could disrupt your plans. Circumstances change; events occur that might require you to defer them for a short time. Don't panic. Be flexible. Recognize the need to alter your actions. But do something to keep your primary resolve in focus so that you can resume it. If you plan to increase your sales calls by ten per week and you only make seven in the first week, you do not need to up your goal for the following week to thirteen! Your primary focus should be to stay on track toward your original goal of ten per week.

Self-accountability in monitoring resolution change or goal achievement does not mean you have to do everything yourself. If you are going to set a weight-loss goal, inform certain key family members or friends of your intentions. Enlist them in helping you with the monitoring process. You will find that most of the people around you want you to be successful in keeping your resolutions. If at work, secure the assistance of team members or peers to help you monitor goal achievement. Any of those around you in your personal or business life can help you by cheerleading your accomplishments or by helping you to get back on track when you slip off the path of accomplishment.

Making resolutions or changing habits are one and the same thing. Remember that your present habits are perfectly designed to get the results they are getting. If you want different results, you need to make and keep your resolutions.

Happy New Year's Resolutions! May you have success in achieving them!

I am interested in any ideas you have about how to do this. As always, feel free to write me at ed@thinkstraighttalkstraight.com.

These 2015 Secret LinkedIn Changes Will Help You Succeed in the New Year

By Wayne Breitbarth, *Andersen Alumnus*

Happy New Year!

LinkedIn made a number of big, well-publicized changes this year, like [commercial use search limit](#), the complete revamp of [groups](#), and changing the [messaging system](#) from an email-based system to more of a text messaging system. The links above will get you up to speed if you missed any of these changes.

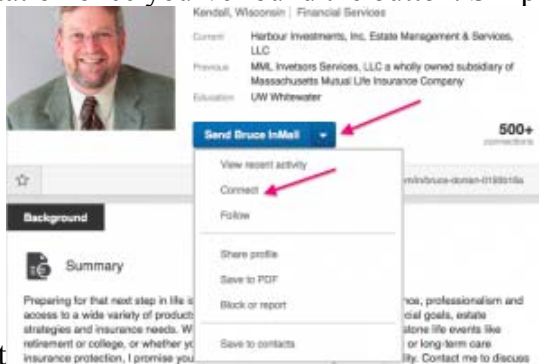
But before we close the book on 2015, here are some of the less-publicized additions and changes LinkedIn made last year and some simple tips to help you take advantage of them in the new year.

Capitalize on LinkedIn's 2015 updates and new features



1. Follow people who aren't in your first-level network. Once you begin following them, you'll start receiving notifications of their published posts and status updates. To begin following someone, go to his/her profile, hover over the down arrow to the right of the *Send InMail* button, and click *Follow*.

2. You can still invite people in your third-level network to become first-level connections. LinkedIn buried the *Connect* button this year, but it's easy to send an invitation once you've found the button. Simply hover over the down arrow to the



right of the *Send InMail* button and click *Connect* in the drop-down menu. You can then send a customized invitation—and you'll be more likely to have your invitation accepted if you follow my [five-star invitation rules](#).

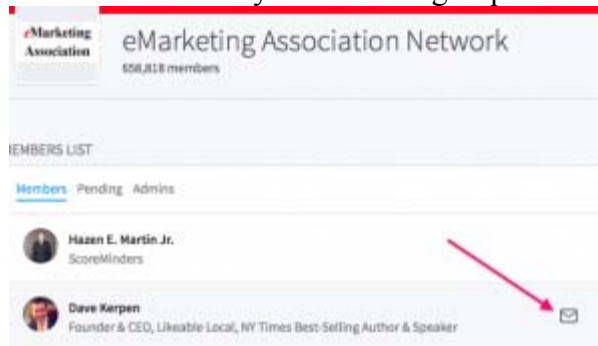
3. Skills are becoming more important. Users who have upgraded to the Recruiter Premium Account can now sort a list of candidates by the skills required for the position. Therefore, it's to your advantage to include your most important keywords in your *Skills* section. I'm not privy to LinkedIn's search algorithm, but I assume that people with the most endorsements for their skills will show up higher in the search results. Obviously, this is extremely important for job seekers. Click [here](#) to learn more about this important feature.

4. Direct messaging up to 50 people at a time is virtually dead. In the past, when you sent a message to a group of people, you could hide the names of the recipients, and each person would receive the message in his/her inbox and be unaware that you sent the same message to other people. Now there is no way to hide the other recipients. Worse yet, most people don't realize that when they reply to you, all recipients will see their comments. For those reasons, I've stopped using this feature.

5. You can now join up to 100 groups instead of 50. This is a really big deal if my assumption about LinkedIn's proprietary relevancy algorithm is correct. If fellow group members are searching for someone like you, I think you'll be higher in the search results because of your common group membership. Thus, you're more likely to show up in more search results if you belong to lots of groups.

Warning: The more groups you join, the more important it is to control the group email notifications or you will be deluged with emails. To avoid this problem, hover over your photo on your top toolbar, select *Privacy & Settings* from the drop-down menu, and then select the *Groups, Companies & Applications* tab. Next, click *Set the frequency of group digest emails* and choose whether you want to hear from that group daily (which is the default), weekly or never.

6. You can still send 15 free direct messages each month to fellow group members who are not in your first-level network. Whether you're in one group or 100 groups,



you get 15 free direct messages. Take advantage of this gift from LinkedIn when you want to contact someone who isn't in your first-level network.

When you find a fellow group member whom you'd like to direct message, simply click the *Envelope* icon.

7. The opening sentences on your company page are critically



important. The company information displayed on the mobile app and in the pop-up box on employees' profiles is truncated until someone selects *See More*. Therefore, it's extremely important that the first 80 characters on your company page clearly state your company's unique business proposition.



Many companies start with an historical timeline of the company. This is important information, but it may be better to include those facts in a subsequent paragraph of your company narrative.

8. Be sure to track your LinkedIn Social Selling Index (SSI). In the past, this feature was only available to LinkedIn's largest corporate clients, but now you, too, can see how well you're doing the activities on LinkedIn that will lead to improved sales.

To read my complete analysis of this feature and learn how to get your SSI, click [here](#).

9. It's now easier to attach documents to direct messages.



Although I'm not a fan of the new messaging system, I like being able to attach multiple documents to a message, including photos. But I'm not sure how I feel about attaching stickers, emojis and GIFs.

I am confident that if you follow these suggestions, you'll have great success in the new year.

Wayne Breitbarth, an Andersen Alumnus, is a Social Media Trainer Speaker, Consultant and Author of "THE POWER FORMULA FOR LINKEDIN SUCCESS" He can be reached at wayne@powerformula.net

Alumni on the Move

Paul Aversano (Andersen New York) is now a Managing Director in Alvarez & Marsal's Private Equity Services practice and the Global Practice Leader of the firm's Transaction Advisory Group.

For almost 20 years, Mr. Aversano has specialized in leading both buy-side and sell-side financial accounting due diligence projects for complex public and private company transactions, as well as transactions in the capital markets.

As the Global Practice Leader of A&M's Transaction Advisory Group, Mr. Aversano works to deliver the firm's services to clients not only in North America but throughout Europe, the Middle East, India, Asia and Latin America as well. He leads the group's efforts in the cross-border delivery of services to both private equity firms and strategic buyers around the world.

Mr. Aversano has assisted numerous private equity firms and strategic buyers across a wide spectrum of industries.

He specializes in providing accounting and transaction structuring advice for leverage recapitalizations, purchase accounting and SEC reporting, assessing quality of earnings,

and GAAP accounting. He critiques financial models and reviews target companies' financial performance to identify cost reductions and / or operating efficiencies. He also brings extensive experience to legal counsel, including expert technical accounting guidance for purchase price arbitration and related analysis and support of purchase price adjustments. He has worked with management teams of private equity-backed portfolio companies to complete add-on acquisitions and direct platform investments.

Prior to joining A&M, Mr. Aversano was a Partner and Director of Middle Market Private Equity with Ernst & Young in New York. In this role, he led financial accounting due diligence projects for private equity investor groups, and the development and coordination of the firm's go-to-market and service delivery strategies focused on private equity funds with committed capital of approximately \$500 million to \$3 billion. Previously, Mr. Aversano was with Arthur Andersen's Transaction Advisory Services practice in New York. Earlier, he was with the commercial products and services division in the Audit & Business Advisory practice of Arthur Andersen in New York.

Mr. Aversano earned a bachelor's degree in accounting from Binghamton University, School of Management. He is a Certified Public Accountant (CPA) in New York, and is an active member of the American Institute of Certified Public Accountants, the New York State Society of Certified Public Accountants and the New York Chapter of the Association for Corporate Growth. Mr. Aversano is also a member of the Association of Certified Fraud Examiners (CFE), and has been a guest lecturer of graduate-level classes at Binghamton University and a speaker on financial accounting due diligence at industry seminars. He currently serves on the Board of Directors of Youth I.N.C (Improving Non-Profits for Children) and is a former member of both the Audit Committee of the Manhasset School Board of Education and the Alumni Association Board of Directors of Binghamton University.

In 2015 Mr. Aversano was named the “Professional Service Provider of the Year” by The M&A Advisor and was formally a finalist of The M&A Advisor's 40 Under 40 Award in recognition of outstanding achievements in the M&A and financial industry.

Want to Hire Better People, Quicker for Less \$\$? For Better Results, Resolve to Sharpen Your Focus

By J. James O'Malley, *Former Andersen National Director of Experience Recruiting, Jim joined TalentRISE as a partner in 2012 to focus on clients' executive leadership challenges by leveraging his passions for executive search, on-demand recruiting, workforce planning and analytics and executive coaching.* jimomalley@talentrise.com

Consider this:

- A [2015 survey](#) by CareerBuilder, found that 24% of hiring managers, HR professionals and other full-time workers admitted they spend at least an hour a day on personal email, texts and personal calls.

- A study by [Weekdone](#), finds that the average office worker gets interrupted every three minutes. After the interruption, getting back on task can take up to 23 minutes which can cost a business an average of \$10,375 in lost productivity per person per year.

- A now classic study of managers published in the Harvard Business Review found that 40% (the largest percentage) of managers are “well-intentioned, highly energetic but unfocused people who confuse frenetic motion with constructive action. When they’re under pressure, [they] feel a desperate need to do something—anything.” These distracted managers, the study concluded, lack “the deep focus that’s crucial for strategically guiding a business and its employees”.

- Recognizing the connection between focus and productivity, a growing number of companies are joining Google, SAP and others in conducting [courses](#) combining meditation, emotional intelligence and neuroscience to help employees increase their focus.

In today's world, it's very easy to get distracted. And as new information channels become available to us, distractions will only increase.

As a recruitment professional with a career spanning several decades, I have personally witnessed dozens (*and dozens*) of times when distraction negatively impacted the hiring process. Unfortunately I've collected way too many “war stories” on how firms have let great talent slip through their fingers because either the hiring manager or the recruiter was too distracted. In most firms, both parties share the blame. However, if your firm wants to hire great talent at lower costs, avoid making hiring mistakes and get ahead of the competition, the one resolution you need to make in 2016 is **to focus**.

It's not easy. So here are a few tips specific to recruitment, beyond standard time management skills, that I believe will add needed focus to your recruitment efforts:

For the Recruitment Function Leader:

- Structure your recruiting department in such a way that everyone does what they are best at doing. Allow your team members, for example, to specialize in one area of recruitment, such as researching candidates or conducting the initial screening. This specialization will allow your recruiters to become really proficient at what they are best at doing. In my experience, this specialized focus - almost without exception - results in increased productivity for the recruitment team as a whole.

- Constantly ask yourself, “Am I spending too much time pursuing a course of action that is not yielding results?” If a particular search doesn't yield candidates after 30 days, change course!
- Don't take on more than is reasonable. Recruiters have a tendency to want to say “yes” more often than “no”. If you must say “yes”, ask for funding for outside, on-demand recruitment expertise or search firms.
- Develop and articulate a step-by-step recruitment process for your firm. This roadmap, complete with timelines, is useful as a way to educate hiring managers on the process and thereby agree to mutually binding SLAs (more on that later).
- In conjunction with the above, establish metrics that are specific to your firm's talent needs and measure your results in a disciplined fashion so that you can modify the roadmap when, and if, it needs refinement.

For the Hiring Manager:

- Even as busy as you are delivering client work, never forget that your greatest asset is your team. Recruiting the right team members translates into a high-performing team. Recruiting less-than-optimal talent means that you and everyone else on your team will need to work harder. This seems obvious but, in the frenzy of client work, we need to remember how important having the “right” people really is.
- Be as specific as possible in articulating your “must-haves” and your “nice-to-haves”. What trade-offs, for instance, are you willing to make in the event a good candidate doesn't have as many years of experience as you desire but does have sterling credentials? But be realistic as well: too often “must-have” qualifications, from a practical standpoint, either do not exist in the market, are cost-prohibitive or only available at a premium price. No matter how good your recruiter is, these are positions that aren't going to get filled...
- Allocate sufficient time to the hiring process. Recruitment shouldn't be an afterthought. Expect to spend at least 40-50 hours hiring a director-level executive.
- Rely on your recruitment manager to provide you with time-saving tools to ease the process. In my experience, any competent recruitment leader should be sharing, for example, well-constructed interview questions specific to your practice's needs with everyone involved in the hiring process. The same holds true for checklists and other assessment tools that allow you to compare and contrast the skills and cultural fit of multiple frontrunners.

For both:

- Establish and adhere to SLAs to govern the process, set expectations on timing and clarify responsibilities for both recruiters and hiring managers. SLAs ensure that someone else's lack of focus doesn't impede your work.

Ultimately, even a bit more attention focused on recruitment will result in better talent. You'll spend less time spinning your wheels while your competitors hire the best candidate. Great candidates won't be dissuaded from joining your team because the interviewing process seemed so disorganized or convoluted. And, because time is indeed money in the professional services sector, getting great hires on board will be more cost-effective. Less distraction and more focus are bound to result in better hiring.

ALUMNI BENEFITS:

MedjetAssist

Medjet provides reduced annual rates for its Air Medical Transfer membership program on a voluntary purchase basis to North American members affiliated with ***Andersen Alumni Association***. Medjet provides single point coordination for the safety and protection of organizational clients and individuals/families as they travel for personal or business reasons - domestically and abroad. Zero cost beyond the membership fee for services coordinated by Medjet in medically transporting a member back to a home country hospital of their choice in time of need.

Medjet also offers an optional membership upgrade branded as Medjet Horizon that provides (among multiple membership benefits) a 24/7 Crisis Response Center for **Travel Security and Crisis Response** consultation and coordinated in-country services.

Learn More/Enroll? Persons from the U.S., Canada or Mexico can visit Medjet at www.Medjet.com/Andersen or call Medjet at 1.800.527.7478 or 1.205.595.6626.

Reference Andersen Alumni if calling. Enroll prior to travel.

Reduced Medjet annual membership rates for persons from North America under age 75 start at \$250. Multi-year and short-term rates are also available. Rules and Regulations available online and provided with Member ID cards.

Social Media: Association's LinkedIn Group (Join) and Company (Follow) and Facebook Fan Page (Like)

Social Media is a great way for us to stay connected. To request the Association Status be added to your Linked in Profile click on the following URL to JOIN:

<http://www.linkedin.com/e/gis/38306/6E0CB25BC94E>

Additionally you can “FOLLOW” the Association by clicking on the following URL:

http://www.linkedin.com/company/andersen-alumni-association?trk=tabs_biz_home

To “JOIN” our new fan page simply click on the following:

<http://www.facebook.com/pages/Andersen-Alumni/182112725168442>

