



# Copper State Ledger Valley of the Sun Chapter Fall Edition

Fall Edition

November 2009

## Articles of Interest

- Programs - 2
- Compensation Survey - 3
- Golf Tournament - 4
- Free Conference Registration - 5
- Construction Executive of the Year Banquet - 6
- around the Chapter - 7
- Volunteer Up! - 8

## *from the President . . .*

Greetings to all of our Valley of the Sun CFMA members. What a great time of year. As I sit down to once again put my thoughts together for this letter, the temperature outside is in the 60s. My two favorite sports are in full swing. College football is just past mid-season and the World Series has started in baseball. I only wish that the construction industry in Arizona was in nearly as good of shape. Most things I read and most of those I talk to agree that it will turn around, just not real soon. So most of us are working even harder at our jobs to tackle problems we have not faced in a long time. What amazes me is that you would think that our members would have less time and enthusiasm for CFMA, but I see quite the opposite. I have the pleasure of attending a lot of committee meetings during this year. Our meetings seem to be well attended and functioning at very high levels.

We just had our annual golf tournament at McCormick

Ranch Golf course. And, like most charity golf tournaments in the Valley, participation was down. But our committee worked very hard to keep the costs down and still give the golfers an enjoyable day on the links. The final numbers are coming in now, and I'm sure it was another successful event for the Chapter. Our membership committee, in partnership with CFMA national, just completed a membership drive. Technically, we did not win the contest because it is based on the percent increase in membership, but we did sign up the most new members – 13. For that we win one registration to the national conference in Hawaii next June. The board will figure out what sort of contest we will have to choose who wins that prize; but, once again, our membership committee is the best in the nation.

The Executive of the Year committee has had two meetings to prepare for next April/May's banquet. We have had

close to 15 members at each meeting. Improving on last year's event will be very hard, but that is their mission. Our education committee held a review for the CCIFP exam and, of course, the exam will follow shortly.

And, last but not least, the program committee met last week and put together plans for programs through the first half of 2010 that will be both entertaining and educational.

We can always use more of our members joining and attending the various committees, adding their enthusiasm and new ideas. I see the members of the VOS chapter stepping up and giving as much as ever to the chapter. Thank you all for making this the absolute best chapter. I challenge us all to keep raising the bar to make it even better. Have a great fall; the holidays will be here before you know it.



Tom Lawless

## Mission Statement

The Valley of the Sun Chapter of the Construction Financial Management Association (CFMA) is a broad-based organization of professionals committed to serving

the construction industry.

We are dedicated to member service by providing a forum for the exchange of ideas and a source of educational programs directed to

their specific needs.

We strive to invest in our community through involvement in industry-related issues and charitable endeavors.



**Mark Your Calendar**

**VOS membership – strong and getting stronger**

**Dedicated Leaders**

**Programs and Events**

*by Bob Cummings, Chase Bank*

November 14 - CCIFP Exam

November 19 - Got Trash? Turn it into Green Energy, Joe Benco, VP Engineering, Republic Services (Allied Waste)

December 9 - Christmas Tree Volunteer Project

December 10 - Holiday Lunch

January 21, 2010 - Employment Laws - how to comply and protect your company in the real world

February 11 - 7:30 a.m. CFMA and McGraw Hill Construction Insight Seminar featuring Cliff Brewis, Floyd Roehrich (ADOT), and Kip Edwards (BannerHealth)

February 18 - Balancing your health with work demands

March 18 - Joint meeting with ABA, ASA, NAWIC, Update on CM at Risk with Competition, Wylie Bearup, City of Phoenix

March 29 - Junior Achievement BizTown Volunteer Day

**Membership Committee**

*by Myrna Membrilla, Ledgerwood Assoc.*

The Membership Committee continues its mission to grow the Valley of the Sun CFMA numbers. Membership is currently at 261. Nonmembers from companies in the Book of Lists' top 25 were invited to the October luncheon. Hopefully, they loved it so much they will want to become permanent lunch guests! Committee members are in the process of

following up with them.

CFMA National had a huge membership drive in which it promised a trip to Hawaii for the person diligent enough to bring in the most new members. And the VOS winner is ... Carol Hagan! Congratulations to her. She recruited two new members and received \$200 in gift cards.

The committee has been

placing idea cards at the lunch tables for recruiting suggestions. While several have been filled out, this month they included suggested luncheon topics only.

As always, the Membership Committee welcomes your ideas and feedback. If you have a thought for us please, by all means, feel free to share!

**CFMA Valley of the Sun Officers, Directors, and Committee Chairs**

Officers

*President, Tom Lawless, Pulice Construction*  
*Vice Pres., Kris Roe, McCarthy Building Cos.*  
*Secretary, Diedre Aldous, Haydon Building Corp*  
*Treasurer, Helen Spencer, Johnson Carlier*  
*Past Pres., Michelle Giesen, Wespac Construction*

Board of Directors

*Paul Boley, The Hartford Financial*  
*Jim Bracy, StraightLine Utilities*  
*Kevin Burnett, Sundt Construction*

*Bob Cummings, Chase Bank*

*Sam DeRosa, Agave Environmental*

*Greg Gross, Willis*

*Carol Hagen, Hagen Business Systems*

*Tony Hakes, CBIZ & Mayer Hoffman McCann*

*Annette Johnson, Morrison and Associates*

*Dave Miller, Jokake*

*Sam Napolitano, Hunter Contracting*

*Gina Nelson, HireResolutions*

*Lynne Pace, Wespac Construction*

*Leanne Scheub, SNK Development*

Committee Chairs

*Budget, Helen Spencer*  
*Career Services, Greg Gross*  
*Education, Marj Weber, Lynne Pace*

*Construction Exec of Year, Tony Hakes, Jim Bracy*

*Golf, Jared Asay, Moni LaLonde*

*Legislative, David James*  
*Membership, Keith Bieber, Annette Johnson*

*Newsletter, Russ Kimberlin, Lisa Autino*

*Programs, Bob Cummings, Debbie Ludington*

*Salary Survey, Rayleen Colletti*

*Scholarship, Leanne Scheub*

*Succession Plan, Lisa Autino*

## Arizona Construction Industry Compensation Survey

by Rayleen Colletti, Hunter, Hagan & Co.

**WE'RE BACK!!** After taking a year off to re-tool, the new electronic version of the Arizona Construction Industry Compensation Survey is scheduled to be launched by the end of the year. A big thank-you to the members of our committee that have made this possible: Phil Taylor, Carol Hagen (IT guru), Gina Nelson, Moni LaLonde, and Dave Goris.

We are excited about the new format and hoping for record-breaking participation from members of our Chapter and other construction associations.

The survey provides information regarding base compensation levels for thirty-two different management and support positions and an analysis of various types of employee benefit programs. To make the information even more useful, the results are further broken-out by the following industry

segments: 1) building and industrial, 2) heavy highway and utilities, and 3) residential.

In addition, due to the tough economic times, we have added new survey questions related to reductions in staff, salaries, and benefits that we hope will provide you with timely information about the current market conditions.

The new electronic survey questionnaire was programmed and hosted free of charge by e-forms vendor **PerfectForms** (we send them a big thank you [www.perfectforms.com](http://www.perfectforms.com)); and it will be sent to our Chapter members via e-mail with the survey weblink. For your convenience, you will be able to print a paper copy of the questionnaire so that you can gather the information and enter the data later.

In contemplating an electronic version of the survey, the

committee wanted to ensure the continued high standard of guarding your confidentiality. To achieve this goal, your responses will be automatically tallied by PerfectForms software and downloaded into the final report writer. All participants will be sent a free copy of the report through e-mail in PDF file format.

For those of you who would like to purchase a copy, we will have the report available on our website for a cost of \$100.00. Currently you can purchase the 2007 Arizona Construction Industry Compensation Survey on our website.

To continue with the survey each year and have meaningful results, WE NEED YOU and ask for your participation!

If you have any questions, please e-mail Rayleen Colletti at [Rayleen@hunterhagan.com](mailto:Rayleen@hunterhagan.com).

Salary Survey

## Succession Planning

by Lisa Autino, Corbins Electric

Meet the succession planning committee: Lisa Autino, John Corcoran, Michelle Giesen, Tom Lawless, Marj Weber, Annette Johnson, and Kris Roe.

The succession planning committee, made up of several past presidents and an associate member, is responsible for selecting new officers, board members, and committee chairs. If you wish to become more involved in our chapter

and are interested in a leadership position, or you know of someone who is, please let one of us know. You may also let Glenda Whitten, our chapter professional, know of your interest.

We meet soon to plan for the next fiscal year. Our VOS chapter is great because of YOU and your willingness to get involved.

Leadership Opportunities Available

Your Succession Planning Committee at Work: Lisa Autino, Michelle Giesen, Annette Johnson, Tom Lawless, and John Corcoran. Thank you! (Marj Weber and Kris Roe are not pictured.)



And the winner is . . .

**Golf Tournament – Another Success Story!** *by Jared Asay, CBIZ & MHM*

Once again, the 2009 CFMA Valley of the Sun golf tournament was a huge success. On October 21<sup>st</sup>, 141 golfers enjoyed the beautiful weather during the 19<sup>th</sup> annual CFMA VOS Golf Classic, presented by CBIZ and Mayer Hoffman McCann P.C., at McCormick Ranch Golf Club. On behalf of the committee, I would like to thank all of this year’s sponsors, participants, and volunteers for contributing to another successful tournament. We raised over \$23,000 from this event to help support financial education in the construction industry!

**Congratulations to the following Championship Flight Winners:**

- 1<sup>st</sup> Place (Score of 58):  
 Ross Dietrich  
 Sam Winheim  
 Tony Kong

- David Barnett
- 2<sup>nd</sup> Place (Score of 59):  
 Greg Beatem  
 Kirby Anderson  
 Rick Haag  
 Mr. Sarchett
- 3<sup>rd</sup> Place (Score of 61):  
 Moni LaLonde  
 Greg Poulson  
 John Franz  
 Tom Gorman

- Other winners include:**
- Closest to the pin – Women:  
 Carol Hagen
  - Closest to the pin – Men:  
 Jim Bracy
  - Longest drive – Women:  
 Heather Markham
  - Longest drive – Men:  
 Andrew Hancock
  - Longest putt: Mike Hutchinson
  - Shortest drive: Mike Corrao

Special thanks to the following **committee members** who put in so much

- time behind the scenes and months before the tournament:
- Moni LaLonde (co-chair)
  - Brad Smith
  - Elise Thorpe
  - Jason Thorp
  - John Corcoran
  - Kris Roe
  - Kevin Seabolt
  - Lisa Vaglio
  - Michelle Grider
  - Nancy Palmer
  - Paul Boley
  - Taylor Brockbank
  - Tom Lawless

Most of these committee members have served on the golf committee for many years. Their dedication has made my role as co-chair these past three years an easy one. Thanks again to everyone for contributing to a successful event. See you at next year’s tournament!

John Corcoran  
 Danny Parrish  
 Jon Asley Corcoran  
 Peter Schwartz



Tom Lawless  
 Mark Soyster  
 Brad Smith  
 Kevin Seabolt

CFMA VOS comes through for a deserving student

## Internship Stimulus Package

by Myrna Membrilla, Ledgerwood Assoc.

As reported in our last issue, the Valley of the Sun Construction Financial Management Association had a fresh idea – an internship stimulus package – and offered to reimburse a company up to \$2,000 to offset the cost of the internship. Once decided, the match making began.

Wilson Electric was paired with Arizona State University sophomore Jessica Metler. With her internship now complete, Metler describes her experience: “I feel honored to have been the chosen intern to receive the CFMA Valley of the Sun Stimulus Package. Working with Wilson Electric has been a

phenomenal experience and I feel as though I have learned a great deal. I hope to take what I have learned from my internship and apply it to school and most of my future career.”

Congratulations Jessica! We wish you the best of luck in all your future endeavors!

Thank You!

## Jessica’s Letter

Dear David James and all Members of CFMA,

I am writing you to thank you for all of your help and generosity this summer. I never thought that such an opportunity would find me, but so very glad it did. I wanted to personally thank you for sending the email to a variety of companies. I sent my resume to Jodi from ASU and three days later I had an internship. I am very passionate about the construction industry and am trying to grasp a hold of any and every occasion to get hands on experience. I feel honored to have been the chosen intern to receive the “CFMA Valley of the Sun Stimulus Package.” Working

with Wilson Electric has been a phenomenal experience and I feel as though I have learned a great deal. Not only have I been able to observe how individuals interact, I have also been educated in a variety of different areas of the company. I hope to take what I have learned from my internship and apply it to school and most of my future career.

Prior to this summer I was unaware that CFMA existed, however, now all I can do is praise the organization. I take pride in my hard work and to know that it is appreciated gives me even more satisfaction. To be rewarded for efforts is an amazing feeling and drives me to succeed even further in life.

I believe that CFMA should continue to have such an interest in ambitious students. With the economy in a recession, it is difficult for companies to employ interns; however, CFMA came up with a solution that provides an internship for at least one student [to] obtain the required hands on knowledge. I am proud to be the recipient of this summer’s “stimulus package” and hope that someday I will be the one aiding in a young adult’s success. Once again, thank you for all of your, and everyone part of CFMA’s, generosity and efforts; I am greatly obliged.

Sincerely,

/s/

Jessica Metler

Free  
Conference  
Registration

## Free CFMA National Conference Registration Goes To . . .

Will you be the lucky winner?

Due to the phenomenal work of the Membership Committee (and a word or two whispered by a little birdie), CFMA National has awarded one National Conference registration to

the Valley of the Sun Chapter.

Your Board of Directors decided the only fair thing to do is to raffle it off in a drawing in March. Tickets to win the \$1,095 member registration will be sold for only \$20 each. Proceeds

from the raffle sales will be given to the winner to help defray expenses such as airfare.

Are you in the game? Watch for the special raffle at the lunch meetings and be sure to buy the winning ticket.

## 2010 Arizona Construction Executive of the Year Banquet

by Tom Lawless, Pulice Construction

The 2010 Arizona Construction Executive of the Year Banquet Committee held its inaugural meeting on September 21<sup>st</sup> to begin planning for this year's banquet.

Back for the 2<sup>nd</sup> year as co-chairs of the committee are Jim Bracy, Straightline Utilities, and Tony Hakes, CBIZ & Mayer Hoffman McCann. Our monthly meeting place and time is the same and continues to be at Gallagher's on 16<sup>th</sup> Street and Morten starting at 4:30 pm (during happy hour, of course). Meeting dates will be announced monthly. If you are interested in joining the committee, please contact Jim or Tony and look for our monthly meeting announcements for dates.

For those of you not familiar with the banquet, it is held annually each spring to recognize the achievements of individuals in the following categories:

- Arizona Construction Executive of the Year

- Arizona Construction Industry Pioneer
- "Best Under the Sun" Outstanding General Member
- "Best Under the Sun" Outstanding Associate Member

Many details have yet to be finalized, so stay tuned to find out more. If you would like to become a sponsor, contact one of your co-chairs. Sponsorship levels are listed below and please note that we will be offering an **early payment discount of 10 percent for payments received by January 31, 2010:**

### \$5,000 Title Sponsor-M.J.

Insurance for the 2<sup>nd</sup> year Company featured on all communications, admission for 12 (\$1,500 value), presentation of plaque during the banquet in recognition of sponsorship, company featured during banquet presentation, banquet program, and CFMA-Valley of the Sun website.

### \$2,000 Platinum Sponsor

Admission for 8 (\$1,000 value), presentation of plaque during the banquet in recognition of sponsorship, company featured during banquet presentation, banquet program, and CFMA-Valley of the Sun website.

### \$1,200 Gold Sponsor

Admission for 4 (\$500 value), company featured during banquet presentation, banquet program, and CFMA-Valley of the Sun website.

### \$750 Silver Sponsor

Admission for 2 (\$250 value), company featured during banquet presentation, banquet program, and CFMA-Valley of the Sun website.

### \$250 Bronze Sponsor

Company will be featured on banquet program and CFMA-Valley of the Sun website.

**\$125 Individual ticket** price for banquet admission.

Hope to see you at the banquet next spring!

Construction Executive of the Year Banquet



Don Kesteloot  
Elise Thorpe  
Gary Skarsten  
Dennis Tsonis



Kris Roe

The Annual Golf Tournament Raises \$\$\$ for Construction Scholarships

## around the Chapter



Over the past three months the Valley of the Sun Chapter of CFMA has been busy providing educational and networking opportunities to all of its members.

We started in August with Dona Nutini of Polsinelli Shughart making some sense out of the Employee Free Choice Act – the possibility of it actually becoming law and, if it does, how it will affect construction in Arizona. That was followed by Julie Pace, a perennial favorite, bringing us up to date on the latest in National and Local employment law while making it interesting with her “did you know....???” quiz. And not surprising to this reporter many attendees did know – there were several prizes awarded for correct answers. October’s headliner was Tom Ambrose of the Phoenix Suns – and yes we got some interesting and funny stories from the court and the locker room. If you couldn’t attend you missed a very entertaining program.

And once again, on October 21<sup>st</sup>, the **19<sup>th</sup> Annual VOS CFMA Golf Tournament** was held and – even though we didn’t sell out – it was still successful by raising over

\$26k for education and Valley of the Sun Chapter endeavors. In this ever worsening economy, that is quite an accomplishment! Congratulations to Jared Asay and Moni LaLonde, Co-Chairs, and the entire Golf Committee.

Also in October, the Chapter sponsored a **CCIFP Overview Seminar** – attendees spent the day finding out what it takes to earn the designation and several have registered to take the exam on November 14<sup>th</sup>. Special THANKS to Lisa Autino and Corbins Electric for donating the space and the COFFEE!! Watch for your update in the next edition of the Copper State Ledger with the names of the new CCIFPs.

October was a very busy month with our first social event in some months – at **Casino Arizona**. Though the turnout was low (those that passed missed a great time) those who were there enjoyed themselves immensely. We played Black Jack and got some great tips from the professional dealers. Since it was ‘play money’ we could take all the chances we wanted and were thrilled when we won. And ladies, I must say, if

you missed it – one of the dealers was as they say – very easy on the eyes and quite charming I might add. For me – it was a win-win (get that Kris??)!!!

And to start out November, we had the **24<sup>th</sup> Annual ASCPA/VOS CFMA Construction Industry Conference**. Attended by over 130 – many CFMA members – the Conference featured National CFMA Speakers as well as local favorites and new presenters, too. It received some of the highest marks I have seen from any conference, and even the food tasted good!! Keep October 29, 2010 open for next year’s silver anniversary.

Some upcoming events that are already in the planning stages are the **Christmas Tree Project**, **the JA BizTown**, and the **Executive of the Year Banquet**. And remember to plan to attend the **CFMA National Conference** in Hawaii in June – it promises to be overflowing with education – networking – and FUN! Did I mention it is being held in HAWAII!!!!

Until next time.....

*Marj*



Thanks to Marj Weber, Irontree Construction, for around the chapter

The news you  
want to know

Copper State Ledger is the official publication of the Construction Financial Management Association, Valley of the Sun Chapter. CFMA is a non-profit association dedicated to the financial person in construction. Membership information is available on the web at <http://www.cfma.org/membership> and the local web site is <http://chapters.cfma.org/ValleyOfTheSun/index.htm> where you'll find even more information.

## Call for Volunteers – Christmas Tree Project

For those who volunteered to help Santa in years past, you know how great you feel doing this. For new-comers, your help is requested.

This year Santa is going to the children at their own schools. Due to the economy and lower funding, many of the schools who participate in the Christmas

Tree Project cannot afford even to bus the children to this annual event. So, Santa is going to go to them. VOS picked Fowler Elementary to help on December 9<sup>th</sup>. This is the one we assisted last year.

Because there will be set up and take down, we need more volunteers than ever. Can you spare

an hour or two? You may find yourself sticking around all day because it is fun. Fowler Elementary is located near 67<sup>th</sup> Ave. and Van Buren. Parking may be limited, so carpooling is encouraged.

At the very least, bring toys to the November and December lunches to donate.

## Easy Volunteer Opportunities

The VOS Scholarship Committee is looking to recruit some additional members. Your invested time would be very minimal. The Committee reviews scholarship applicants twice a year in April and October. The review is

handled by e-mail, so you never need to leave your office to help.

If you are interested in becoming a CFMA Scholarship Committee member, please contact Leanne Scheub at [lscheub@snk.com](mailto:lscheub@snk.com)

If you have an interest in a particular committee, please let it be known. Either contact the committee chair, or send an e-mail to [CFMA-Admin@cox.net](mailto:CFMA-Admin@cox.net), and your interest will be sent to the committee. Your participation is most welcome!

## CPE Certificates

As a reminder, CPE certificates are available for members at most lunch meetings. Simply check the CPE certificate box on your reservation form or click

the CPE box when registering on-line. Certificates are printed, signed, and placed on a table at the meeting.

Remember to pick up

your certificate as you are leaving the meeting. Each person is responsible for maintaining a file of certificates and handout materials.



Chris Schwarz  
Candy Schwarz  
Kris Roe  
Justin Newman



Greg Poulsen  
Tom Gorman  
Moni Lalonde  
John Franz