A Message From The President

Dear Long Island Chapter Members,

I want to wish all of you a Happy, Healthy and Prosperous New Year!

Our Long Island Chapter Board is busy planning some exciting events for our members in 2015. We are working on an employment workshop to help our student members as well as for our management accountants and financial professionals that are looking to advance their career with the CMA designation. We will be announcing our student scholarship awards in the Spring to help exemplary students towards their college expenses. We also have some exciting education programs this year as well and will keep you posted.

On a global level, IMA continues to grow in its membership and offering. We are proud to be part of the over 72,000 member network worldwide. Membership in IMA has numerous benefits from the free CPE webinars, discounts, Strategic Finance magazine to the forum provided for you to exchange ideas and resources you get from your colleagues who are members.

If you are interested in getting involved in the Long Island Chapter and working on a committee, please email me at lmazany@signatureny.com. I look forward to hearing from you and your thoughts on how we can grow in being a resource to you.

Sincerely,

Michael Mazany

February 10, 2015 Meeting

The Milleridge Cottage - Jericho, NY
Cocktail Hour begins at 6:00 pm

CEO Panel Discussion

Panelists:

Michael W. Katz
Quality King & Perfumania

Doug McCrosson
CPI Aero

Walter Rabin
Signature Financial, LLC

Moderated by Cindy McLoughlin, CPA, Partner, Cohn Reznick

For more information and to register for the event, please visit our website at www.LongIsland.IMAnet.org
**2014-2015 Dinner Meeting Schedule**

**March 10, 2015**  
ESOPs - As An Exit Strategy

**April 14, 2015**  
The State of Commercial Real Estate on Long Island

**May 12, 2015**  
FINANCIAL EXECUTIVE OF THE YEAR EVENT

**Quarterly Breakfast Series**

**April 28, 2015**  
Internal Control & Fraud Update

**July 28, 2015**  
Long Island Economy - Martin Cantor

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**Gleim Discount on CMA Study Material**

LI IMA Chapter members receive a significant discount off all CMA study materials, as well as Gleim CPE (including new ethics course).

**Contact** Melissa Leonard at melissa.leonard@gleim.com or call 1-800-874-5346 x131 to take advantage of this offer or contact Arthur Sanders, at asanders@optonline.net or call 516-697-3900 for more details.

**Please Visit:**  
www.gleim.com/IMAChapter for more information on the CMA Exam or how Gleim can help prepare you for success.

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**Meeting Times**

Please note the dinner meetings at The Milleridge Cottage in Jericho, NY will now take the following format:

- **6:00pm to 7:00pm**  
  Registration & Professional Networking

- **7:00pm to 7:30pm**  
  Dinner Served

- **7:30pm to 8:30pm**  
  Speakers / Q&A / Wrap Up
IMA Announces Record Numbers, Global Growth with 2014 Annual Report

In fiscal year 2014, IMA® (Institute of Management Accountants) achieved its highest membership in 15 years with more than 72,900 members globally and a 23-percent rise in international members. These figures were released today in IMA’s 2014 Annual Report, which details the fiscal year from July 1, 2013 through June 30, 2014. To view the digital report, visit http://www.imanet.org/2014-Annual-Report/.

To keep pace with growing international engagement and support the vital role of management accounting in the global economy, IMA opened offices in Shanghai and Cairo. Professional and student chapters were also opened in Kuwait and Pakistan, joining more than 300 existing councils and chapters in more than 100 countries.

In fiscal year 2014, IMA also extended the global reach of the CMA® (Certified Management Accountant) with approximately 6,000 candidates now hailing from the Asia-Pacific region. The report shows that new candidates rose 31 percent, totaling a record 14,662, while CMA candidates worldwide numbered 22,277 in all, up 19 percent from the previous year.

“Our growing numbers show that more professionals than ever before are turning to IMA for the support they need in a challenging business environment,” said Jeff Thomson, CMA, CAE, president and CEO of IMA. “The management accounting landscape is ever-changing, and our mission is to serve as a trusted source of insight, information and networking for professionals worldwide.”

To further strengthen this global presence, and to continue to serve as a voice for IMA members and the management accounting profession, IMA joined the International Federation of Accountants (IFAC) in 2014. IMA was named one of only two U.S.-based accounting associations admitted to IFAC and will continue to advocate for the highest professional standards in accounting. In addition, IMA is now one of only three U.S.-based associations to be named a full voting member of the International Integrated Reporting Council (IIRC). IMA will support IIRC’s mission to produce more effective corporate reporting and external disclosures.

For more information on IMA, visit http://www.imanet.org.

IMA President and CEO in Top 50 Most Powerful People in Global Accountancy

IMA® (Institute of Management Accountants) President and CEO Jeff Thomson, CMA, CAE, has been recognized in The Accountant (TA) and the International Accounting Bulletin (IAB) publication’s annual Global Accountancy Top 50 most powerful people list.

The article highlights his leadership during IMA’s process of globalization, its partnership with ACCA (Association of Chartered Certified Accountants), and its renewed involvement as a member of IFAC (International Federation of Accountants).

Joseph A. Vincent, CMA, Chair of IMA’s Global Board of Directors, said “IMA is grateful for Jeff Thomson’s devoted service to IMA and for his commitment to the advancement of the accounting profession. For nearly a decade at IMA, Jeff has solidified the association’s reputation as a trustworthy and valuable business partner. As a result, IMA has grown in size, respect, and influence, reporting record growth in fiscal year 2014. It’s a true honor for Jeff to be recognized alongside many well-known industry leaders across the profession.”

Thomson worked for more than two decades at AT&T in various strategic, financial, and operational roles during a period of tumultuous industry change, last serving as CFO of an $18 billion market-facing business unit. He joined IMA in 2005 as vice president of research from 2005 to 2008. Thomson assumed his role as president and CEO of IMA in 2008.
IMA Global Announcements

IMA Introduces New Honor Society for Accounting Students

Last week, IMA® (Institute of Management Accountants) launched the new IMA Accounting Honor Society (IAHS), designed to support and acknowledge high-performing accounting students attending accredited colleges or universities around the globe.

IAHS is open to junior and senior students majoring or minoring in accounting, financing, or IT with a 3.0 or higher Grade Point Average (GPA) overall and in accounting. In addition, students must be nominated by a professor or provide proof of meeting eligibility requirements in order to be accepted into IAHS.

Raef Lawson, CMA, CPA, Ph.D., IMA vice president of research and policy and professor-in-residence, unveiled the initiative at the American Accounting Association’s 2015 Management Accounting Section Midyear Meeting in Newport Beach, Calif.

“As we continue to attempt to solve the skills gap in accounting and finance, it’s important that we recognize high-performing students who are poised to embark on successful careers in accounting,” said Lawson. “Through this honor society, we hope to encourage their career aspirations and offer opportunities for professional development.”

As part of IAHS membership, those recognized will receive a Certificate of Recognition, a graduation chord, digital badge recognition, access to a members-only LinkedIn group and more. Students pay a one-time fee of $50 for lifetime membership.

IMA will begin accepting applications in March 2015. For information on other opportunities IMA offers students, visit IMA’s website.

CMA News

The CMA Resource Center - Welcome CMAs

For more than 40 years, the CMA has served as the mark of excellence in management accounting; the true assessment of relevant knowledge and skills. Our commitment to supporting you doesn’t end once you receive your CMA certificate. IMA is here to help you set the standard and take your career to the next level. Take advantage of the resources IMA has to help you make the most of your credential.

Promote your CMA credential by educating your employer and colleagues about the value of the CMA and what you bring to the organization. As a CMA you are part of a worldwide network of professionals. You can connect with other CMAs through Link up IMA, Linkedin, or through our local chapter programs. Stay up-to-date with CMA Connections, our exclusive e-newsletter for CMAs and candidates, which allows you to learn about the latest news about the CMA program, read stories about CMAs, and see how the credential is impacting the profession.

Whether you’re looking for a new job, have a position to fill, or need useful career resources, IMA is here to help.

As I wrote in our January newsletter, the Long Island IMA chapter is looking to increase the number of CMAs in our chapter. If you would like to learn more about the CMA designation and how to obtain it, please contact me. I look forward to speaking to you.

Arthur Sanders, Past President LI Chapter
516-697-3900
asander1@optonline.net
DISCOUNTS AVAILABLE for Chapter Members!

Call Melissa Leonard at 800.874.5346, ext 131 or email melissa.leonard@gleim.com

Tips and Tricks

Too Many Worksheets in One Excel File?

One option is to insert an “Index Worksheet” at the front of the workbook. In this example we have a company that has office in multiple cities around the US. You would add a worksheet listing all the cities individually and then hyperlink it back to the specific tab. To do this, go to the Insert tab and find the Hyperlink option. The “Insert Link” box will pop up. First, change the “Link to:” option on the left to select “Place in This Document.” In the “Text to display:” you can change or add the name that you will see hyperlinked. The “Type the cell reference:” lets you determine what cell in the linked workbook you will go to when linked and finally, the “Or select a place in this document:” instructs which worksheet you want to link to. So in this example the following options are selected:

- **Link to:** Place in This Document
- **Text to display:** Philadelphia
- **Type the cell reference:** A1
- **Or select a place in this document:** Philadelphia

The hyperlink will show BLUE. No worries if you don’t get it right the first time just right click on the link and select “Edit Hyperlink.”

Option 2 - Color code the tabs based on regions. For example, the “west coast” can be assigned a light blue color.

Option 3 - One overlooked method is using the “right click” of the mouse on the lower left hand tab navigation arrow. When executed, a complete list of all tabs appears. This should make for quick navigation.
1. Tell me about your company.
P&F Industries, Inc. currently operates in two primary lines of business, or segments: (i) tools and other products (“Tools”) and (ii) hardware and accessories (“Hardware”), with the Tools segment accounting for approximately 73% of our revenue. Much of the products we sell are manufactured overseas to our unique specifications and are sold to major retailers, such as Sears and The Home Depot, as well as to the aerospace and automotive sectors within the pneumatic tools market. The company also has a facility in Pennsylvania, where it designs and manufactures pneumatic tools and parts. Further, P&F markets a line of fence and gate hardware and other unique hardware, which accounts for the balance of our revenue. These products are sold through various channels both here and overseas. Presently P&F has over 160 full-time employees, with operating facilities in Florida and Pennsylvania. We recently completed three acquisitions, which should further expand our presence in the automotive sector, as well as expand our manufacturing capacity.

2. How did you become CFO at P&F and how long have you been with the company?
I was employed by P&F in October 2007. Prior to joining, I was the CFO of a publicly traded generic pharmaceutical company. Prior to that, I served as CFO of a publicly traded software development company. Earlier in my career, I served in various CFO/COO positions for private companies.

3. Do you feel it would be different to be the CFO of a Public, versus a Private Company?
Personally, I believe there is a significant greater level of responsibility in serving as a CFO of a publicly traded company compared to the same role in a privately-held company. Chief among the differences is external reporting, (i.e. required filings required to the Securities and Exchange Commission and investor/public relations).

4. What are the challenges your Company faces and how do you and the firm deal with them?
The world today is shrinking; as such it is becoming highly competitive. One of P&F’s challenges is to maintain its long-standing history of developing and marketing the highest quality product at price points that make both its customer and shareholders happy. Again, a tough task given today’s cut-throat environment. The good news is the employees throughout our Company understand our goals and work together to achieve them.

5. Are you a member of the IMA?
I’m a former member of IMA.

6. What other accomplishments would you like to share?
I received the 2011 Long Island Business News CFO of the year award (company’s greater than $50 million revenue).
Welcome To Our Newest Members!

Melissa Kershner
Aimee Spennato
Robert Wilkinson
Michael McQuillan

This Month’s Member Spotlight

Member: Lisa Pusey, CFO, Crystorama, Inc.

Why I joined the IMA:
I attended my first networking function about eight years ago, well into my career. I had no idea about networking. It was an exciting event sponsored by an accounting firm. It was very fancy with a guest panel of very intelligent, savvy businessmen. It was at this event I was introduced to Gail Nikol and my whole world changed. She became my mentor and invited me into her networking world including the IMA. I was quickly introduced to a whole bunch of fabulous professionals who have now become lifetime friends. I often tell others that the IMA is like having a living set of encyclopedias. There are people from different industries, different size companies with many different types of owners and situations. When you find yourself uncertain about a subject or decision, you can always reach out to your fellow IMA members.

Early on I was invited to speak on a guest panel for the IMA about CEO’s expectations. I thought I had a fear of public speaking. I was shocked at how easy it was to talk amongst my peers. This event brought me to the spotlight for a while and I felt like the popular kid in high school. Recently I was in search of a new position and my friends at the IMA were there to support me the whole time. Nowadays, I find myself with some new colleagues, touting the benefits of the IMA and inviting new friends to join this wonderful association of colleagues and friends.

Membership Privileges

Members save with GEICO Insurance!

In business for over seventy years, GEICO, is the nation’s third-largest private passenger auto insurance company. They are also the fastest growing insurance company in the country and carry Standard and Poor’s AAA rating. As an added IMA membership benefit, you could receive up to an 8% discount off Geico’s already-low-rates on your automobile insurance. As part of our agreement, GEICO will also be able to offer you savings on homeowner’s, renter’s, condo, motocycle, boat, PWC, ATV, and RV insurance.

Documenting your process. | Preserving staff knowledge. | Identifying efficiencies.

Unique Business Solutions is a true business partner – helping you document the way your company does business and make improvements along the way.

Contact Gail Trugman-Nikol for more information:
(516) 935-5641 | www.UBSassociates.com

www.LongIsland.IMAnet.org
2014 NYS NONRESIDENT AUDIT GUIDELINES CLARIFY DUAL RESIDENT CALCULATION AFTER THE GRASSI & CO. TAX CONTROVERSY PRACTICE SUCCESSFULLY DEFENDS TAXPAYER

The Grassi & Co. Tax Controversy Practice team successfully defended a client during a New York State tax examination regarding a dual-resident credit calculation. The auditors’ interpretation of the dual-resident credit rules reduced the credit significantly. The New York State Department of Taxation and Finance ultimately accepted our interpretation. The recently released 2014 NYS NONRESIDENT AUDIT GUIDELINES differ from the 2012 version, the version in effect during our client’s audit, by adding a sentence and an example clarifying how the dual-resident credit should be calculated. The clarification is consistent with our interpretation.

Dual residency typically arises when a taxpayer is domiciled in one state and is found to be a statutory resident of another state. A taxpayer is generally a statutory resident of New York if the taxpayer spends more than 183 days in New York and maintains a permanent place of abode there. Dual-resident taxpayers may generally claim a resident credit for taxes paid to the other state on income earned in that other state, such as for wages earned there, to avoid double taxation on the income.

Certain intangible income, however, such as interest and dividends, not having its source in any particular state, may be subject to double taxation, that is, taxation in both states without credit for taxes paid on that income to another state. See Matter of John S. & Janet B. Tamagni, 91 NY2d 530, where the Court of Appeals ruled that it was not unconstitutional for intangible income to be double-taxed.

Since New York taxes the intangible income, the dual-resident credit calculation is not the actual tax computed on the other state’s return, but rather is actually prorated by the following formula:

\[
\frac{\text{Other State Income Subject to the Resident Credit}}{\text{Total Income Taxable by the Other State}} \times \text{Total Tax Due to Other State}
\]

Significantly, the Guidelines now provide that the “Total Tax Due to Other State” is determined “before any credit previously claimed for taxes paid to New York.” 2014 NYS NONRESIDENT AUDIT GUIDELINES Page 79. This language was added to the Guidelines to clarify that the proration should be before and not after any credit for taxes paid to New York.

Previously, in our case, the auditors maintained that the proration should be after any credit for taxes paid to New York. Under that now-discredited approach, a taxpayer’s credit would be less, and could sometimes be much less, than it should be, as demonstrated by examining the following example provided in the 2014 Guidelines:

Rosa is a domiciliary of Connecticut who was determined to be a statutory resident of New York State in 2012. She is a shareholder of a New York S corporation which does business in both Connecticut and New York. She received a K-1 for 2012 showing ordinary income of $1,000,000, of which $800,000 was allocated to New York and the remaining $200,000 was derived from Connecticut. She had no other income that year.

The New York tax before the resident credit is $60,000 ($1 million * 6%). Total taxes paid to both states is $60,000 ($48,000 + $12,000), for an overall effective tax rate of 6%, as one would expect it to be.

The example further provides that the tax rate is assumed to be 6% for both states and that CT will thus give Rosa a resident credit of $48,000 on her New York source income ($800,000 * 6%). Rosa’s CT tax before any credit therefore be $60,000 ($1 million * 6%), but ends up being $12,000 after credit ($60,000 - $48,000). The New York State dual-resident credit will be $12,000 demonstrated below:

\[
\frac{\text{CT Income Subject to Resident Credit}}{\text{Total Income Taxable by CT}} \times \text{Total Tax Due to CT} = \frac{\text{Total Tax Due to CT}}{\text{Total Tax Due to Other State}} \times \text{Total Tax Due to CT}
\]

The New York tax before the resident credit is $60,000 ($1 million * 6%), but ends up being $48,000 after the resident credit ($60,000 - $12,000). Total taxes paid to both states is $60,000 ($48,000 + $12,000), for an overall effective tax rate of 6%, as one would expect it to be.

A practitioner mistakenly using $12,000 (after the credit) as “The Total Tax Due to CT” wrongfully reduced the dual-resident credit from $12,000 to $2,400!

The New York tax credit is $57,600 ($60,000 - $2,400). Total taxes paid to both state is $69,600 ($57,600 + $12,000), for an overall effective tax rate of 6.96%, an absurd result and one that clearly results in double taxation. The 2014 Guidelines sensibly clarify the rules to prevent such an outcome. The 2013 Form IT-112-R NEW YORK STATE RESIDENT CREDIT INSTRUCTIONS, however, which were also revised, are not as clear as the 2014 Guidelines. The instructions do not state that dual-resident taxpayers should use the “before credit” amount for “Total Tax Due to Other State.”

The practice tip to be taken away from this situation is that practitioners should refer to the 2014 NYS NONRESIDENT AUDIT GUIDELINES to obtain supplemental guidance on tax forms, statutes and case law for fact patterns involving domicile, foreign domicile, statutory residency and resident credits. Keep in mind that although the guidelines are not a binding legal force or precedent, the auditors are expected to follow them.

For those who have further questions about your domicile, residency, credits or income allocation, please contact Noelle Geiger at 516-336-2447 or David Shuster at 516-336-2436.
To begin 2015, we kicked off with a strong presentation from Michael Aronesty (Audit Partner) and Kevin Helmich (Manager); both from Deloitte & Touche. Their presentation discussed the top concerns of CFO’s and information on their CFO Transition Lab, which included results from their Q4, 2014 CFO survey.

Their study is done quarterly, and was compiled from a survey of approximately 100 top level CFO’s; approximately 75% of whom represented companies with over $1 billion in revenue. Despite the revenue size of the sample population, many of the CFO concerns can be applied to many smaller organizations. The purpose is to gather insight and present some of the thoughts and concerns of the CFO’s and show the economic landscape through their eyes.

It was noted that most CFO’s feel more optimistic at the beginning of the year, but as the year goes on this confidence decreases somewhat. It was also discussed that CFO’s at the end of 2014 feel that over the next 12 months, they will have an increase in capital spending, while sales growth, earnings growth, and domestic hiring will decrease slightly.

Michael and Kevin also spoke about the CFO Transition Lab, which is a program that allows Deloitte to support their client CFO’s during transition. This is geared to both newly appointed CFO’s as well as those with prior CFO experience. Some of the items that usually come out of the discussions and Q&A with the CFO’s is that they regret not moving fast enough to ensure they have the right talent on their team. One thing that they recommend is that the CFO has a seat at the planning table of their organization, and be sure their voice is heard. Deloitte has already hosted over 600 of these Labs worldwide. In order for them to create a vision for stakeholders in the organization, the Lab includes interviews of the audit committee, CEO, etc. so that they can see what others expect of the CFO, as well as what the mindset of the CFO is of him or herself.

For more information on the presentation, please refer to this link: CFO Journal - http://deloitte.wsj.com/cfo
IMA Student Activities
by James L. Smith, CPA, VP Student Activities

It is here!! The LIFE Scholarship Program is one of the ways we support the IMA mission while helping student members with their professional growth and involvement in the IMA.

The Life Scholarship is a merit-based scholarship of up to $500 for selected student members of the IMA. Students are judged based on their academic standing, participation in the IMA, involvement in their school and community and their interest in a career in management accounting, financial management or information technology. The selection process includes a two-page essay and an interview, as well as written references about the student’s abilities to fulfill their career.

Applications are available from our faculty contacts or online at the Long Island IMA website. For questions about the Scholarship Program, contact the Long Island IMA Chapter at students@ima-longisland.org or our Student Activities Chair: James Smith, CPA at jsmith@cusa.canon.com.

Applications will be accepted from January 30th thru February 28th.

We are excited to continue to expand our involvement with the local students and universities. Local Students and Universities are a key part of the future success of businesses on Long Island. The LIFE Scholarship is our chapter’s recognition of our local student’s potential to grow and expand the Long Island Business Community.

So to our local students, apply, and let’s see what you can make happen!

Legal Strategies and Solutions to Protect and Grow Businesses™

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The law firm’s practice is dedicated exclusively to advising businesses in connection with their transactions, including negotiating, writing, revising, and reviewing documents for:

- business mergers and acquisitions
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- business financing transactions
- business partnerships & investments

The firm combines large law firm experience and sophistication with the individualized attention and cost efficiency of a dynamic small law firm. The firm’s experience includes the representation and counseling of public companies, as well as small and newly formed traditional and technology companies from inception to IPO and beyond.

Peter Papagianakis is licensed to practice law in New York and Florida.

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TIMING ISN’T EVERYTHING, BUT IT’S CERTAINLY SOMETHING. TUNING INTO INDUSTRY’S AND EMPLOYERS’ ANNUAL RECRUITMENT CYCLES JUST MIGHT GIVE YOU A DECISIVE EDGE. HERE’S A QUARTER-BY-QUARTER SUMMARY OF HOW THESE HIRING DYNAMICS PLAY OUT.

**First Quarter: A New Year’s Wave of Hiring** - Major hiring initiatives may follow close on the heels of the holidays and summer. The big months for hiring are January and February, and late September and October. Making contact right at the start of these cycles may create the best chance of being hired.

**Second Quarter: Gearing Up for Summer** - For livelihoods dependent substantially on fair weather, spring is when hiring peaks. Tourism and hospitality hiring is also very strong. Businesses looking to hire professional workers before fall often do so now, before summer vacations begin.

**Third Quarter: Recruiters Relax a Bit, and Vacation Plays a Role** - Hiring slows in July before picking up at the end of August. For those with nontraditional but impressive employment backgrounds, there’s an advantage to looking in relatively slow hiring months like July and December.

**Fourth Quarter: A Rush, Then a Lull** - This quarter presents the most complex hiring dynamics of the year, with its mix of fall activity, holiday retail hiring and end-of-year financial and budget maneuvering. Companies may look to incur search fees at year end for tax purposes. Major industries classified as information, financial services, and professional and business services, having hired heavily in the second quarter, typically see their lowest level of hiring in December.

You can make your opportunity arrive at any time . . . perseverance is key!

Remember to click on the employment link at [http://longisland.imanet.org/](http://longisland.imanet.org/) to see current employment opportunities.

Thanks in part to John Rossheim, Monster Senior Contributing Writer.

ABOUT OUR CHAPTER

The Long Island Chapter of the Institute of Management Accountants was charted in 1951 by the then National Association of Cost Accountants (“NACA”). Over the years the name was changed to the National Association of Accountants (“NAA”) and now is known as the Institute of Management Accountants (“IMA”). Harold Nohe was the first President of the Long Island Chapter.

In 1970 the Long Island Chapter was split into two Chapters, one in Nassau and one in Suffolk. The first President of the Suffolk Chapter was Paul Urban. The two Chapters co-existed until 1986. The two Chapters met the second week of the month with Nassau meeting on Tuesdays and Suffolk meeting on Thursdays. There were numerous members who attended both meetings.

In 1984 and 1985 both Chapters experienced a decline in membership and meeting attendance. A committee was formed of Donald Green and Marc Palker from Nassau and Eric Perlman and Charles Schreiber from Suffolk. In 1986 with the permission of the National Office and the Board of Directors, the two Chapters were merged to reform the Long Island Chapter. Donald Green was the first President of the reformed Long Island Chapter.

In 1987 the Past President’s met to decide how best to help the Chapter prosper and grow. From these meetings the Financial Executive of the Year Award was born with the first recipient being Sanford Weintraub, CFO of Independent Election Corp of America. This award still exists today and is named after the man whose idea became the finale of our Chapter year, The Milton Zipper Financial Executive of the Year Award Dinner.

As they say, the rest is history………………..

ABOUT IMA

The Institute of Management Accountants (IMA) is the world’s leading organization dedicated to empowering management accounting and finance professionals to drive business performance.

IMA members are today’s leaders, managers, and decision makers in management accounting and financial management. As members we are dedicated to continued professional development, to achieving the highest levels of professional certification, and to supporting each other in our commitment to professional excellence. [www.imanet.org](http://www.imanet.org)