



The Association of
Accountants and
Financial Professionals
in Business

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Employment News

Please contact [Bob Shapiro](#) if you have a job available or if you are looking for an employment opportunity.

August 2018

Dear Akron IMA,

Have a great summer!

Please forward newsletter items to: [IMA Newsletter](#).

Thanks!

Kelly Heil

President's Message

Hope everyone is keeping cool this summer. Your board has been very busy preparing for our chapter year. We are all looking forward to the September kickoff meeting and hope to see all of you there.

Follow us on Twitter for announcements and information [@AkronChapterIMA](#).

Joe Richards, CMA, CPA
President Akron Chapter IMA
2018/2019



Welcome New Members

Date Joined	Name	Occupation	Sponsor
7-10-18	Paanii Robertson-Laryea	Student	Il-Woon Kim
7-16-18	Patrick Michael Slabaugh	Student	Il-Woon Kim
7-30-18	Kara Dolansky	Accountant	

MOY and Associate Director of the Year

Linda Garrison announced the following Chapter Award winners for the 2017-2018 IMA Year:

Member of the Year – Linda Garrison

Even though the current chapter president is not usually eligible to win the MOY award because the President is involved in so many chapter activities, an exception was made this year due to the extraordinary job that Linda did in leading Akron chapter to winning the prestigious Remington Rand Trophy (2nd place Stevenson Division banner) for two years in a row, recruiting two Goodyear executives as chapter speakers, completed five years of Perfect Attendance at tech session meetings, frequently attended the conference call quarterly ORC meetings, was a mentor/mentee in the CMA program, and filled many chapter positions while serving as president (Chair of the Nominating Committee, Director of CMA & CFM Programs, Director of the Library, Director of Special Activities, Director of Chapter Awards, and served as the Webmaster).

Associate Director of the Year – Ken Bechtol

Ken was cited for getting the Program Book finished and to the printer on time while he was on death row at AGMC and Edwin Shaw Rehab Center (following a 7-30-17 bicycle accident), delivering Program Books to the Hilton Garden Inn for distribution to chapter members at the September meeting, to speakers, program book advertisers, and to members without an email address. He also prepared the first draft of the Agenda for Board meetings and submits articles for the monthly newsletter, issues Welcome letters to new chapter members, and introduced two tech session speakers. He completed 46 years of Perfect Attendance at tech session meetings. He also served on the Meonske Conference planning committee and “keeps us in line”.

Take Me Out to the Akron Rubber Ducks Ball Game August 30!



We have secured a block of tickets for the Akron Rubber Ducks vs. Bowie Baysox game on **August 30, 2018** at Canal Park. Gates open at **6:00 pm**, and the game begins at **7:05 pm**. There will be fireworks following the game set to the music of the great late Tom Petty.

We are in Section 14 BEHIND HOME PLATE!!!

You don't want to miss this chance to network with your fellow IMA Akron Chapter members and guests. We have a discounted ticket price of \$8 per ticket. Bring family and friends! Our group will see a "shout out" on the jumbotron at the end of the 4th inning.

Purchasing your tickets is easy. Just follow this link:

<https://groupmatics.events/event/Akronima>

On the right hand side under the picture of the ball park, click on the row where you'd like to sit, then choose the seats you want. Next, click to check out. The screen will ask if you want to add a discounted food package or discounted ball cap. This is completely optional. Then click to have your tickets emailed. Enter your payment information and you are done. The site will take you to where you can print off your tickets. If you don't want to print your tickets out, you can show the bar codes at the stadium on your smartphone.

If anyone has trouble with the system, needs help, or doesn't have access to this fancy technology, feel free to email us at akron@imachapter.com for assistance. Leave your phone number and we will call you ASAP to help you!

See you at the game! Go Ducks!!

Snapchat Article Featured in August Edition of Strategic Finance Magazine

Akron Chapter member, Wendy Tietz, PhD, CMA, CSCA, CPA, co-authored a very interesting article in this month's *Strategic Finance* magazine.

<http://sfmagazine.com/post-entry/august-2018-use-snapchat-to-engage-students/>

Most of us think of the Snapchat application to be just for personal enjoyment. Wendy has shown how Snapchat can be used to engage students in her accounting classes. In the article, Wendy cites the various ways she uses this application:

1. Illustrate real-life examples
2. Reinforce key concepts
3. Remind students about due dates
4. Interact with students
5. Field student questions
6. Share professional activities

The article states that 77% of college students use Snapchat. 50% use Snapchat daily. Therefore, this camera-based, mobile phone application is quite effective. It helps to tie accounting to real life examples. Daily tips can be shared. Students can interact with the professors on a real-time basis. This really keeps the students' minds going and they are more engaged in their studies. Many students continue to Snapchat with Wendy,

even after their coursework ends. Wendy provides all of this benefit while still adhering to the Family Educational Rights and Privacy Act (FERPA). No private information about any students are shared publicly.

This article is a must-read! You will learn a lot!

Job Opportunity

H.C. Lobalzo & Sons, Inc.

Controller

Position Description

Company

H.C Lobalzo & Sons, Inc. (Lobalzo or the Company) is a 60 year old privately held distributor and service provider of food service and related equipment and products located in Fairlawn, Ohio. The Company is a very successful and innovative family owned business with a proven track record of profitable growth and in developing an excellent workplace and culture for its Associates.

Under the Lobalzo name are several distinct and individual sister companies that are operated with separate and independent financial statements and accountability for same and consolidated under the Lobalzo name. The Company has a significant new opportunity to develop and strengthen its Management and Executive Leadership Team through the addition of a successful Controller.

Location

The position is located at the Company's corporate headquarters in Fairlawn, Ohio. Please email us at akron@imachapter.org if you are interested. See appendix for FULL description.

Program Book Update

IMA National has instituted a new Privacy Policy protocol (effective May 1, 2018) following the guidance of the European Union General Data Protection Regulation (GDPR). The new privacy rules will affect the roster section of the Annual Program Book. In last year's Program Book, we published chapter member's name, employer or occupation (e.g., "student", ELM, consultant, etc.), an email address, and a phone number. Under the new protocol, we can no longer publish any personal contact information and will not be publishing a hard-cover Program Book this year. If you would like to download a copy of the program book from our chapter website, instructions will be provided in the September newsletter when the program book file is available.

Tour of Akron Waterways Renewed! Program (Sewer Projects)

The Akron Waterways Renewed! Program is taking reservations for the 2018 AWR Construction Sites Trolley Tour season. The FREE tour meets on Fridays from 1-3 PM at the Mustill Store, 57 W. North Street in Akron, where you will watch a video about the significance and history of the canal, as well as the ongoing Ohio Canal Interceptor Tunnel Work. After the video, you will board a trolley bus which will take you to a variety of storage basins and green infrastructure sites. You will also get to take pictures of “Rosie”, Akron’s tunnel boring machine, and underground catch basins. There is not much walking and the trolley is air conditioned. Ken Bechtol described the tour at the April tech session meeting and published pictures from the tour in the June newsletter. If you would like to take the tour, please contact AWR tour director Heather Bolestridge at hbolestridge@gstephensinc.com or call 330-375-2501.

Board of Directors Slate for 2018-2019

Attention Akron chapter IMA members: we are now looking for a few additional Board members for the next fiscal year (Board position marked “OPEN” below). Note that if you serve on the Board for five years, you will qualify for reduced dues as an ELM (Emeritus Life Member) when you retire. Serving as a chapter Board member is a volunteer position that doesn’t involve a huge time commitment. If interested in volunteering, please contact Linda Garrison at akron@imachapter.org. The following Board positions are still open:

- Chair Audit Committee – **OPEN**
 - Director, Advertising – **OPEN**
 - Director, Corporate & Academic Development – **OPEN**
 - Director, Special Activities – **OPEN**
-

CMA Mentoring Program

The Akron chapter IMA is proud to offer its members a mentoring program to assist CMA candidates with strategies to pass the CMA exam. The Akron IMA CMA Mentoring Program will encourage networking and provide career development opportunities designed to help CMA candidates (mentees) and other members (mentors) in our chapter to form valuable mentoring relationships. The success of this program will rely on volunteers to serve as mentors. Mentoring can take place online, by phone, or in person at Akron chapter events or other locations.

The CMA Designation The CMA (Certified Management Accountant) is the advanced professional certification specifically designated to measure the accounting and financial management skills that drive business performance. Achieving the CMA credential demonstrates your mastery of financial planning, analysis, control, and decision support, as well as professional ethics.

The CMA credential is:

Focused - On the critical skills you use in business

Respected - Leading employers seek to hire and promote CMAs

Valued - CMAs on average, earn higher compensation than noncertified professionals

Convenient - CMA exams are offered electronically in hundreds of locations worldwide.

The accreditation process leading to the CMA designation can be a rigorous experience requiring great energy and effort. The CMA candidate will have questions regarding exam content, study materials, test taking strategies, and much more. Without somebody to guide and mentor them, the candidate may become discouraged and abandon the certification program. However, through the Akron IMA CMA Mentoring Program, candidates will be able to seek and obtain the support and guidance of fellow chapter members who have earned their CMA designation.

Mentees and mentors will be matched based on the needs of the mentee and the availability of the mentors. The ideal mentor for this CMA focused program would be an individual who has obtained the CMA certification and / or who has recently passed one or both parts of the newer two part CMA exam structure. All individuals who are currently enrolled in the CMA program and studying for the CMA exam are encouraged to enroll as a mentee. In addition, individuals who are undecided about obtaining the CMA certification and would like additional information or guidance are encouraged to enroll.

If you would like more information, please contact: Jeff Falter at akron@imachapter.org

Internet References

Dinner Reservations, Newsletter articles, Employment service, IMA insurance: akron@imachapter.org

Akron chapter website: akron.imanet.org

IMA National website: www.imanet.org

Login : enter user name (your IMA account number)

Enter password (last name, unless you changed your password)

Ohio Council website: www.ohio.imanet.org

Access online recording of chapter meetings:

Contact the chapter board members at akron@imachapter.org

Job Opportunity

H.C. Lobalzo & Sons, Inc.

Controller

Position Description

Company

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Under the Lobalzo name are several distinct and individual sister companies that are operated with separate and independent financial statements and accountability for same and consolidated under the Lobalzo name. The Company has a significant new opportunity to develop and strengthen its Management and Executive Leadership Team through the addition of a successful Controller.

Location

The position is located at the Company's corporate headquarters in Fairlawn, Ohio.

Reporting Relationships

The Controller will report directly to the President and be part of the Executive Leadership Team. The successful candidate will work closely with the President and other senior executives and managers to ensure the proper accounting and financial infrastructure is in place to support the Company and its objectives, mission and values. The Controller will be considered part of the Leadership Team which includes key members of management of the Company.

Reporting to the Controller are the Accounts Payable and Accounts Receivable function along with other administrative operations.

The Successful Candidate

It will be important that the right candidate for this critical position, in addition to excellent technical skills and an extremely strong work ethic, values the culture, Team, mission and values of H.C. Lobalzo and its Associates. The right candidate will need to be a good and genuine person with high integrity who will be someone that respects the foundation on which the Company was built, respects what has been accomplished at the Company and can learn and add their own value and knowledge to document, improve and automate processes and assist the business in its growth plan and in achieving profitability goals and value creation efforts.

The successful candidate will also be hands on, detail oriented and will assist the President by assuming responsibilities and successfully executing the routine day to day, week to week and month to month functions, overseeing the development of the financial and accounting function and insuring the successful financial performance of the Company.

Education and Experience

A four-year bachelor's degree in accounting / finance and CPA certification is required. A minimum of four years successful and progressive experience in industry is expected. Distribution or service related industry experience is a plus but not required.

Personal and Professional Characteristics

The successful Candidate will be an experienced results oriented financial professional with both an understanding of accounting and finance but also possess good business acumen and the ability to develop effective processes to support of the Company and its operations.

- A hands-on detail oriented professional with the willingness to do what it takes to accomplish goals and tasks.
- Attention to detail and a firm understanding of the importance of getting the numbers right.
- Strong analytical skills
- Demonstrated leadership ability and excellent interpersonal skills.
- Hands on roll up your sleeves yet empowering leader who has the highest standards and commitment.
- Unquestioned personal integrity and inspire confidence, respect, and trust.
- Humility, confident but not arrogant.
- Be open to coaching and critical developmental feedback.
- Excellent written and oral communication skills with both internal and external customers.
- Ability to communicate effectively and build strong relationships with Team members, peers, cross functional counterparts and upper management
- Commitment to helping others be successful

Responsibilities

The Controller will have hands on responsibility and oversight for all accounting and financial operations of the Company including internal and external financial reporting activities. This includes accountability to insure the production of accurate, consistent and timely and understandable (ACTU) financial information and periodic financial reports and supporting analytical data and information, budget analysis and financial review for the Management Team including weekly, monthly and year-end reports, year-end closing, and external auditor coordination, maintenance of thorough and appropriate accounting records, development and implementation of comprehensive internal control environment, development of budgets and operational controls and insure financial statements and related reporting are in compliance with Generally Accepted Accounting Principles (GAAP).

The Controller will work closely with the Executive and Leadership Team, Managers and their staff as internal customers of the Finance Team, to assist in providing useful, understandable and relevant financial information to support the profitable operations, targeted levels of financial performance and growth of the Company.

In addition, the Controller will be very hands on and detail oriented to work with the President to analyze and develop efficient financial and accounting processes and operations to support the efficiency of the accounting function of the organization.

Additional responsibilities for the position include but are not limited to:

- Execute eight day ACTU financial closings and issuance of monthly and yearly consolidating and consolidated financial statements in accordance with GAAP. This includes supporting schedules and analysis in the Company's proprietary analytical reporting formats.
- Develop and monitor monthly and annual budget and projection processes.
- Oversight and documentation of processes that support day-to-day operations of all financial and accounting areas.
- Coordinate and insure daily / weekly / monthly shipping / billing integrity, accuracy and completeness.
- Coordinate payroll and related functions including all automated interfaces.
- Coordination of accounts receivable and accounts payable systems and activities.
- Manage accounts receivable, monitor credit risks, file UCC's when necessary and coordinate with outside collection attorneys.
- Develop tools and systems to provide critical financial and operational information to the Executive and Leadership Team so that they can utilize the information to effectively run the business. This may include development of daily or weekly flash reports and financial and operational dashboards.
- Establish and maintain sound financial policies, procedures, systems, and internal controls for the business. This includes but is not limited to general accounting, capital expenditures, billing, accounts receivable, accounts payable, bank reconciliations, payroll, treasury and cash management, budgeting and forecasting, risk management, and inventory management.
- Work cooperatively with the Leadership Team on the strategies and processes associated with achieving Company goals, objectives, and targeted levels of financial performance and value creation initiatives.
- Monitor and control liquidity position, cash planning and forecasting, borrowing bases and banking interfaces.
- Monitor and control inventory levels.
- Monitor debt levels and compliance with debt covenants.
- Work and interface with the Company's independent accounting firm on all monthly, quarterly and year end financial and tax reporting and compliance filings. This includes all tax related issues, tax filings, planning, funding, distribution estimates etc.
- Coordinate all external audits and risk management initiatives.
- Comply with local, state, and federal government reporting requirements and tax filings
- Assist with all aspects of inventory reporting and valuation and related reporting and controls.
- Assistance with commission calculation and automation.
- All other responsibilities as determined.
- Infrequent travel as necessary

Compensation Package

- Salary commensurate with experience and degree
- Health insurance
- 401k plan
- Paid vacation