



The Association of
Accountants and
Financial Professionals
in Business

CLEVELAND EAST CHAPTER

INSTITUTE OF MANAGEMENT ACCOUNTANTS JAN 2019

Congratulations 2018 IMA Chapter Award Winner

Cleveland East

- Gold Metal for the Warner Division Newsletter Competition
- Gold Metal for the Warner Division Website Competition



Insiders
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A Publication of the Cleveland East Chapter

www.cleveast.imanet.org

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January Technical meeting

Economic Update

Tuesday, Jan 15, 2019

at 6PM

DoubleTree Inn Cleveland East,
Beachwood



Happy Holidays

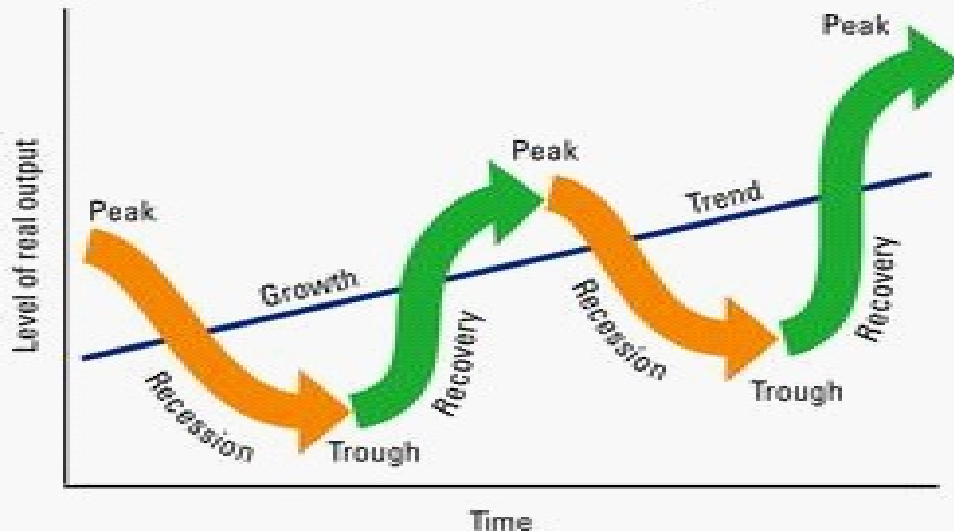
2019 Winter meetings:

Feb 19 - Tax update 6PM

Mar 19 - Large data analysis 6PM

Apr 16 - Employment Update 6PM

The Economic Cycle



Connect with Us



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Federal Tax Update

THE MORE THINGS change, the more they remain the same. As business adapts to changes in technology, competition, and customer requirements many organizations have needs to change. Fortunately or unfortunately, these significant developments are not unprecedented in history. Fortunately, because economic history shows that eras characterized by expanding trade and innovation enjoy substantial increases in the living standards of those who participate. Unfortunately, because political history shows that the tensions created by social changes associated with economic upheaval can cause civil unrest, protectionism, demagoguery, and even war. Increased trade among nations and technological advancement truly benefit mankind. During this session you will learn of the latest developments and forecasts for our business needs.

JOSEPH E. Haubrich is a consultant and economist in the Research Department of the Federal Reserve Bank of Cleveland, where he heads the Financial Markets and Institutions Unit. His research interests are banking and financial markets, uncertainty, and organizational design.

Before coming to Cleveland, he was an assistant professor of finance at the Wharton School, University of Pennsylvania.



Tuesday, Jan 15 at 6PM -
1CPE

DoubleTree by Hilton Hotel,
Cleveland East Beachwood
3663 Park East Drive, Beachwood,
Ohio, 44122, (216) 464-5950

Students



You can expect an outstanding list of presentations.

The 2018 conference has these topics:

Being the Right Hand

Blockchain 101

Career Tracks

CMA Jeopardy

Data Analytics - Transforming Data into Decision Making

Faculty Workshop

Interviewing Skills

Modern Finance - Skills and Tips for Future Success

Navigating the Multigenerational Workforce

Preparing Accountants for the Future

Student Leadership Roundtable

Student Leadership Roundtable

Taking the Work Out of Networking

True Tales from a Business Travel Warrior

#IMASLC18



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PRESIDENT'S MESSAGE



OUR NEXT MEETING will be in January with our annual economic update from Joe Haubrich of the Federal Reserve Bank of Cleveland. It is one of our largest attended meetings. Hope to see you there.



SPONSORS

We would like to thank the following organizations for their support in sponsoring the IMA Cleveland East Chapter.

If you would like to have your business appear on this page, please contact Sandra Brenner at (216)839-7288 or Email: sandra.brenner@basf.com.

CMA Video Contest 2019: Now accepting submissions

To help IMA celebrate our 100-year anniversary, the [CMA Video Contest 2019](#) is asking participants: "What does the next 100 years look like for CMAs?" All IMA members – including students, faculty, and professionals – are invited to create and submit a 30-second to two-minute video. Everyone is encouraged to unleash their creativity, think outside the box, and have fun! The deadline for submissions is **January 31, 2019**.

Does IMA run in your family? We want to know

In anticipation of our 100-year anniversary celebration coming up in 2019, we are looking for examples of members who have generations (Legacy) in one family as IMA members. Would you please send a message to your chapter members inquiring if there are any Legacy's in their family and if so, to send an email to communityservices@imanet.org. Thank you for your assistance on this creative project!

"Taking Recruiting to a Hire Power!" Honey Wess
Director

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Email: cmchavezassoc@aol.com
www.chavez-associates.com

Deadline for submitting information for next newsletter is the Monday following the technical meeting. Send your submissions to Carol Kuczer at: ckuczer@ddr.com



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Reasons to join IMA

Chapter activities

Professional Educational Programs

Professional Educational Programs combine education, networking, and social activities to help members stay current with the latest in management accounting—and earn NASBA-approved CPE credits. Organized and attended by members at a local level, the meetings feature presentations by local speakers who can tailor topics according to group needs. The smaller size of the meetings allows for a free flow of ideas, and peer discussions further foster knowledge exchange.

Networking Activities

Networking is an excellent opportunity to make new friends and business contacts and socialize with peers in a relaxed atmosphere. An informal setting can create the right context for mutual help—one person's experience may answer another's problem and vice versa—and give members more exposure to different areas of accounting.

Leadership Training

Called “the best management training,” leadership activities are open to all members. Serving on a chapter board is an especially good way to experience every phase of management.

Mentorship Initiatives

Mentoring is a valuable way to inspire and support the next generation of management accountants. By building in-depth relationships with young professionals and students, members can provide seasoned guidance for those aspiring toward the same career path.

Community Service Programs

Community service programs provide the chance to engage in skills-based and civic-service volunteering. Projects range from consulting for new and growing small businesses to beautification efforts and donor drives in local communities. These programs offer members a way to contribute in an organized and effective manner while developing their own management skills.



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IMA ANNUAL CONFERENCE

SAVE THE DATE



Join us June 15-19, 2019, in beautiful San Diego for expert training, networking, an epic celebration, and spectacular keynote speakers headlined by the one and only...**Jay Leno!**

Registration opens February 13, 2019 with our Early Bird rate of \$1,300 for IMA members.

8 Specialty Tracks

Designed to fit your career needs!
Learn from experts at the top of their field.

-  Planning, Budgeting, and Forecasting
-  Small Business and M&A
-  Ethics
-  Technology
-  Financial Close and Reporting
-  Leadership & Professional Development
-  Accounting Hot Topics
-  Governance, Risk Management, and Internal



2018 - 2019 BOARD OF DIRECTORS

| Office | Name |
|-------------------------------------|-------------------|
| President | Ernie Brass |
| Secretary | Enrico Varricchio |
| Treasurer | Jimmy Renz |
| VP Administration | Marybeth Murphy |
| VP Professional Education | Ernie Brass |
| VP Membership | open |
| Director - Newsletter | Carol Kuczer |
| Director - Social Media & Publicity | Ashley Hinkle |
| Director Student Scholarships | open |
| Director Academic Relations | Zoe Ruolin Yang |
| Director CMA | Micayla Fern |
| Chair of the Audit | Vince Pona |
| Regional Council Delegate | open |
| | |

Contact board of directors for Cleveland East Chapter at cleveastima@gmail.com

Need extra help with special projects?
Want to give a helping hand to an accounting student?
Interns are available to help your company. Both the University of Akron and Hiram College have accounting students that are ready, willing and eager to gain real life experience.
For more information, please contact cleveastima@gmail.com.

Board Meetings

Tuesday, Jun 12, 2018 6 PM in person

Tuesday, Jul 24, 2018 6 PM in person

Tuesday, Aug 14, 2018 6 PM in person

Tuesday, Sep 11, 2018 Noon conference call

Tuesday, Oct 9, 2018 Noon conference call

Tuesday, Nov 14, 2017 Noon conference call

Tuesday, Dec 11, 2017 6 PM in person

Tuesday, Jan 8, 2018 Noon conference call

Tuesday, Feb 12, 2018 Noon conference call

Tuesday, Mar 12, 2018 Noon conference call

Tuesday, Apr 9, 2018 Noon conference call

Tuesday, May 14, 2018 Noon conference call



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CLEVELAND EAST CHAPTER

2018 - 2019 TECHNICAL MEETINGS

EVENTS

| Wednesday, August 22, 2018 | 5:30 PM | Social event at Rock Hall |
|-----------------------------|----------------|---|
| Tuesday, September 18, 2018 | 6:30 PM | Employment Opportunities for Accountants at CWRU |
| Saturday, October 20, 2018 | 3:00 PM - 5 PM | Student Connection at Whirly Ball |
| Friday, October 26, 2018 | 8 AM - 5 PM | Controller's Workshop |
| Tuesday, January 15, 2019 | 6:00 PM | Economic Update |
| Tuesday, February 19, 2019 | 6:00 PM | Tax Update |
| Tuesday, March 19, 2019 | 6:00 PM | Large Data Analysis at JCU |
| Tuesday, April 16, 2019 | 6:00 PM | Employment Update |
| Tuesday, May 15, 2019 | 6:00 PM | Ethics - 2 hrs |
| Thursday, April 25, 2019 | 8 AM - 5 PM | Annual Meonske Conference Pre-Conference Workshop |
| Friday, April 26, 2016 | 8 AM - 5 PM | Annual Meonske Conference |



Member Anniversaries

IMA GLOBAL CORE VALUES

Years Members

| | | |
|----|---------------------|---------|
| 65 | Robert Buettner | |
| 38 | A Drake | |
| 36 | Robert Durnwald | SCMS |
| 31 | M Merriman | |
| 30 | Rob Stanziale | CMA |
| 36 | Robert Harmacek | |
| 38 | Anthony Lamonica | |
| 37 | Gregory Jonas | CMA |
| 37 | Charles Maimbourg | CMA,CFM |
| 25 | Michael White | CMA,CFM |
| 23 | John Senderak | CMA,CFM |
| 18 | Christopher Dashner | |
| 20 | Lisa Marinelli | |
| 14 | Dennis Rarick | CMA |
| 11 | Patrick Barrett | CMA |
| 8 | Tawana Watson | |
| 8 | Nathanial Whiting | CMA |
| 7 | Brandon Coates | |

New Members

Madelyn Spehn
Marisa Johnson
Nicole Johnson
Jessica Leone
Rachel Kerling

Respect for the Individual

We treat each other with respect and dignity, valuing individual and cultural differences. We communicate frequently and with candor, engaging in healthy debate and listening to each other, regardless of position or level. We work hard to create an environment that respects individuals in an atmosphere of open communication, growth, and learning.

Passion for Serving Members

We enable individuals to use their capabilities to the fullest to deliver exemplary products and services to members. That enablement extends to being passionate advocates in advancing our global profession. We care for all members and each other - building enduring relationships and driving continuous improvement. We appropriately recognize our volunteer leaders, who are so giving of their time and expertise.

Highest Standards of Integrity and Trust

We understand and abide by the IMA Statement of Ethical Professional Practice in our everyday actions. Our personal conduct ensures that the IMA name is always worthy of trust - our members around the globe deserve nothing less. We treat each other fairly, keep our promises, make decisions objectively, take responsibility for our actions, and admit our mistakes. We maintain confidentiality as appropriate.

Innovation and Continuous Improvement

We believe innovation and a spirit of continuous improvement are engines that keep us relevant, vital, and growing. Our culture embraces creativity and seeks different perspectives. We behave like owners of a "business," managing risks and identifying new opportunities in serving members and advancing the profession.

Teaming to Achieve

We encourage and reward both individual and team achievements, proactively working across organizational boundaries to always "remember the member." Our spirit of team achievement extends to advancing our professional and to being responsible and caring partners within our various communities.

CONGRATULATIONS

Remote Control: How to Make Telecommuting Work for Your Team

Telecommuting and remote work arrangements are fast-becoming the norm at many companies. Internet connectivity and mobility have left managers with few reasons to flat-out say “no” to staff requests for a telecommuting option. And the shortage of skilled professionals available for hire has many businesses relying more on remote workers.

Telecommuting opportunities can also increase a firm’s ability to attract and retain top talent. Indeed, one of the most-wanted perks today is the ability to work remotely, according to research for the **2019 Robert Half Salary Guide for Accounting and Finance Professionals**. Also, in a **recent Robert Half survey**, more than three-quarters (77 percent) of workers polled said they’d be more likely to accept a job offer if they could telecommute at least some of the time.

An employment package that includes telecommuting possibilities can increase the likelihood that a candidate will sign on (and stay) with your company. Remote workers can help you access specialized skills and keep projects moving along smoothly. Managing a team where everyone is scattered to the four winds? That prospect is not quite so appealing to many managers.

Overseeing employees who work remotely on a full-time basis can be challenging enough, let alone keeping tabs on a bunch of telecommuters with varied schedules. That’s why it’s so important for managers to lay the groundwork for successful telecommuting arrangements from the start. The following six tips can help:

1. Gauge employees’ remote readiness

Many people would like to telecommute. But not everyone is cut out for this way of working, which requires a lot of self-discipline. The best remote workers are those with excellent time management and **communication skills**. They should also be responsible enough to complete tasks with minimal supervision.

So, rather than having a blanket policy allowing everyone — or no one — to telecommute at your firm, give yourself the flexibility to make case-by-case decisions.

2. Determine which roles are eligible

Not every position is suitable for telecommuting, either. The amount of in-person “face time” a role requires is one good indicator of whether a job can be done from home effectively. For example, financial analysts can easily examine data sets and evaluate investments from home, but a payroll supervisor is often needed in the office to oversee data clerks and other support staff.

Therefore, when weighing whether to allow an employee to telecommute, think about the impact that arrangement might have on the everyday operations of your office. Consider questions such as, “Can this job be performed remotely with little disruption, if any, to existing standards and deadlines?” and “Is this role really suited to independent work?”

Remote Control - Continued

3. Set clear expectations

When it comes to quality and deliverables, there should be no difference between the work an employee performs remotely or while that person is present in the company's office. Set equal standards for on-site and off-site professionals in areas such as client service, deadlines, office hours, and response times for emails and phone calls.

4. Choose the right tech tools

In a virtual environment, technology is everyone's communication lifeline. Slack, Google Hangouts and Skype for Business are some of the platforms employees can use to reach out to you and each other throughout the day. File-hosting services like Dropbox, Google Drive or an in-house system also foster virtual collaboration and information sharing in real time.

5. Keep virtual team members in the loop

Some perks of being an in-office employee include impromptu invites to happy hours after a long day and free treats when someone brings in homemade cookies. On the business front, there are also the unscheduled meetings and brainstorming sessions that telecommuters often don't find out about until later — if at all.

Be careful not to encourage a two-tier system where one subset of the team is in on everything and others miss out. Managers can do much to help telecommuters and other remote workers feel like part of the team. Here are some ideas:

- **Include virtual workers in spontaneous discussions.** Send them instant messages to join spur-of-the-moment conversations.
- **Switch from audio to videoconferencing.** That way, everyone can see each other's faces and reactions.
- **Focus on virtual team-building.** The start of group meetings is a good time to acknowledge birthdays and encourage people to share personal updates. You can even schedule casual video conferences for nonwork-related chats once a week, open to all in-office and remote workers who want to talk about sporting events, binge-worthy TV shows, upcoming or recent trips, or anything else they'd like to share.

And remember, even though remote workers value their autonomy, it doesn't mean they don't want or need to hear from you. Staff meetings offer a great way to share departmental news and stay updated on projects, but it's important to schedule one-on-one time, too. Biweekly status calls and regular feedback let telecommuters know that out of sight is not out of mind.

6. Don't overlook the needs of your on-site workers

Your employees who don't have the option to telecommute — or may simply prefer working at the office — would likely enjoy having access to some of the same perks as their telecommuting colleagues.

Remote Control - Continued

So, consider easing the office dress code, allowing flexible scheduling or offering commuter benefits like subsidized parking or transit passes for those workers.

Also, make sure your on-site employees don't end up covering the work of their telecommuter colleagues. If it happens, it should be the exception, not the rule.

To make telecommuting work well for your workforce, make sure that remote team members never feel left out. Likewise, don't overlook the need for your in-office employees to maintain better balance between their professional and personal lives and to work in a more relaxed environment.

Preparing for the future of work

Mastering the ability to manage a team of professionals with different types of flexible work arrangements will become even more important for accounting and finance leaders in the future, as more companies embrace the new labor model for finance.

That new model is a flexible labor force that includes full-time employees, interim and **project-based professionals**, and other specialized resources that provide additional capabilities and perform high-value work as needed. Many firms are also looking to external resources, such as **managed solutions providers**, to help them recruit, develop and manage their talent, including full-time and interim staff.

To learn more about the new labor model for finance, [download the free white paper](#), The Labor Model for Finance in the Digital Age, from Robert Half and global consulting firm Protiviti, a Robert Half subsidiary.

Accountemps, a [Robert Half](#) company, is the world's first and largest specialized staffing firm for temporary accounting, finance and bookkeeping professionals. Accountemps has 300 locations worldwide. More resources, including job search services and [career advice](#), can be found at roberthalf.com/accountemps.



IMA's Certification for
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THINGS TO CONSIDER ABOUT CMA CERTIFICATION



Cleveland East Chapter Gleim IMA Chapter Partnership

Cleveland East Chapter members receive a significant discount off all Gleim CMA and CPE study materials including the new ethics course. Your Cleveland East IMA Chapter has partnered with Gleim to ensure your success on the CMA exam! Working together, we will provide you the necessary study tools to prepare for this difficult exam. Gleim has been preparing candidates for success with their extensive self-study course for over 30 years! The Gleim Review System enables you to identify your weak areas so you know where to focus your efforts and GUARANTEES that you will pass each exam part the first time. Our goal is that you achieve success while minimizing your frustration, cost, and time. As a member of the chapter, you are eligible for significant discounts on any of Gleim's CMA materials, as well as Gleim CPE.

To learn more about the program, or to print order forms, visit the Cleveland East Chapter website.

Gleim is excited to partner with Tri-C Corporate College to offer a live review for the Certified Public Accountant exam. This review will be held at the Corporate College East campus with weekly sessions specifically designed to help you pass the exam quickly and effectively.

This offering is unique in terms of its affordability and the one-on-one attention you will receive. These review courses provide candidates with the tools, information, and knowledge necessary to pass the CPA exam the first time.

If you are a candidate who wants to pass the CPA exam quickly and appreciates the added value of a live instructor, call Sheryl Hunt today at (216) 987-0233 or email sheryl.hunt@tri-c.edu to register. You can also check out their [CPA web page](#) for more information.

Class size is limited, so register NOW to reserve your seat.

THE GOLD STANDARD

Salary

Findings of IMA's 20th Annual Salary Survey indicate that professionals holding IMA's CMA certification have greater earning power - 24% higher in salary and 31% higher in total compensation - than their non-certified colleagues. These findings appear in the June 2009 issue of IMA's *Strategic Finance* magazine.

Competitive Advantage

Businesses around the world rely on CMAs for accounting, finance and information management and most importantly, for the strategic planning and business solutions provided by these qualified professionals. Companies such as 3M, Boeing, DaimlerChrysler, DuPont, Hewlett-Packard, IBM, Johnson & Johnson, Milliken and Procter & Gamble recognize that employing CMAs helps to improve company performance in aggressive global business arena.



Review Schedule Based on Gleim Publications Corporate College:

- For the CMA Exam the review for each part of the exam is about six weeks.
- The class meets initially for a 1-hour orientation.
- 5 more meetings, one a week, for 3 hours each.
- Students will take the exam part covered by the review within 2 weeks of the last live class.
- The review for each successive exam part begins 1 to 2 weeks after the review for the previous parts ends.

Personal Satisfaction

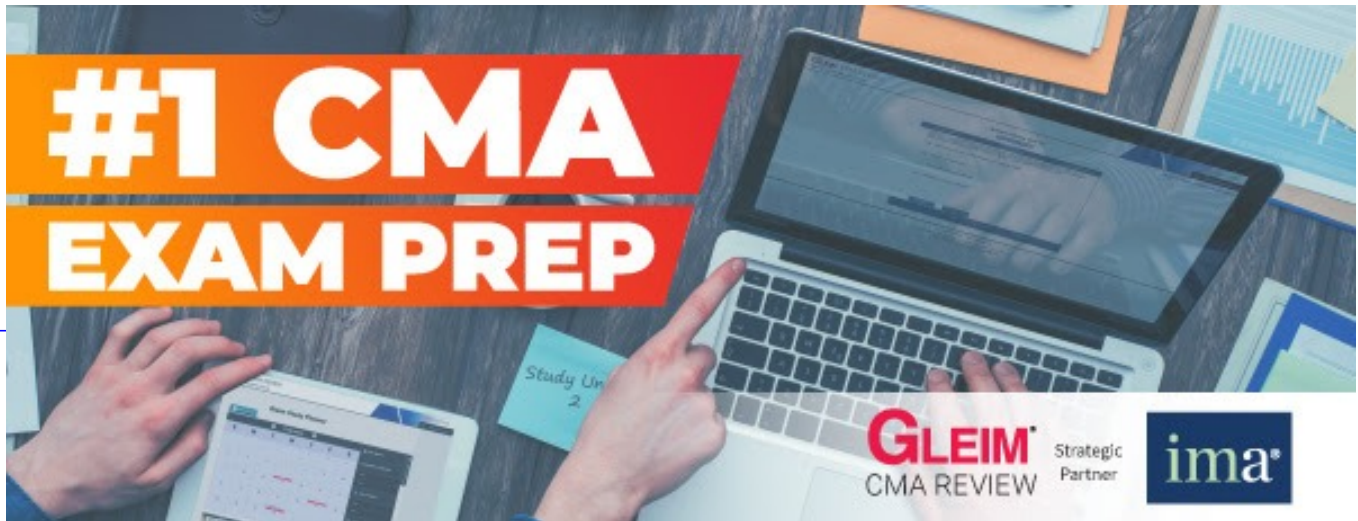
Prove your ability to become a strategic business partner, while you also enhance your self-confidence, your sense of accomplishment, and your resume.

Professional Recognition

The CMA designation represents a broad business competency and mastery of the management-level skills required to add value, drive business performance, and build quality financial practices within organizations. The program objectively tests and validate expertise in areas essential to analyzing, managing and evaluating business solutions that contribute to the success of an organization. The CMA credential indicates a commitment to excellence based on a strong, ethical foundation and dedication to lifelong learning.

**Start On Your Road
to CMA Certification Now!**

GLEIM



MAKE 2018 YOUR YEAR TO BECOME A CMA!

Gleim set the standard with the first CMA course over 35 years ago. Today, Gleim is still trusted to provide you with everything you need to pass the CMA exam.

SAVE 10% NOW ON THE #1 CMA REVIEW COURSE



WHY GLEIM CMA IS #1

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IMA's Certification for
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Advancing the profession

IMA is dedicated to rebalancing the accountancy profession by educating society regarding the business building role of management accountants and finance professionals working inside organizations.

Certified Management Accountant (CMA®) - The Gold Standard

Join a leading group of professionals who have advanced beyond the practical accounting skill set by earning IMA's prestigious global certification, the Certified Management Accountant (CMA®).

Evolve into a strategic business partner committed to a standard of excellence grounded on a strong ethical foundation and a lifelong commitment to learning.

Position yourself for career advancement and greater earning power. Gain a significant competitive advantage while demonstrating accounting, finance, information management and strategic planning skills necessary to drive business performance in the changing global economy.

VISION STATEMENT

The world's leading association for management accounting and finance professionals.

MISSION STATEMENT

To provide a dynamic forum for management accounting and finance professionals to develop and advance their careers through certification, research and practice development, education, networking, and the advocacy of the highest ethical and professional practices.





The Association of
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IMA NATIONAL

PUBLICATIONS

Strategic Finance

IMA's flagship publication is an award-winning monthly magazine that provides the latest information about practices and trends in finance, accounting, and information management.

Management Accounting Quarterly

MAQ is a quarterly, refereed online journal that contains in-depth articles by and for academics and practitioners of accounting and financial management.

IMA Educational Case Journal

The IECJ® is a quarterly, online journal whose mission is to publish teaching cases in management accounting and related fields.

PROGRAMS

Educator Resources

IMA provides special tools and resources for the professionals who are developing the industry's future leaders. Academic members have access to IMA's ethics curriculum, case studies, webinars, research grants, mentor program, and many other teaching resources.

Leadership Academy

The IMA Leadership Academy is designed to assess your leadership status, enhance your skills and recognize your leadership achievements.

IMA Webinars

IMA's Inside Talk Webinar Series is a highly popular monthly webinar series that explores relevant topics from your professional and delivers timely information to broaden your knowledge and improve your performance.

NETWORKING

LinkUp IMA

The online professional network created exclusively for IMA members allows you to participate in groups related to topic areas or industries, IMA regional chapters and councils, subject matter and CMA study groups. You can post announcements and events, utilize share workspaces, find jobs and more.

LinkedIn

Strengthens and extends your existing network of trusted contacts. It is a networking tool that helps you discover inside connections to re-connect with colleagues and classmates, power your career and get answers.

IMA's mission is to provide a forum for research, practice development, education, knowledge sharing, and the advocacy of the highest ethical and best business practices in management accounting and finance.

We do this by:

- Offering a rigorous, highly respected credential - the CMA - that recognizes and rewards expertise
- Building a peer network of professional relationships to share industry experience, access career opportunities, and make business contacts to last a lifetime
- Providing extensive education programs to advance professional knowledge, increase leadership potential, and satisfy CPE requirements
- Giving a voice to the profession with insightful and timely journals and newsletters
- Promoting leading-edge research and industry best practices
- Advocating for the profession in a challenging regulatory environment

IMA currently represents more than 60,000 accountants and financial professionals in business. The participation of each of our members makes the success of our mission possible.

KEY CONTACTS

Wore Giotta,
Community Relations Associate of
East Coast Chapters
IMA
10 Paragon Drive
Montvale, NJ 07645-1718
Telephone (800)638-4427
Email: WGiotta@imanet.org
IMA Website: www.imanet.org

Power Your Potential

IMA is the resource for developing, certifying, and connecting the world's best accountants and financial professionals working in business.

What is management accounting?

Did you know that many accounting grads begin their careers in public accounting firms, but the majority of those leave in just a few years?

The fact is nearly 75% of financial professionals work in business as management accountants: financial analysts, controllers, treasurers, and chief financial officers. Management accountants provide critical insights on ethical and regulatory requirements and are integral to business strategy and decision-making. Gain leadership experience, explore your future career options, and build your résumé and professional network. With the right preparation and training, you will be equipped with real-world competencies that will make you ready for the challenges you'll face immediately on the job.

Membership Benefits

- Differentiate yourself by taking the CMA exam while still in school
- Develop leadership skills to build your résumé
- Enjoy all member benefits at a significantly reduced rate

Student Testimonial

"I knew I wanted to major in accounting, and I wanted to make a difference, but I just didn't know how to build on that. That's how I knew I wanted to start a student chapter on my campus." - Kevin Cornwell, President, University of Texas at Dallas Student Chapter



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Continuing Professional Education

IMA conducts more than 50 webinars every year at no cost to our members. Each qualifies for 1 to 1.5 hours of NASBA-approved CPE credit(s). Seats fill up quickly.

Inside Talk: Our highly popular monthly series on timely, emerging issues and relevant topics such as technology, data analytics, revenue recognition, expense reporting and continuous accounting.

IMA's Leadership Academy: Hosts a monthly webinar series that empowers entry- and intermediate-level management accountants to become leaders within the profession

Webinar Schedule -

Embracing Change

Leadership Academy

January 08, 2019 01:00 PM - 02:30 PM

How to Accelerate Results with Effective Performance Measurement

Strategic Management

January 28, 2019 01:00 PM - 02:00 PM

IMA Leadership Academy Upcoming Webinars

- 1/8/19 Embracing Change
- 2/5/19 Mentoring the IMA Way
- 3/5/19 Leading Change
- 4/2/19 Financial Leadership **(NEW)**
- 5/7/19 Facilitation Skills
- 6/6/19 Cultivating a Bias-Free Workplace

Webinar Policies

Webinars use standard Web browser technology and audio broadcasting

With full attendance, you may download a PDF certificate of completion

It may take up to 30 days for your CPE credit to be reflected in your transcript

Replay webinars are in the archive 5-10 days after the live event but do not earn credits

Webinar Archives

IMA Members: Play past webinars on LinkUp IMA

For all CPE, login at www.imanet.org



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Continuing Professional Education

G **LEIM** HAS RECENTLY added the following courses to our Online CPE catalog:

- Accounting for Investments
- Estates, Trusts, and Wealth Transfer (2018)
- Ethics in Tax Practice
- Firm's Cost of Capital and Short-Term Financing
- Individual: Itemized Deductions (2018)
- Internal Auditing: Audit Evidence and Documentation
- Internal Auditing: Charter, Independence, and Objectivity
- Internal Auditing: Communicating Results
- Internal Auditing: Nature of Work, Governance, and Compliance
- Overview of the Sarbanes-Oxley Act and the Public Company Accounting Oversight Board
- Reporting Income from Debt Cancellation (2018)
- Schedule C Hot Spots: Sole Proprietors (2018)
- Self-Employed Payroll Hot Spots: S Corporation and LLC Compensation (2018)
- Staying Current with Tax Laws: Federal Tax Update (2018)
- The New Section 199A: Qualified Business Income Deduction

View these new courses as well as our entire listing of over 75 courses including those which cover Accounting, Auditing, Regulatory Ethics, Management, Business Law, and Taxation at

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