



The Association of
Accountants and
Financial Professionals
in Business

CLEVELAND EAST CHAPTER

INSTITUTE OF MANAGEMENT ACCOUNTANTS

DEC 2019/JAN 2020



Insiders
Monthly Access
A Publication of the Cleveland East Chapter

www.cleveast.imanet.org



INSIDE THIS ISSUE

Current Technical Meeting	2
President's Message	4
Chapter Board	8
Technical Meetings	9
CMA Certification	11
National	16
C P E	17

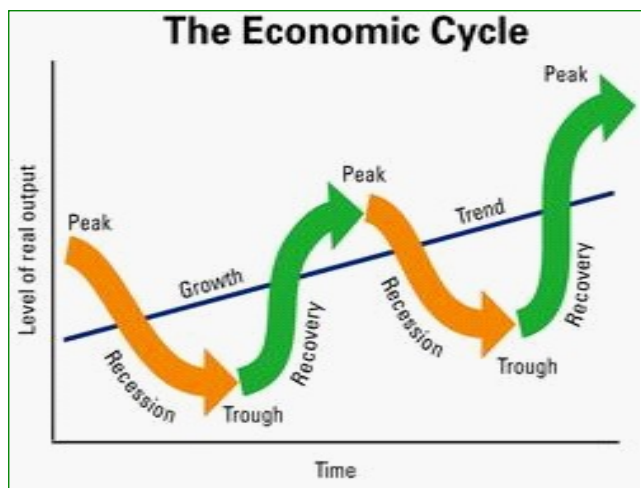
***Joint Technical meeting
with the Cleveland chapter
Jan 14, 2020 5:30 - 8:30 PM
Holiday Inn Cleveland
South, Independence
Economic Update
presented by Joseph
Haubrich, Federal Reserve
Bank of Cleveland***



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Feb 18 - Charity Event: Food Bank

**June 21-24 2020 IMA Annual
Conference & Expo (ACE2020)
Atlanta Marriott Marquis**



***Register on the website:
cleveast.imanet.org***



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January technical meeting

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.

Meeting held at Jan 14 from 5:30PM to 8:30PM at Holiday Inn Cleveland South, 6001 Rockside Rd, Independence, OH 44131

***Register on the website:
cleveland.ima.net.org***

November meeting photos



IMA Controllers Conference 2019



Brian Fehribach



Dale Kime



Dennis Rarick and Marybeth Murphy



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CLEVELAND EAST CHAPTER

PRESIDENT'S MESSAGE



I HOPE EVERYONE IN the Cleveland East Chapter had a wonderful Holiday season! In December the chapter did not host any activities. Instead, we thought this month should be spent with family and enjoying the benefits that this time of year brings. The board did have its annual holiday meeting. This an event to celebrate the success and hard work that all of the board members give to the chapter. In the coming months we will be nominating and electing the board for the 2020-2021 IMA year. If any members are interested in serving on next year's board, please feel free to reach out to any of the current board members for information.

The chapter's next event will be a technical meeting that focuses on Economic Updates. Joseph Haubrich from the Federal Reserve Bank will come and speak. This has proven to be one of the chapter's more popular events each year. The meeting is on January 14th, 2020 and will begin at 5:30pm. The location is the Holiday Inn in Independence. This will be a co-sponsored event with the Cleveland Chapter. I hope you all can make it!

Jimmy Renz



Present more Effectively

And earn CPE credits as you learn!

Successful Public Speaking Seminar

This 1-day seminar will help you move from novice to skilled, after learning tips from the tried-and-true expert in public speaking – Dale Carnegie.

Friday, November 8, 2019 | 9:00 am-4:00 pm | CEA, 950 Keynote Circle #10, Brooklyn Hts. 44131

Tuition \$249 includes lunch – eligible for **9 CPE credits** through NASBA

Dale Carnegie Course - Westlake, Middlefield and North Olmsted this fall

Our world-famous course helps you enhance your professional skills in communications, leadership, and conquering stress and worry. Offered in 8-evening or 3-day formats.

Westlake: Free preview **October 7** at 6 pm; Class starts **October 21** 6:00-9:30 PM; 8 Monday evenings – 33 CPEs

Middlefield: Class starts **October 17**, 6:00-9:30 PM; 8 Thursdays, skipping Halloween and Thanksgiving – 33 CPEs

North Olmsted: 3-day Immersion **November 7, 14, 21** – 8:30 am-5:00 pm all three days – 28 CPEs

Akron: Free preview Tuesday, **January 21** at 6 pm; class target **February 7**, 6-9:30 pm; 8 Tuesday evenings – 33 CPEs

Tuition \$1,995 – eligible for CPE's and college credit, payment plans and makeup sessions

neohio.dalecarnegie.com | 216.223.7733

Marilee.MacAskill@dalecarnegie.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



Don't miss IMA's Annual Conference & Expo in Atlanta! In addition to networking with attendees from around the world, you can enhance your knowledge by attending relevant sessions and earn valuable CPE credits.

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

Student Leadership Conference - Save the date

IMA's Student Leadership Conference

PITTSBURGH 2020

Why attend 2020 Student Leadership Conference?

- Jump-start your journey from the classroom to the boardroom
- Learn about the latest trends in the profession from inspiring speakers
- Build your network of contacts and engage with like-minded students from around the world
- Meet with recruiters from well-known companies and get a free headshot for your LinkedIn profile





2019 - 2020 BOARD OF DIRECTORS

Office	Name
President	James Renz
Secretary	Dennis Rarick
Treasurer	Micayla Fern
VP Administration	Marybeth Murphy
VP Professional Education	open
VP Membership	open
Director - Newsletter	Carol Kuczer
Director - Social Media & Publicity	Sandra Brenner
Director Student Scholarships	Robin Klaco
Director Academic Relations	open
Director CMA	open
Chair of the Audit	Vince Pona
Regional Council Delegate	Sandra Brenner
Liaison	Enrico Varricchio



For your leadership, volunteerism and commitment to serving the IMA professional community.

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

Board Meetings

Tuesday, Jun 18, 2019	6 PM in person	Wed, Jan 8, 2020	Geraci's at 6PM
Tuesday, Jul 16, 2019	6 PM in person	Wed, Feb 12, 2020	Noon conference call
Tuesday, Aug 13, 2019	6 PM in person	Wed, Mar 11, 2020	Noon conference call
Wed Sep 11, 2019	Noon conference call	Wed, Apr 8, 2020	Noon conference call
Wed, Oct 9, 2019	Noon conference call	Wed, May 13, 2020	Noon conference call
Wed, Nov 13, 2019	Noon conference call		
Tuesday, Dec 10, 2019	6 PM in person		



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CLEVELAND EAST CHAPTER

2019 - 2020 TECHNICAL MEETINGS

EVENTS

Wednesday, August 21, 2019	6:00 PM	Social event at Lake County Captains
Tuesday, September 17, 2019	6:00 PM	Board Governance and Investor Communications
Tuesday, October 22, 2019	6:00 PM	Student Night - Brand Awareness
Friday, November 22, 2019	8 AM - 5 PM	Controller's Workshop
Tuesday, January 14, 2020	6:00 PM	Economic Update
Tuesday, February 18, 2020	6:00 PM	Charity event - Greater Cleveland Food Bank
Tuesday, March 17, 2020	6:00 PM	Big Data, Data Analytics
Tuesday, April 21, 2020	6:00 PM	Risk Mitigation and Internal Controls
Tuesday, May 19, 2020	6:00 PM	Accounting for & at the Cleveland Metroparks



Member Anniversaries

IMA GLOBAL CORE VALUES

Welcome New Member!

Jennifer Kuhar
Years Members

66	Robert Buettner
39	A Drake
37	Robert Durnwald
32	M Merriman
CMA31	Rob Stanziale
37	Robert Harmacek
30	Enrico Varricchio
43	Mario Mulig
39	Anthony Lamonica
CMA38	Gregory Jonas
CMA38	Charles Maimbourg
CMA27	James Yates
CMA26	Michael White
CMA24	John Senderak
19	Christopher Dashner
21	Lisa Marinelli
CMA15	Dennis Rarick
CMA14	James Tilk
CMA12	Patrick Barrett
10	Lisa Sutton
CMA9	Nathanial Whiting
6	Tracey Rock
CMA3	Benjamin Lauer
1	Michelle Neiser
1	Candice Koeth
1	Carlye Campanga
1	Edwin Heryak
1	Emily Haburjak
1	Jacob Servidio
1	Courtney Wendel

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

Succession Planning: Taking the Road That Leads to Order, Not Chaos

There are essentially two roads to take with succession planning. The first, which involves creating a formal succession plan, leads to orderly change. With a solid plan, the departure of a key employee becomes a manageable event for your firm, rather than an organizational crisis. Meanwhile, the second road, which involves making no plan, can lead straight to chaos.

More specifically, when finance and accounting leaders fail to create a succession plan for themselves and other key roles in their department, they risk subjecting the business to:

- Disruptions in organizational productivity
- Loss of legacy knowledge
- Delays in strategic decision making
- Impaired internal professional development

Making a succession plan is clearly the better road to follow. However, a recent Robert Half survey found that nearly half (48%) of CFOs have not yet identified a successor for their positions. The top reason cited for their lack of action: They are not planning to leave their company soon. That's fine, except that no one can predict the future.

With that fact in mind, answer the following six questions to determine whether or not you are on the right track with succession planning for your organization:

1. Are you prepared to respond to the unexpected?

Sometimes, you'll know well in advance if a hard-to-replace team member is going to leave the firm — a planned retirement is a good example. But other times, you'll be caught off-guard by a sudden and potentially disorienting staff departure, such as when one of your top performers quits. So, as an initial step in your succession planning, it's a good idea to consider all the key roles on your team and answer the following questions:

Succession Planning: Taking the Road That Leads to Order, Not Chaos - *continued*

What's the day-to-day impact of X position on the finance department?

If the person currently in X position left, how would that impact our operations?

If we were to hire for X position internally, which employees would be the strongest candidates for stepping into this role?

Would those candidates need training? And, if so, what type?

Once you have a handle on the ripple effects (or waves) that an employee's departure might cause, you can start investing in the professional development of team members who could potentially step into that role, or at least take on some of the responsibilities. Mentoring programs and job rotation are just two ways to spread knowledge and experience around. Such initiatives are good practice anyway, as a well-rounded finance and accounting team will be more adaptable to change.

2. Are your team's job descriptions current — and relevant for the future?

The skill set required to do any job evolves, especially as technology continues to transform how accounting and finance professionals work. Already, automation is taking over data entry in many organizations, accounting functions are shifting to the cloud, and artificial intelligence (AI) is transforming compliance roles. So, when updating job descriptions as part of your succession planning efforts, consider adding language that makes clear that people should be comfortable with both financial matters and technology.

Also, be sure to outline the hard skills and soft skills required to meet the day-to-day demands of each position in your department. Robert Half's Jobs and AI Anxiety report predicts a need for enhanced interpersonal skills as technology frees up finance workers for more strategic roles. Ask workers or their immediate supervisors to update a list of their skills and responsibilities quarterly, so you always have the most recent insight on hand.

Learn about other workforce management and technology trends in our latest Benchmarking Accounting and Finance Functions report, which you can download [here](#).

3. Do you know your employees' professional goals?

You may have your top business analyst in mind for a senior management role, but who's to say she's interested in taking the job when the time comes? Don't assume you know how people on your team view their professional future. Get to know your team's career aspirations and discover where they may fit into the succession plan for your organization. Learn about their career steps, professional strengths, and the skills they should or would like to improve.

Succession Planning: Taking the Road That Leads to Order, Not Chaos - *continued*

4. Do you have a succession planning team?

Depending on the size of your organization, you may want to form a succession planning team of directors, managers, supervisors and other key staff. You can work closely together to identify lines of succession and prepare backup plans in case the original plan doesn't pan out. Make sure everyone is on the same page by meeting quarterly to share updates and notes on top performers.

5. Are interim resources part of your strategy?

Don't overlook specialized consultants when creating your succession plan for accounting and finance roles. These professionals can step up to the plate and keep daily operations running smoothly during staffing transitions. Interim management resources can even cover senior-level and executive positions — including the CFO role — while the firm either recruits and trains new hires or gives existing employees tapped as successors time to ramp up in their new roles.

Staff members aren't fixed assets, and change is inevitable. However, even though you may not always be able to predict a valued team member's departure from the firm, succession planning can help you to meet the challenge of change head-on — and avoid the road to chaos.

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



IMA's Certification for
Accountants and
Financial Professionals
in Business



Page 13

CMA CERTIFICATION

THE GOLD STANDARD

Part 1: Financial Planning, Performance, and Analytics

- 15% Cost Management
- 15% Internal Controls
- 15% Technology and Analytics
- 15% External Financial Reporting Decisions
- 20% Planning, Budgeting, and Forecasting
- 20% Performance Management

Part 2: Strategic Financial Management

- 10% Risk Management
- 10% Investment Decisions
- 15% Professional Ethics
- 20% Financial Statement Analysis
- 20% Corporate Finance
- 25% Decision Analysis

Salary

Findings of IMA's Annual Salary Survey indicate that professionals holding IMA's CMA certification have greater earning power in total compensation than their non-certified colleagues.

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.

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.

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.

The Exam is Changing In 2020!

ICMA® (Institute of Certified Management Accountants) recently undertook a comprehensive job analysis to ensure that topics on the CMA® (Certified Management Accountant) exam continue to be current, relevant and valid. Changes to the exam as a result of this survey can be found below. The changes to the CMA exam take effect on January 1, 2020.

Key Changes to Expect

Part 1:

Technology is transforming the profession, and we want our CMAs to be prepared. Part 1 of the CMA exam will include a new section on Technology & Analytics.

New Title: Financial Planning, Performance, and Analytics

New Content: Technology and Analytics, Integrated Reporting

Deleted Content: Internal Auditing

Part 2:

Being able to apply an ethical and strategic framework to decision-making in a complex, digital world is a skill every accounting and finance professional needs to have. Part 2 of the exam will expand the Professional Ethics and Decision Analysis sections.

New Title: Strategic Financial Management

New Content: Business Ethics, Sustainability and Social Responsibility

Deleted Content: Off-Balance Sheet Financing, Bankruptcy, Tax Implications of Transfer Pricing

See more at: imanet.org/2020exam

It's time to preorder!

The latest edition of Gleim CMA Review covers the 2020 exam changes, and we're helping you get started by offering

SAVE NOW
[\[mmsend88.com\]](https://mmsend88.com)



Our 2020 edition is updated with:

100% coverage of the new 2020 CMA exam

- Including topics such as Technology & Analytics, Integrated Reporting, and Business Ethics

SmartAdapt™ guided review technology

- Helps you study smart by eliminating the guesswork with a personalized learning path for the most effective studying

Even more videos

- Additional hours of Gleim Instruct professor-led lectures, which cover the toughest topics and provide walkthroughs of practice questions

More user-friendly books and online platform

- Enhanced to provide a more accessible and intuitive learning experience

Plus everything our candidates already love, including:

- The best bank of exam-quality practice questions and explanations
- Access Until You Pass® so you have peace of mind while you study
- Dedicated support from Personal Counselors



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.





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Financial Professionals
in Business

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

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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



The Association of
Accountants and
Financial Professionals
in Business



Page 17

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

Strategic Management Series: A series of engaging webinars that focuses on various elements of strategy and competitive analysis that is of importance and interest to management accountants.

Webinar Schedule -

Mentoring - The IMA Way - Leadership Academy

January 07, 2020 01:00 PM - 02:00 PM

Implementing a Rolling Forecast - Inside Talk

January 15, 2020 01:00 PM - 02:00 PM

Using FP&A to Drive Results, Not Just Predict Them - Inside Talk

January 22, 2020 11:00 AM - 12:00 PM

The Clunky Dance Between Strategy and Risk - Strategic Management

January 27, 2020 01:00 PM - 02:00 PM

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



The Association of
Accountants and
Financial Professionals
in Business

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Page 18

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

https://urldefense.proofpoint.com/v2/url?u=http-3A_www.gleim.com_accounting_cpe&d=DwIFAg&c=-OIE4745p1S5wbqCzaalNe21NrKk14FraizFYWC6vg&r=hN_Q_lxkNLNqftkxgPhSGw&m=UhKckYuhxF5XPQvtQsX7D6NBeoFCKAA1zp47TKyCvKg&s=8CCIKa6WFILPU8irRZyIPQqmU6TrEOvbJeZ8dC8KTWY&e= .

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