



Upcoming Events

November 17, 2022- CFMA & FEI Cincinnati Chapters present Culture Fueled Growth with Al. Neyer's CEO Molly North including a bonus Women's Roundtable provided by CFMA's DEI Initiative *Getting Things Done* with Molly North

December 15, 2022- Tax update with Greg Harris

January TBD, 2023- Holiday party

February 23, 2023- EE Engagement/Work from Home Environment with Mark Miller, Pendleton Consulting

May 23, 2023- Golf Outing @ Losantiville

CFMA & FEI Cincinnati Chapters present Culture Fueled Growth with Al. Neyer's CEO Molly North including a bonus Women's Roundtable



Presenter:

Molly North, CEO of AI Neyer

CFMA & FEI Cincinnati Chapters present Culture Fueled Growth with AI. Neyer's CEO Molly North **including a Bonus Women's Roundtable provided by CFMA's DEI Initiative: Getting Things Done with Molly North** **NOTE: Separate registration for roundtable is required, see link below. Also register for the program itself.**

Description:

AI. Neyer is a modern model for employee-ownership and a leader in commercial real estate development and design-build in the Eastern U.S. For more than 128 years, AI. Neyer has offered a diverse set of real estate development and design-build construction solutions for commercial clients. Established in 1894, the company specializes in industrial facilities, office and medical buildings, build-to-suit commercial projects, multi-unit residential, as well as urban mixed-use developments. AI. Neyer has offices in Cincinnati, Pittsburgh, Nashville, and Raleigh, and serves a local, regional, and national client base. Please join CEO Molly North as she shares more about the company, her journey from real estate development to CFO to CEO, and what it's like to lead and be part of an ESOP.

Date/Time

Thursday November 17, 2022

5:00 pm -6:00 pm- Bonus Women's Roundtable in the Registrar Room (Separate registration for the roundtable prior: [Click here to register](#))

5:30 - 6:30 pm – Reception/Happy hour with open bar and heavy appetizers in the Assembly Room

6:30 - 8:00 pm – Chapter Announcements & Speaker Presentation with coffee and dessert in the Assembly Room

The Transept
1205 Elm Street
Cincinnati, OH 45202

Who Should Attend:

CFMA Members, Owners, CFOs, CEOs, Controllers

Registration:

Cost = \$0 for members \$30 for non-members. Nonrefundable. 1.CPE Credit.

Click [HERE](#) to register

Contact Cincinnati@cfma.org with any questions.



Bill Steimer
Kyle Skotnicki
Mark Nelson
Maryann Cianciolo
Joe Riech
Kirsten Beckett

They are working hard to bring us some great events in the 2022-2023 year!
More details to come!

Join a committee!

Committees are a great place to build friendships with your industry peers – not to mention the give back to your professional organization! To get involved, please reach out to [*CFMA Admin Team*](#).

Don't forget to visit our [*website*](#) and follow us on [*Facebook*](#) and [*LinkedIn*](#) for the latest news!

We hope you'll take the time to follow us on LinkedIn and interact with our posts. Ask your company's marketing department to follow us on social media too.





Key Drivers for Mergers and Acquisitions in Engineering and Construction

by John Steinegger, Ryan Donnelly, Alex Miller, Ryan Foley

The following content is sponsored by FMI.

Over the past decade, there has been a steady long-term increase in mergers and acquisitions (M&A) activity in the engineering and construction (E&C) industry, climbing 40% year over year in 2018 and 2019 from the pace of 2013-2017, slowing in 2020 (primarily as a result of COVID-19) and surging in 2021 as delayed deals from 2020 came back to market.

Increased deal volume in 2021, specifically the outsized level of activity in the second half of 2021, was also driven by sellers who brought forward opportunities that might have taken place over the next few years but were worried about the risk of changes to capital gains laws and were inspired by frothy valuations. As a result, 2021 represented a record year of global M&A activity.

The E&C industry also saw a record number of M&A transactions announced. While 2022 will likely not meet the level of activity in 2021, there is sustained M&A activity in the E&C industry. Activity in 2022 is forecasted to return to pre-pandemic levels, driven by seller demographics, macro trends in the marketplace and sustained buyer demand, despite softening conditions in the broader economic environment.

In the 2022 FMI M&A Survey, whose participants included E&C industry firms (representative strategic buyers), two-thirds of respondents said they are more likely to make an acquisition in 2022 than in 2021. On the other side of the equation, only 55% of participants indicated that acquisitions were a current part of their strategy. While this is still more than half of all respondents, it represents the lowest level recorded since we began the survey, as buyers are watching rising

inflation and high valuations and remain wary of broader economic conditions. Supply chain issues are also beginning to hurt valuations as projects are delayed, impacting near-term earnings for seller and keeping some buyers focused on their operational challenges.

Despite these economic headwinds, macro trends, such as aging infrastructure, increased environmental concerns and regulations, the ongoing energy transition and gains in construction productivity from increased use of technology, suggest that M&A activity will continue to accelerate in the E&C industry, even if 2022 represents a decline from 2021 record levels.

To read more about Trends Worth Watching click [here](#)



CHAIRMAN'S EXCELLENCE

PROUDLY PRESENTED TO THE
GREATER CINCINNATI CHAPTER

A handwritten signature in black ink, appearing to read "Thomas Borgia".

THOMAS BORGIA
CHAIRMAN



A handwritten signature in black ink, appearing to read "Stuart Binstock".

STUART BINSTOCK
PRESIDENT & CEO



INSTITUTE OF CERTIFIED
CONSTRUCTION INDUSTRY
FINANCIAL PROFESSIONALS

About ICCIFP

For more than 17 years, the ICCIFP has committed to developing and maintaining the CCIFP certification as the recognized standard of excellence for competent and ethical construction financial management.

The CCIFP Certification is based on the current construction landscape, focusing on the competencies and knowledge construction financial professionals needed to lead in today's competitive construction industry.

The CCIFP designation is endorsed by industry-leading organizations like ASA, CFMA, CICPAC, IRMI, NASBP and others.

In today's transparent climate, the ICCIFP is committed to fair and impartial management of all certification and re-certification activities, potential conflicts of interest and overall operations.

ICCIFP is proud to be ANSI Accredited. Being ANSI accredited means that the CCIFP certification meets the highest standards. This provides an added level of confidence in the certification and the people who hold the CCIFP designation.

ICCIFP is an independent, separately incorporated entity affiliated with the Construction Financial Management Association, the only organization dedicated to the needs of construction financial professionals.

For more about the CCIFP [*click here*](#).



3 Ways Every Business Can Prioritize Employee Wellbeing Year-Round

by Dustin Stephens

Create a Wellness Program

While many construction businesses may not have the resources to offer perks that rival that of large corporations, developing a meaningful employee wellness program can help. Start by highlighting your company's existing benefits.

Find out if your health care plan covers mental health or offers other benefits such as a health care flexible spending account (FSA). Make sure that information is clearly communicated to your employees so they can utilize all resources available to them.

There are countless possibilities to what your wellness program can include, many of which are free or relatively low cost. For example, encouraging people to be more active is a great way to boost wellness; in addition to the physical benefits, exercise can reduce feelings of stress and improve your mood. Consider starting a walking club during lunch, forming an employee sports team, or creating a fitness challenge to see which team can get the most steps in. Another popular benefit is to offer a reimbursement program for gym memberships or fitness equipment.

While you may not have the means to build out a robust program right away, it's important to commit to making employee wellness a priority. If you're unsure where to begin, conduct a poll to find out what your teams would most appreciate and start there.

And, work-life balance should be at the heart of every wellness program. People greatly value flexible working arrangements that foster a supportive work environment. A recent McKinsey study found that a flexible working arrangement was the third most popular reason given for seeking a new job, after greater pay or hours and better career opportunities. Giving your employees a sense of autonomy and offering greater flexibility when possible can go a long way in creating a positive work culture.

To learn more about prioritizing employee wellbeing year-round [click here](#)

Coffee with the President

We have exciting new content that will be added monthly to our website and social media pages.

[Click Here](#) to check out our most recent **Coffee with the President** video as our chapter President, Roger Kramer, interviews Michael Phillips, FEI chapter President.

You can view our previous months **Coffee with the President** videos here:

[Click Here](#)

More episodes coming soon...



**Text HOME to [741741](tel:741741) to connect with a Crisis Counselor
Free 24/7 support at your fingertips.**



TAKE THE PLEDGE

CFMA Greater Cincinnati Chapter would like all of its member companies to take the Construction Industry Alliance for Suicide Prevention's (CIASP's) pledge to STAND up for suicide prevention. When a company pledges to STAND up for suicide prevention, it is promising to create safe cultures, provide training to identify and help those at risk, raise awareness about the suicide crisis in construction, normalize conversations around suicide and mental health, and ultimately, decrease the risks associated with suicide in construction.

To learn more and for educational videos [click here](#).



CCIFP is in need of volunteers to moderate study groups. CCIFP candidates band together to set study times and present topics. The moderators also add color to the topics, and make sure things stay on track.

Please contact Veronica Whitehead at CFMA to volunteer today!

vwhitehead@cfma.org



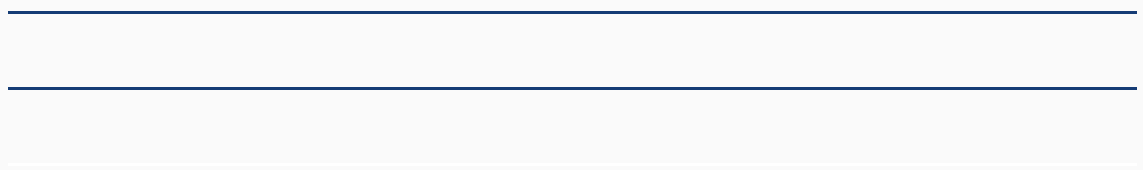
THE MOST CINCINNATI RACE EVER

HERE'S WHY WE LOVE THE RACE

FOR 113 YEARS, OVER 12,000 HAPPY PEOPLE—FAMILIES, FRIENDS, NEIGHBORS, COLLEAGUES—FILL DOWNTOWN CINCINNATI TO RUN, WALK, TROT, AND DANCE THEIR WAY THROUGH A BEAUTIFUL 10K ON THANKSGIVING MORNING. THE STANDING-ROOM-ONLY-CROWD IS NEVER IN A HURRY TO FINISH!

IT'S THE ONLY 10K COURSE THAT HAS THREE CITIES, TWO STATES, AND TWO RIVERS BUNDLED TOGETHER IN ONE MEMORABLE EVENT. IT CAPTURES THE BEST OF CINCINNATI—THE BANKS, FOUNTAIN SQUARE, OTR, GREAT AMERICAN BALL PARK, PAYCOR STADIUM, AND SMALE PARK—THE BEST OF NEWPORT, AND MORE HIGHLIGHTS IN COVINGTON.

To read more about the Thanksgiving Day Race [click here](#)



Our contact information is:

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