



## Upcoming Events

**January 18:** [CFMA Cincinnati Holiday Party](#)

**January 31:** [Recruiting in Today's World w/ Bill Bagley](#)

**February 22:** [Mergers and Acquisitions w/ Ely Friedman](#)

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JOIN US FOR OUR

**CFMA  
CINCINNATI  
HOLIDAY  
PARTY**

**18** | AT 6:00 PM- 8:00 PM  
JANUARY | \$25 PER PERSON

**MAKETEWAH COUNTRY CLUB  
5401 READING ROAD  
CINCINNATI, OH 45237**

**APPETIZERS, DRINKS,  
AND MINIGOLF**

REGISTER HERE for the  
Holiday Party!

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# Construction Financial Management Association

## CINCINNATI CHAPTER

Since 1987

### Recruiting in Today's World



**Presenter:**  
Bill Bagley

**Description:**

How to Design a Strategy that Will Attract Top Talent to your Organization

**Learning Objectives:**

- Provide Specifics on how to Attract Talent
- Create a Recruiting Culture to Serve you into the Future
- How to Design a strategy that will attract top talent

**When/Where:**

Wednesday, January 31, 2024  
11:00am—12:00pm Lunch & Networking  
12:00pm—1:00pm Program

AssuredPartners  
5905 E Galbraith Rd, Ste 5000  
Cincinnati, OH 45236

**Who Should Attend:** CFMA Members, Owners, CFOs, CEOs, Controllers

**Registration:**

**Cost = \$20 members \$30 nonmembers 1.CPE Credit.** Please register for this event online by visiting: <https://www.eventbrite.com/e/cfma-cincinnati-recruiting-in-todays-world-tickets-771606825787?aff=oddtcreator>

Contact Jill Claire [cincinnati@cfma.org](mailto:cincinnati@cfma.org) with questions.



# Construction Financial Management Association

## CINCINNATI CHAPTER

Since 1987

### Bill Bagley

Bill has more than 40 years of experience leading HR & Recruiting, HR Compliance, Career Development, and Partner Coaching efforts for business professionals throughout the United States. For 20 years he served as Regional HR & Recruiting Leader for Deloitte...retiring as a Firm Director. During his tenure, Deloitte was named, six times, to Fortune magazine's list of the 100 Best Companies to Work for in America. He recruited, trained, and mentored thousands of individuals during this time, and played a key role in designing and delivering a nationally-recognized leadership program aimed at preparing Senior Managers for admission to Deloitte's Partner ranks.

He currently consults with the leaders of various businesses on 'Human Capital Issues,' 'Leadership Topics,' 'Succession Planning,' 'Vision & Strategy,' and 'Business Development Initiatives.'

Bill began his professional business career with Coopers & Lybrand and following his 20-year tenure at Deloitte was HR and Recruiting Director for Barnes Dennig & Company for 8 years and a Business Advisor for VonLehman & Company for 4 years. He currently is back in private practice with his son, Scott Bagley, as CEO and Personal Advisor for Bagley Consulting.

Prior to his business career he spent 3 years as a Career Planning & Placement Director and Assistant Football Coach at Manchester College. Bill has designed and delivered numerous professional development programs. He has taught leadership concepts for Indiana University's Kelley School of Business, the MBA program at Xavier University's Williams College of Business, the University of Kentucky, Miami University, Ohio University, and the University of Cincinnati's Lindner Honors-PLUS Program.

Clients Bill has served: Deloitte; Viking Partners; KMK Law; VonLehman & Company; Cincinnati Financial; Taft Law; Barnes Dennig & Co.; USI; Northlich; LEC; The Matrix Companies; North American Properties; Mubea; Mueller Roofing; Intelligrated; Grote Enterprises; Foster & Motley; Bartlett Wealth Management; Crescent Park; Clarke Power Services; UGS; Fascor ...as well, he has presented at numerous leadership seminars.

He has authored three books: Impact Interviewing; Why Accounting?; Navigating Toward Academic and Career Success (endorsed by retired Pediatric Neurosurgeon, Dr. Ben Carson, Dr. Tony Alessandra, Platinum Rule Author, and Brian Tracy, Goals!).

Bill holds a Bachelor's Degree in History from Indiana University, and a Master's Degree in Higher Education from Ball State University. He is a veteran of the U.S. Air Force. He and his wife, Marla, have two sons and eleven grandchildren...and Springer Spaniel, Molly.

#### CPE:

The Construction Financial Management Association (CFMA) is registered with the National Association of State Boards of Accountancy (NASBA) as a sponsor of continuing professional education on the National Registry of CPE Sponsors. State boards of accountancy have final authority on the acceptance of individual courses for CPE credit. Complaints regarding registered sponsors may be submitted to the National Registry of CPE Sponsors through its website:

<https://www.nasbaregistry.org/>



REGISTER HERE for the  
January 31 Event!

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# Construction Financial Management Association

## CINCINNATI CHAPTER

Since 1987

### Mergers and Acquisitions



**Presenter:**

Ely Friedman, Director of M&A  
Dean Dorton

**Description:** A discussion about the importance of culture in an M&A and the steps to integrate successfully.

**Learning Objectives:**

- Do's & Don'ts in preparing or viewing valuations
- Do's & Don'ts in preparing to sell
- Steps in Due Diligence
- Importance of culture in an M&A
- Steps to integrate successfully

**When/Where:**

Thursday, February 22, 2024  
8:00am—8:30am Breakfast & Networking  
8:30am— 8:35am CFMA Announcements  
8:35am— 9:45am Program

Maketewah Country Club  
5401 Reading Road  
Cincinnati, OH 45237

**Who Should Attend:** CFMA Members, Owners, CFOs, CEOs, Controllers

**Registration:**

**Cost = \$20 members \$30 nonmembers 1.CPE Credit.** Please register for this event online by visiting: <https://www.eventbrite.com/e/cfma-cincinnati-mergers-and-acquisitions-tickets-778478107977?aff=oddtcreator>

Contact Jill Claire [cincinnati@cfma.org](mailto:cincinnati@cfma.org) with questions.



# Construction Financial Management Association

## CINCINNATI CHAPTER

*Since 1987*

### Ely Friedman

Ely joins Dean Dorton with nearly a decade of experience dealing with the sale and acquisition of private businesses. As Director of the firm's M&A Advisory Group, he is directly responsible for consultation and advisory services relating to founder-owned private businesses.

Ely joined the financial services industry immediately after graduating from Queens University of Charlotte in North Carolina, where he was a two-sport athlete. He served multiple groups at Bank of America and with a boutique investment bank. In his nine years of financial services experience, Ely has focused primarily on lower middle-market businesses (less than \$250 million in sales).

Keeping with his lifelong passion for athletics, Ely is an avid sportsman and keeps to an admirable workout routine. He's even been known to network with colleagues and business partners over a morning workout. Describing Ely as dedicated and reliable is an understatement.



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<https://www.nasbaregistry.org/>



[Register HERE for the February 22 Event!](#)

## CFMA National Conference



**National CFMA Conference  
May 18-22, 2024  
Grapevine, Texas  
Save the Date!**

[For more information Click Here!](#)



Shout out to our Education Committee:

Bill Steimer  
Kyle Skotnicki  
Mark Nelson  
Joe Riech  
Kirsten Beckett

They are working hard to bring us some great events in the  
2023-2024 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.

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# CFMA Nano Learning Series



Imagine that you're in a crucial financial meeting about a recent project where you realize your cash flow is suddenly under pressure, and you can't afford any delays that might jeopardize your project's progress. Your team is hustling to find the right solutions, and you're actively seeking strategies to keep your projects on track while optimizing cash flow.

CFMA's brand-new Construction Cash Management Nano Learning Series is your game-changer in this cash flow challenge! Whether you're a seasoned professional in the construction industry or just starting out, this innovative series is finely crafted to equip you with the skills and insights you need to navigate cash management challenges effectively.

## **What's Nano Learning?**

Nano learning is a dynamic approach to education that breaks down complex subjects into bite-sized trainings. It offers an engaging and comprehensive learning experience tailored to specific objectives, all while satisfying NASBA CPE credit requirements and CCIFP maintenance credits. The best part? These lessons are only 10-15 minutes long so learning can fit seamlessly into your schedule. The Construction Cash Management Nano Learning Series is offered as a package or as individual trainings to customize your learning.

To learn more [CLICK HERE!](#)

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## CFMA Articles:



### **How Construction Companies Can Use AI, ERP & Digital to Improve Operations**

**by: Nancy Bielke**

**This article is sponsored by CLA.**

In today's rapidly evolving business landscape, construction companies are constantly seeking innovative ways to gain a competitive edge. The integration of artificial intelligence (AI), enterprise resource planning (ERP), and digital technologies has emerged as a game-changer in construction.

This article dives into the benefits of leveraging AI, ERP, and digital from a business standpoint, including how these technologies can help drive efficiency, enhance decision-making, and foster growth.

**Enhanced Efficiency**

AI, ERP, and digital technologies offer construction companies the opportunity to streamline operations and improve efficiency in various ways:

- *Automation* — AI-powered automation can handle repetitive and time-consuming tasks, freeing up employees to focus on more strategic and value-added activities. This can increase productivity and save money.
- *Data integration* — ERP systems integrate data from different departments and functions, providing a holistic view of the company. This integration eliminates data silos, enhances collaboration, and facilitates better decision-making.
- *Process improvement* — Digital technologies combined with AI algorithms can analyze vast amounts of data to identify business process bottlenecks and inefficiencies. This may give companies the opportunity to improve workflows, reduce errors, and increase operational efficiency.

To learn more [CLICK HERE!](#)

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# CHAIR'S EXCELLENCE

PROUDLY PRESENTED TO THE  
GREATER CINCINNATI CHAPTER

  
KEVIN FOLEY  
CHAIR



  
NEIL SHAH  
PRESIDENT & CEO

Thinking about taking the CCIFP exam in the coming year? We can help connect you with a study group and additional resources. If there is a strong enough demand, we will offer a CCIFP review course with neighboring chapters. For more information email [cincinnati@cfma.org](mailto:cincinnati@cfma.org)



INSTITUTE OF CERTIFIED  
CONSTRUCTION INDUSTRY  
FINANCIAL PROFESSIONALS

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## 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\*](#).

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## **Building a Better Foundation With Your Supplier File**

**by Angela Sarno**

Too often, the work being done to ensure the security and compliance of vendor payments is seen as a logjam to business. However, the data within your supplier file is relied upon by your entire organization — from procurement and risk to finance and business owners. Decisions are made and risk is assessed — or not — based on what has been entered into your enterprise resource planning (ERP) system.

With so much at stake, why do so many construction companies consider vendor onboarding and management as a tactical, clerical function rather than a strategic opportunity?

This article discusses the strategic importance of your supplier file and the need to transform vendor management from a tactical function into a strategy for better business.

### **The Foundation Is Broken**

Consider how your organization sets up a new vendor in its ERP system, especially one to which you may be paying millions of dollars. The process likely involves creating a vendor form, exchanging sensitive information via email, and passing all of this information through several sets of internal and external hands. The information on the form may or may not be verified against third-party sources. In addition, the process for setting up a new vendor likely isn't documented.

This is the foundation of your organization's entire peer-to-peer process; systems, processes, and functions depend on the output of this effort.

To read more [CLICK HERE!](#)

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**Text HOME to 741741 to connect with a Crisis Counselor  
Free 24/7 support at your fingertips.**





## Addressing Substance Abuse & Mental Health in Construction

The construction industry is one of the largest in the U.S., employing more than 7.6 million people. It's also one of the most labor-intensive and dangerous industries in the world. Construction workers make up 4.7% of the country's labor force but suffer more than 20% of workplace fatalities. And around 1.1% of all construction workers will suffer an injury severe enough that it causes them to miss work. Long hours, hard work, and increased odds for injury can all contribute to two other challenges the construction industry is working hard to address — substance abuse and mental health.

The construction industry has one of the highest rates of substance abuse and alcoholism in the U.S. and the highest rate of suicide in any industry. September is National Suicide Prevention Month, and September 5-9 was the construction industry's Suicide Prevention Week this year. How are companies and industry organizations working to tackle the problems of substance abuse and suicide?

### By the Numbers

Statistics on drug abuse in the construction industry can be alarming. The sector ranks:

- Fifth in illicit drug use at 11.6%

- Second in both heavy drinking (16.5%) and substance use disorder (14.3%)
- First in marijuana use (60.33%), heroin use (4.42%) and pain reliever abuse (22.63%)

Opioid use and abuse has been an especially challenging problem in construction. High injury rates mean workers are often prescribed opioids for pain relief. Research shows that around 15% of individuals taking these drugs become long-term users, increasing their chances of developing an addiction by more than 10 times.

A 2020 study noted that 83% of construction workers experienced a mental health issue, while the Centers for Disease Control and Prevention (CDC) found that men working in construction have one of the highest suicide rates as compared to all other industries. The rate of suicide in construction is about four times higher than the general population.

To read more [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](mailto:vwhitehead@cfma.org)



Did you know?

**The World's First Reinforced Concrete Skyscraper was built in Cincinnati!**

The **Ingalls Building**, built in 1903 in Cincinnati, Ohio is the world's first reinforced concrete skyscraper. The 16-story building was designed by the Cincinnati architecture firm Elzner & Anderson and was named for its primary financial investor, Melville E. Ingalls. The building was considered a daring engineering feat at the time, but its success contributed to the acceptance of concrete construction in high-rise buildings in the United States.

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Our contact information is:

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