



SERVING THE BUSIEST FINANCIAL EXECUTIVES™

LEADER

TWIN CITIES CHAPTER

LET'S GROW OUR MEMBERSHIP!

AS AN FEI MEMBER, you already understand the many benefits of belonging to our organization — but are there financial executives in your circle of influence who aren't familiar with FEI? Now is the perfect time to get them on board!

From March 25 through April 7, FEI Twin Cities is conducting an "Everyone Wins!" Membership Drive. We want more local professionals to not only benefit from our organization, but also strengthen our organization. When it comes to FEI Twin Cities and the positive impact we can make on our members — from the learning and advocacy opportunities to the career-enhancing networking events — there is definitely power in numbers.

Pass along potential members' names to FEI, and we'll extend an invitation to join FEI. If they are employed and join in the Executive membership class between March 25 and April 7, they will receive \$200 off first-year dues! Plus: When they join as an Executive member during this time, you'll get a \$25 Visa gift card. Everyone's a winner!

This is a limited-time offer open to financial executives who are currently employed, and requires special coding on the membership application to get the discounted rate. To take advantage of this, just ask your contacts to reach out to Executive Director, Rosanne Bump at rbump@feitwincities.com or 612-512-1680. Or just contact Rosanne directly with your suggestions and we'll take it from there. Thank you for helping us grow our organization!



HIT THE LINKS WITH FEI ON JUNE 3

The annual FEI Golf, Wine and Dine event is an excellent way to join colleagues and friends for a day of socializing, fun and prizes!

GOLFERS RECEIVE:

- 18 holes golf
- Cart
- Pro Clinic
- Lunch
- Social Hour/Apps
- Driving Range
- Swag and Prizes

Not a golfer? Not a problem! Enjoy a wine tasting with samples from around the world in a one-hour tasting event.

SCHEDULE:

- 10:45 am Putting Clinic
- 11 am Lunch
- Noon Shotgun Start
- 3:45 pm Wine Tasting (non-golfers)
- 4:45 pm Social Hour/Awards
- 5:45 pm Close

For pricing information and to register, visit feitwincities.com. See you there!



APRIL 9
GOLDEN VALLEY
COUNTRY CLUB

Professional Development

The Future is Now

Join us for this professional development session to stay current on technology and the state of emerging industries. In this session we will make the connection of cryptocurrency/blockchain, the evolving cannabis market, and deployment of robot process automation/artificial intelligence and how it could impact your business. Bring the challenges you are facing or seeing on the horizon for what is sure to be an engaging conversation.

8 am | Robotic Process Automation

Tony Abel, Protiviti, Managing Director and Dave Kleist, UiPath, Presales Technical Consultant. Speakers provided by Robert Half

9 am | Cryptocurrency and Blockchain

Greg Schu, Partner, BDO Cybersecurity practice

10 am | Tax and Corporate Aspects Impacting Cannabis Businesses

Joe Bedwick, Co-Chair, Cozen's Cannabis practice and Rich Silpe, Co-Chair, Cozen's tax practice

11 am | Cyber/Data Privacy

Dan Hanson, SVP Management Liability and Client Experience at MarshMMA

Registration at www.feitwincities.com

WANT EVENT INFORMATION AND REGISTRATION DETAILS?

VISIT FEITWINCITIES.COM

MESSAGE

FROM OUR PRESIDENT



THE MORE YOU PUT IN, THE MORE YOU'LL GET OUT

As we enter the 4th Quarter of our membership year, I encourage you to take advantage of the vast array of events and resources available to you — monthly meetings, in-transition networking meetings, professional development sessions, social opportunities, trusted peer group sessions, and the National FEI Summit Conference in Orlando this May. And don't forget about the many learning opportunities through our National FEI organization, including a special technology-focused professional development session June 18 hosted right here in Minneapolis. Also, mark your calendar for the annual golf outing in June, which is always one of my favorite events!

We are benefiting greatly from the addition of Executive Director Rosanne Bump. Rosanne is overseeing process improvements and advances in technology — both in our member meetings and in our ongoing operations. She's also streamlining the management of our events and, perhaps most importantly, developing a three-year strategic plan with an initial focus on the member value proposition and membership growth.

Speaking of members — we need you! Please consider joining or leading committees or becoming a Board member. Getting more involved is the best way to connect with your peers, get exposure to our national organization (boasting 10,000 members!), and solidify existing skills — or develop new ones. The Board Governance and Succession Planning Committee will begin its Board nominations process for the 2019–2020 year in the upcoming months. Want to learn more? All of our existing Board members are eager to answer your questions and help you connect.

Anita Moulton
612-310-7538 amoulton@feitwincities.com

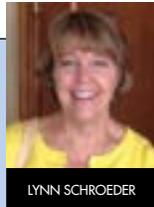
EXECUTIVE DIRECTOR CORNER

Happy Spring! I hope you've had opportunities to connect and learn through our many events this past year. If not, I hope to see you at one of the events featured in this newsletter. I've had the opportunity these past few months to learn more about FEI and the numerous benefits to being a member. But the best part of my FEI role has been getting to know many of you. If we haven't had a chance to connect please reach out to me — I'd love to meet for a cup of coffee or lunch!

Rosanne Bump
612-512-1680
rbump@feitwincities.com



ROSANNE BUMP



LYNN SCHROEDER

Thank you, Lyn!

Lyn Schroeder has been our chapter administrator for the past 19 years. During this period of the growth, Lyn interfaced regularly with FEI National on behalf of our organization. Lyn, we sincerely appreciate your many years of service and your key role in making our chapter grow!

WELCOME

NEW MEMBERS

Our local chapter is pleased to introduce these new members. Remember to introduce yourself at our next meeting!

- Dan Albright
- David Allen
- Michael Benson
Impact Group
- Jared Brandt
Waterous
- Daniel Brooks
- Michael Brunson
- Nell Campbell
Outsell Corporation
- Paul Dunn
- Mark Forsberg
Culligan Water
- Paul Forst
- Nancy Fuchs
Habitat for Humanity
- Dennis Goetz
- Scott Gray
- Jeffery Kubsch
Power/mation
- Andrea Lewis
SMC Ltd
- Charles Martin
- Mark Miller
Medtronic Plc
- David Mitchell
- Joann Murphy
- Rob Nelson
- Jon Ochetti
Outsell Corporation
- Mark Payne
Payne Advisory Services
- Rick Penny
- Randy Rothmeier
3M Company
- Daniel Sartori
3M Company
- Martin Scanlon
ECMC Holdings
- Rob Wolf
Canterbury Park Holding Corp

FEI TWIN CITIES GOLD STRATEGIC PARTNERS



MARK YOUR CALENDAR

Build your Twin Cities professional network with fellow senior executives by attending these events.

MONTHLY MEETINGS

March 21, 7:15–9 am
Golden Valley Country Club
American Express: Linda Zukauckas,
Deputy CFO and FEI National
Board Chair

Linda will share her perspectives on American Express as well as what's on the horizon for Financial Executives International, drawing on her leadership experience with FEI at both a chapter and national level.

May 15, 4–6:30 pm
Hutton House, Medicine Lake
Hed Cycling: Anne Hed CEO
Anne will share the story of how this Minnesota company got started and how it quickly grew into one of Forbes 25 Small Business Giants.

WOMEN'S COFFEE HOUR

March 29, 8–9 am
Lunds & Byerlys, St. Louis Park
Take an hour out of your day to connect with other women finance professionals!

APRIL SOCIAL

April 25, 4–7 pm | REM5 Virtual Reality Lab | St. Louis Park
REM5 offers state-of-the-art VR experiences for all levels and interests. Learn how companies are using VR in their organizations, and just have some fun in this 6,000-square foot space!

GOLF, WINE AND DINE

June 3, 11 am–6 pm
North Oaks Golf Club
*Don't miss this fun opportunity to network with finance professionals and guests from around the Twin Cities. Golfers of all skills and abilities are welcome! Or just join us for wine and networking. Network with FEI Members, Strategic Partners and **NEW THIS YEAR** – Members from our Co-Promotional Partner Tax Executives Institute, Inc., Minnesota Chapter. (See cover page for more information.)*

FEI TECHNOLOGY CONFERENCE

Don't miss this FEI National Conference at the newly opened Intercontinental Hotel at the MSP International Airport.

June 17, 6:30 pm | Welcome Reception
Kick off your Technology Conference experience at the Welcome Reception. Enjoy some food and drinks, network with your peers, and get access to some of the exhibitors you've been waiting to meet.

June 18, 8:15 am–5pm | Welcome, conference sessions and networking
Topics include Emerging Finance Technology Trends, Finance Transformation, Cybersecurity, Data Privacy, and Automation of Accounting Close & Workflow.

Visit www.financialexecutives.org for more information.

SHARING, GROWING, CARING

DO YOU HAVE EXCITING NEWS?

Let's celebrate the accomplishments of FEI–Twin Cities Chapter members! Whether it's a promotion, new job, speaking engagement or award, please share your good news by sending your items to Rosanne Bump at rbump@feitwincities.com.

SUPPORT FOR IN-TRANSITION MEMBERS

Members in transition or considering a transition are encouraged to attend our free Career Transitions Networking Meeting, generally held on the first Monday of every month. This meeting connects financial executives who are in transition from different industries for networking toward gainful employment for all attendees. Attendees are all working to find the next opportunity. All FEI and FENG members and potential members are welcome. Please be prepared to share your preferred industry, size of company,

private or public company and your goals for employment. Also, please share any job positions that you're aware of that you will not be pursuing.

For more information or to share open job positions contact Career Management Chair Joe Housman at jhousman@hayscompanies.com or 612-758-8550.

CORPORATE MEMBERSHIP PROGRAM

You can invest in your organization and provide the top performers in your company with FEI member benefits at a reduced cost with FEI's Corporate Membership Program. To learn more about the many benefits of this membership — including discounted fees and leading-edge professional development opportunities — please contact George Boyadjis, VP Membership, at gboyadjis@cresa.com, Jay Trumbower at jtrumbower@boulaygroup.com or Mike O'Neil at mikeoneilcpa@hotmail.com.



**FEI
PHOTO
GALLERY**



**EYEBOBS CEO MIKE
HOLLENSTEIN
JANUARY 17
HUTTON HOUSE**



**GEOPOLITICS,
STAKEHOLDERS AND
BUSINESS
DECEMBER 5, 2018
CARGILL HEADQUARTERS**



**"ON DEMAND"
INSURANCE
OPTIONS
FEBRUARY 6
GOLDEN VALLEY
COUNTRY CLUB**





**MERGER AND
ACQUISITION PANEL
MARCH 6
MINNEAPOLIS GOLF CLUB**



**TAYLOR CORP
DEB TAYLOR, CEO
NOVEMBER 7, 2018
CO-SPONSORED WITH NACD
TARGET CENTER LEXUS CLUB**



**SEE YOU
AT THE NEXT
EVENT!**

MERGERS: 5 TIPS FOR SUCCESSFUL DATA MIGRATION

Mergers and acquisitions present unpredictable and unique challenges. While there's a wealth of business advice available, there isn't as much advice on one of the most important aspects: data. Analyzing information for due diligence is one thing, but integrating IT infrastructure, data and systems is a big project. And it seems like there's never enough time allocated for it.

Business workflows hinge on accurate and thorough data. Merging data that has already been interpreted by two

enterprises requires a deep understanding of processes and data sources. It's no wonder why data management is the crux of a successful merger.

Performing these five data processing tasks during data migration will ensure that information for the combined enterprise is managed in ways that are consistent, efficient and secure.

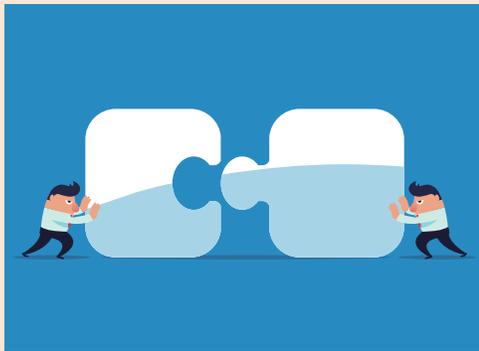
1. Indexing

If paper or basic file stores are involved, indexing all documents before migration is a must. Accurate document indexing fuels precise data extraction and reduces the risk of losing data during migration. The best scenario is a migration solution that includes automated indexing. Plan to re-index all document types across all storage locations – onsite/offsite, SharePoint, Documentum, Alfresco, Ariba, Dropbox, file servers, etc. You'll save an immense amount of time and

human labor by automatically indexing documentation during migration.

2. Validation

Validating data during a migration is another opportunity to reduce future workload and limit the chances of process failures. Vendor migration tools can't perform validations on data you will be migrating. Perform validations on data like account numbers, addresses, phone numbers, financial calculations, etc. Create workflows to flag any errors



for manual review. The best time to discover data errors and omissions is before your go-live date. Accuracy inspires trust. If your merger creates new employee and customer relationships, make sure you are getting off to a great start with accurate and reliable information.

3. Capture and Extraction

Even if there is very little physical paper involved, you still need to plan on extracting data from digital sources. Most prior migrations include file stores containing scanned document images, though searching for data on these documents can produce inconsistent results. The original documents may have been scanned using an older OCR technology or no OCR at all. You can unlock valuable data by re-OCRing these scanned images with a modern capture tool. Other common sources of digital data that will need to be extracted include:

- Basic content services – SharePoint, Box, wikis, etc.
- Cloud storage – Dropbox, OneDrive, Drive, etc.
- Email systems – G Suite, Exchange, Outlook, etc.
- Archives and backups – tape drives, optical discs, fixed disc arrays, film, fiche, etc.

4. Standardization

Standardizing file formats makes it easier to quickly retrieve, read and annotate documents. Consider standardizing (or normalizing) to PDF format. Every modern enterprise data system works with PDFs. Original file formats can also be migrated to retain access, if necessary. Converting to PDF saves money on licensing costs and makes documents accessible for years to come. When staff members need to search through documents to locate specific information, documents converted to PDF will be extremely easy to view in any information system.

5. Security and Permissions

Every company has their own methodology for managing security. Since you will be adding new data and possibly new staff, access to data and files will need to be scrutinized and harmonized. To keep compliance initiatives intact, plan to identify protected data and route it appropriately during the migration. Use a migration tool that provides flexibility. For example, you may need to extract and redact protected data, but retain both redacted and original versions.

Dan Rotelli is the CEO of BIS and creator of Grooper



FEI CONNECT

Connect with your peers around the country!

FEI Connect is a forum where FEI members share best practices and solve problems. Current topics include:

- Corporate Credit Cards
- Reasonable Timeline for Completion of Audit
- Insurance Broker Compensation
- HR and Payroll Systems
- Blockchain Education or Training



Access this content by logging in at connect.financialexecutives.org with your FEI national username and password.

LEARN

Stay ahead of industry trends by participating in these professional development opportunities.

- **THE FUTURE IS NOW**
April 9, 7:30 am–12 pm, Golden Valley Country Club
We'll make the connection of cryptocurrency/block chain, evolving cannabis market, and deployment of robotic process automation/artificial intelligence and how it could impact your business.
- **WEBINARS** (learn more at financialexecutives.org)
March 26, 1–2 pm
Aligning Cross-Generational Communication. (1 CPE Credit in Personnel/Human Resources)
March 27, 1–2 pm
ICFR and Incoming Issues. (1 CPE Credit in Accounting)
- **PRIVATE COMPANY PRIORITIES**
April 2, 11:30 am–5 pm, Washington, DC
Deciphering new tax rules for pass-through businesses, identifying effective growth strategies, navigating the middle market M&A landscape and preparing for a possible economic slowdown are among the key challenges private company CFOs faces in 2019 and beyond. Attend this inaugural professional development program designed exclusively for private companies. And the best part is tuition is free for Private Company members! (4 CPE Credits)
- **ON-DEMAND COURSE**
Deep Listening in a Digital Age (2.5 CPE Credits).
Register at financialexecutives.org
- **ONLINE CPE COURSES**
Need more CPEs? FERFPROs offers a FEI eCampus of high-quality courses specially priced for FEI members at \$359 for an annual subscription. Ideal for busy executives!

LEAD

Help our organization grow even stronger by contributing your time and skills!

- **Volunteers Needed at Golf Event (6/3/19)**
Greet and check-in guests, round up and coordinate prizes and more.
- **FEI Board or Committee Service**
Looking to get involved and build your leadership skills? Join the FEI Twin Cities Board or one of our Committees! Time commitments can be matched to your availability and interests. Contact any Board member to learn more!
- **Represent FEI Twin Cities at the 2019 Financial Leadership Summit (May 19-21)**
Join the team of local members heading to Walt Disney World® for this annual summit. Enjoy national networking, excellent speakers and professional development sessions, and earn valuable CPE Credits while you're there.
Register at www.financialexecutives.org/summit
- **Conference Special: Who's Your +1?**
Do you know a prospective FEI member that might be interested in attending Summit? If so, they may be able to receive free tuition to the conference when they attend as a guest of a registered attendee. Please have them contact George Boyadjis, VP of Membership at gboyadjis@cresa.com or Rosanne Bump, Executive Director at rbump@feitwincities.com for additional details.





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The Area's Preeminent Professional
Association for Financial Executives

financial executives
international

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ADDRESS SERVICE REQUESTED

Thank You
For Your
Membership!

Please contact
Rosanne at
rbump@feitwincities.
com for more
information or if
you have questions/
comments or concerns.

**BOARD
MEMBER
SPOTLIGHT**
KAREN BLACIK
CLIFTON LARSON
ALLEN



KAREN BLACIK

KAREN BLACIK has been an FEI member since 2010 and has been the Co-Chair of the Strategic Partner committee on the board since 2014. After an exhaustive search across the metro area for a CFO position, and a short stint at an independent restaurant company, Bartmann Group, this past fall, Karen has landed her dream job! She recently joined Clifton Larson Allen (CLA), a public accounting firm with 6,000 employees nationwide operating in three lines of business: audit, tax, and business outsourcing. CLA serves the middle market where it focuses primarily on private companies.

In Karen's new role as the National Restaurant Business Operations (BizOps) Leader, she will create and deliver tools and methods to serve the firm's Restaurant and Retail clients in both the Shared Service Center (SSC) and BizOps offices across the country. She also serves as a CFO in the BizOps practice serving restaurant clients. Additionally, she works with National Retail firm leadership to standardize and optimize client service, communicate and work on client opportunities, and provide industry tools and practice aids across all service lines of the CLA Retail practice