

# MNCPA

## Management & Business Advisers Conference

 **THRIVE THROUGH CHANGE**

**MBAC23**

June 13-14 | Virtual only  
June 15 | Mystic Lake Center or livestream  
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**MEMBERS SAVE \$150!**  
Register by May 12



**EARLY BIRDS SAVE \$100!**  
Register by May 26



The business world is changing and you can thrive through it all with MBAC23's important updates, expert advice and relevant coverage of hot topics in accounting, finance, HR, technology, leadership and more.

### **FINANCIAL LEADERS**

You might have the title of CFO, controller or financial manager, but you're much more than a number cruncher. MBAC23 is built around all the hats you wear — from accountant and business strategist to compliance officer and team leader. Learn how to improve financial performance, comply with new regulations, increase productivity and much more.

### **INTERNAL AUDITORS**

You need to know what makes your company tick. That's why the MNCPA worked with the Twin Cities Chapter of The Institute of Internal Auditors to design this conference with your needs in mind.



**The Institute of  
Internal Auditors  
Twin Cities Chapter**

### **BUSINESS ADVISERS**

You're the go-to person for your clients. As their trusted adviser, you need a thorough understanding of their world and the latest changes, challenges and opportunities. MBAC23 shines light on pertinent issues impacting businesses today — from tax, accounting and legislative changes to cybersecurity, human resource and technology considerations.

# SCHEDULES

## DAY ONE | TUESDAY, JUNE 13 — VIRTUAL

### A1. Positioned for Growth: Navigating the Economic Forces Impacting Your Business — Gene Marks, CPA

<b>B1. Accounting and Auditing Issues of Digital Assets</b> Leah Donti, CPA (Canada), CMA, MBA	<b>B2. Journey and Learnings to Modernizing IT General Controls</b> Blake Rabens and Nick Tobkin <span>IIA</span>	<b>B3. Ethics: Rats in a Maze</b> Mika Jacka, CIA, CPA, CPCU, CLU Bryant Richards, CIA, CMA, CRMA <span>E</span>
<b>C1. Post-implementation of the New Lease Standard</b> Leah Donti, CPA (Canada), CMA, MBA	<b>C2. State of the Insurance Market: Challenges and Strategies</b> Dan Cahlander, Timothy Gallagher, CPA, MBA, Adam Kibble, Scott Rief	<b>C3. Let's Audit Your Burnout Prevention Plan!</b> Jamie Peterson, Ph.D.
<b>D1. What's Up at FASB in 2023?</b> Leah Donti, CPA (Canada), CMA, MBA	<b>D2. Running an Effective Sustainability Pre-Assurance and Assurance Program</b> Anthony DeCandido, CPA <span>IIA</span>	<b>D3. Trends in Employment Law</b> Susan Larkin
<b>E1. Broad Answers to Budget and Reporting Problems</b> Robert Mims, CPA	<b>E2. Introduction to RPA and Implications</b> Bryant Richards, CIA, CMA, CRMA	<b>E3. Managing Conflict</b> Diane Amundson, CSP
<b>F1. Making Predictions: Plan for the Future</b> Robert Mims, CPA	<b>F2. Cybersecurity Trends</b> David Anderson, OSCP	<b>F3. Talking About Our Generations</b> Diane Amundson, CSP

## DAY TWO | WEDNESDAY, JUNE 14 — VIRTUAL

### G1. Minnesota and Regional Economic Update — Tyler Schipper, Ph.D.

<b>H1. Growth Strategies for Your Business</b> Heather Huotari, CPA, Larry King, CPA, Natalie Miller, CPA, CHFP	<b>H2. Crypto Trends, Topics and Updates for Accounting Professionals</b> Sean Stein Smith, Ph.D., CPA, CMA, CGMA, CFE	<b>H3. Audit Your Ethics</b> Robert Berry, CPA, CIA, CISA <span>E</span>
<b>I1. Tax Update for Business and Industry</b> Mark Sellner, CPA, JD, LLM (Taxation)	<b>I2. Transforming Your Finance Organization From Report Creation to Drivers of Business Analysis</b> Dave DuVarney	<b>I3. Networking V.2.0: Making Connections in Our New World of Work</b> Katherine Gabriel, CPA <i>Sponsored by Salo, a Korn Ferry company</i>
<b>J1. The Cost of Capital: The When, Why and How</b> David Peters, CPA, CGMA, CPCU, CHFC, CLU, CFP	<b>J2. Key Considerations for Auditing Your Vendors</b> Sam Butterbaugh, CISA <span>IIA</span>	<b>J3. Critical Thinking: Making Decisions That Stick</b> Nan Gesche, MA
<b>K1. Budgeting and Forecasting Best Practices</b> Heather Huotari, CPA, Larry King, CPA Natalie Miller, CPA, CHFP	<b>K2. How is Automation Affecting Risk and Controls (and What's Next?)</b> Jim Hejka, Laurance Talley, CPA, CIA <span>IIA</span>	<b>K3. Measuring Employee Engagement and HOW to Capitalize on the Data</b> Jeremy Wortman, Ph.D.
<b>L1. Taxpayers Beware: The Perilous Landscape of State and Local Tax Nexus Standards</b> Kyle Brehm, J.D., MBA, Masha Yevzelman, J.D.	<b>L2. Case Studies in Cyber Incidents and Breaches</b> David Anderson, OSCP, Nehemiah Jones	<b>L3. How to Build Leadership Skills That Influence Followership and Drive Business Results</b> Jeremy Wortman, Ph.D.



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## DAY THREE | THURSDAY, JUNE 15 — IN-PERSON OR LIVESTREAM

<b>M1. The Seven Deadly Ethical Sins of Organizations</b> — Amanda “Jo” Erven, CPA, CIA, CFE <span>E</span>		
<b>N1. Improving Your Profits: Identifying Cost-Cutting Opportunities</b> David Peters, CPA, CGMA, CPCU, CHFC, CLU, CFP	<b>N2. Fun as a Team</b> Paige Batcha, CPA, MBA, Randy Gallatin, Joseph Reardon <i>Sponsored by Versique Search &amp; Consulting</i>	<b>N3. - O3. Hands-On Excel Tips and Tricks</b> Tommy Stephens, CPA.CITP, CGMA <i>In-Person Exclusive</i>
<b>O1. More Money at the End of the Month: Strategic Ways to Improve Cash Flow</b> David Peters, CPA, CGMA, CPCU, CHFC, CLU, CFP	<b>O2. High Value Tech Auditing</b> Angela Bickett, CISA Gordon Braun, CIA, CISA, CGEIT <span>IIA</span>	
<b>P1. Fraud and Pop Culture</b> Amanda “Jo” Erven, CPA, CIA, CFE	<b>P2. SOX Trends and Top 5 Areas for Improvement</b> Gordon Braun, CIA, CISA, CGEIT, Jenna Niedz <span>IIA</span>	<i>Lunch 1</i> <i>P3 or P4 registration</i>
<i>Lunch 2</i> <i>P1 or P2 registration</i>		<b>P3. 2023 HR Changes Affecting Small Business Operations</b> Larry Morgan, MAIR, SPHR, SHRM-SCP, GPHR
		<b>P4. Artificial Intelligence: A World of Devices That Think and Learn</b> Manjeet Rege, Ph.D.
<b>Q1. Bridging the Gap: From Financial Expert to Business Partner</b> Jennifer Elder, CSP, CPA, CMA, CIA, CFF, CGMA, MS	<b>Q2. Dashboards: A Better Way of Reporting</b> Tommy Stephens, CPA.CITP, CGMA	<b>Q3. Talent Management in a Remote Setting Panel Discussion</b> Paige Batcha, CPA, MBA Katherine Gabriel, CPA Larry Morgan, MAIR, SPHR, SHRM-SCP, GPHR Moderated by Mande Page, J.D. <i>In-Person Exclusive</i>
<b>R1. Seeing Beyond the Numbers: Financial Statement Analysis for CFOs and Controllers</b> David Peters, CPA, CGMA, CPCU, CHFC, CLU, CFP	<b>R2. Employee Compensation Strategies in Turbulent Times</b> Larry Morgan, MAIR, SPHR, SHRM-SCP, GPHR	
		<b>R3. From Dry to Dynamic: Mastering the Art of Persuasive Presentations</b> Jennifer Elder, CSP, CPA, CMA, CIA, CFF, CGMA, MS <i>In-Person Exclusive</i>
<b>S1. Lead Your Evolution</b> — Judson Laipply, M.Ed, CSP		
<b>Happy Hour</b> — <i>In-Person Exclusive</i> — <i>Sponsored by Salo, a Korn Ferry company</i>		

E = Session qualifies for ethics credit

IIA = In partnership with the Twin Cities Chapter of the Institute of Internal Auditors

**97% OF 2022 SURVEY RESPONDENTS WOULD RECOMMEND MBAC TO A COLLEAGUE.**

# DAY ONE | TUESDAY, JUNE 13

8–9:25 a.m. | Keynote

## A1. Positioned for Growth: Navigating the Economic Forces Impacting Your Business

Gene Marks, CPA

The midterm elections are over. Inflation remains stubbornly high. Labor is still in short supply. What's next for your business? What are other companies doing to navigate toward growth and profitability in 2023 and beyond? Learn real-life, feet-on-the-ground strategies and tactics that you can use to steer your way through the current political environment and economic slowdown while positioning your company for future growth. Get insights on congressional initiatives that will impact the industry. Explore tactics that you can use not only to retain your best employees during a downturn but also attract new talent that will soon be available. Look at little known metrics that give the best indication of our economic future. Examine cash flow moves you can make now to ensure you have adequate reserves for the downturn. Review the latest technologies that are helping to keep overhead low and profits growing and attracting investments from small and mid-sized companies.

**FOS:** Business Management & Organization — Non-Technical (1.5)

9:25–9:45 a.m. | Break and Exhibits

9:45–10:35 a.m. | Breakout Sessions B

## B1. Accounting and Auditing Issues of Digital Assets

Leah Donti, CPA (Canada), CMA, MBA

Accounting and auditing of cryptocurrency and other digital assets is challenging due to the ever-evolving regulation and lack of specific accounting and audit guidance. With the volatility of crypto and the bankruptcy of FTX and other crypto businesses, you need a solid understanding of how to account for investments or transactions involving cryptocurrency and other digital assets under U.S. GAAP. Discuss the challenges auditors face and the accounting issues for operating companies and investment companies. Clarify the accounting and audit implications of this emerging area.

**FOS:** Accounting — Technical (1)

## B2. Journey and Learnings to Modernizing IT General Controls

Blake Rabens, Nick Tobkin

**IIA** Cyber is a top risk for many companies, and maturing your SOX IT program and its controls is an important component to your overall strategy. Using a real-life case study from the experience of Target Corporation, dive into challenges, learnings and solutions on the journey to modernize the SOX IT control environment. Explore how moving to agile, full-stack models and modern technology impacts SOX ITGC design. Learn how to create effective engagement models for multiple stakeholder groups and support SOX ITGC program prioritization during rapid tech transformation. See practical examples to get a better understanding and evolve your IT controls environment.

**FOS:** Auditing — Technical (1)

## B3. Ethics: Rats in a Maze

Mika Jacka, CIA, CPA, CPCU, CLU

Bryant Richards, CIA, CMA, CRMA

**E** When it comes to ethics, we are great at looking at the rats, the villains who led the scandals ... but do we ever look at the maze? Explore psychological research that offers insights into why human behavior is susceptible to creating an unethical environment. Examine how this applies to internal audit, get strategies for using these perspectives and consider future possibilities. Challenge yourself to think differently about ethics.

**FOS:** Behavioral Ethics — Non-Technical (1)

10:35–10:55 a.m. | Break and Exhibits

10:55 a.m.–12:10 p.m. | Breakout Sessions C

## C1. Post-Implementation of the New Lease Standard

Leah Donti, CPA (Canada), CMA, MBA

Over the past year, many companies discovered there's a lot more to implementing the lease standard than meets the eye. Get insights on how to deal with accounting for lease modifications and reassessments. Examine best practices and pitfalls. Plus, delve into recent developments to clarify leases from the FASB.

**FOS:** Accounting — Technical (1.5)

## C2. State of the Insurance Market: Challenges and Strategies

Dan Cahlander, Tim Gallagher, CPA, MBA, Adam Kibble, Scott Rief

Insurance is a critical component of any business's financial well-being. Get an overview of the most common insurance coverages, including property/casualty, management liability and cyber liability. Take a look at the current trends in each market and what the trends mean from a pricing and coverage standpoint. Also, discuss the true cost of risk and what the true cost of an insurance claim is to an organization.

**FOS:** Business Management & Organization — Non-Technical (1.5)

## C3. Let's Audit Your Burnout Prevention Plan!

Jamie Peterson, PhD

Burnout is real. You start to feel like you're dragging, then you're exhausted. You make mistakes and start to hate a job you used to love. How can you pull yourself out of burnout or avoid it entirely? In this session, review the symptoms and assess your own personal level of burnout. Analyze individual and organizational strategies that can boost resilience and mitigate burnout and create a plan for preventing burnout for yourself and your team. Make these strategies into reality and go beyond surviving to thriving.

**FOS:** Personal Development — Non-Technical (1.5)

12:10–1 p.m. | Lunch, Breakout Sessions and Exhibits

1–1:50 p.m. | Breakout Sessions D

## D1. What's Up at FASB in 2023?

Leah Donti, CPA (Canada), CMA, MBA

The amount of change in the accounting profession is overwhelming, making it tough for CPAs to keep up. Get a high-level update on accounting standard updates (ASUs) issued by the FASB that are going live this year for private and public companies.

**FOS:** Accounting — Technical (1)

“APPRECIATED THE ABILITY TO BE IN-PERSON OR VIRTUAL ... EVEN WATCHING VIRTUALLY, I LIKED SEEING THE LIVE EVENT.”  
— 2022 ATTENDEE





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## D2. Running an Effective Sustainability Pre-Assurance and Assurance Program

Anthony Decandido, CPA

**IIA** Environmental, social and governance (ESG) considerations are becoming a core part of investment analysis and a priority for corporations and communities. Obtaining assurance over a company's ESG information is essential to help ensure that reporting is high quality, reliable and comparable. Take a look at stakeholder and regulator expectations and the impact on business. Identify the role of the internal audit, accounting and auditing profession in sustainability. Review the current sustainability reporting frameworks and reporting requirements. Also, look at common pitfalls and best practices in running a pre-audit or assurance process.

**FOS:** Auditing — Technical (1)

## D3. Trends in Employment Law

Susan Larkin

Understanding the implications of employment laws is important, but it isn't always simple to navigate these laws while effectively running a business. Gain a general understanding of the current trends in federal employment law and how current and pending legislation can affect your business. Learn best practices and tips to stay in compliance while factoring in the current state of the labor market.

**FOS:** Business Law — Technical (1)

1:50–2:10 p.m. | Break and Exhibits

2:10–3:25 p.m. | Breakout Sessions E

## E1. Broad Answers to Budget and Reporting Problems

Robert Mims, CPA

You know the basics of the budget process, but is it possible to make it more effective, efficient and even fun? The traditional budgeting process can produce stale results and an annual trap that doesn't weed out the flaws that creep in. For organizations looking to refresh the results, purpose and engagement of their budgeting, several tools are worth contemplating. Learn more about the key processes of successful budgets and how to balance the important technical and human components. Identify the flaws in your budgeting process and determine

if your budget needs an overhaul or just a tune up. Examine what steps you can take to budget for economic and external factors beyond your control. Get tips on how to make the budget flexible, review common budgetary problems and discuss solutions. Walk away with a better understanding of the complex issues involved in budgeting and best practices for improving your process.

**FOS:** Finance — Technical (1.5)

## E2. Introduction to RPA and Implications

Bryant Richards, CIA, CMA, CRMA

Get an overview of robotic process automation (RPA) and its capabilities. Gain insight into the potential of RPA to automate accounting processes and revolutionize the accounting profession with improved accuracy, lower costs and fewer tedious manual processes. Examine the potential risks associated with RPA and how you can make the most of the technology while mitigating risk. Identify potential areas for automation in your own organization and orient yourself around a changing working environment as automation continues to grow.

**FOS:** Information Technology — Technical (1.5)

## E3. Managing Conflict

Diane Amundson, CSP

Every office has conflict and most people have never been formally trained to effectively work through conflict situations apart from their fight, flight or freeze instincts. Handling conflict ineffectively is a huge cost to an organization in terms of poorer employee health, morale, creativity and productivity. Learn how to start a creative conversation that gets results and maintains the relationship. Discover tools that will help you move past the difficulty of confronting conflict toward seeing the possibilities of new ideas, solutions and relationships.

**FOS:** Personal Development — Non-Technical (1.5)

3:25–3:45 p.m. | Break and Exhibits

3:45–5 p.m. | Breakout Sessions F

## F1. Making Predictions: Plan for the Future

Robert Mims, CPA

We all make predictions. We base our decisions to marry, buy a house, launch a new product or hire staff on expectations about the future. How can we use best

practices and current research to improve our ability to predict the future? Examine current best practices in forecasting to help improve results. Delve into the risks that cause actual results to vary from our predictions and discuss methods to deal with both known and unknown risks. Examine tactics to enhance the accuracy of forecasts and identify traps and pitfalls to avoid.

**FOS:** Finance — Technical (1.5)

## F2. Cybersecurity Trends

David Anderson, OSCP

Cybersecurity risks continue to increase and there is more regulatory pressure for companies to manage these risks at the leadership level. Explore the current state of cybersecurity, cybercrime and fraud. Discuss hacker motivations and attack vectors, examine case studies and collaboratively share successful cyber risk management strategies to safeguard your data, systems and processes. Gain a better understanding of common vulnerabilities within IT systems and processes. Identify common hacker methodologies and formulate strategies for your organization to prevent or mitigate the risks posed by malicious hacking.

**FOS:** Information Technology — Technical (1.5)

## F3. Talking About Our Generations

Diane Amundson, CSP

You love the variety of people you work with, but sometimes they can drive you crazy! Some of the craziness comes from the way different generations clash in today's workplaces. Each generation wants to perform their best and yet their differing beliefs and values greatly influence how they approach their work. Gain guidance on navigating a mixed-generation workplace for enhanced teamwork and performance. Assess your current knowledge of the four generations in the workforce: Baby Boomers, Gen X, Millennials and Gen Z. Examine the events that shaped each generations' view of the work world. Discover tips for communicating and motivating members of each generation. Develop an action plan you can use immediately when trying to bridge the generational communication gaps that exist at your workplace.

**FOS:** Personal Development — Non-Technical (1.5)

# DAY TWO | WEDNESDAY, JUNE 14

8–9 a.m. | Keynote

## G1. Minnesota and Regional Economic Update

Tyler Schipper, Ph.D.

As of late January, 53% of economists who responded to a national poll said there was more than a 50/50 chance the U.S. would be in a recession in 2023. Typical “good” economic outcomes, like more jobs, can be problematic by causing more labor market tightness, higher wage growth and sustained high inflation. With a high degree of uncertainty right now, understanding the impact of the economy today is more about nuance than ever before! Examine the opportunities and pressures that Minnesota companies are facing by understanding the current performance of Minnesota’s economy. Identify how different aspects of the economy are impacting individuals and firms and explore the future path of key variables such as employment, inflation and GDP.

**FOS:** Economics — Technical (1)

9–9:20 a.m. | Break and Exhibits

9:20–10:35 a.m. | Breakout Sessions H

## H1. Growth Strategies for Your Business

Heather Huotari, CPA, Larry King, CPA, Natalie Miller, CPA, CHFP

The decisions you make now play a key role in your business’s growth. Learn more about growth strategies for your business and how these strategies evolve over time. Explore benchmarking strategies, financial modeling and the importance of key performance indicators. Identify opportunities for growth and formulate strategies to organize your back office. Learn how to strategize growth and be sure you have the right tools in place to make informed business decisions.

**FOS:** Accounting — Technical (1.5)

“THERE WAS A GOOD SELECTION OF TOPICS  
THAT WERE HELPFUL TO THINGS MY TEAM IS  
LOOKING AT NOW AND ONGOING.”

— 2022 ATTENDEE

## H2. Crypto Trends, Topics and Updates for Accounting Professionals

Sean Stein Smith, Ph.D., CPA, CMA, CGMA, CFE

Blockchain and crypto-assets are perhaps the most dynamic technologies since the launch of the internet. Price volatility aside, these are concepts that every accounting professional needs to know about moving forward. Cover some of the highlights and trends connected to the blockchain and crypto-asset space, including accounting standard changes, tax regulations and examples of accounting firms entering the space. Explore examples of real-world cases for blockchain and crypto beyond payments and speculative trading. Get familiar with resources where you can learn more and best practices for advising colleagues or clients about blockchain and crypto.

**FOS:** Information Technology — Technical (1.5)

## H3. Audit Your Ethics

Robert Berry, CPA, CIA, CISA

**E** In a world where ethics are constantly being put to the test, you need to be prepared to navigate ethical dilemmas with confidence and integrity. Learn how to identify common ethical issues, evaluate ethical tests and apply them to real-world scenarios so you can make ethical decisions that are consistent with your professional obligations. Whether you’re just starting out in your career or are a seasoned professional, you need a personal code of ethics that reflects your values and principles, so you have the tools to handle ethical dilemmas.

**FOS:** Behavioral Ethics — Non-Technical (1.5)

10:35–10:55 a.m. | Break and Exhibits

10:55 a.m.–12:10 p.m. | Breakout Sessions I

## I1. Tax Update for Business and Industry

Mark A. Sellner, CPA, JD, LL.M. (taxation)

Tax is a large business expense that should be managed like any other. Get an up-to-date overview of the tax landscape, including the prospect for 2023 tax changes. Discuss the impact of federal tax legislation, regulations, IRS pronouncements and court cases on management and business advisers. Receive tax planning tips and information to identify and assess tax opportunities and pitfalls.

**FOS:** Taxes — Technical (1.5)

## I2. Transforming Your Finance Organization From Report Creation to Drivers of Business Analysis

Dave DuVarney

As the digital world evolves, organizations are finding more ways to tap into new and existing data sources to better understand their business drivers, expedite processes and uncover actionable business insights. Discuss the potential benefits and challenges of formulating and implementing a data analytics strategy to enhance your organization’s capabilities. Look at cases and real-life examples of innovative data solutions through a “finance function” lens. Examine common data analytics challenges and discover how you can strategically strengthen your data analytics approach.

**FOS:** Finance — Technical (1.5)

## I3. Networking V.2.0: Making Connections in Our New World of Work

Katherine Gabriel, CPA

Whether you’re an extrovert or an introvert, the value of networking remains key to success in the corporate world. While many of us got a break from traditional networking over the last three years, it’s back and more important than ever — but it doesn’t need to be scary! There are lots of simple tips, tricks and baby steps to get started, or get back on the horse. Learn how to make more professional connections to elevate your career and to better support your teams as they learn to build their networks.

*Sponsored by Salo, a Korn Ferry Company*

**FOS:** Personal Development — Non-Technical (1.5)

12:10–1 p.m. | Lunch and Exhibits

1–1:50 p.m. | Breakout Sessions J

## J1. The Cost of Capital: The When, Why and How

David Peters, CPA, CGMA, CPCU, CHFC, CLU, CFP

Gone are the days where the CFO simply manages the preparation of financial statements. Now, more than ever, CFOs are responsible for other operational parts of the organization, including risk management. Gain guidance on how to manage internal risks through risk controls and risk financing. Explore common insurance terms





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and commercial insurance policies. Understand the key terms of your insurance policy and identify the types of insurance policies that may apply to your organization. Distinguish between risk control and risk financing. Gain a better understanding of the theoretical and practical considerations that go into capital funding decisions.

**FOS:** Finance — Technical (1)

## J2. Key Considerations for Auditing Your Vendors

Sam Butterbaugh, CISA

**IIA** Receive insights into how to successfully plan and execute an audit of your third-party vendors. Get tips on preparation and planning. Look closer at vendor-related risks and scoping considerations. Explore how to integrate other business partners into your approach and get guidance on how to deliver results and track remediation.

**FOS:** Finance — Technical (1)

## J3. Critical Thinking: Making Decisions That Stick

Nan Gesche, MA

Critical thinking is a learned skill. It involves looking at situations differently and applying new ways of thinking. Foster this sought-after skill so you can co-create more engagement, more buy-in from others and better outcomes. Explore how critical thinking can get derailed and what you might do differently to keep it on track. Identify the five key elements to being a critical thinker, learn how to establish solid decision criteria and more.

**FOS:** Personal Development — Non-Technical (1)

1:50–2:10 p.m. | Break and Exhibits

2:10–3:25 p.m. | Breakout Sessions K

## K1. Budgeting and Forecasting Best Practices

Heather Huotari, CPA, Larry King, CPA, Natalie Miller, CPA, CHFP

Creating a budget for your business is important, but it's even more important to do it correctly. Examine best practices for budgeting and cash flow forecasting. Differentiate cash flow from profit and analyze examples of how to calculate cash flow. Knowing what resources you have available now, and in the future, is key to your business's continued success.

**FOS:** Finance — Technical (1.5)

## K2. How is Automation Affecting Risk and Controls (and What's Next?)

Jim Hejka, Laurance Talley, CPA, CIA

**IIA** Automation is being implemented in all aspects of organizations today. It's used in functional areas to complete transactions, analyze complex data and execute manual processes, as well as to strengthen internal controls. The use of automation changes the organization's risk profile. Review examples of how organizations are implementing automation to optimize controls, explore the impact of automation on risk and discuss the future direction of automation.

**FOS:** Information Technology — Technical (1.5)

## K3. Measuring Employee Engagement and HOW to Capitalize on the Data

Jeremy Wortman, Ph.D.

When it comes to employee engagement, it's your responsibility to get your employees committed to your organization's purpose and goals. Employee engagement is more valuable than employee satisfaction. It is a better predictor of positive employee behavior and ultimately makes your organization more money. It's critical to differentiate between job satisfaction and employee engagement, and many "best places to work" surveys miss the mark. Explore how to accurately measure employee engagement with surveys and get access to a validated engagement survey you can administer to your employees. Identify why, when and how often you should conduct employee engagement surveys — and how to act on the results.

**FOS:** Business Management & Organization — Non-Technical (1.5)

3:25–3:45 p.m. | Break and Exhibits

3:45–5 p.m. | Breakout Sessions L

## L1. Taxpayers Beware: The Perilous Landscape of State and Local Tax Nexus Standards

Kyle Brehm, J.D., MBA, Masha Yevzelman, J.D.

Prior to Woodstock, the state and local tax nexus landscape was set. Two rules were paramount: First, physical presence was a bright-line standard for sales and use tax. Second, sales and use tax standards were different than those for income and franchise taxes. Then,

everything changed. Review a brief history surrounding state tax nexus, and then take a deeper dive into the post-Wayfair world that taxpayers, administrators, and the MTC now find themselves navigating through. Identify the key differences between nexus standards for direct and indirect taxes. Discuss the ongoing efforts by states and the MTC to expand nexus and undermine Public Law 86-272. Learn how to analyze and apply nexus standards to corporate entities to determine potential tax liabilities.

**FOS:** Taxes — Technical (1.5)

## L2. Case Studies in Cyber Incidents and Breaches

David Anderson, OSCP, Nehemiah Jones

From ransomware to business email compromise, cyber incidents and data breaches continue to impact organizations of all sizes and complexity. Review several case studies around cybersecurity breaches to examine how they occurred, how the organization managed the response and recovery, and the lessons learned. Discover how to recognize key weaknesses that allow major breaches to occur. Gain guidance on identifying key decisions within the incident management process and develop strategies for mitigating incidents and breaches.

**FOS:** Information Technology — Technical (1.5)

## L3. How to Build Leadership Skills That Influence Followership and Drive Business Results

Jeremy Wortman, Ph.D.

Get an updated perspective regarding leadership and the practices that drive individual and organizational performance. Explore current evidence-based best practices that separate great leaders from the average. Identify which of those practices are most natural to your leadership approach and those that will take more effort. Customize your own leadership development action plan according to your authentic self; because after all, one size does not fit all.

**FOS:** Personal Development — Non-Technical (1.5)

# DAY THREE | THURSDAY, JUNE 15

8–8:55 a.m. | Keynote

## M1. The Seven Deadly Ethical Sins of Organizations

Amanda “Jo” Erven, CPA, CIA, CFE

**E** Pride. Greed. Lust. Envy. Gluttony. Wrath. Sloth. Have you ever thought of these “seven deadly sins” in terms of ethics at your organization? Explore seven potential ethical sins in organizations today, from the wrath of disingenuous leaders to the lust of those with the “move fast and break things” mentality. The question is, which of the sins will your organization fall prey to? And how can you prevent it? Unethical behavior is all around us. Analyze real-life ethics and fraud cases, dissect the “why” behind each case and distinguish ways you can detect and prevent unethical behavior at your organization.

**FOS:** Behavioral Ethics — Non-Technical (1)



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[www.mncpa.org/join](http://www.mncpa.org/join)

8:55–9:10 a.m. | Break and Exhibits

9:10–10 a.m. | Breakout Sessions N

## N1. Improving Your Profits: Identifying Cost-Cutting Opportunities

David Peters, CPA, CGMA, CPCU, CHFC, CLU, CFP

Part of your duty is to safeguard your organization’s assets, and cost cutting is one way to maintain a competitive position. However, could certain behavioral biases keep us from ridding our organizations of unnecessary costs? Look at the factors that prevent your company from being as streamlined as it could be. Use statistics and survey data to examine how to better negotiate and navigate budgeting and contracting decisions. Discuss financial statement analysis, benchmarking and cash flow management techniques to better cut costs and maintain the long-term viability of your organization.

**FOS:** Management Services — Technical (1)

## N2. Fun as a Team

Paige Batcha, CPA, MBA, Randy Gallatin, Joseph Reardon

Looking to increase productivity, creativity and team cohesion? Explore the importance of injecting fun and enjoyment into the workplace, and how it can lead to a more positive and effective team dynamic. Learn how to measure the effectiveness of team activities and how to continuously improve them. Understand the role of leadership in fostering a fun and positive team culture, and how to promote buy-in and participation from team members. Discuss the ethical considerations, including potential issues related to diversity, equity and inclusion. Through interactive exercises, learn practical strategies for creating a fun and collaborative work environment that enhances employee satisfaction, engagement and ultimately, your bottom line.

*Session sponsored by Versique.*

**FOS:** Personal Development — Non-Technical (1)

“ENJOYED THE IN-PERSON EVENT AT  
MYSTIC LAKE EVENT CENTER.  
GREAT TO BE BACK IN PERSON.”  
— 2022 ATTENDEE

## N3-O3. Hands-on Excel Tips and Tricks

Tommy Stephens, CPA, CITP, CGMA

[In-person exclusive]

Are you ready to take advantage of some of Excel’s best features? Bring your laptop and join this hands-on Excel double session. In an interactive environment, learn to use critical Excel features, including PivotTables, XLOOKUP, text manipulation tools, Dynamic Arrays, Power Query, Solver, collaboration tools, the Analyze Data feature and how to generate an audit trail. No matter your knowledge or experience with Excel, you’ll walk away with tips and tricks you can use immediately to improve your efficiency and effectiveness.

**FOS:** Computer Software & Applications — Non-Technical (2)

## IN-PERSON EXCLUSIVE SESSIONS AND NETWORKING

In-person attendees (full conference hybrid and day-three-only in-person registrations) have access to three exclusive sessions, specifically designed to engage a face-to-face audience. Also, branch out and network with peers over refreshments, lunch and happy hour, and enjoy other opportunities to interact and engage with attendees, vendors, sponsors and speakers over the course of the day.

In-person exclusive sessions:

- N3-O3. Hands-on Excel Tips and Tricks
- Q3. Talent Management in a Remote Setting Panel Discussion
- R3. From Dry to Dynamic: Mastering the Art of Persuasive Presentations





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**EARLY BIRDS SAVE \$100!**  
Register by May 26

10–10:15 a.m. | Break and Exhibits

10:15–11:05 a.m. | Breakout Sessions O

## O1. More Money at the End of the Month: Strategic Ways to Improve Cash Flow

David Peters, CPA, CGMA, CPCU, CHFC, CLU, CFP

Cash flow management is often the most important task of any CFO or financial leader. Are you optimizing your company's cash flow? Examine the relationship between sustainable growth, core earnings and company cash flow. Recognize how time assessments and customer segmentation can be used to identify cash-flow-negative customers. Identify common behavioral biases which influence how your company spends money. Using real-world examples of analyses and financial theories, discover how to improve your company's cash flow.

**FOS:** Management Services — Technical (1)

## O2. High Value Tech Auditing

Angela Bickett, CISA, Gordon Braun, CIA, CISA, CGEIT

**IIA** Technology supports all elements of business in today's world. It also introduces new risks. What are the top risk areas being identified in IT audits? What are the key considerations and challenges of risk assessments and audit planning activities? Get answers to these questions and more in this eye-opening session.

**FOS:** Auditing — Technical (1)

11:05–11:15 a.m. | Break and Exhibits

11:15 a.m.–12:05 p.m. | Breakout Sessions P1 & P2  
(Lunch for P3 & P4)

## P1. Fraud and Pop Culture

Amanda "Jo" Erven, CPA, CIA, CFE

Did you know the movie Psycho is a story of an embezzler? From past to present, from movies, to podcasts, to books — dive into all things fraud and pop culture. Uncover hidden gem fraud cases to put in your knowledge bank. See how social media has changed the landscape of fraud. Learn how society has changed over the past decades and how small-time frauds can lead to big-time problems. Find out what your peers are reading, listening to and watching — from fact to fiction.

**FOS:** Auditing — Technical (1)

## P2. SOX Trends and Top Five Areas for Improvement

Gordon Braun, CIA, CISA, CGEIT, Jenna Niedz

**IIA** Here to stay, SOX requires important company resources to drive compliance. Learn how to improve this critical process in your organization. Review the results of recent survey data regarding the latest trends in SOX compliance, explore the top five areas for improvement observed across dozens of recent SOX programs and draw conclusions connecting survey data with real-world observations.

**FOS:** P2. Auditing — Technical (1)

12:05–12:15 p.m. | Break and Exhibits

12:15–1:05 p.m. | Breakout Sessions P3 & P4  
(Lunch for P1 & P2)

## P3. 2023 HR Changes Affecting Small-Business Operations

Larry Morgan, MAIR, SPHR, SHRM-SCP, GPHR

There are significant changes to employment laws and regulations that your organization needs to be aware of. Get insights on the changes and what you need to do to remain compliant and avoid costly noncompliance penalties. Learn about legal and regulatory shifts in the employment landscape. Identify changes to employment practices and updates you should make to your employee handbook. Get practical tips and action steps you should take now.

**FOS:** Business Law — Technical (1)

## P4. Artificial Intelligence: A World of Devices That Think and Learn

Manjeet Rege, Ph.D.

Artificial intelligence has made significant strides recently, and impacts our lives in different ways. Digital assistants like Alexa or Siri, as well as applications such as real-time language translation and self-driving cars, all use AI. By harnessing the power of deep learning networks, it is now possible to build real-world intelligent software applications that outperform human precision in certain tasks. Get a broad overview of the field of artificial intelligence while gaining perspective on its applicability and usage in the industry today, including the recent developments with Generative AI.

**FOS:** Information Technology — Technical (1)

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Contact Leslie at [lmuellet@mncpa.org](mailto:lmuellet@mncpa.org) or 952-885-5520.

## EXHIBITORS

Abdo [NEW THIS YEAR!](#)

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Corporate Tax Incentives [NEW THIS YEAR!](#)

Insperty [NEW THIS YEAR!](#)

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OneStream Software

Platinum Bank

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VC3 [NEW THIS YEAR!](#)

Versique Search & Consulting [NEW THIS YEAR!](#)

West Bend Mutual Insurance Company



# DAY THREE | THURSDAY, JUNE 15

1:05–1:15 p.m. | Break and Exhibits

1:15–2:30 p.m. | Breakout Sessions Q

## Q1. Bridging the Gap: From Financial Expert to Business Partner

Jennifer Elder, CSP, CPA, CMA, CIA, CFF, CGMA, MS

Are you ready to be seen, heard, valued and respected for your insights and ideas? Then it is time to transform from being a technically talented financial expert into a respected business partner with strategic insights. Add value to your leaders and your organization by building strong connections, asking the right questions and delivering recommendations that are actionable.

**FOS:** Personal Development — Non-Technical (1.5)

## Q2. Dashboards: A Better Way of Reporting

Tommy Stephens, CPA, CITP, CGMA

Many organizations have transitioned to dashboard-based reporting — and for good reasons. Today's tools for building dashboards facilitate real-time, interactive insights into your most important data. Learn the critical factors for success when creating dashboards for financial and operational reporting. Get insights on today's leading tools, essential characteristics of effective dashboards and specific steps you should take to enhance your reporting processes.

**FOS:** Computer Software & Applications — Non-Technical (1.5)

## Q3. Talent Management in a Remote Setting Panel Discussion

Paige Batcha, CPA, MBA, Katherine Gabriel, CPA, Larry Morgan, MAIR, SPHR, SHRM-SCP, GPHR; Moderated by Mandee Page, J.D.

[\[In-person exclusive\]](#)

The labor market has dramatically changed. Minnesota now has almost 25% of its workforce working remotely at least three days per week. Hiring and managing remote workers requires changes in supervision and management. Learn about changing labor market, employee expectations and how to balance management and staff needs. Identify tips and traps for hiring and managing remote workers. Plus, explore effective goal setting and performance management tools for remote hybrid teams.

**FOS:** Personnel/Human Resources — Non-Technical (1.5)

2:30–2:45 p.m. | Break and Exhibits

2:45–4 p.m. | Breakout Sessions R

## R1. Seeing Beyond the Numbers: Financial Statement Analysis for CFOs and Controllers

David Peters, CPA, CGMA, CPCU, CHFC, CLU, CFP

Financial statements are a window into what is going on in the day-to-day operations of your company, identifying strengths and weaknesses. However, different stakeholders use financial statements in different ways, meaning they can often have different messages depending on the reader. Review how time series analysis and common size financial statements are used in trend analysis. Calculate liquidity, leverage and profitability ratios, and examine how you might use flexible budgeting. Identify the uses and limitations of ratio analysis and improve your financial statement review skills.

**FOS:** Finance — Technical (1.5)

## R2. Employee Compensation Strategies in Turbulent Times

Larry Morgan, MAIR, SPHR, SHRM-SCP, GPHR

As more employees work remotely and in different parts of the country (or abroad), employers are faced with challenges in ensuring fair and appropriate compensation. This becomes even more challenging in a tight labor market. Gain guidance to address tough issues, including determining compensation rates for employees working from home in different geographical regions, addressing pay compression when hiring, navigating pay transparency rules and expectations and more. Learn about new regulations for pay disclosure with hiring, handbooks and employment contracts, including non-compete and severance agreements. Identify potential pitfalls and legal ramifications with pay issues so you can stay in compliance.

**FOS:** Personnel/Human Resources — Non-Technical (1.5)

**“I THINK THIS CONFERENCE IS AN INCREDIBLE VALUE AND I KEEP COMING BACK YEAR AFTER YEAR.”**  
— 2022 ATTENDEE

## R3. From Dry to Dynamic: Mastering the Art of Persuasive Presentations

Jennifer Elder, CSP, CPA, CMA, CIA, CFF, CGMA, MS

[\[In-person exclusive\]](#)

Have you ever presented financial results to a board and been confronted with glassy-eyed stares and stifled yawns, only to be followed with questions two weeks later? It would be much more productive for both you and your organization if stakeholders understood your presentation the first time. Learn essential PowerPoint do's and don'ts and before-during-after presentation skills to develop compelling and useful presentations.

**FOS:** Communications and Marketing — Non-Technical (1.5)

4–4:10 p.m. | Break and Exhibits

4:10–5 p.m. | Keynote

## S1. Lead Your Evolution

Judson Laipply, M.Ed, CSP

Everything changes. Not everything evolves. To evolve, you need to become a better version of yourself by focusing on the things you can influence. You must continually seek to grow, stretch and expand in this ever-changing world rather than succumb to the chaos and struggles. Gain insights from those who came before you, but refused to evolve, and learn how you can lead your evolution.

**FOS:** Personal Development — Non-Technical (1)

5–6 p.m. | Special Event

## Happy Hour [\[In-person exclusive\]](#)



Unwind and network with your peers.

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# FEATURED SPEAKERS



**MEMBERS SAVE \$150!**  
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Register by May 26



## **GENE MARKS** **KEYNOTE**

CPA, author, columnist,  
business adviser

Gene Marks, CPA, is a columnist for The Hill, The Philadelphia Inquirer, Forbes, Inc. Magazine, Entrepreneur Magazine and The Guardian. He appears regularly on Fox Business, MSNBC, CBS Eye on the World with John Batchelor and SiriusXM's Wharton Business Channel where he talks about the financial, economic and technology issues that affect business leaders today. Gene owns and operates the Marks Group PC, a highly successful 10-person firm that provides technology and consulting services to small and medium-sized businesses. He has written five books on business management and hosts two very popular podcasts.



## **AMANDA 'JO' ERVEN** **KEYNOTE**

CPA, CIA, CFE, CTQA,  
president & founder of Audit.  
Consulting. Education. LLC.

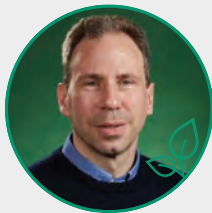
Amanda "Jo" Erven, CPA, CIA, CFE, CTQA, is the president and founder of Audit. Consulting. Education. LLC. After a successful career in external/internal audit and accounting, Jo is now an active internal audit strategist, management and culture consultant, higher education professor, author and speaker.



## **JENNIFER ELDER**

CSP, CPA, CMA, CIA,  
CFF, CGMA, MS,  
The Sustainable CFO

Jennifer Elder, CSP, CPA, CMA, CIA, CFF, CGMA, MS, is a speaker, trainer, and business coach dedicated to business transformation. She works with businesses to develop a compelling business strategy that is quick to implement that transforms your company from what you are now to what you have always wanted to be. Known for being energetic and enthusiastic, Jennifer has been delivering high-quality, customized training that make complicated topics easy to understand, relevant, and useful for years. She has conducted seminars for the Fortune 500, U.S. government, state CPA societies and CPA firms in 33 states.



## **BRYANT RICHARDS** CIA, CMA, CRMA

Bryant Richards, CIA, CMA, CRMA, is full-time faculty at Nichols College. He has more than 20 years of industry experience as an accounting and finance professional. After working as an accountant, internal auditor, consultant and executive, Bryant wanted to build transformative education programs that immersed students in the excitement of an accounting career and developed future-ready talent. In 2019, he started focusing more on technology-related skills based on the changing needs of the accounting profession. This focus led to the development of the Center for Intelligent Process Automation, a first-of-its-kind student-involved center of research, consulting and training related to emerging technology.



## **DAVID PETERS**

CPA, CGMA, CPCU, CHFC,  
CLU, CFP

David Peters, CPA, CGMA, CPCU, CHFC, CLU, CFP, is the founder and owner of Peters Professional Education and Peters Tax Preparation & Consulting, PC. He is also a financial adviser for CFO Capital Management. David has more than 15 years of experience in financial services, including three years in the hedge fund industry and six years in the insurance industry. In addition to running his own professional education website, David is a national instructor for the AICPA, Surgent, Kaplan and Don Farmer Tax Seminars. He holds four master's degrees and is pursuing his PhD in financial planning. David contributes regularly to various CPA publications.



## **JUDSON LAIPPLY** **KEYNOTE**

M.Ed, CSP, comedian, dancer,  
author and the world's first  
YouTube celebrity

Judson Laipply, M.Ed, CSP, combines comedy and content, laughter, and learning, energy and engagement. He is the world's first YouTube Celebrity and his finale "The Evolution of Dance" has over a billion impressions and was the first video ever to hit 100 million views. Judson has been featured on the Today Show, Ellen, Oprah, GMA, and more. He's been speaking and performing for over 20 years and has been all around the globe. Judson is also an Ironman Triathlete, terrible singer, and reformed Kool-Aid eater.

# GENERAL INFORMATION

## IN-PERSON LOCATION

### MYSTIC LAKE CENTER

2400 Mystic Lake Blvd.  
Prior Lake, MN 55372

MBAC23's in-person day, June 15, returns to Mystic Lake Center! Enjoy the conference environment in state-of-the-art facilities and take in the beautiful surrounding scenery. Plus, take advantage of onsite parking and lodging.

### PARKING

Parking is **FREE** in surface lots and parking structures adjacent to Mystic Lake Center.

### HOTEL ACCOMMODATIONS

Conference attendees who wish to reserve a hotel room for the night of June 14 can receive the group rate of \$149. Book your hotel room online at [www.mncpa.org/mbac/attending](http://www.mncpa.org/mbac/attending) or call the hotel's reservation center 24/7 at 952-445-9000. Reservations must be made by May 17, 2023 and you must request the MNCPA room block rate at the time of booking. Availability is limited.



### Dates and time

Tuesday, June 13–Thursday, June 15 | 8 a.m. – 5 p.m.

**Format:** Hybrid or virtual

### Registration options

Hybrid: days 1 & 2 virtual + day 3 in person

Virtual: days 1 & 2 virtual + day 3 livestream

Single day: choose which day works best for you

**Code:** 23CF-MBAC

### Continuing education

Credit amounts are based on attendance at all days of the conference unless otherwise noted.

**CPE:** 24 hours

*See session descriptions for technical / non-technical fields of study.*

**Ethics:** 3.5 hours available

*To receive ethics credits, you must attend approved sessions: B3 (1 hour), H3 (1.5 hours) and M1 (1 hour).*

**CLE (Standard):** Application pending

Visit [www.mncpa.org/mbac/credits](http://www.mncpa.org/mbac/credits) for credit status updates.

### In-person location

Mystic Lake Center  
2400 Mystic Lake Blvd.  
Prior Lake, MN 55372

### Parking

Parking is free in surface lots and parking structures adjacent to Mystic Lake Center.

### Meeting rooms

In-person sessions take place in Minnetonka, Isanti and Anoka rooms. More information will be shared via email and at the conference.

### Hotel accommodations

Take advantage of a special \$149 nightly rate when you reserve your room by Wednesday, May 17. To ensure you get the group rate, mention the MNCPA block. Room availability is limited. Call 952-445-9000 or toll free at 800-262-7799 to reserve your room.

### Conference app

Access livestreamed and virtual sessions via the conference app. Visit [www.mncpa.org/mbac/attending](http://www.mncpa.org/mbac/attending) to learn how to maximize your virtual conference experience.

### Materials

Event materials are available electronically only, three business days before the event until two weeks after (full payment required).

### Conference website

The official conference website provides the most up-to-date program information and answers to frequently asked questions. Visit [www.mncpa.org/mbac](http://www.mncpa.org/mbac) to view current conference details.

### Cancellation and refund policy

Receive a full refund if you cancel before June 7, 2023.

### Meals and refreshments

Meals and refreshments are provided only to in-person attendees on June 15, 2023.

### Narcotics, firearms and outside alcohol policy

Mystic Lake Casino Hotel is a narcotics and firearm free facility. Narcotics and firearms are strictly prohibited at Mystic Lake Casino Hotel. No outside alcohol is permitted. Guest bags and coolers are subject to search upon entry to hotel. There are no exceptions to this policy.

### Photo disclaimer

Photographs may be taken at MNCPA events and used in marketing. See the full policy at [www.mncpa.org/PhotoUse](http://www.mncpa.org/PhotoUse).

### Special requests

Please notify the MNCPA of any special needs or ADA requests. Every effort will be made to accommodate you.

### MNCPA in-person events

Your health and safety are our number one priority. For details about attending in-person events, visit [www.mncpa.org/InPerson](http://www.mncpa.org/InPerson).

“[MBAC IS] INFORMATIVE AND HELPS ME UNDERSTAND NEW REGULATORY COMPLIANCE TOPICS,  
HEAR WHAT OTHERS ARE FOCUSED ON AND LEARN ABOUT NEW TECHNOLOGIES FOR FINANCE TEAMS.”

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**Mail:** Minnesota Society of CPAs  
1650 W. 82nd St., Suite 600  
Bloomington, MN 55431

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Choose one: ☐ Hybrid (days 1 & 2 virtual + day 3 in person)  
☐ Virtual (days 1 & 2 virtual + day 3 livestream)  
Single day: ☐ Day 1 only — virtual ☐ Day 2 only — virtual  
☐ Day 3 only — in person ☐ Day 3 only — livestream

### Dietary restrictions

☐ Vegetarian ☐ Vegan ☐ Gluten-free ☐ Food allergy \_\_\_\_\_  
For in-person event attendees only.

### Fees

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**EARLY BIRD RATE**

\$649

Members

\$949

Nonmembers

Register by Friday, May 26

**STANDARD RATE**

\$749

Members

\$1,049

Nonmembers

### Special rates

#### First-time attendee:

\$599 First-time rate available only to MNCPA members.

Contact us at 952-831-2707 or [customerservice@mncpa.org](mailto:customerservice@mncpa.org) to receive this rate. Online registration not available.

#### Group rate (expires May 19):

\$599 MNCPA members  
\$899 nonmembers

Group rate available for groups of 10 or more people from the same firm/company. Contact us at 952-831-2707 or [customerservice@mncpa.org](mailto:customerservice@mncpa.org) to receive this rate. (Online registration not available.)

#### IIA members:

\$599 Register and pay by Friday, May 12  
\$649 Register by Friday, May 26  
\$749 (Standard rate)

To receive the special IIA member rate, you must self-identify as an IIA member at check-out using this year's IIA code. Registration may be done online or over the phone.

### One day only pricing

**Early bird:** \$449 MNCPA members / \$549 nonmembers  
Register by Friday, May 26.

**Standard:** \$499 MNCPA members / \$599 nonmembers

VIP, first-time attendee and multiple registration discounts are not available for one-day-only attendance

## Session selections

In order to receive continuing education credits, you must submit this information. In-person exclusive session options noted in **green**.

**Day 1:** ☐ A1 ☐ B1 ☐ B2 ☐ B3  
☐ C1 ☐ C2 ☐ C3 ☐ D1 ☐ D2 ☐ D3  
☐ E1 ☐ E2 ☐ E3 ☐ F1 ☐ F2 ☐ F3

**Day 2:** ☐ G1 ☐ H1 ☐ H2 ☐ H3  
☐ I1 ☐ I2 ☐ I3 ☐ J1 ☐ J2 ☐ J3  
☐ K1 ☐ K2 ☐ K3 ☐ L1 ☐ L2 ☐ L3

**Day 3:** ☐ M1 ☐ N1 ☐ N2 ☐ N3-O3  
☐ O1 ☐ O2 ☐ N3-O3 ☐ P1 ☐ P2 ☐ P3 ☐ P4  
☐ Q1 ☐ Q2 ☐ Q3 ☐ R1 ☐ R2 ☐ R3  
☐ S1 ☐ X1 (happy hour)

## Payment

Total amount due \_\_\_\_\_

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Credit cards accepted online and via phone. To receive the VIP members-only discount, you must be an MNCPA member (when you register and on the event date), register by the deadline and pay when you register.

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- Automation and artificial intelligence.
- Staffing issues, recruitment & retention.
- ESG reporting.
- Employment law.
- Leases and accounting updates.
- And more!

