We acknowledge and understand that, for many of our members, human resource functions are considered key responsibilities. For this reason, we continue to provide helpful and timely content that our members will find practical enough to employ in their day-to-day work.

**Supporting HR for CFMA Member Companies**

As you might recall, the January/February issue honed in on HR topics specific to construction financial professionals. The March/April issue furthers the HR conversation to involve not only CFMs, but also owners and CEOs, which supports CFMA’s strategic goal “to recognize the significant value of CFMA education and engagement as essential investments in their success” for our members’ companies. We aim to not only show owners how CFMA is a key contributor to the success of a contractor’s financial staff, but also to provide specific, practical information that will directly assist in accomplishing their company-wide goals.

A couple of articles that will particularly appeal to your senior leadership are “Managing Your Company’s Health Insurance Investment” on page 20, which delves into detailed considerations for making smart health care investment decisions for your organization, and “How One Contractor Used Financial Transparency as a Business Strategy” on page 52 about a large contractor’s experience with employing financial transparency and how it helped establish trust within its organization.

**CFMA’s Annual Conference**

Additionally, those who have attended CFMA’s Annual Conference & Exhibition already know that there is an HR-focused track every year that covers an array of valuable and relevant topics. Upon the suggestion of our Executive Committee, we have also decided to add a session this year on the important and timely topic of sexual harassment in the workplace. Visit [conference.cfma.org](http://conference.cfma.org) for complete session information and other details for this year’s Conference on June 23-27 in Miami, FL at the Fontainebleau Miami Beach Hotel.

**CFMA Leadership Transition**

As we begin a new fiscal year, I would like to take the opportunity to thank CFMA’s Outgoing Chairman, Samantha Hutchison, CCIFP, who has led with class, dignity, and strength throughout her time in this role. It has been a true pleasure to work with Samantha, and I encourage you to read her final Chairman’s Message on page 6.

Now, it is time to welcome Joe McLaughlin, CCIFP, who will become CFMA’s 2018-19 Chairman on April 1. He brings a different but equally committed perspective to the role. Please join me in welcoming Joe, who looks forward to working with all of CFMA’s constituencies over the next year.