

THE GRAND LEDGER



 **CKH**
GROUP

JULY

Edition 13 | July 2022



**USA • SOUTH AFRICA • UKRAINE • SPAIN
GREECE • POLAND • GERMANY • AZERBAIJAN**

Global Excellence, Local Expertise



Welcome,



Thank you to everyone for all your effort to complete the performance appraisal process. We are currently reviewing the results and provide feedback in the coming days. We are now fast heading into the second part of the year with a number of exciting projects ahead of us. Several of our clients are starting to get ready for the fiscal close and we are again at the cusp of the tax season. We have also made good progress in streamlining the business to ready CKH for the future. Some further announcements in this regard later this month.



NICO MEYER
CEO



The IMF announced on July 26, 2022 that it revised its global growth forecast downward while inflation was revised upwards, compared to their previous outlook provided in April of this year. The main contributors are; a higher than expected inflation in the US and major European economies, a worse than expected slowdown in China and continued spillovers from the war in Ukraine and associated sanctions. The US is facing the highest inflation in 40 years and the impact of monetary policy is evidenced in the labor, stock and real estate markets. We advise our staff to avoid credit cards and save. Every penny counts!



EON VAN WYK
Partner

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Office Announcements

New Creative Request Form

The Marketing Team appreciates everyone's constant support, and welcomes the creative requests brought forth. Therefore, to streamline the process, a new system for submitting creative requests has been implemented.

ALL creative requests should be made through the form sent to your emails (or scan the QR code below). Do not submit items directly to the marketing email. The only exception for this would be if the item has a less than 24 hour turn around- in which case you can connect with the marketing team directly. (Please if you could kindly attempt to give us more than 24 hours notice we would appreciate it, but we understand that sometimes things come up with immediate urgency).



Please make sure you read the form carefully and fill it out as best you can. After submission we will reach out with you as soon as possible to follow up.

What is a creative request?

If you have not submitted a request to marketing before, here is some examples of the kinds of things we can assist you or your team with:

- presentation templates/edits
- social media posts (job postings, employee spotlights)
- internal engagements (document alignment, branded announcements or guides)
- merchandising assistance
- videos
- promotional materials (brochures, flyers, print materials)
- general ideas/comments/concerns

If you have any questions or aren't sure, please feel free to reach out and we will be happy to work with you to determine if this is in Marketing's skillset.

SCAN ME

Having a Mental Health problem in the workplace? Please reach out to HR or a Mental Health Committee member to receive support and have it addressed with the appropriate HR representative.

Interested in joining the Mental Health Committee or sitting in on a meeting? Reach out to Yvette Hasbrouck for more details.

CKH GROUP PRESENTS

INTERNATIONAL PUZZLE CHALLENGE

STARTS IN AUGUST
(STAY TUNED FOR DETAILS!)

EACH OFFICE WILL BE SHIPPED AN IDENTICAL
PUZZLE AND WILL SEE WHICH OFFICE CAN
COMPLETE THEIR PUZZLE THE FASTEST!





MEET OUR GLOBAL OFFICES

Presence

Teams in 8 global locations, employing 160+ professionals

Global Footprint

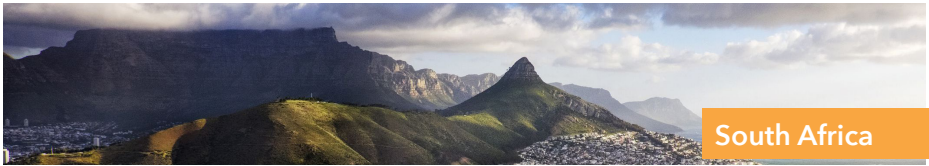
Strategic geographical positioning of offices to ensure consistent availability to any and all client needs

Expertise

Utilizing local talent to ensure dynamic expertise and the most accurate results

MSI Global Network

250 legal and accounting member firms located in over 100 countries. Access to network firms to enhance local technical expertise



South Africa



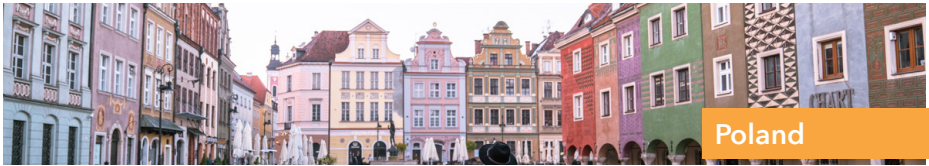
Atlanta



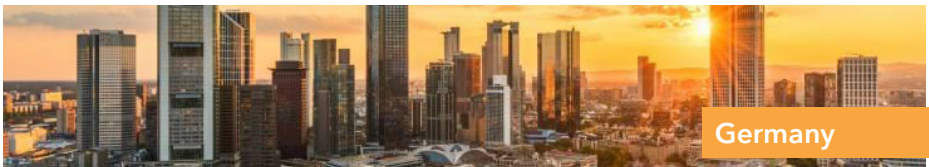
Greece



Ukraine



Poland



Germany



Spain



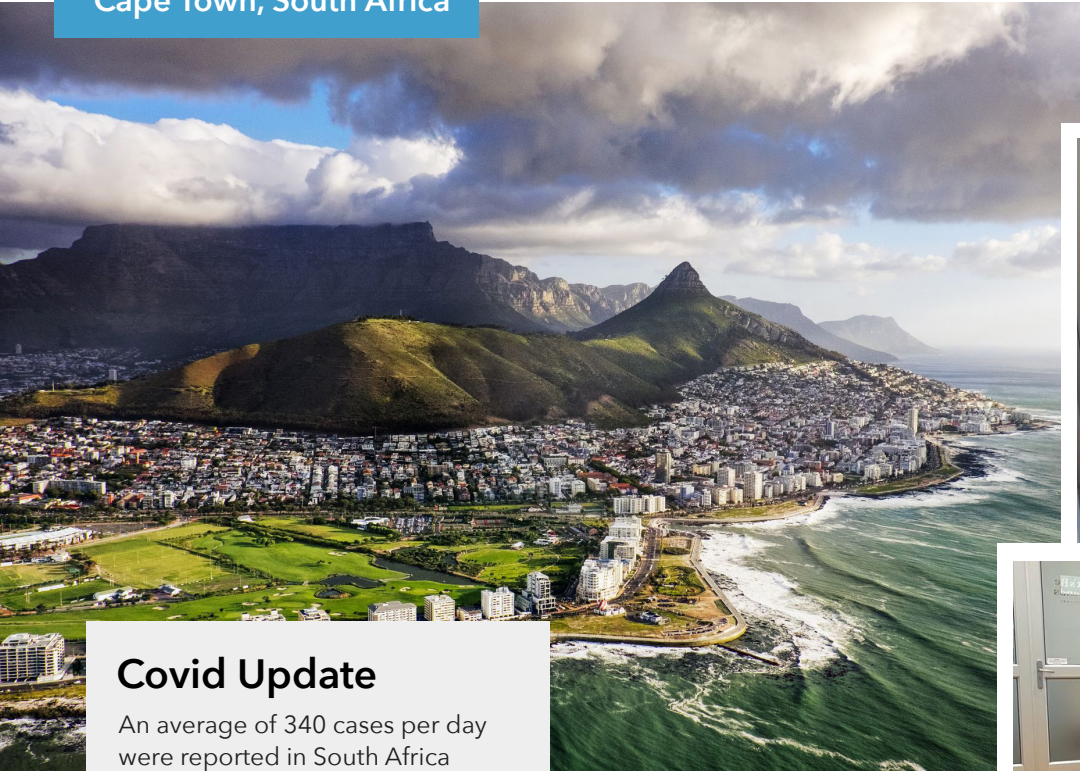
Azerbaijan

COMING
SOON

SOUTH AFRICA

Since its establishment in 2014 to support the US headquarters in Atlanta, the Cape Town office has brought together a diverse pool of accounting, finance, and consulting talent.

Cape Town, South Africa



Covid Update

An average of 340 cases per day were reported in South Africa in the last week. Cases have increased by 20 percent from the average two weeks ago. Deaths have decreased by 61 percent.

32.3% of their population fully vaccinated

Social Committee

Miché September along with the rest of the South Africa Social Committee put together gift bags to keep the employees warm in the winter!



NEW HIRE



Kyle Loubser
Audit

I have worked in the audit industry for 3.5 years, explored fund accounting but returned to audit as I missed the challenges faced in auditing. I enjoy the outdoors, Soccer, rugby and baseball.



New Office Signage

The new office space is coming along nicely with the addition of CKH signage.



BIRTHDAYS

Aug. 14 - Gert Du Plessis

ATLANTA

Atlanta, Georgia is home to CKH Group's headquarters. The company's head office smoothly manages the work of its international network while giving autonomy to the firm's local offices worldwide.

Atlanta, Georgia



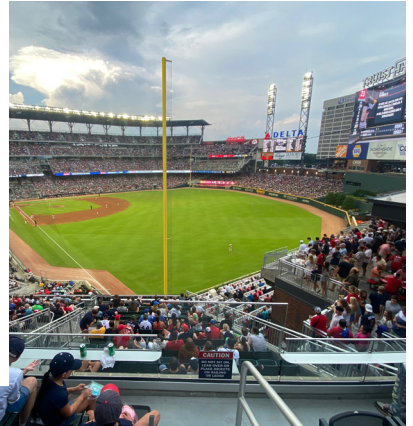
The Atlanta office had several visitors in the office this month, and a few farewell dinners for visitors and long-time employees.

July 4 Independence Day

Independence Day is a federal holiday in the United States commemorating the Declaration of Independence, which was ratified by the Second Continental Congress on July 4, 1776, establishing the United States of America.



Braves Game!



Covid Update

The CDC no longer requires air passengers traveling from a foreign country to the United States to show a negative COVID-19 viral test or documentation of recovery from COVID-19 before they board their flight.

67.7% of their population fully vaccinated

The Atlanta offices celebrated getting through tax season by attending the Braves baseball game.

BIRTHDAYS

Aug. 16 - Nick Catrakilis

GREECE

In 2018, our Italian SME (subject matter expert) relocated to Athens, GR in order to set up an additional European center that would cater to additional EMEA (Europe, Middle East, and Africa) projects. Since then, CKH has also opened an office in Lemnos

Athens, Greece

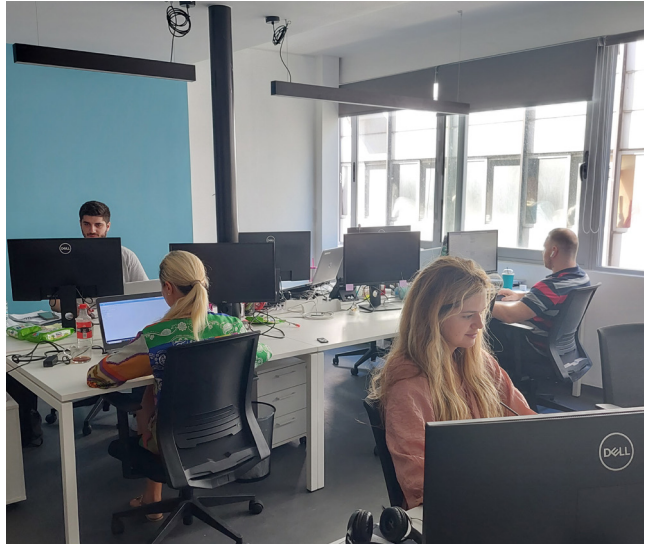
NEW HIRE



Maria Kondylaki
STAT Team

Hello! I'm Maria. I have been working as an accountant for the past couple of years. I'm very keen on enriching my knowledge. In my free time I love to watch movies, travel and do outdoor activities.

The Greece office working hard! These summer days brings excellent sunny lighting into the office.



Covid Update

Greek authorities continue to announce very high numbers of confirmed COVID-19 cases in the country. As of June 27, 2022, Greece reports 7,682 cases in the last 24 hours and 3,624,556 cumulative cases according to the National Public Health Organizations. Face masks are no longer required in most indoor spaces in Greece.

71.2%
of their
population
fully vaccinated

BIRTHDAYS

August 5 - Eleanna Pappa
August 23- Afroditi Zerva
August 31- Michalis Mpamis

UKRAINE

The Kyiv office was established in 2016 at a time when few international companies considered the Ukraine as a destination for establishing a back office support for its financial and accounting services worldwide.

Kyiv, Ukraine

War update

Grain Deal Signed

Russia and Ukraine signed a grain deal brokered by Turkey to allow exports of grain from blockaded Ukrainian ports. An estimated 22 million tons of grain have been stuck in Ukraine due to Russia's invasion in February, causing a serious global food shortage and rising prices.

TEAM MEMBER UPDATES

Employees in Ukraine

While several of our team members in Ukraine were able to relocate abroad, there are still several team members who are located throughout Ukraine. Most work remotely, though there are a few who do attempt to get into the office. We've listed several accounts of our employee's experiences.



BIRTHDAYS

Aug. 27 - Margarita Lebid

Anna Rudakova

I moved to my Mum's house near Kyiv in February, and in the middle of March I returned to my home. City was empty but native- here I feel much better. I worked from home for 5 months but finally in the middle of July I am back to the office for a few days in the week. I hope colleagues will soon be back in office.



Andriy Bovtik

I moved to Uzhgorod because of the war. I had never been in this part of Ukraine before, this place feels different compared to other cities in Ukraine I visited. After war started, I stopped saying that I am good or doing great – just OK. Otherwise, it is not bad here, our hope can never be taken from us.



Daria Zamohlynova

When the war started I moved to Kyiv region. I returned several months ago and am now working from home in Kyiv. I look forward to resuming office work and meeting my colleagues to celebrate our victory together!



Oleksii Podriadchikov

It was my 1st month with CKH when the war started. My family fled to L'viv, so did I. I would say it was very challenging to start remote activity. However, the exceptional professionalism and support of CKH team allowed for no major disruptions. Nevertheless, it is difficult to replace personal live interaction, which would sometimes be more beneficial.

Anna Yaroslavtseva

With the war beginning I moved to my hometown and lived with my family for 4 months. The work was a way to distract while everybody at home constantly monitored news. Now that I returned to Kyiv I understood how I missed the live communication with colleagues, beautiful buildings around the office and sweets in the kitchen!

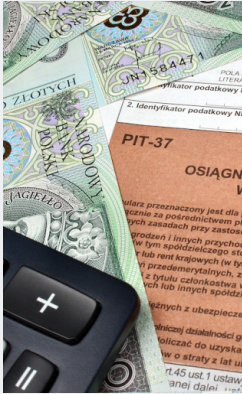


Makysm Prybora

It's quite difficult to be in an unknown place, where you need to adopt to routine life, make the place comfortable to live and adjust to local mentality. I vigorously want to meet the well known beloved faces in office.

POLAND

The Poznan office's strategic geographic position allows the firm to solidify its presence in Europe and better service our customers' needs on short notice. The Poznan office is an integral part of CKH.



July Tax Changes

On 22 April 2022 the Council of Ministers has adopted a draft amendment to the so-called Polish Order. The project assumes, inter alia, the reduction of PIT rate from 17 per cent to 12 per cent for taxpayers on the tax scale and the elimination of middle class relief from 1 July 2022.



Triathlon Poznań

JBL Triathlon Poznań is behind us! The weather was demanding, the competitors had to face strong wind and rain.

The JBL Triathlon for the first time was without swimming due to the terrible water in Malta. Instead of triathlon, participants took part in a duathlon - run - bike - run formula.

Poznań, Poland

59.3%
of their
population
fully
vaccinated

Poland



OPEN'ER 2022 GDYNIA

This year's Open'er Festival was marked by stars. The festival opened with a performance by Ralph Kaminsky. Then Maneskin, Imagine Dragons, A\$AP Rocky, Glass Animals, Twenty One Pilots, Martin Garrix, Jessie Ware, The Killers and Taco Hemingway, among others, also appeared on the main stage.

Although Open'er takes place on the grounds of Gdynia-Kossakowo Airport, people from all corners of Poland, but not only Poland, come to the event. Among the attendees at this year's festival were residents of Spain, Lithuania, as well as Australia. Some reached for fancy styles especially for the occasion, while others opted for comfort. This year's Open'er wasn't only a musical event, but also a fashion revue.

Covid Update

Poland does not have any current entry rules for both EY and non-EU travellers. However, CKH group advises that all employees exercise caution when able if traveling to Poland.

3%

ion

ted

SPAIN

The Barcelona office is the latest addition to the CKH Group network. The team supports our other offices and solidifies CKH Group's presence in the EMEA region.



Dinner and Drinks!

The Spain office had a farewell dinner for Oksana Ovdii, who was returning to Kyiv.



Barcelona, Spain



BIRTHDAYS

August 28 - Erdogan Galip



A new friend in the office! Also, Carmen Floruta and Naan Silva together enjoying the summer with this beautiful sunset.

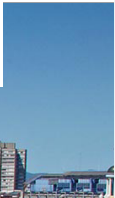


NEW HIRE



Zlata Komarnytska AR Team

"I am Zlata, originally from Ukraine. I came to Spain from Germany only several weeks ago. This is my first experience working in the European market and I am happy to join the CKH group. I speak English and French, and I hope to study Spanish. I think that it is essential to improve yourself and see the changes in your life create the best moments"



Covid Update

Visitors from EU or Schengen Areas no longer need to show any COVID documents to enter Spain. Travellers from outside the EU and Schengen Area must be able to present proof of vaccination, a recovery certificate or a negative test.

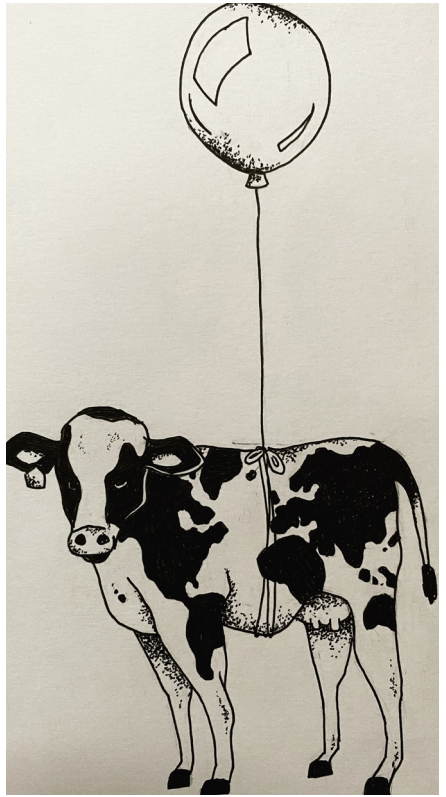
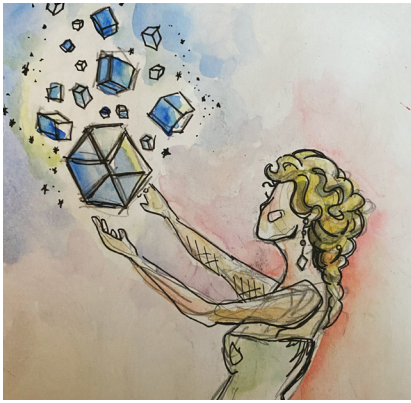
85.7% of their population vaccinated



FOCUSING ON YOU

A WORK OF
ART





Next Month's
Theme:
Fun in the Sun

TEAM HIGHLIGHTS

Human Resources Team

The HR team in association with IT have been working hard to launch the **SAP Litmos training**, a new firm-wide tool to keep all of our employees constantly improving their skills.



Litmos is a training software that offers a library of courses to further your growth in areas such as: Soft skills and training on how to create your own courses for team members to complete. It also features engaging points and tracking features that add a competitive element to your training.

This change marks a key shift in our internal process to focus more on the people side of the three buckets of CKH Group objectives (people, process, performance). This training is expected to go live in August.



ELPIDA TSAROUCOA
HR - Greece



NICK CATRAKILIS
Chief People Officer
& Treasurer



MICHÉ SEPTEMBER
HR - South Africa



LIVIA JULIANI
HR - Spain



CLAUDIA KACZMAREK
HR - Poland

MONTHLY KAHOOT

Every Third Friday (*Aug. 19, next month*)

August Theme: Ancient Greek Mythology

July Winner!



Andrii Sorokin

Have a theme idea for next month?

We'd love to hear it!



Want to read me
on the go?

Scan here to read online.

Magazine
content for next
month due:

Aug 22

Local Favorites - POLAND

There are a lot of iconic attractions in Poznań, such as the old city market. However, there are also a ton of amazing places to eat!

5 Local Restaurants

1

Na Winklu

If you are looking to try homemade pierogi, look no further! When visiting Poznan Cathedral, you can be sure to check out this small yet fantastic restaurant.



1

2

Cacao Republika

This cafe located near Old Town Square has a cozy atmosphere and its featured menu item is a wide variety of perfectly made hot chocolates.



2

3

Wiejskie Jadło

Located just off the city's main square, this restaurant features traditional Polish comfort food, including a variety of soups and dumplings.



3

4

Brovaria Pub

This hotel/restaurant/brewery is located in the heart of Poznan, and features both regional and European cuisine designed to accent whatever's on tap.

5

Weranda Caffe

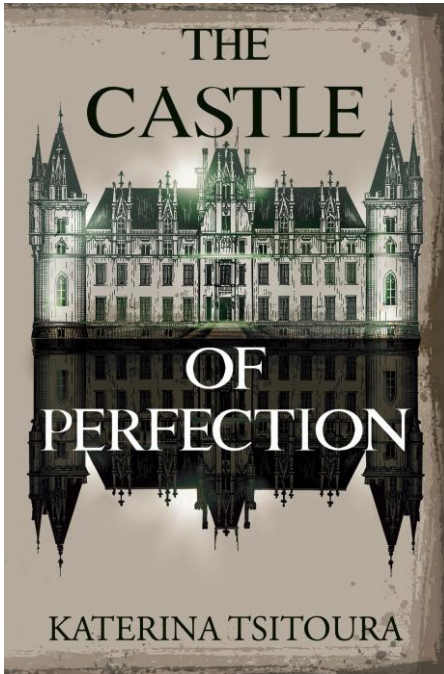
The gorgeous decor and atmosphere of this cafe will make your morning a little brighter. It is an excellent go-to spot for coffee, tea, or breakfast.

Get to know...

THE PEOPLE OF CKH GROUP

KATERINA TSITOURA

CKH Group is one big family, and while Katerina is not necessarily a CKH employee, she is Konstantinos Theodorou's wife. She is a writer, and this month we are featuring one of her published books: The Castle of Perfection!



The Castle of Perfection

Once upon a time, in a far corner of the world. Judge Compulsion, the most perfect of all the perfect ones, made a decision to create the Castle of Perfection—a place which would only welcome the chosen, elite, unsurpassed minds of society and exclude the unbearable, run-of-the-mill, mediocre masses. After all, a perfect society should only be comprised of perfect people, should it not? The rest is just history, a history that includes the stories of Quirky, Cynic, Optimist and Reserved, and their desire to break free from the weights that burden their lives. In attempting to do so, they learn to distinguish insight from illusion, discover that there are not good and bad people, just people who struggle with invisible weights, and realise that the 'perfect' ones are the most afflicted by these weights.

Where to find it:

The Castle of Perfection can be found on Kindle and in paperback through Amazon or directly through Pegasus Publishers (<https://pegasuspublishers.com>). If you read the book, be sure to let Konstantinos know you enjoyed it!

Want to be featured next month?

Let the Marketing Team know if you or your family have an exciting interest or hobby outside of work that can be shared with the rest of the team.



TRENDING SONGS AROUND THE WORLD

TOP 5 GLOBALLY

Quevedo by Bizarrap, Quevedo

As It Was by Harry Styles

Running Up That Hill by Kate Bush

Me Porto Bonito by Bad Bunny & more

Tití Me Preguntó by Bad Bunny & more

Data provided by



G R E E C E

FAVELA by Rack & more

Obsessed by Light, Fy, Trannos

AKOMI by SIDARTA, Beyond

P O L A N D

Riri by White 2115

Jakie To Uczucie? by Oki & more

ostatnia nadzieja by sanah & more

U S A

Bad Habit by Steve Lacy

Running Up That Hill by Kate Bush

As It Was by Harry Styles

G E R M A N Y

Layla by DJ Robin, Schürze

Letztes Mal by Bonez MC & more

PARADISE by Liaze

U K R A I N E

Never Broke Again by xxmanera

vodila by BUSHIDO ZHO

Stefania by KALUSH

S P A I N

Quevedo by Bizarrap, Quevedo

Tití Me Preguntó by Bad Bunny

Me Porto Bonito by Bad Bunny & more

S O U T H A F R I C A

Last Last by Burna Boy

WAIT FOR U by Future & more

Sofa Silahlane by Wanitwa Mos & more

F R A N C E

FADE UP by ZEG P, Hamza, SCH

TOUT VA BIEN by Alonzo & more

Chop by Fresh

CKH Cares Update

501(c)(3) IRS Approval!

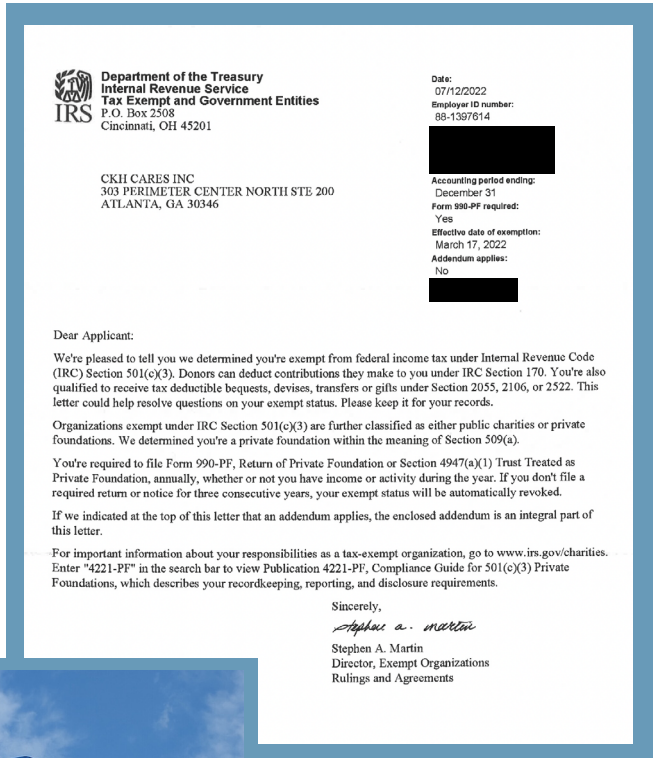
CKH Cares has been officially approved for exemption from federal income tax due to 501(c)(3) status. That means any previous donations made to CKH Cares are now tax deductible in the US, as well as any future donations made. **Now is the time to donate.**

Updated Wording for External Use

CKH Cares Inc. is registered as a 501(c)(3) non-profit organization. Contributions to CKH Cares Inc. are tax-deductible to the extent permitted by law. The CKH Care's tax identification number is 88-1397614.

How to Request aid

Please reach out to info@ckhcares.com if you need assistance. You can also talk with one of our Cares Committee members.



How can CKH Cares help?

If you aren't sure what specific situation would warrant assistance from CKH Cares, feel free to ask! We can always attempt to come to an agreement based on the funds available. We want to support you any way we can; we will get through this!



caring on a global scale

SUPPORT UKRAINE

www.ckhcares.com



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