


# THE GRAND LEDGER



**NOVEMBER**

Edition 17 | Nov. 2022



## **Global Excellence, Local Expertise**

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



 CKH  
GROUP

# Welcome,

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We are now deep into the budget process for 2023. The ensuing year will be challenging as many of our client budgets are under pressure. We need to approach all our outputs/deliverables with effectiveness and efficiencies in mind with a great emphasis on RPA's. Consequently, **"Process"** and **"Process improvements"** will be the major theme for 2023. We will be guided by the key methodologies, tools and techniques of Six

Sigma in any of the CKH process designs or improvements. The focus on Process will be applicable both internally and externally (clients). We will also be communicating all the CKH strategic objectives for 2023 at the next Town Hall meeting.

A handwritten signature in black ink that reads "Nico".

NICO MEYER  
CEO

Wishing all CKH staff and families a peaceful and blessed festive season.

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## A word from the Marketing Team,

The Marketing Team would like to take this opportunity to wish everyone a happy holiday season! As always, the Marketing Team is here to provide support in any way we can. If you need a presentation deck made or have any other creative requests, just scan the QR code and fill out our quick form to submit a request.



We would also like to encourage you all to look at our new section in the magazine called "Chatting With Cicchiello" from our employee Franco Cicchiello. We hope you enjoy his work as much as we do!

And if you would like to contribute your own creative work to be featured, please do not hesitate to reach out and submit what you have. We would love to see your photography, drawings, paintings, or writing of any kind.

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## *The Grand Ledger Magazine*

DESIGNER

Michelle Haas

COPY EDITOR

Clara Busé

CONTRIBUTORS

Miché September

Claudia Kaczmarek

Elpida Tsaroucha

Livia Juliani

Nico Meyer

Franco Cicchiello

[www.ckhgroup.com](http://www.ckhgroup.com)

CKH GROUP HEAD OFFICE

303 Perimeter Center North

Suite 200, Atlanta, GA USA

For More Information

+1 770 495 9077

[info@ckhgroup.com](mailto:info@ckhgroup.com)

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# Office Announcements

## Litmos Leaderboard

We love seeing everyone's progress in Litmos! Remember, there are other courses in Litmos that you can take to boost your score and gain more knowledge. Check out Litmos's courses in the content library to complete ones that are not assigned to you. See how you stack up against our top users on Litmos:



**1 Bleona Isara - 501 points**

**2 Asimena Panagou - 438 points**

**3 Andreas Kalamotousakis - 435 points**

**4 Lize-Mari Badenhorst - 426 points**

**5 Artemis Kanaki - 341 points**

## Next Assigned Course:




**CONFLICT  
RESOLUTION**

Our next assigned course will be Conflict Resolution in which you will learn more about handling conflicts, avoiding conflicts, communication skills, and finding win-win solutions. Make sure you complete it by **Jan. 7th**

# CKH Group Holidays

## December 2022

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- 6 Full Day Off 
- 8 Full Day Off 
- 16 Full Day Off 
- 23 Half Day Off (ALL)
- 26 Full Day Off (ALL)
- 30 Half Day Off (ALL)

## January 2023

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- 2 Full Day Off (ALL)
- 6 Full Day Off    





# MEET OUR GLOBAL OFFICES

## Presence

Teams in 8 global locations, employing 180+ professionals

## Global Footprint

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

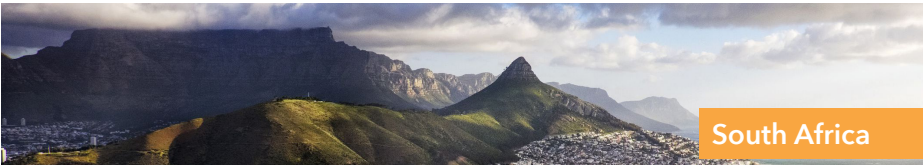
## Expertise

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



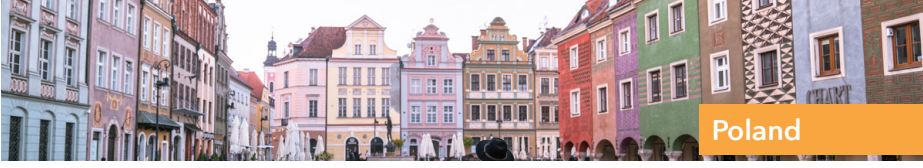
Atlanta



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

### BIRTHDAYS

Dec 3 - Ferdinand Sieg

Dec 26 - Lize-Mari Badenhorst



## Year-End Function

As the year comes to a close, the South Africa office will be celebrating with a company outing.



# Getting Ready For Summer

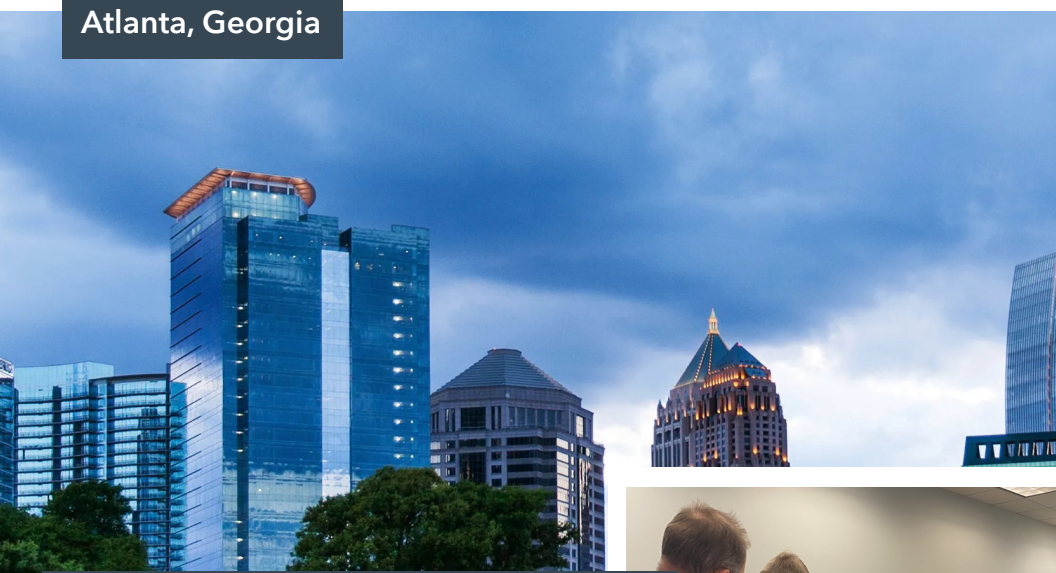
Due to South Africa's location in the Southern Hemisphere, while our other offices are embracing winter, South Africa's weather is heating up. This is the perfect time to enjoy the nice summer weather. Some attractions or locations to visit would be Table Mountain, V&A Waterfront, visit a vineyard, and so much more!



# 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



## Thanksgiving Potluck



The Atlanta office celebrated Thanksgiving with a potluck! Everyone brought a dish to share.

# Nov 24

## Thanksgiving Day

This holiday originated as an autumn harvest feast amongst the Plymouth colonists and the Wampanoag tribe. The holiday has since evolved into a day to spend time with family and friends to give thanks and show gratitude.



## MSI Conference



Eon van Wyk attended the MSI conference in Washington, D.C. this past October.

## BIRTHDAYS

Dec. 18 - Tykera Lenoir



# GREECE

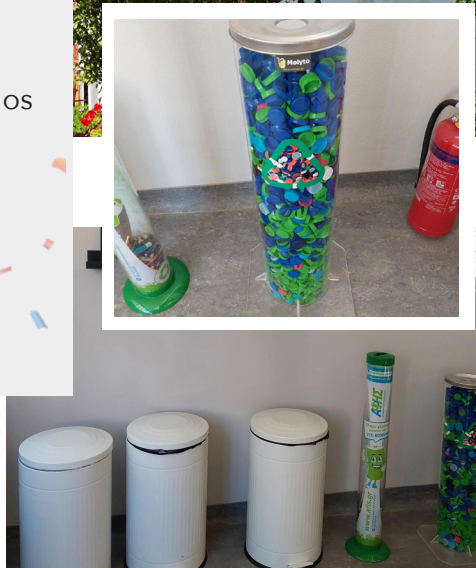
In 2018, our Italian SME (subject matter expert) relocated to Athens, GR in order to set up an additional European center that would cater to additional EMEA (Europe, Middle East, and Africa) projects. Since then, CKH has also opened an office in Lemnos.

## Athens, Greece

### BIRTHDAYS

- Dec 1 - Andreas Kalamotousakis
- Dec 3 - Alexandros Charalampopoulos
- Dec 4 - Christina Bageorgou
- Dec 12 - Elpida Tsaroucha
- Dec 13 - Francesco Westmaas
- Dec 18 - Ioannis Mimikos
- Dec 19 - Adelaida Myrtollari

The Greece office created a corner for recycling, to protect the environment. They collect caps to support the Panhellenic Association for Road Accidents and Support - Love Life, Care to be created special wheelchairs.



# NEW HIRES



**Vasilika Cami**  
SALT Team

*Vaso is studying Business Administration and Organization at University of Peloponnese. She enjoys traveling and in her free time she likes playing table games with her friends.*



**Olga Pavlou**  
SALT Team

*conomics at Athens University of Economics and Business. She has done her internship as an Economic Analyst. She enjoys reading books and playing piano.*



**Maria Gkioka**  
NWL STAT Team

*Maria Gkioka graduated from the department of Mathematics at the Aristotle University of Thessaloniki. In her free time, she enjoys going to the gym and going out with friends. She also likes to hang out with her cat and travel, especially to Thessaloniki.*



**Georgia Sergi**  
NWL STAT - FS Team

*Georgia is half Greek half Cypriot, born and raised in Athens. She has worked for 5 years as an auditor, and she is more than excited to join the CKH team! Georgia is also a travel enthusiast and a foodie with an interest in fiction literature.*



**Katerina Vroulou**  
NWL STAT - FS Team

*Katerina Vroulou is a graduate of Athens University of Economics and Business. She studied Accounting and Finance and has a specialization in accounting. She is an ambitious young person, curious to learn and ready to deal with challenges.*



**Bleona Isara**  
GL Team

*Bleona graduated from Athens University of Economics and Business and in her free time she enjoys walking, traveling, meeting with friends, and working out. She would describe herself as a very positive and ambitious person.*



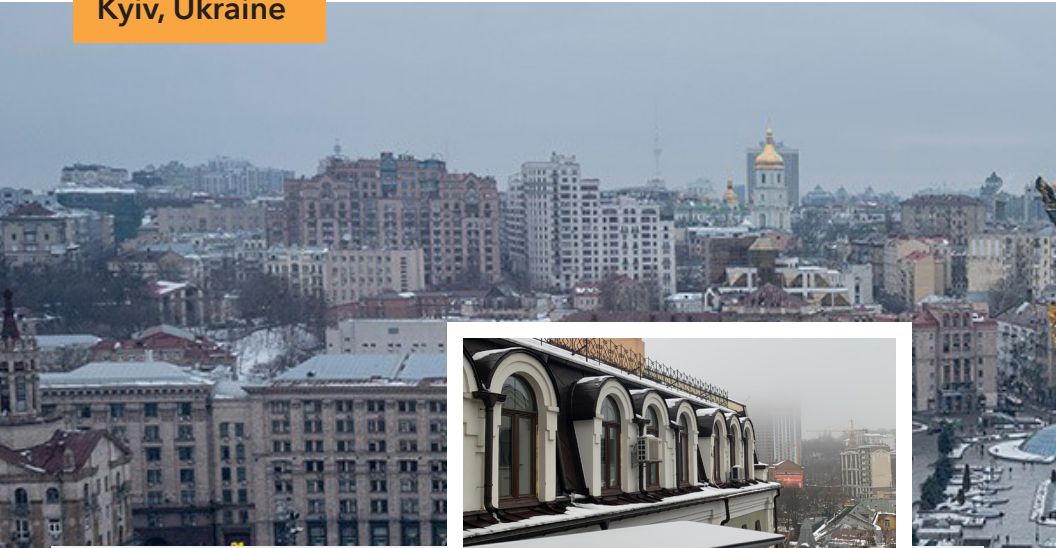
**Anastasia Karagianni**  
GL Team

*Anastasia Karagianni graduated from Athens University of Economics and Business. She loves photography and learning new languages. In her free time she studies Spanish, takes long walks around the city, and reads books. She is really excited to join CKH group.*

# 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 Electricity and Power

Going into winter and the oncoming cold, it is imperative that Ukrainians have access to power to stay warm. However, recently Russian forces launched an attack that left most Ukrainians without power. Crews made significant progress to restore power, but as of Nov. 27, there are still citizens without power. CKH Group has responded by buying generators for our team members due to the expected power outages that could last 15 hours a day.





# NEW HIRES



## **Tetiana Artekova**

**Junior General Ledger Accountant**

*Tetiana Artekova has taken on the position of Junior General Ledger Accountant at CKH Group. She really likes reading and walking by the city. Tetiana is also interested in yoga and psychology. She is living in Kyiv now. She worked in financial sphere and hopes to continue improving her skills in this company.*



## **Anna Ivanova**

**Account Receivable Specialist**

*Anna worked as an account for several years at small Ukrainian companies and now she is excited to get new experiences at CKH Group. She wants to learn something new, improve her skills, be part of a big team and grow professionally. After work Anna prefers to dedicate all her spare time to self development and her lovely family.*



caring on a global scale

To apply for assistance from CKH Cares you can reach out to [info@ckhcares.com](mailto:info@ckhcares.com)

## **BIRTHDAYS**

Dec 3 - Matthew Sert

Dec 9 - Oksana Akhankova

Dec 11 - Valeriia Ivaniuk

# POLAND

The Poznań 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.

## Poznań, Poland



## NEW HIRE



### Ewa Kaczmarek Accountant

*Ewa studied Economy at Poznań University of Economics. She has been working in accountancy for 12 years in AR and GL department. She likes spending her free time with family especially riding a bike with husband and daughter, in winter she goes snowboarding.*





## Nov. 1 Feast of All Saints

In Poland, November 1 and 2 are very solemn holidays. On this day families visit the graves of loved ones who have died. Polish tradition prescribes lighting a candle, on the graves of loved ones as distant relatives. According to custom, graves that have been forgotten are also visited.

## Nov. 11 Independence Day

A national holiday, it is celebrated annually to commemorate the regaining of Poland's independence in 1918 and the return of our country to the map of Europe after 123 years of partition. The tradition associated with this day is to fly flags and participate in ceremonial celebrations throughout Poland. The day is especially celebrated in Greater Poland - The St. Martin's croissant is one of the symbols of Poznań.

## BIRTHDAYS

Dec 17 - Anna Kapala

Dec 26 - Jędrzej Domzalski

The Poland office celebrated Andrzej's birthday on November 24 with a cake and some gifts.



## Saint Andrew's Day Nov. 29 - 30

As the name of the holiday implies, it is associated with the name day of St. Andrew, during which you symbolically say goodbye to participating in lavish parties - the reason being Advent, which begins in early December.

# 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.



## All Saints Day - Nov 1

All Saints Day in Spain (Todos Los Santos) is a national public holiday when people from all over the country return to their town or village to lay flowers on the graves of deceased relatives.

## NEW HIRE



### Stefan Weber STAT Compliance Manager

*Stefan is originally from Germany, and moved to Spain this summer. After five years in the audit department of KPMG, he joined CKH Group this November and is very excited about the new professional challenges and experiences. Stefan loves to play squash, go snowboarding and get out to try all kinds of food.*

### Barcelona, Spain





## Las Castañas Festival (Chestnuts Festival)

This is a festival that celebrates the arrival of autumn. It typically occurs between November 1, All Saints' Day and November 11, San Martín.

Popular legends say that in the past, on All Saints' Night, the vigil of All Souls' Day, the church bells rang all night. They played until dawn to warn people that the time had come to pray to the dead. Friends and relatives accompanied the bell ringers in their difficult task, while they shared chestnuts, a winter fruit of great energy value.

There are many regions in the north of Spain that celebrate the arrival of the cold with roasted chestnuts, although it is a celebration that is widespread in many other parts of the country. Although in each locality there is a different tradition, all of them have the chestnut in common.

## BIRTHDAYS

Dec 29 - Guido Bittencourt

# AZERBAIJAN

While we may not yet have an office in Azerbaijan, we have a growing number of employees based in Baku. In the near future we hope that number grows large enough to necessitate an office location!

## Baku, Azerbaijan



## Winter in Baku

Baku in November and leading into the winter months has average temperatures around 50°F or 10°C, and will continue to get colder in later months, dipping all the way down to 36°F or 3°C. Baku also likes to decorate the streets with lights. Pictures is Nizami street in the center of Baku, Azarbaijan, illuminated at night.





## ? DID YOU KNOW

Baku Is The World's Lowest Lying National Capital

Located at an elevation of 28 meters (92 feet) below sea level, Baku is the world's lowest-lying national capital city. It is also the world's biggest city located below sea-level.



Interesting Baku Architecture

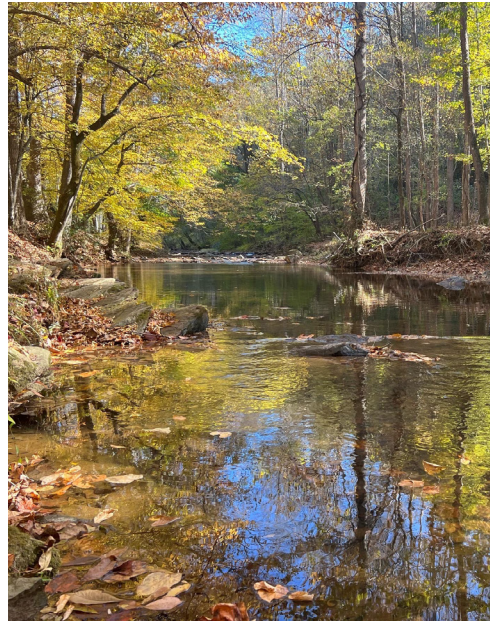
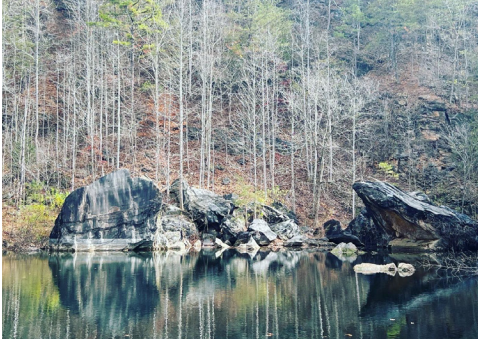
## BIRTHDAYS

Dec 1 - Nigar Haytaoghlu

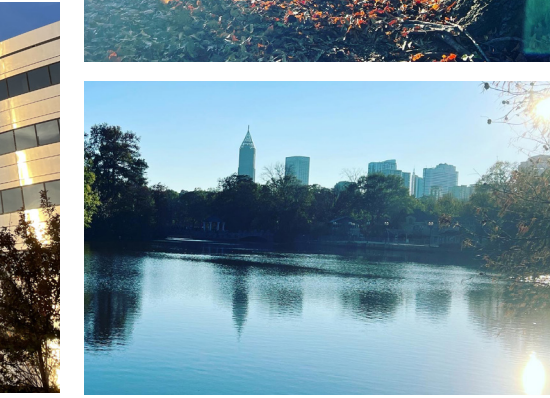
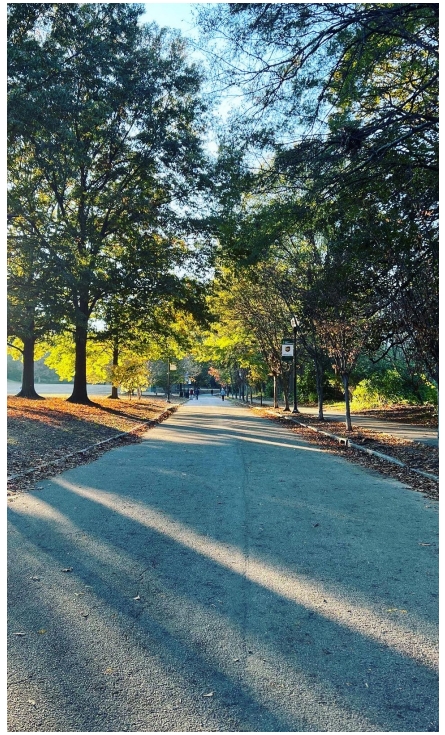
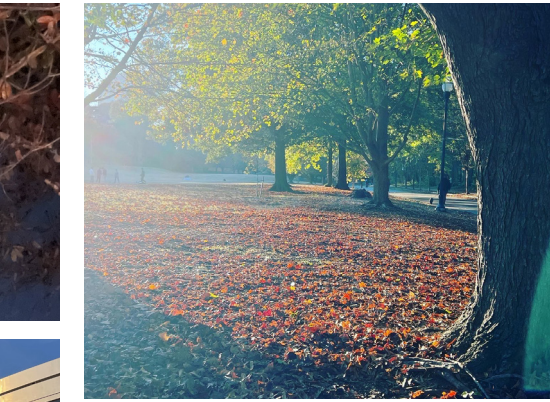


# FOCUSING ON YOU

Changing of  
the Seasons







**Next Month's  
Theme:  
*Holiday Season***

# TEAM HIGHLIGHTS

## Payroll Team

We want to take this opportunity to highlight our Payroll Team! They have been working hard despite the impacts of the war in Ukraine and the busy holiday season. Their resilience has shined through and not only has the team continually delivered during these past months but have successfully onboarded three new accounts.

The Payroll Team consists of Natalya Oloarte Meder, Maksym Prybora, Yuliia Pryshko, Tykera Lenoir, Kathy Polinares, and is managed by Yvette Hasbrouck.

Thank you for all you do, Payroll Team!



YVETTE HASBROUCK



NATALYA OLOARTE MEDER



MAKSYM PRYBORA



YULIIA PRYSHKO



TYKERA LENOIR



KATHY POLINARES

# Chatting with Franco

A column dedicated to the thoughts and writings of Franco Cicchiello from our Barcelona office. Reach out if you would like to contribute too!



## The Game of the Century

Asti, Italy 17th of June 1970 It is a hot Italian summer night, everybody is at home with all windows open. It's very hot outside. It is later than 2 o'clock. At the time I was a child, so I was sleeping in my bed. All of a sudden: My father. He shouts like an animal: "RETE, RETE!" (Goal) I wake up and realize that all the building is shouting, all the road is shouting. I go to the living room and my parents are watching TV and also the Siamese cat Sajan is watching TV. My father says "Franco, come in, you have to see this!" What happened?

The national football teams of Italy and Germany were playing the semifinal in the stadium L'Atzeca in Mexico City. The game was played at 5 o'clock in the afternoon in Mexico City and this means midnight in Italy. Italy scored almost immediately and then played in defence for all the 90 minutes, but, at the very last moment, Germany scored. The regular time finishes 1-1 and so the teams have to play overtime. At the 94th minute, the famous German striker Gerd Mueller scores. 2-1 for Germany. After another 4 minutes, Burgnich, the defender of Inter Milan scores for Italy. Now we are 2-2 and this is the moment when I wake up while all over Italy people are shouting like my father. I remember people were very excited and were screaming the commentaries to each other from the balcony or from the window like it was a kind of social network of the last century. At the time the real social network was the road. But the game is not over yet, because 1 minute before the end of the first half of the overtime Gigi Riva, a real superstar at the time, scores the advantage goal for Italy. At this point the collective shout was incredible. The Siamese cat Sajan, scared, makes a jump, inflates its tail and



runs away under the bed in my parents' room. He's not going to move from there until much later that night. Now we are back at the game because the German team does not leave the victory so easily and they attack with all their champions but our guys defend the advantage with all their remaining energies. At the 110th minute, so with only 10 minutes remaining to play, the Germans score. It is the great Gerd Mueller again. Fantastic champion that died in 2021.

Silence. The road became silent. One minute: only one minute passes before Gianni Rivera the great champion, number 10 of AC Milan, winner of the Champions League 1969, winner of the Ballon d'or 1969, scores the definitive 4-3 goal. At this point everybody went crazy, the judge living on the second floor of the building was out in underwear congratulating with the chemistry teacher living the flat nearby, the bank director in the flat near us on the third floor was congratulating my father. All my friends were on the balcony. Everybody in underwear. After the goal, a voice in the background covers the voice of the TV commentator shouting "Vinciamo! Vinciamo!" (We win). That night the roads were full of cars honking the horn. My parents did not go out just like the ordinary people, because ordinary people have to work the following day, but that night there has been quite a mess.

This game has been then named "The game of the century". One great experience of my life. In these days there is the Football World Cup in Qatar and the Italian team, just like in 2018, did not qualify for the competition. It is not necessarily sad. The times change but, like Bruce Springsteen sang, those were the "Glory days."

# Local Favorites - BAKU

While we may not have a physical location yet, here are some local attractions and restaurants if you visit!

## 5 Local Spots

1

### Icheri Sheher

Icheri Sheher, or Baku's Old City, is the capital's historic heart and home to the Maiden Tower, traditional carpet weavers, and a plethora of bars and restaurants.



2

### Flame Towers

The Flame Towers are the most recognizable in the city. Two of the towers are occupied by offices and apartments, while the third is open to non-guests, who can enjoy a drink or meal at the hotel.



3

### Sehirli Tendir

This place is known for its delicious traditional breakfast. This cozy restaurant is conveniently located within the Old City walls. You can even watch the bread being made in a very hot clay oven (tendir).



4

### Maiden Tower

Dating back to the 12th century, this cylindrical tower has a mysterious story. Follow the spiral staircase to the top of the 29-metre (95-foot) structure for the best views of Ischeri Sheher.

5

### Muzey Shirvanshah

This restaurant has a museum-like traditional interior, coupled with excellent service and tasty Azeri food. It can be found in a large two-story building that once served as a caravansary.

# MONTHLY KAHOOT

Every Third Friday (*Dec. 16, next month*)

**December Theme: Star Wars**



**Anastasia Karagianni**

**Tzogia Zapanti**



16470  
21 out of 25



17420  
19 out of 25

**NOV.  
WINNERS!**

**Maria Plati**



16213  
20 out of 25



Want to read me  
on the go?

Scan here to read online.

Magazine  
content for next  
month due:

**Dec. 21\***

*\*Next month's magazine may be delayed due to the holidays.*

# TRENDING SONGS AROUND THE WORLD

## TOP 5 GLOBALLY

**Unholy** by Sam Smith, Kim Petras

**Anti-Hero** by Taylor Swift

**Rich Flex** by Drake, 21 Savage

**La Bachata** by Manuel Turizo

**I'm Good** by David Guetta, Bebe Rexha

Data provided by



## GREECE

Tn by Trannos, FLY LO

Gagarin by Light, Trannos, Alitiz

PSEMA by SIDARTA, Beyond

## POLAND

</3 by Mata

:( by Mata

Nic dwa razy by sanah

## USA

Rich Flex by Drake, 21 Savage

Anti-Hero by Taylor Swift

Bad Habit by Steve Lacy

## GERMANY

Zukunft Pink by Peter Fox, Inéz

Unholy by Sam Smith, Kim Petras

Bamba by Luciano, Aitch, BIA

## UKRAINE

SPIT IN MY FACE! by ThxSoMch

Силуети by SadSvit & more

mana break by zxcursed

## SPAIN

Duki by Bizarrap, Duki

Punto G by Quevedo

La Bachata by Manuel Turizo

## SOUTH AFRICA

SETE by K.O. & more

Rich Flex by Drake, 21 Savage

Tobetsa by Myztro & more

## FRANCE

Amber by Zola

DIE by Gazo

Fetty Wap by Maes



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