

THE GRAND LEDGER



JANUARY

Edition 19 | Jan. 2023

TAX

Global Excellence, Local Expertise

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

Form 1040 Department of the Treasury - Internal Revenue Service
U.S. Individual Income Tax Return

Filing Status Check only one box.
 Single Married if you checked the WFC person is a child but not

Your first name and initials.
If joint return, s



Spouse's first name and middle initial
Home address (number and street)
City, town, or post office, if different from the above
Foreign country name

At any time during 2008
Standard Deduction **Someone's** **Spouse's**

Are you/each of you:
Dependents (see instructions)
Filing jointly with your spouse, or as a surviving spouse, or as a head of household?
If more than one dependent, see instructions and check here

(1) First name Last name

1	Wages, salaries, tips, etc. Attach Form W-2
2a	Tax-exempt interest
2b	Qualified dividends
4a	IRA distributions
5a	Pensions and annuities
6a	Social security benefits
7	Capital gain or loss
8	Other income

Attach all of the following:

Standard Deduction for 2008: \$4,950 (single), \$6,000 (joint filers), \$7,500 (married filing separately), \$8,000 (head of household), \$10,000 (qualified widow(er) with dependent child)



Welcome,



“Over the years, CKH Group evolved from a small CPA firm providing tax services to a multifaceted global organization of 200 staff providing a diversified suite of services. Under Harry’s guiding initiative, CKH will now also start pursuing additional government and non-government work and you can expect to see several communications/briefings in this regard. Albeit an embryonic and time

consuming process for us, we expect good returns in the longer-term. This will be one of many steps we are taking to grow the firm from 200 to 400 staff. This growth will not be possible, if we as a team do not continue to provide great client service. This morning we had a fantastic call with one of our key clients, personally thanking our service delivery team (Teams call with 83 staff) for their dedication and tenacity delivering great client service and bringing several complicated projects to fruition. It makes me proud to be associated with teams exemplifying our core values. Well done to our team.”


NICO MEYER
CEO

A word from the Marketing Team,

The Marketing Team would like to take this opportunity to raise your awareness to a few new implementations!

As mentioned in last month’s magazine, we are currently working on a big project: We will be attending the SSON Financial Shared Services Conference in Orlando this March. This is a long-term project that we are excited to work on.

Additionally, if you would like to contribute your own creative work to be featured in the Grand Ledger, please do not hesitate to reach out. We would love to see your photography, drawings, paintings, or writing of any kind.

And as always, the Marketing Team is here to support you in any way we can. If you need a presentation deck or an org chart made (or have any other creative requests), simply scan the QR code and fill out a quick form to submit a request!



Contents

6 - Office Announcements

8 - Meet the Team

10 - South Africa

12 - Atlanta

14 - Greece

16 - Ukraine

28 - Poland

20 - Spain

22 - Azerbaijan

24 - Focusing on You

26 - Team Highlights

28 - Local Favorites

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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 - 523 points

2 Ioannis Michas - 489 points

3 Asimonia Panagou - 438 points

4 Lize-Mari Badenhorst - 436 points

5 Andreas Kalamotousakis - 435 points

Next Assigned Course:

**CONFLICT
RESOLUTION**

Our next assigned course will be Environmental Sustainability in which you will learn more about recycling, reducing your carbon footprint, ways to accomplish zero waste, and more. Make sure you complete it by **March. 7th**



Work From Home Policy

All employees should have received an official work from home (WFH) policy document (hybrid model comprised of 3 days in-office and 2 days remote). This policy is being implemented in order to create a uniform policy across all offices. Firm management is formally authorizing office managers the ability to approve WFH arrangements for staff that request it (it will be a one-time request, so don't worry about having to continually submit WFH requests to your office manager)

Key points are highlighted below:

1. General rule of thumb is that staff are to work from the office
2. The manager of each office has discretionary authority to grant staff work from home schedules if they request it. If it is approved by the office manager, a minimum of 3 days in office each week is required
3. If you are working remote two days a week, the remote days cannot be both Monday and Friday (only one of those days can be remote)
4. Special accommodation regarding work from home will be made for staff within Ukraine as the situation there is extraordinary
5. Certain individuals have unique circumstances that fall outside of this policy's parameters, those arrangements shall remain as is (check with your office manager if you are unsure if you are one of those people)
6. We realize emergencies happen, and managers will accommodate exceptions on a case-by-case basis
7. Office Managers – please be sure to communicate with the individual's line manager before approving and also to submit all your approvals to firm management for review
8. WFH can be rescinded at any time and for any reason at the discretion of firm management

Please consult with your office manager as to when this policy will be put into effect. If you have any questions or concerns, please do not hesitate to reach out to Nick Catrakilis or HR directly.



MEET OUR GLOBAL OFFICES

Presence

Teams in 8 global locations, employing 180+ professionals

Global Footprint

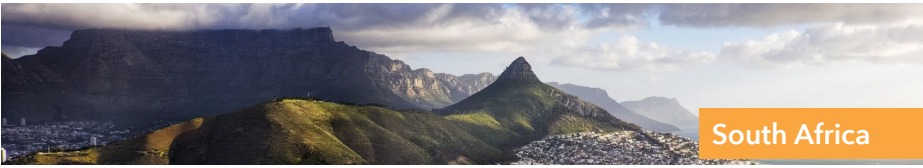
Strategic geographical positioning of offices to ensure consistent availability to any and all client needs

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



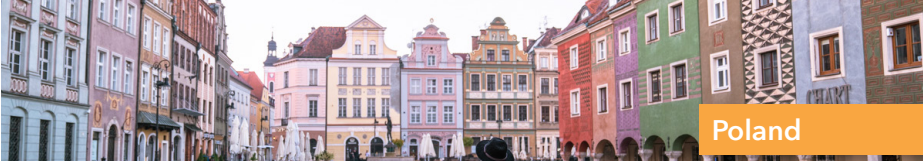
Atlanta



Greece



Ukraine



Poland



Germany



Spain



Azerbaijan

NOW OPEN!

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

NEW HIRE



Shakira Parker
HR Associate

Shakira has a passion for the employee journey, throughout her 8 year career she has aspired to create a warm and inviting HR space that demonstrates passion for the well-being and happiness of the company. Her current role includes end-to-end recruitment, employee onboarding & offboarding and general office administration.



Summertime!

January is the hottest month in South Africa. Temperatures go as high as 32°C (89.6°F). Despite tropical rainfall, it is one of the best months to visit South Africa for its beaches and incredible sunsets. While our other offices are bundled up, Cape Town is embracing the hot weather.

BIRTHDAYS

Feb 28 - Matthew Levenson

WORK ANNIVERSARIES

(1 YEAR)

Feb 2 - Kathyne Wenn

Feb 14 - Gert Du Plessis

Jan 24 - Jaco Botes

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 celebrated Kathy Polinares's birthday with chocolate cake. Happy Birthday!



JAN 16 MLK Day

MLK or Martin Luther King Jr. Day is a federal holiday in the United States marking the birthday of Dr. Martin Luther King Jr. He was the chief spokesperson for nonviolent activism in the Civil Rights Movement, which protested racial discrimination in federal and state law. It became a holiday in King's honor soon after his assassination in 1968.

BIRTHDAYS

Feb 5 - Taylor Mobley

The Atlanta office had some visitors from the RTP team



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

Feb 4 - Asimena Panagou

Feb 9 - Despoina Derizioti

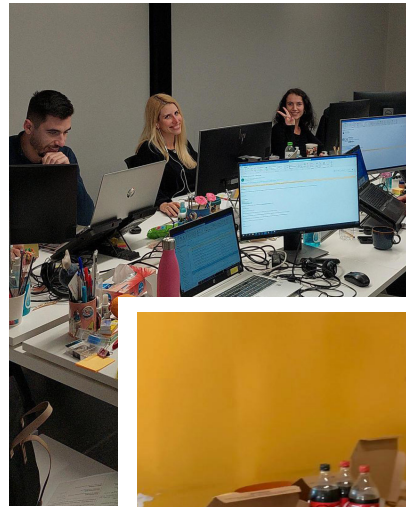
Feb 28 - Ioannis Michas

WORK ANNIVERSARIES

(1 YEAR)

Feb 7 - Ioannis Mimikos

Feb 15 - Francesco Westmaas



Volunteer Work

December is the month of love and sharing. The Greek office was in contact with «Ο άλλος άνθρωπος - Κοινωνική κουζίνα» and they discussed about the families who need support.



NEW HIRE

Kristina Kollias

Statutory Compliance Team

I am an international accountant, with experience on 3 continents. I have previously worked in accounting and finance in Chicago and Melbourne. I am of Greek descent and grew up in Chicago. I left the long snowy winters and moved down under in search of sea and sun. My interests include health and fitness, and I am seaside or on an adventure whenever possible.

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

NEW HIRES



Anastasiia Vlasova
AR Accountant

My name Anastasiia, I'm from Ukraine. My work experience includes working in Accounts Payable department, so new role as Account Receivable will be like a challenge for me. In my work I prefer work as a part of the team, attentive to the details and ready to learn. In my free time like long walks with friends or cook something new for family, friends. Also like traveling and sports, in particular - aerostretching. I'm happy to be a part of CKH group!



Anna Yermak
Junior HR Generalist

I'm Anna from Kyiv, Ukraine and I enjoy communicating with different people and learning more about their diversity. My experience in HR field is approximately 2 years. I've been performing full scope of HR administration activities and helping our recruiters to interview candidates. I'm crazy about learning foreign languages. I also enjoy spending time with my family and friends outside and taking ballroom dancing classes.



caring on a global scale

To apply for assistance from CKH Cares you can reach out to Nick Catrakilis

(nickc@ckhgroup.com)

or Kate Kudrenko

(katerynak@ckhgroup.com)

BIRTHDAYS

Feb 1 - Anastasiia Artiukh

Feb 15 - Andrii Sorokin

WORK ANNIVERSARIES

(1 YEAR)

Feb 1 - Oleksii Podriadchykov

Feb 15 - Yuliia Golovatiuk

(2 YEARS)

Feb 25 - Anastasiia Pisarieva

Feb 25 - Mariia Zakharova

War update

Power Supply

The Ukrainian capital and wider Kyiv region have returned to their previous schedule of power outages, the city administration and DTEK energy company said.



The schedule was changed briefly and an emergency power outage had been introduced in parts of Ukraine, including the Kyiv region and others, after Russian missiles targeted energy facilities on Thursday, Energy Minister Herman Halushchenko had said. In the Odesa region, supply to critical infrastructure like hospitals has been restored but emergency power outages are still in effect otherwise

POLAND

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



Grandparents Day

JAN 21 - 22

Grandparents have their own holiday, a tradition that appeared in Poland some 58 years ago, becoming firmly embedded in the country's culture. The most popular gift is a laurel made for grandparents by the youngest grandchildren and there are also performances in schools.



Body Worlds - Poznań

At the current exhibition The Cycle of Life, visitors will have the opportunity to explore the changes that take place in the human body. All the exhibits in the exhibition, of which there are more than 160, are real. The bodies come from donors who agreed to donate them to the Heidelberg Plastination Institute during their lifetime.



Poznań, Poland



LUMINA PARK

This season Lumina Park has prepared for us a multimedia walk among the trees of the Dendrological Garden in Poznan combined with... an unusual pop culture story. Let's go back in time to cult films and books!

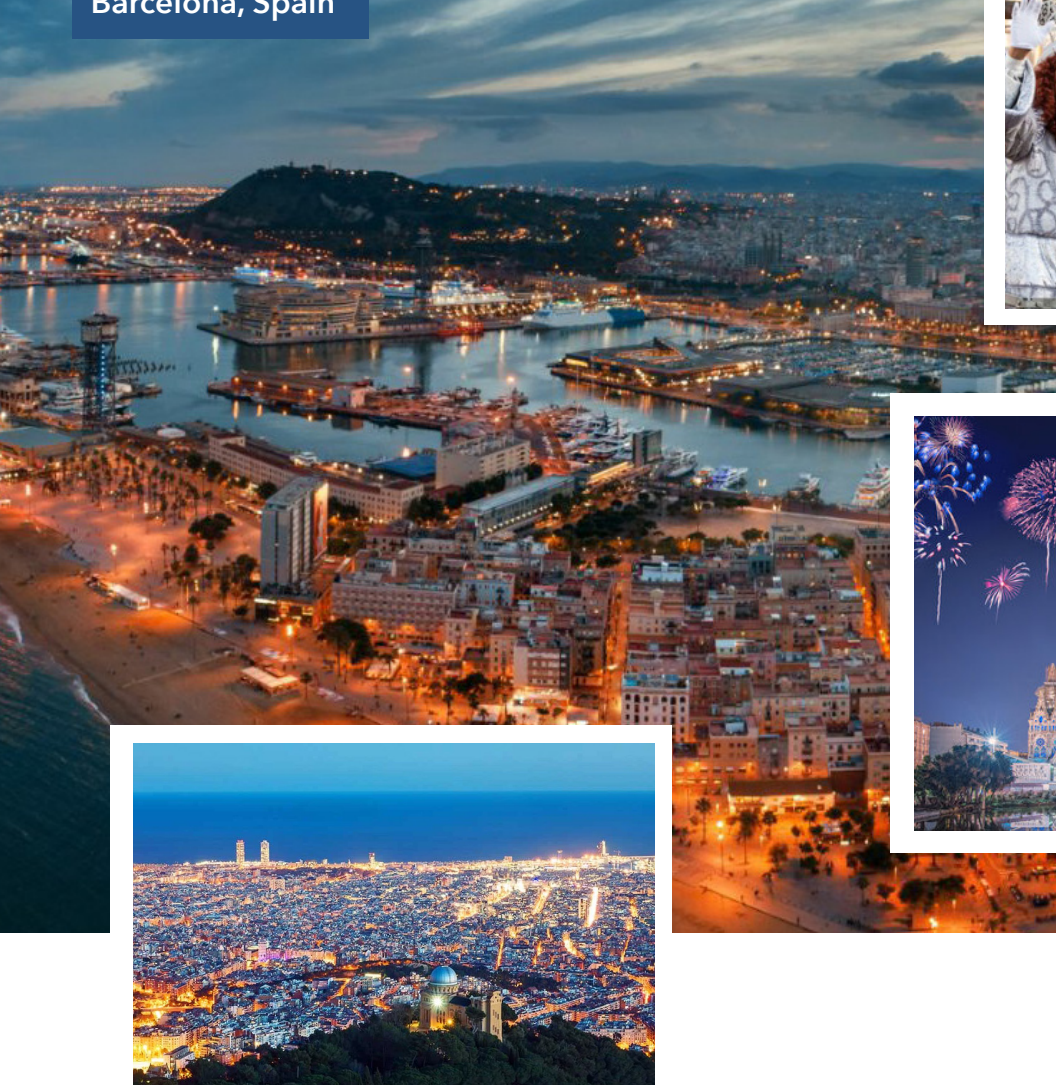
We can recall the story of Pocahontas, find out what kind of ecosystem King Kong might have lived in and see what plants were hiding... inside the earth! Or are you curious about the kind of flora the characters from the Chronicles of Narnia might have lived among?



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.

Barcelona, Spain



JANUARY 6

Epiphany

The day of the Epiphany occurs on 6 January and is said to be the day when the Three Kings or Wise Men arrived in Bethlehem to give their gifts to baby Jesus. In Spain, this day is known as Kings' Day or the Día de Los Reyes, and is celebrated just like a second Christmas, with feasting and the giving of presents.

We also eat a special cake and whoever finds the king in their slice, will be a lucky person during the year.



BIRTHDAYS

Feb 11 - Jackelin Ampuero

AZERBAIJAN

Our Azerbaijan team officially has an office space in Baku! It is our latest addition to the CKH Group network. Our Baku team supports a variety of departments including SALT, Augmentation, Special Projects, and GL Accounting

OFFICE SPACE NOW OPEN!

Baku, Azerbaijan



JAN 20 Martyr's Day

Martyrs' Day (Azerbaijani: Qara Yanvar) is a national holiday in Azerbaijan. It may also be known as 'the Day of the Nationwide Sorrow'. It Commemorates Black January (1990) when Soviet troops entered Baku and killed more than 130 civilians. This holiday remembers those events and the sacrifices of the civilians. The day also remembers the victims of the Nagorno-Karabakh War (1988 - 1994) between Azerbaijan and Armenia.

WORK ANNIVERSARIES

(1 YEAR)

♦ Feb 14 - Khanim Khalilova



NEW HIRES



Tarek Ismail
Audit

"I'm originally from Egypt and moved to Azerbaijan to join my family. Working as an independent auditor for many years in my country. I've worked with the big four audit firms during my career, when I decided to move here, CKH group was really one of my top choices to join. CKH group as professionals with a high level of integrity, morals and ethical values that make you proud and comfortable to be a part of this group. I'm sure that working with CKH Group will allow me to learn more and add more experience for myself."



Tarlan Ismayilov
Statutory Accountant

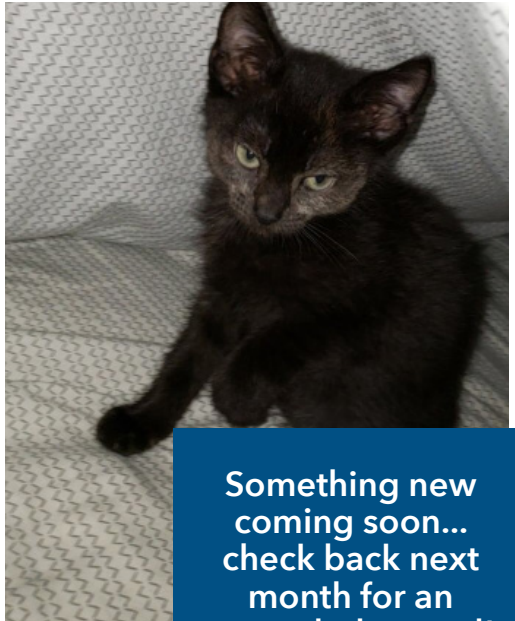
"I moved to my birth country Azerbaijan from Düsseldorf where I lived the last 8 years. There I completed my studies to become a tax clerk and gained 4 years of professional experience in a tax consulting and auditing company. In Azerbaijan I hold a bachelor's degree in management and a Master's degree in Innovation Strategy development. My hobbies are fishing and walking in nature or traveling with my family."



FOCUSING ON YOU

SOMETHING
NEW





Something new coming soon... check back next month for an upgraded spread!

TEAM HIGHLIGHTS

RESTRUCTURING

Two of our offices have undergone some shifts in structure. The Cape Town office would like to formally recognize Nasja Anthony as the Cape Town office manager. The Barcelona office would like to formally recognize Carmen Floruta as the Barcelona office manager.

Nasja and Carmen have displayed significant responsibility and expertise in their fields and we trust they will lead these offices to even greater heights.



SPB

Robin Newbery, financial director EMEA SPB, thanked all the CKH team members working on the SPB account. Key takeaways from his words of wisdom:

- Be bold
- Own it,
- Digging ditches are valuable,
- Be vigilant when you see something is not right.



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 Best Race of My Life

Embrun is a little town in the French Alps very close to the Italian border.

Every year on the 15th of August 1.000 triathletes compete in the famous and terrible Embrunman: 3.8 Kms swim, 188 Kms bike (with 5.000 meters positive elevation gain) and 42 kms run. It is not in the Ironman circuit but it has the Ironman distances. My better half Paola raced in 2013. I leave the word to her.

"If I must describe my experience in the Embrunman 2013... It is better if I start by the end. I am at the 41st km of the run and I am reaching another girl that I often meet when I race in France. She is a veteran (over 40) like me, so I want to beat her.

When I get close to her, she reacts and we start running shoulder to shoulder. The more I accelerate the more she accelerates. The spectators shout and our duel is very intense. After 300 meters she gives up but I am in an absolute competitive trance and keep running at full speed. I am almost at the last corner 100 meters before the end and I see another girl so I chase her, reach her and overtake her. Now I'm running like hell, I see the finish line and when I get there I take off my cap, raise my arms to the sky and cross it while the speaker is shouting my name. I am the third veteran and I am on the podium. I am so happy that I feel like going crazy but I am too tired. A memorable day!

This is the happy ending but it's been a long day. Here is how it went.

Thursday morning 15th of August : RACE DAY. I wake up at 4 o'clock, have breakfast, get ready and then go out in the night, walking to the starting area. At that time of morning it is strange but everybody is wide awake.

I get to the starting area at the very last

moment, I cross the crowd of male athletes and reach the other female athletes. Women start 10 minutes earlier.

At 5.50, all of a sudden... WAAHHH, the start siren blares. We rush into the water and dive and then GO, GO, GO...for 3.8 kms swim. It's dark but there are canoes with light that help guide us in the right direction.

The water is not so cold, I swim at a good pace, then I see the transition area. The sun rises. I am out of the water in 1 hour and 9 minutes. It's not bad. I am happy.

I jump on the bike and go as fast as I can. 188 kms is a very long course on the mountains but I know it by heart and I push forward. I want to be back as soon as possible.

After 90 kms... Oh Man! The terrible Col d'Izoard, the famous climb of the Tour de France.

It's tough, and from the beginning I understand I am not doing well. I don't know what's going on, it is just more difficult than I am used to. It's a tough

climb but I manage to finish. On top I take a canteen of water and one of coke and then dive down at full speed until the end of the downhill where I reach the beautiful town of Briançon. At that point the crisis is over and so I keep on pushing until the finish of the bike portion with a time of 8 hours 35 minutes which is just fine for me. I leave my bike, change shoes, put on running shorts and a dry tank top and start running the final marathon. For all the 40 kms before the final I tried to run at a regular pace mentally singing the song "Heroes" by David Bowie. I always do it as a lucky charm.

The final rush was different: no music, only fury but, after the finish line, the refrain came back to my mind: "We can be heroes, just for one day". That was the day: the best race of my life."



Local Favorites - ATLANTA, GA

Employee Recommended Restaurants

1

10 Degrees South

South African inspired fare with a fusion of exotic flavors - *Michelle Haas*

2

Bacchanalia

Seasonal New American plates & wine in a white-tablecloth setting - *Frank D'Urban Jackson*

3

Kaleidoscope Bistro & Pub

Comfortable neighborhood hangout serves an international, eclectic menu - *Taylor Mobley*

4

Busy Bee Cafe

Circa-1947 Downtown classic still serves traditional soul food in cozy storefront - *Tykeria Lenoir*

5

Food Terminal

Hip eatery serving Malaysian classics & street fare, plus sake & cocktails. - *Kathy Polinares*

6

Mr Everything Cafe

Made to order sandwiches, salads, burgers, hotdogs, and rice dishes - *Yvette Hasbrouck*

7

Victory Sandwich Bar

Small, casual restaurant & patio with contemporary, globally inspired sandwiches - *Clara Busé*

8

Little Alley Steak

Upscale cuts, local charcuterie & an extensive spirits list from a vibrant steakhouse - *Leo Frangis*

9

Suburban Tap

A casual neighborhood spot with over 100 beers, a hearty pub menu, and trivia nights - *John Goss*

10

Maggiano's

An American casual dining restaurant specializing in Italian-American - *Kyle Heyl*

1



2



3



4



5



MONTHLY KAHOOT

Every Third Friday (*Feb. 17, next month*)

February Theme: Friends (TV show)



Jan Drzewiecki

Jedrzej Domzalski

2

Jedrzej Sand

20412

1

Jan Sandy

20979

**JAN.
WINNERS!**



Kornelia Gil

3

**Kornelia
Sand**

20788



Want to read me
on the go?

Scan here to read online.

Magazine
content for next
month due:

Feb. 20

TRENDING SONGS AROUND THE WORLD

TOP 5 GLOBALLY

Flowers by Miley Cyrus

Shakira: Bzrp by Bizarrap, Shakira

Kill Bill by SZA

Creepin' by Metro Boomin & more

Unholy by Sam Smith, Kim Petras

Data provided by



GREECE

NAPOLI by Rack, Sin Laurent

Flowers by Miley Cyrus

PSEMA by SIDARTA, Beyond

POLAND

Flowers by Miley Cyrus

MŁODY PADEREWSKI by Mata

DRESSCODE by 2115 & more

USA

Flowers by Miley Cyrus

Kill Bill by SZA

Creepin' by Metro Boomin & more

GERMANY

Sie weiß by AYLIVA, MERO

Flowers by Miley Cyrus

on my way by Luciano

UKRAINE

ЗА ДЕНЬГИ ДА by INSTASAMKA

Силуети by SadSvit & more

SPIT IN MY FACE! by ThxSoMch

SPAIN

Shakira: Bzrp by Bizarrap, Shakira

Yandel 150 by Yandel, Feid

La Jumpa by Arcángel, Bad Bunny

SOUTH AFRICA

DIRTY DECEMBER by ajofé & more

Flowers by Miley Cyrus

Mina Nawe by Soa matrix & more

CYPRUS

VUR by BLOK3

deniyorum, ama by Mavi

People by Libianca



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