

THE GRAND LEDGER



FEBRUARY

Edition 20 | Feb. 2023



Global Excellence, Local Expertise

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



 **CKH**
GROUP

Welcome,



Dear Ukrainian colleagues, I wanted to take a moment to dedicate this message to you, as you have been on our minds during these difficult times. The terrible ongoing Russian war against Ukraine has caused great turmoil and hardship for all those affected, and we understand that you have been facing unique challenges as a result. However, despite these obstacles, you have remained steadfast in your commitment to providing the best possible service to our clients, and for that, we salute you. Your hard work, dedication, and tenacity in the face of adversity are truly admirable, and we want you to know that we are here for you. We will continue to support you in any way we can and offer assistance whenever it is needed.

Please know that your work is invaluable to CKH, and we appreciate everything you do. We are thinking of you and your families during these trying times and are committed to doing everything we can to support you. Thank you for your continued hard work and dedication, and please take care of yourselves and your loved ones.


NICO MEYER
CEO

A word from the Marketing Team,

The Marketing Team is excited to announce the new Kudos corner on page 24. This updated section allows for everyone to compliment their team members on the hard work being done. This could be anything from acknowledging someone's cheerful attitude in the office all the way up to completing major projects or milestones! No accomplishment is too small to recognize. Submissions will be featured anonymously. To submit a kudos, you can scan the qr code above or on page 24, or check your inbox for further details.



As mentioned previously, we are working on a big project: the SSON Financial Shared Services Conference in Orlando that is coming up next month. Be on the lookout for more content from this event! And as always, the Marketing Team is here to support you in any way we can. Please reach out if you need assistance with a creative 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 - Kudos Corner

26 - Team Highlights

28 - Local Favorites

The Grand Ledger Magazine

DESIGNER/EDITOR

Michelle Haas

COPY EDITOR

Clara Busé

CONTRIBUTORS

Claudia Kaczmarek

Elpida Tsaroucha

Livia Juliani

Shakira Parker

Anna Yermak

Nico Meyer

Franco Cicchiello

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

© COPYRIGHT 2023: All material in this issue belongs to CKH Group, supplied by team members unless otherwise indicated. The opinions expressed by each office are not necessarily those of CKH Group as a whole. No part of the material may be reproduced, edited or altered without prior written permission from the CKH Group Marketing Team

DISCLAIMER: While every effort has been made to ensure the accuracy of its contents, neither CKH Group, nor the publisher can be held responsible for any omissions or errors, or for any misfortune, injury or damages that may arise therefrom. We reserve the right to edit any content, interviews, text and / or pictures supplied to us for layout purpose

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 Lize-Mari Badenhorst - 692 points

2 Andreas Kalamotousakis - 627 points

3 Artemis Kanaki - 612 points

4 Kelly Koutsoura - 588 points

5 Asimonia Panagou - 543 points

Next Assigned Course:

**CUSTOMER
SERVICE**

Our next assigned course will be Customer Service in which you will learn more about how to communicate with customers and clients in a way that fosters a happy and healthy client relationship. This course will be due on **April. 7th**



Leadership Lessons: Taking Responsibility

What does Leadership mean to you? To me, it is being responsible for everything within your team. That means everything we do and fail to do. I want to focus on the "fail to do". Professionally and personally speaking I am more interested in what I did not get right than what I got right. Why is this? I think it is different for each person. I want to do my best in all things. I want to help others do their best and when I or my team fails then I must look at myself first to determine what did I fail to do or consider as a leader. Leaders don't push blame to others. They accept the failure, work with their team to find out what the root cause is and put a plan in place to fix it. **It is not about who is right, it is about what is right.** I have been wrong often in my life and glad to have been surrounded by subordinates, colleagues, and superiors who helped me to improve and become a better leader.

I adamantly believe there is a difference between management and leadership. It is the same coin if you will but has different sides. Both are important. One side of the coin is hard skills (managing) while the other side is soft skills (leading). Leading requires having a good sense of emotional intelligence. Personally, I think this happens over time and not overnight. Some leaders have a higher sense of emotional intelligence where others may not. Will Duke states in his book that things and processes are managed, but people need leadership. Bottom line **people are not things, and desire to be respected, treated fair, heard, and valued for their contributions.** People should not be viewed as objects or things.

It is the responsibility of leaders to help develop those under their area of responsibility, and to do this with integrity and a true desire to see each one grow. There is no better feeling as a leader than seeing those who desire to excel reach his or her goals in a successful manner and knowing you had a small hand in helping facilitate the growth. If we think of our values and the tree analogy it is our responsibility to help each tree grow. It takes an investment of time that sometimes might interfere with other priorities, but **people are our most valued resource**, and we should never forget that as leaders.

-Roger Nixon, VP of Business Development



MEET OUR GLOBAL OFFICES

Presence

Teams in 8 global locations, employing 180+ professionals

Global Footprint

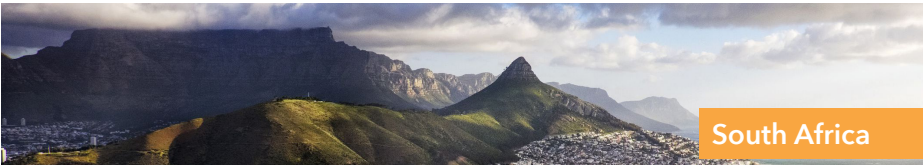
Strategic geographical positioning of offices to ensure consistent availability to any and all client needs

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



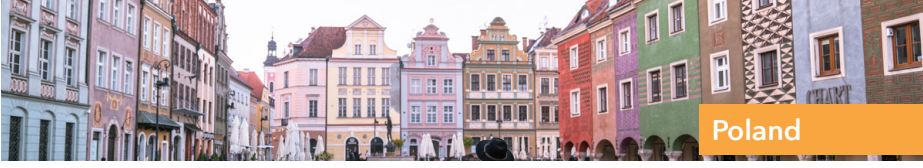
Atlanta



Greece



Ukraine



Poland



Germany



Spain



Azerbaijan

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

A Word From Our Team Members Feb. Work Anniversaries

Kathryne Wenn - 1 year - 2 February 2023

"I am very grateful to be celebrating a year at CKH. It was a year filled with such great opportunities, growth and the best office social events! I'm so grateful that I get to see and be a part of the growth of our amazing company."

Gert Du Plessis - 1 year - 14 February 2023

"I want to thank everyone for the support and assistance throughout my 1-year work journey at CKH. I developed my skills, knowledge and gained some international experience. From the side line I also got the opportunity to observe the CKH management teams in action and was refreshing and inspiring to see managers leading from the front for a change, not a common occurrence these days. Once again thank you all."

The Cape Town office celebrated Valentine's day with a spread of fruits, pastries, and other sweets!



BIRTHDAYS
March 22 - Shakira Parker

Celebrating Matthew Levenson's Birthday!

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.

CKH Group plans to attend the Shared Services and Outsourcing Week hosted by SSON. Pictured are the attendees; check out our website for more details on the event!

Atlanta, Georgia



BIRTHDAYS

March 7 - Roger Nixon

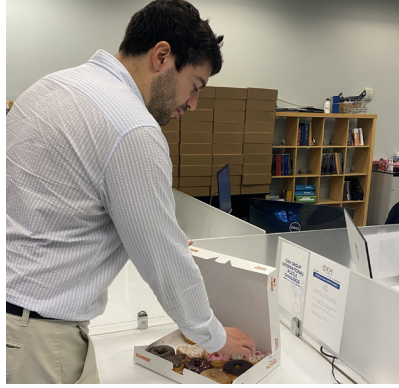
March 16 - Clara Busé

March 18 - Harry Catrakilis



FEB 14 Valentine's Day

Valentine's Day, also called Saint Valentine's Day or the Feast of Saint Valentine, is celebrated annually on February 14. It originated as a Christian feast day honoring a martyr named Valentine. It is now used to show love and compassion towards friends, family, and significant others. The Atlanta office celebrated with some donuts.



February Black History Month

Black History Month is an annual observance originating in the United States and was created to focus attention on the contributions of African Americans throughout history. It honors all Black people from all periods of U.S. history

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 HIRES



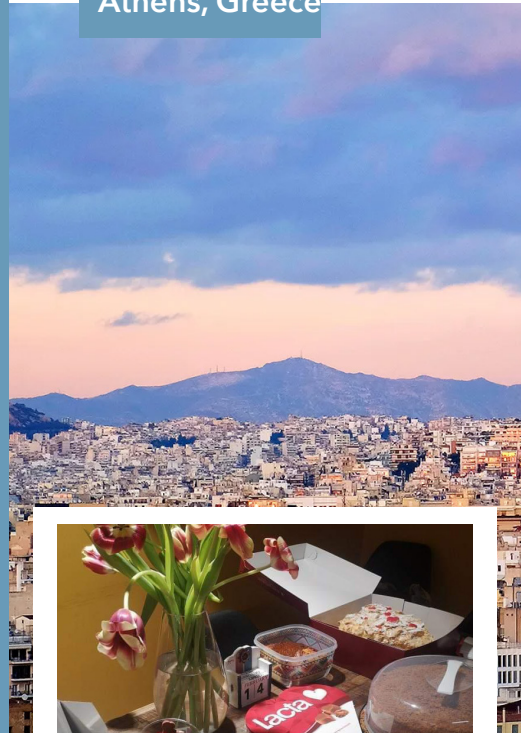
Rania Letsios Senior Tax Accountant

I am originally from Athens, Greece and I have more than 7 years of professional experience in the Financial Services Tax department, working with one of the top CPA firms in New York, USA. In every opportunity, I try to travel with my family and introduce new places to my two kids.

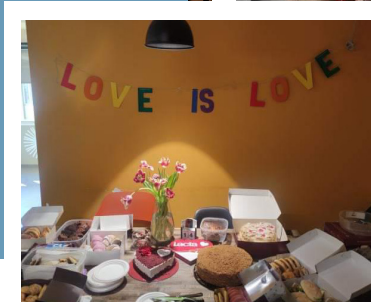


Mouamet Konte Junior Statutory Accountant

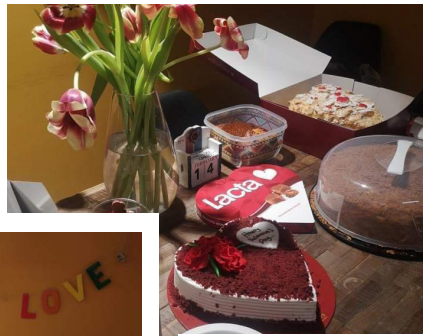
I am from Xanthi-Greece and have a bachelor's degree in Economics from Aristotle University of Thessaloniki. I speak Greek, English and Turkish and I have 3 years of experience in accounting-business consulting. I am excited to be a part of the CKH Group. In my spare time I like to play tennis and solve puzzles while sipping a glass of wine.



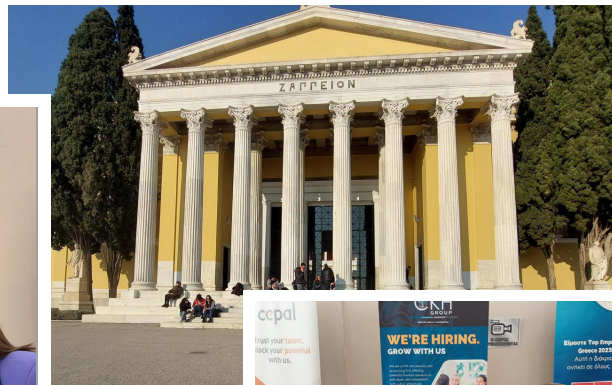
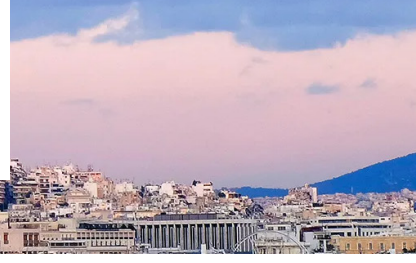
The office celebrated Despoina's Birthday!



Happy Valentine's Day!



Βασιλόπιτα (cake cutting) event in Athens & Lemnos!
 Congratulations to all our lucky employees



Elpida and Eda attended the Athens University of Economics and Business Career Day



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



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

March 11 - Svitlana Apanasenko
March 15 - Dinara Kartayeva
March 21 - Oleksandr Tymoshenko
March 24 - Viacheslav Fietisov
March 24 - Anna Ivanova
March 28 - Lesia Lapchuk
March 28 - Sergii Kozak

NEW HIRES



Sofiia Kharchenko
Senior Tax Accountant

I have a Master's degree in Finance graduated from Kyiv National Economic University. I have over twenty years of experience in finance accounting and tax reporting both in industry and consulting. Before joining CKH Group I have been working at EY Ukraine over 10 years having experience in various projects including tax compliance and reporting provided for multinational companies operating in Ukraine. I dedicate my free time to my family and friends, travelling, reading, watching movie and going out for different activities.



Tetiana Cherniavska
Senior Analyst

My name is Tetiana. I'm from Ukraine. I'm very happy to join CKH group! I've been working in accounting more than 13 years. I hold two international accounting certificates and I'm exited to learn more. I like my profession, learning foreign languages, spending time with my family and friends. In my free time I also do sport and homemade products.



The Ukraine team celebrated Valentine's Day together with a lovely cake!

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.

Poznan, Poland



Valentine's Day Feb. 14 **Fat Thursday Feb. 16**

Unfortunately, the Poland office was not able to properly celebrate Valentine's Day in full - some people from the office fell ill. However they extended the celebration to Thursday due to the tradition of eating doughnuts on Fat Thursday.



FEB 17 Cat Day

The history of Cat Day has its origins in Italy. The idea to establish such a day in 1990 came from a journalist of the Italian magazine "Tuttogatto". February is the month of the zodiac sign, Aquarius, characterized by a desire for freedom and independence - does this sound familiar? Additionally, 17 is considered a lucky number. The history of Cat Day in Poland is shorter than that of Italy. Cats and cat people have been celebrating since 2006. The holiday was established on the initiative of the monthly magazine "Cat" and the Cat Club in Lodz. Pictured are our employees' pets, including that of Andrew. Can anyone guess which cat belongs to Andrew?

NEW HIRES



Łukasz Augustyniak

Junior Statutory Accountant

"My name is Łukasz Augustyniak. I graduated from Economic School Complex in Nysa and hold a title of economics technician. I am interested in Asian languages and cultures, and I love cooking. I also like to watch movies, especially old, and travel to other countries."



Yana Sadovska

Junior Statutory Accountant

"I have a master's degree in economics and I worked as an accountant and economist at large manufacturing enterprises. In CKH I want use and improve my knowledges. In my free time I like to spend time with my family, travel and watching movies."

SPAIN

The Barcelona office is one of our newer additions to the CKH Group network. The team supports our other offices and solidifies CKH Group's presence in the EMEA region.

Barcelona, Spain

CONGRATS THIAS!

Congratulations to Thais Tibau, who gave birth to Bia on 03/02



BIRTHDAYS

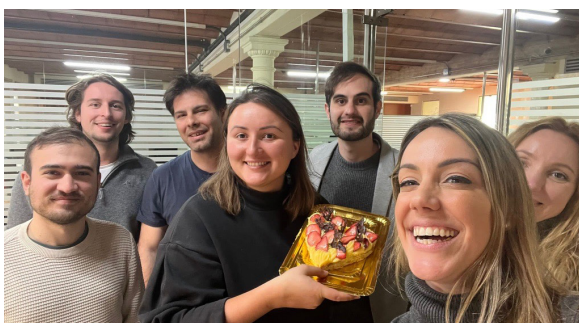
March 15 - Juan Cruz Bartolomei

March 23 - Zlata Komarnytska



Calçotada Party!

A Catalan tradition, the calçotada consists of meeting friends and family to eat calçots grilled on the barbecue and dipped in a romesco sauce, and eaten wearing a bib to avoid any unwanted messiness.



Happy Valentine's Day!

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.

Baku, Azerbaijan



Harry Catrakilis visited Azerbaijan to celebrate the opening of the new office.



OFFICE SPACE NOW OPEN

CKH Group is excited to announce that our new office is now open in Baku, Azerbaijan. We are excited to watch this office grow! The new address for this office is 16th floor, Caspian Plaza Business Centre, J. Jabbarly 44, Baku, 1065. Congratulations to the Baku team and good luck in your new space!



The Kudos Corner

"**Nasja Anthony** is the perfect example of a superwoman. She does so much for the Cape Town office, all between her own Audit team's responsibilities as well and every day she does it with the best attitude. Thank you to Nasja for making the Cape Town office a awesome place to work. "



"Kudos to **Konstantinos Theodorou** and **Andrii Sorokin** for being such kind, supportive, and knowledgeable people. Interacting with the IT team is always a joy."



"We all know that **Jaco Botes** is Cape Town's very own Excel Guru. He is always willing to share awesome short cuts and tips in excel that makes everyone's lives so much easier and more efficient. Thank you Jaco for being a superstar!"

"Kudos to **Lilia Sych** for being the most supportive team member ever!"

"Thank you to **Lize-Mari** and **Shakira Parker** for the support around the office! We appreciate your effort and contribution."

"Kudos to **Maryna Motuzenko** for excellent support & cooperation!"

"A massive shoutout to **Elpida Tsaroucha**, who has added so much to the HR team and to CKH Group. Ever since day one she's gone far above and beyond in every aspect of her work."



"We can add a thank you to all of the staff in the **Cape Town office** for their support and positive attitude over the last two months with the transition of the office (seeing as we have a new office manager and a new HR function)"



"Special thanks to **Pavlo Kripak** for not only being the strong leader and a professional, but also for being a role model in terms of supportive, kind, caring and empathetic approach during challenging times for the team. Thank you for taking care of the team while fighting your own battle and living through the war in your home country.

If you would like to praise a coworker on a job well done, scan this qr code to fill out the form! (can be submitted anonymously)



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!



A Galapagos Sea Lion

Hello my friends! My name is Ohmagad! As you can see, I am a Sea Lion and I live on the Island of South Plaza - Galapagos.

My mother called me "Aaark" but she used the sound "Aaark" also for my brother and my sister and this generated in me some kind of an identity crisis. This state of confusion terminated the day when I first met the tourists. I saw them, they saw me and then a classy British woman exploded into a loud: "Ohmagad! A sea lion!" and all the rest of the group joined her like a gospel choir: "Ohmagad!", "Ohmagad!".

It was like a flash. Suddenly, everything came together, and I understood: "My name.... Ohmagad! It's my name!" It is always important to know who you are, and do you know what? I like this name and it fits me like a tailor-made suit.

Here in Galapagos islands, both we and the natural environment are protected. Tourists cannot touch us, but they can click us. I don't know why but they keep on pointing to us those pieces of plastic that they carry everywhere and make "click" sounds. Then they look inside the piece of plastic and, if they are happy, they give this thing up, otherwise, they click us again and again. To me, it is utter nonsense.

Another possible use of the piece of plastic is that tourists bring it to their ear and talk making strange sounds. I know that my "Aaaark" does not sound nice, but what about their "helloooooo" or "gooooooood" or "greeeeeeaaaat" and then they smile. What the hell are they smiling about? There is nothing to smile here! Maybe their life is beautiful or maybe they are just crazy. I think that the second hypothesis is the more likely.

The landscape here is so beautiful you would say you are in paradise, but my life is not easy at all, and it is dangerous. Think about it: if I want to eat something I must

chase it and catch it first. At the same time, I must pay attention to whatever passes in the neighborhood because, if it's a predator, it may try to eat me. Can you imagine yourself sitting at Mc Donald's and then a big ferocious animal comes to eat you and your burger? How does it sound? Scary, huh?

What would you do if you were me? The same as I do: eyes wide open and maximum attention. I know a little bit of human psychology and I can say that humans and wild animals are not that different. We avoid the fight for as long as we can but, sometimes, we must face it and then "No kidding!"



We become like Robert De Niro in "Taxi Driver": "You talkin' to me?" (If you don't know this scene, find it on internet or on TV but, please watch it!). I know I look funny and easy going but be careful to those that look like me: we swim very fast, and we can be very furious (like Vin Diesel) but, on top of that, we're dangerous.

The big animals come and think they will win because they are bigger than us, but weight is not everything because we move faster, we are smarter, we are determined. We cannot slam them down, but we can get them to leave us alone. This is the same thing that the democratic world has been doing since the 24th of February 2022 with unity, with intelligence, with tenacity and, finally, with greatness.

Dear friends, please let me lift my front flipper up to the sky for the proud and heroic people of Ukraine. I didn't know them one year ago but now I love them and put my front flippers together in a big applause. I wish I were like them but there is a big difference: I am only a sea lion while they are all lions.

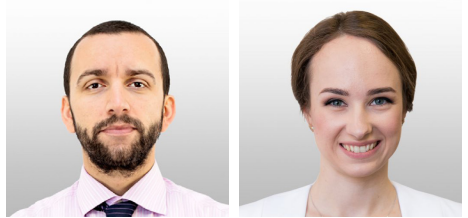
Druzi ukrayintsi, ya vas usikh lyublyu
By permission of Ohmagad! The sealion from Galapagos Islands.

TEAM HIGHLIGHTS

RESTRUCTURING

Some of our employees have taken on more responsibilities in different areas of CKH Group.

Kateryna Kudrenko will be leading our Newell RTP project. Her goal is to build a strong and independent team to support Newell corporate tax department.



Kate would still manage Newell Statutory compliance project, but we are pleased to formally recognize Stavros Vasilis as the Statutory Compliance team lead for monthly assignments (VAT, payroll, Statistical reporting, etc), while Georgia Sergi and Oleksandr Tymoshenko would keep taking care of Newell annual tasks (financial statements and tax returns).

Tax Season Kick Off!

The tax team is jumping right into tax season. Each year brings a new set of challenges and we are confident the tax team will rise to the occasion.





WORK ANNIVERSARIES

Ukraine

March 1 - Yuliia Osadcha (2 years)

March 10 - Valeriia Ivaniuk (2 years)

March 16 - Daria Zamohylnova (3 years)

Cyprus

March 8 - Yunus Diler (2 years)

March 22 - Erdogan Garip (2 years)

Greece

March 1 - Christina Troullou (2 years)

March 8 - Alexandra Kourouni (2 years)

March 21 - Vasiliki Kapetaki (1 year)

March 21 - John Genouzis (1 year)

March 21 - Michalis Mpamis (1 year)

March 22 - Despoina Derizioti (2 years)

March 28 - Maria Plati (1 year)

Local Favorites - ATHENS

Employee Recommended Restaurants

1

Nolita

This restaurant features pizza, pasta, and other Italian fare - *Ioannis Michas*



2

Μπάρμπεκιου

An authentic steakhouse known for its juicy burgers and steaks - *Katerina Ontrousek*



3

Ψαροφωλια

This spot has tasty and fresh seafood with an excellent view - *Eda Agian*

4

Σεϋχέλλες

Amazing Greek cuisine as well as Mediterranean and European - *Renia Kourti*



5

Αμα Λαχει στις Νεφέλη

Modern Greek dishes & meze platters as well as some brunch options - *Renia Kourti*

6

Juicy Grill

A Contemporary, laid-back eatery serving burgers, grills & chicken wings - *Michalis Mpamis*



7

Barong

A lounge restaurant and coffee bar located right on the waterfront of Zea Marina - *Vicky Kaperaki*

8

Μυρτιά

This restaurant is best known for its grilled meats, such as the pork steak - *Andreas Kalamotousakis*

9

Jackaroo

Jackaroo is a sandwich shop with excellent fried chicken - *Eda Agian*



10

Street Wok

This is a popular chinese restaurant and noodle bar in Athens - *John Genouzis*

MONTHLY KAHOOT

Every Third Friday (Mar. 17, next month)

March Theme: Music



Anastasia Karagianni

Stephné Kukard

2

Steph

21633

1

Anastasia

22554

**JAN.
WINNERS!**

Maria Plati

3

**How u
Dooing**

Magazine
content for next
month due:

March 23



Want to read me
on the go?

Scan here to read online.

TRENDING SONGS AROUND THE WORLD

TOP 5 GLOBALLY

Flowers by Miley Cyrus

Kill Bill by SZA

Boy's a liar Pt. 2 by PinkPantheress & more

Shakira: Bzrp by Bizarrap, Shakira

As It Was by Harry Styles

Data provided by



GREECE

Tik Tak by Trannos

Oulala by Mente Fuerte & more

KATOSTARI by SIDARTA, Sigma

POLAND

IRL by Bambi

Malibu Barbie by club2020 & more

No weź by club2020 & more

USA

Boy's a liar Pt. 2 by PinkPantheress & more

Kill Bill by SZA

Last Night by Morgan Wallen

GERMANY

Komet by Udo Lindenberg & more

Flowers by Miley Cyrus

Sie weiß by AYLIVA, MERO

UKRAINE

Силуети by SadSvit & more **3A**

SPIT IN MY FACE! by ThxSoMch

METAMORPHOSIS by INTERWORLD

SPAIN

Yandel 150 by Yandel, Feid

Shakira: Bzrp by Bizarrap, Shakira

MERCHO by Lil CaKe & more

SOUTH AFRICA

Company by AKA, KDDO

NGIMOJA by Tyler ICU & more

Stimela by 2Point1 & more

CYPRUS

VUR by BLOK3

AFFETMEM by BLOK3

deniyorom, ama by Mavi



THE GRAND LEDGER

Published by the CKH Marketing and Branding Team
February 2023

