

THE GRAND LEDGER



APRIL

Edition 22 | Apr. 2023



Global Excellence, Local Expertise

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



 **CKH**
GROUP

Welcome,



The most precious resource we all have is time.” –Steve Jobs. The notion of time in a commercial context, is super important, especially in an organization like ours, where time is the only product we sell. Charging time is crucial for CKH, because it directly impacts the efficiency, profitability, and overall client satisfaction of our business. Albeit sometimes fixed fees, time is used as the basis or proxy for

the fees we bill our customers. By accurately tracking and charging time, we can ensure that our clients are billed appropriately for the valuable services provided by our staff. Charging time allows us to allocate time effectively, balancing the workload among clients and projects, and addressing high stress points in the organization. It is therefore paramount that timesheets are completed accurately and on a timely basis. As time is a precious resource, we encourage staff to take vacation when schedules allow.

I therefore like to appeal to you to take due care when recording time.



NICO MEYER
CEO

A word from the Marketing Team,

The Marketing Team would like to take a moment to shout out the amazing work of the Tax and Admin teams for completing their tax season!

We are excited to announce that our team has joined forces with the Business Development team to implement Salesforce into our processes. This platform will help us in many ways and we look forward to seeing it's benefits to the firm.

And as always, the Marketing Team is here to support you in any way we can. If you need items such as a presentation deck or an org chart made (or have any other creative requests), please scan the QR code and fill out a quick form to submit a request. The Marketing Team would like to raise awareness that there will be new Standard Operation Processes being implemented soon. This will include a new system for submitting creative requests! Please be on the lookout for more information.



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Office Announcements

Upcoming National Days and Holidays

Here are the upcoming national days or holidays celebrated across all of our offices*. More information about the following holidays and if the office(s) will be celebrating or recognizing them in any way will be given via email. Check your inboxes for updates!

Month of May

Mental Health Awareness Month

Asian American and Pacific Islander Heritage Month

May 1 - International Labour Day

May 3 - Poland Constitution Day

May 5 - Cinco de Mayo

May 9 - Victory Day

May 14 - Mother's Day

May 18 - Ascension Day

May 28 - Azerbaijan Independence Day

May 28 - Pentecost

May 29 - Memorial Day (USA)

**Are we missing a holiday? Let us know! This is a great opportunity to learn more about the cultures in each office.*





Leadership Lessons: Model Appropriate Behaviors

"You cannot lead in an organization that pursues a mission or requires behaviors and actions that are contrary to your personal values", states Will Duke. Obviously, there are going to be times when a leader may not specifically agree with a policy or procedure but if the conflict does not oppose values then typically these situations are easy to work through. We must all realize there is no such thing as a perfect organization but that does not stop us from chasing perfection. It is how we get better and learn.

A positive attitude even during difficult times is very important. Leaders who have the resilience to persevere during difficult times are sought out. Dr. Martin Luther King talks about times during his life when he struggled, felt overwhelmed or thought he was losing his courage. I think having courage is very important and doing so requires shaking the tree from time to time and not being afraid to speak and act publicly. We all look for models and/or mentors to emulate. If we are honest with ourselves, we are a product of our family, our environment, and those whom we trust and respect. When you see someone on your team who models an appropriate behavior take time to publicly recognize this person..

Cultivate Situational Awareness

Cultivating situational awareness is more about communication than anything else. It helps each person in the organization understand the reason why we do some of the things we do and why we make some of the decisions we do. Having situational awareness of what other business units are doing can help your own business unit and may even help improve another. We can't assume that everyone knows what we are thinking. It is important for people to understand the "Why" because it empowers them to make sound decisions in the absence of their leader.

Teams can cultivate situational awareness by meeting briefly each day or each week to debrief. For example, the Business Development and Marketing team meet on Friday to share 3 things that we think we did well, 3 things that missed the mark, and 3 lessons learned from the week. Doing this in a disciplined manner in small teams will considerably help your team on several fronts, especially to provide situational awareness for the entire team.

-Roger Nixon, VP of Business Development



MEET OUR GLOBAL OFFICES

Presence

Teams in 8 global locations, employing 200+ professionals

Global Footprint

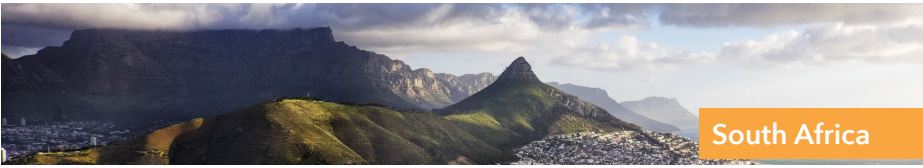
Strategic geographical positioning of offices to ensure consistent availability to any and all client needs

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



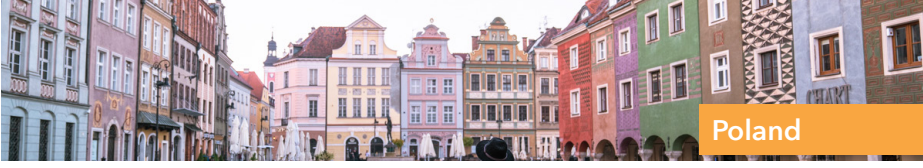
Atlanta



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

Easter Celebrations

The Cape Town office was spoiled with some delicious chocolaty goodness for Easter this month. Each staff received a personalised message attached to a Lindt bunny to express our gratitude for all that they do and wishing them well over Easter.



BIRTHDAYS

May 1 - Carita Jansen Van Rensburg

Get to Know the Cape Town Office!

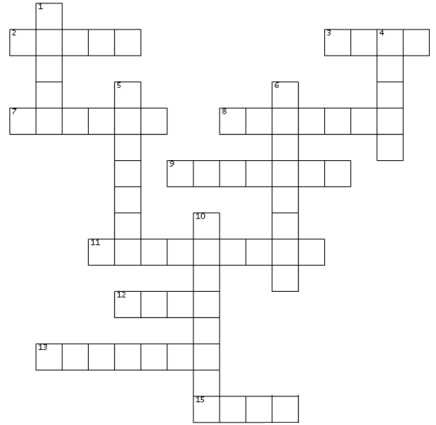
We have a bit of a fun activity for those we are interested to learn who the CT Team is comprised of. First person to send Shakira all the answers gets bragging rights in the next Grand Ledger. (Disclaimer: Sorry CT Office, you are welcome to participate but no bragging rights for you!)

ACROSS

2. Part of the Windham Brannon team.
3. Team lead behind the Hays project.
7. Part of the RTP team.
8. Part-time IT go-to person.
9. Part of the Tax Legacy team.
11. Part of the audit team.
12. Part of the Windham Brannon team.
13. HR go-to person for the Cape Town office.
15. The lady behind our salary payments.

DOWN

1. Cape Town office manager.
4. Team lead for the Windham Brannon project.
5. Team lead for the Genesys Project.
6. Part of the audit team.
10. Our office project manager.



**Happy Birthday to
Stephne and Nasja!**

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

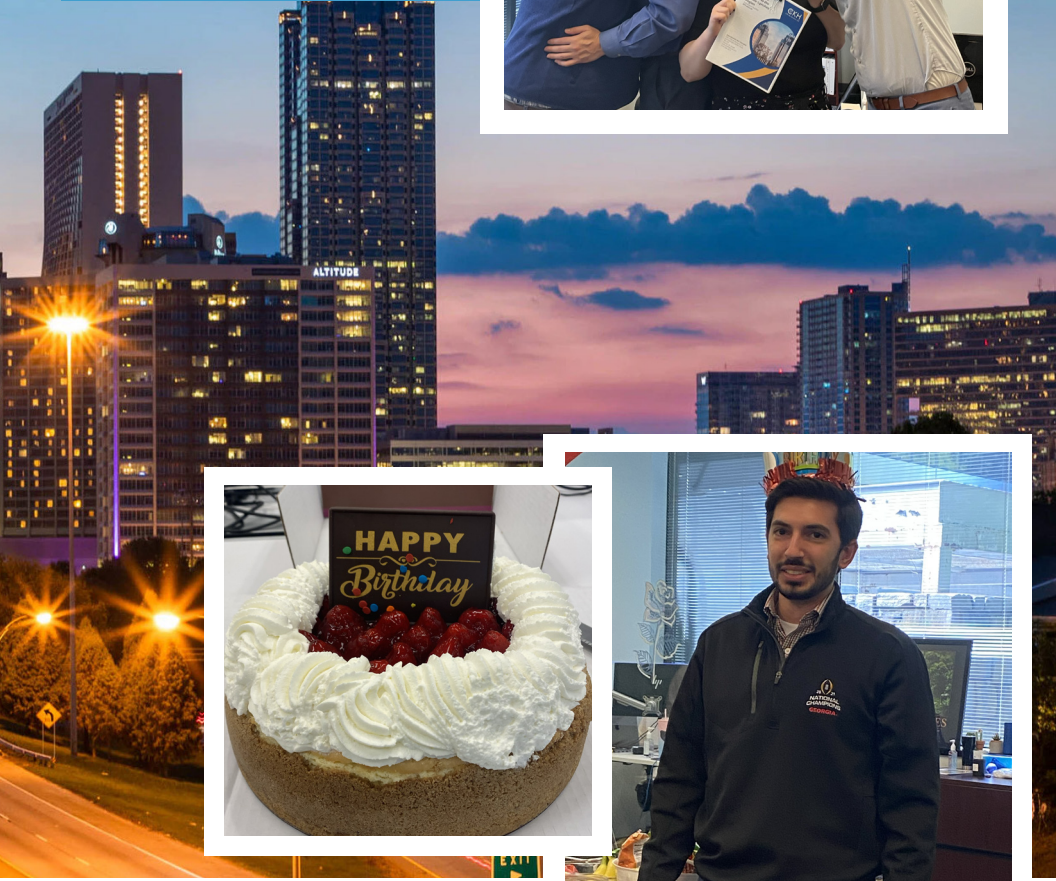


Happy Birthday Frank!

A very happy birthday to Frank D'Urban Jackson, the Tax partner at CKH Group.

First Proposal Bid

The Atlanta team worked diligently to submit their first proposal on time. With a couple bumps in the road, by the time it was submitted everyone could joke about the pressure!



Happy Birthday to Leo Frangis!

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

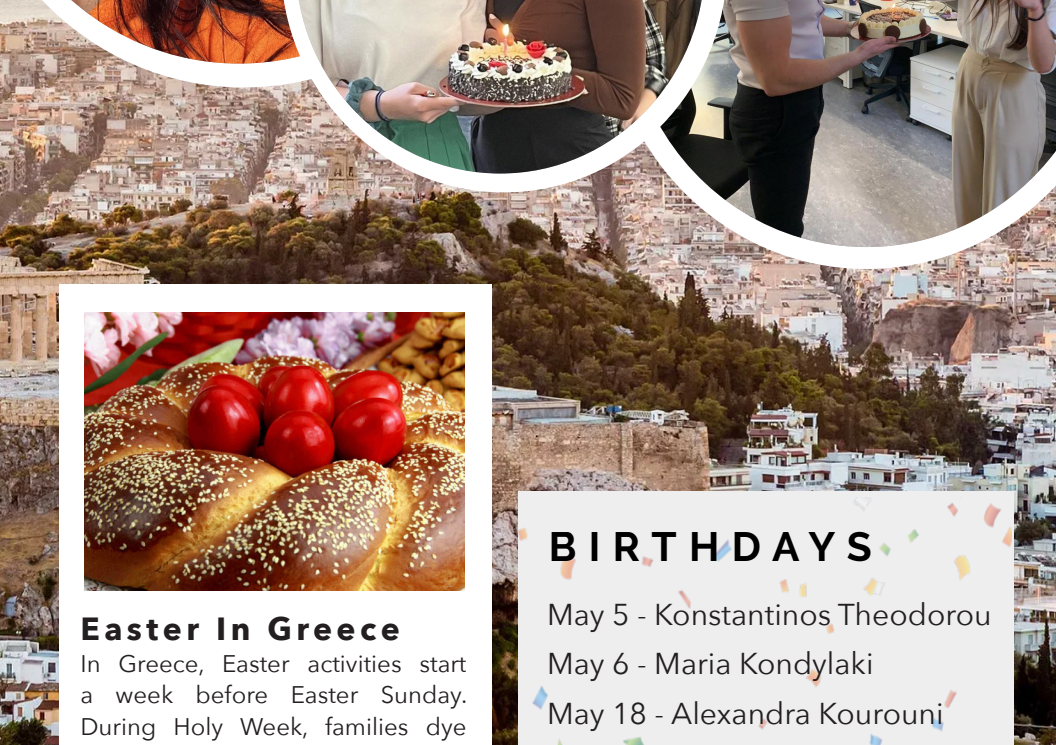
Katerina Papasavva

Junior Accounts Payable Specialist

Hello everyone! I'm Katerina, the new member of the AP team. I'm 23 years old, I love horse riding and nature. I am eager to acquire knowledge and I'm very committed to the goals I set.



Happy Birthday to Artemis, Kelly, and Muamet!



Easter In Greece

In Greece, Easter activities start a week before Easter Sunday. During Holy Week, families dye eggs red and bake Tsoureki, a type of plaited bread to be eaten after midnight when the fast is broken on Holy Saturday. The midnight Resurrection Service is the highlight of Easter, followed by the long lunch on Sunday, usually consisting of slow-cooked lamb on the spit.

BIRTHDAYS

- May 5 - Konstantinos Theodorou
- May 6 - Maria Kondylaki
- May 18 - Alexandra Kourouni
- May 18 - Stamatia Tsakozi
- May 26 - Engi Rami
- May 27 - Dimitris Dimitrelis

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



Our team members in Ukraine got together for a visit to the national park, Grushka, in Kyiv!



Easter Traditions

Easter is one of the most popular holiday in Ukraine. Many people, who a Christian, visit church at night and bring there traditional Easter pastry and decorated eggs prepared for the Easter celebration. There is a specific technic to paint eggs in a red color. You should peel the onion and put onion peels into boiling water to boil eggs in this red water and they will become red. Eggs decorated with lines or pictures are decorated with another technique of decorating. This technique is drawing with beeswax. First you draw your design on the egg with a pencil. Then you take special metallic instrument, used to draw with heated beeswax. Then you would color the egg as usual. Lines made with beeswax, will dry out and You will receive decorated egg with designs where the beeswax has been.



To apply for assistance from CKH Cares you can reach out to Nick Catrakilis (nickc@ckhgroup.com) or Kate Kudrenko ([katerynak@ckhgroup.com](mailto:katernak@ckhgroup.com))

BIRTHDAYS

May 12 - Pavlo Kripak

May 16 - Sabina Adjygeldyeva

May 23 - Natasha Krasniuk

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



BIRTHDAYS

May 9 - Yana Sadovska

May 13 - Łukasz Augustyniak

Happy Birthday Ewa Kaczmarek

If you can imagine the best chocolate cake you've ever eaten in your life - it's probably nothing compared to the cake baked by Ewa!

You need to come in person for the recipe



EASTER



Everyone in the office caught their own bunny. The shared Easter breakfast was replaced by pizza. Since the weather is not like in Italy, at least the meals can bring us some sunshine! As you already know from the previous newsletter - Pizza place restaurant is a must for our office.



Career Day

This year saw the 10th edition of the Career Days at the Poznań University of Economics - JobSpot. This was the first time the Polish branch had participated in this event and we already know that we will continue in the future. Huge thanks to Jan from our office - this event wouldn't be so amazing without you!

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

April 9 - EASTER

Easter in Spain - Locally known as Semana Santa (Holy Week), Easter is the most important celebration in Spain and stands out for its epic brotherhoods' processions and unique, age-old traditions specific to each region.

The atmosphere that characterizes the festivities is usually solemn, the picture spectacular, and everything seems fully immersed in emotion. Don't let yourself be fooled, though - this is still Spain, which means neither the solid religious beliefs nor the somberness of the moment can hide the nation's fervor for pomp and lively fiestas.



BIRTHDAYS

May 4 - Malena Manuele

May 6 - Thais Tibau

May 10 - Maryna Motuzenko

May 29 - Livia Juliani

NEW HIRES



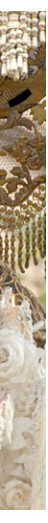
Malena Manuele AR Accountant

I'm Malena from Argentina. For almost two years I have been abroad in search of new challenges and experiences as a professional in economic science. A year ago I finished my MBA studies in Madrid and then moved to Sardegna, one of the most beautiful islands in Italy. In my free time, I love doing sports, spending time with my friends and traveling. I am very happy to be part of the CKH team in the Barcelona office.



TEAM BUILDING

To celebrate Easter, we have a dinner together with our guest, Olesia Honcharyk, from Greece, that visited us during this month



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



Ramadan

Eid Mubarak! Our Baku office came together to celebrate and break their fast with pizza.

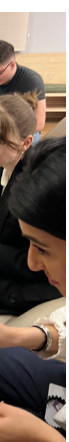
NEW HIRES



Dinara Ramazanova

Junior Tax Advisor

I hold a bachelor's and a master's degree in economics. I have 2.5 years of experience as SAP HR and Payroll Consultant working on several projects in both the public and private sectors. In my free time I like to watch mini-series and read some detective or psychological literature. In addition, I quite love taking portraits on a professional camera



BIRTHDAYS

May 24 - Farida Guliyeva

May 27 - Khalida Aliyeva

May 28 - Rustam Rashidov

The Kudos Corner

"Thanks, **Nasja Anthony**, for be a great example for the Cape Town office. I know there are a few among us who inspires to walk in your footsteps. Hope you had a wonderful birthday this month!!"



"Well done **Audit team** with the TM annual close. The client is super happy!"



"**Livia Juliani**, you are our shining energy in the office. Thank you for all the support and for caring so much about everything you are doing! You put your soul into each little task, and we can all see the great results of this.

"Well done to our **tax team in UE, SA & ATL** for pulling together and delivering on the April 18th deadline. Not all heros wear capes!"

"**Oksana Akhankova**, I appreciate your strong and wise support and clear guidance. To speak simple about difficult things is a special type of art. Thank you for your art!"

"Thank you so much **Lize-Mari Badenhorst, Livia Juliani, and Anna Yermak** for helping me whilst I was away on leave. You are the best!"

"**Maksym Vernyhora's** hard work and dedication are truly admirable. He consistently goes above and beyond in his work and is always willing to lend a hand to his colleagues. We are fortunate to have such a talented and committed individual like Maksym on our team. Thank you for being part of the team!"



"Thank you **Nick Catrakilis** and **Konstantinos Theodorou** for being incredibly supportive of me and assisting with a major change that has made feel more at home at CKH Group. I can not thank you enough for how much your kindness means to me."

"**Jackelin Ampuero** thank you for your patience with all our new hires and your wonderful work. Also, thank you for finding the inner power and motivation to continue learning!"

"**Livia Juliani**, you are extremely positive and kind. Thanks to you, I immediately fell in love with my job.

"I have met no one as supportive, responsible, and kind as **Liliia Sych**. Her tireless work ethic and unwavering willingness to help others make her an exceptional teammate.

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)



Elpida Tsaroucha always has a can do attitude and works extremely hard to ensure our organization has the tools and resources that are needed to operate efficiently and effectively. She takes a lot of pride in what she does and leads her team well. Thanks for being a good leader Elpida.



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 Night Between Arizona and Utah

Paola and I had just checked in at our Hotel in Panguitch, Utah after a long drive. It was the end of a hot August day just before dinner and we were hungry. But when we reached our room, we discovered we had left behind one piece of luggage in Page, Arizona where we had stayed the night before. "Noooo", Paola said, "I can't believe it! What are we going to do now?" I called the Hotel in Page. They confirmed they had the luggage and advised we could go pick it up whenever we wanted. I suggested: "Look, let's have dinner and then return to Page. We'll be back here in 5 hours. Tomorrow morning we'll see the Bryce Canyon".

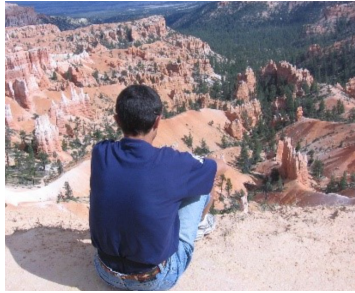
"Let's go!" was her answer, and, at 9.30 we set off. The Highway 89 is a wonderful road during the day, very scenic but, at night, it's so dark that you can't see anything for miles and miles. We left Panguitch and it was dark. Nothing, nobody, only darkness. After a few kilometers, I saw something dash by: Deer! I slowed down and, after a corner, there they were! A group of deer in the middle of the road. I stopped the car about 5 meters from them. I was frightened. They did not move. I think that sometimes God puts a hand on your head and makes you do the right thing. It would have been a big accident had the car not stopped. The headlights shone over the biggest deer I had ever seen. We stared at each other and as I watched its huge eyes, I understood the phrase 'deer in the headlights look.' After a few moments, it lifted its head and went on its way. The others followed.

I started driving again in that surreal, silent atmosphere. Slowly, in the aftermath of our close encounter, we relaxed and began to talk again as the miles rolled away beneath our wheels. When we reached Glendale, Arizona, we stopped for a break at a gas station. There was another car parked in front of us. When we got out, a lady shouted "Doesn't work, doesn't work". She was talking about the telephone on the wall just in front of her. "My husband is inside, completely mad. Doesn't work, Doesn't work". As soon as I spoke, she asked "Where are you from?" When I replied 'Italy', she screamed again, "Ooooh, I LOOOVE Italy. I was at the Italian restaurant last week, it was gorgeous!".

Then the husband came out repeating,

"Ridiculous, ridiculous". The guy inside didn't know anything about the phone. They left but the lady kept on sending kisses our way and crying "Ciao, Amore!". Paola and I were too stunned to say anything. From that day, when something is wrong or broken, we say to each other, "Doesn't work!"

We continued to travel without problems until we stopped at a gas station in Kanab for fuel and the bathroom. This station was operated by a mother with her little daughter. After refueling, we went to the bathroom and, when we got back to the car, the two women were lying on the ground close to each other in front of the door of the building. I asked if everything was OK? and they answered they were relaxing (!). On the other side of the road



a policeman was watching us from his car. I didn't blame him. The optics were not good. I thought "Oh, man! Now he thinks we are attempting robbery and will arrest us."

"Thank you very much," I said loudly. "Goodbye!" The women cheerily replied, "Bye". Once more, we drove away without mishap. Saved! The drive was dark until we saw the lights of the Page power plant. We were

almost there. After reclaiming our forgotten luggage, I stopped again for fuel in Page one last time. It was 1 am and I also needed an extra-large coffee. This place was full of people drinking and talking. I remember feeling uncomfortable because, by then, I was used to the darkness and silence and, for me, these people made an awful lot of noise.

We started our journey again, relaxed, and somehow I was enjoying the life on the road as if I was a new Jack Kerouac. But the adventures were not over for the night. After about an hour, I saw many flashing blue lights in the distance. Trouble! A truck had gone off the road and flipped. The lights illuminated the truck, and its contents were spread over the ground close to the Highway. It was an eerie spectacle. The police let us pass through slowly and did not stop us. We were free to go back to Panguitch without further drama. It was a never to be forgotten night and this is also one of the reasons why I love America.

The memory of that silence, those distances and the infinite spaces, well..... They tasted like freedom.

TEAM HIGHLIGHTS

Tax Team

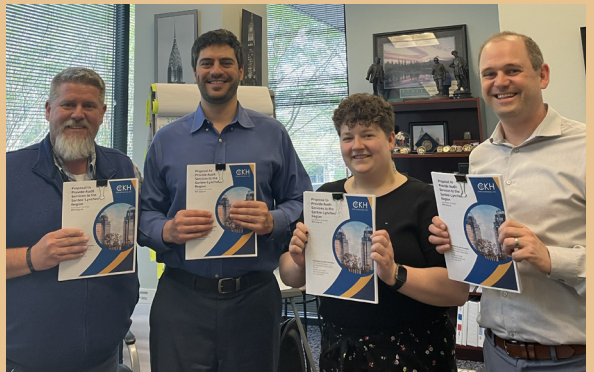
The Tax Team made it through another great tax deadline. All clients have either had their taxes filed or extended. The tax team dedicated a lot of their time, including after hours, to accomplish this. Congratulations to the entire tax team for working as a team and accomplishing this.



Frank D'Urban Jackson, Esther Shi, Umesh Patel, Kyle Heyl, Leo Frangis, and Ashley Han worked diligently with the admin team, Yvette Hasbrouck and Tykera Lenoir, to successfully meet the tax deadline this year. Thank you to all your hard work.

First Proposal Bid

On April 4, CKH group submitted their first government contracting proposal! Congratulations to the Business Development team, Nick Catrakilis and Roger Nixon, alongside Eon Van Wyk and Storm Haas who worked together to submit this.





WORK ANNIVERSARIES

Atlanta

May 11 - John Goss (3 years)

Greece

May 19 - Engi Rami (2 years)

May 23 - Aggeliki Tsiri (1 year)

May 24 - Pepi Delimari (2 years)

Poland

May 6 - Kornelia Gil (2 years)

May 14 - Jan Drzewiecki (2 years)

May 23 - Claudia Kaczmarek (1 year)

Spain

May 2 - Maryna Motuzenko (1 year)

May 2 - Natalie Hnypiuk (1 year)

May 9 - Livia Juliani (1 year)

South Africa

May 1 - Corné Greeff (1 year)

Ukraine

May 2 - Matthew Sert (1 year)

May 22 - Dinara Kartayeva (3 years)

CONGRATS

Local Favorites - BARCELONA

Employee Recommended Restaurants

1

Maná 75

This is a seafood and mediterranean restarant on the Barceloneta Beach. It is most well known for specializing in Paella and Catalan dishes. Several different variets of Paella can be found as well as some good choices of wine. - *Passeig de Joan de Borbó, 101, Barcelona*



2

Can Travi Nou

This restaurant is well known for its striking farmhouse exterior as well as its authentic Catalonian dishes like codfish, noddle paella, and black rice. It also features a shaded terrace and lovely garden, a beautiful spot to eat. - *Carrer de Jorge Manrique, s/n, 08035 Barcelona*



3

Paco meralgo

This restaurant is a cozy tapas bar with a modern look and feel. It serves seafood plates, open sandwiches, croquettes, and tarte. The quality of the food is fantastic, made with seasonal produce and fish direct from the auction. - *Carrer de Muntaner, 171, Barcelona*



4

Cerveseria Catalana

This is a beer bar and traditional tapas restaurant, served in a vibrant hangout setting, including bar seating and shaded sidewalk tables. It is also famous for its exceptional Sangrai, which is a perfect accompaniment to the tapas. - *C/ de Mallorca, 236, Barcelona*



5

Els Quatre Gats

Considered one of the most historic bar-restaurants in Barcelona, Els 4 Gats ("The Four Cats") is a cafe that famously became a popular meeting place for famous artists throughout the modernist period. "The It now serves Catalan cuisine. - *Carrer de Montsió, 3, 08002 Barcelona*



MONTHLY KAHOOT

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

May Theme: Math and Science



John Boynton

Maksym Prybora

2
1234
19434

1
JB
20629
APRIL
WINNERS!

Clara Busé

3
creed :)
15540



Want to read me
on the go?
Scan here to read online.

Magazine
content for next
month due:
May 22

TRENDING SONGS AROUND THE WORLD

TOP 5 GLOBALLY

Flowers by Miley Cyrus

Ella Baila Sola by Eslabon Armado, Peso Pluma

Kill Bill by SZA

TQG by KAROL G, Shakira

Le Bebe - Remix by Yng Lvcas, Peso Pluma

Data provided by



GREECE

KAPOTE by Kidd, MUNEYLXRD

ENA VRADI by Saske & more

Oulala by Mente Fuerte & more

POLAND

Uzi by Białas, Sobel, Deemz

SPRZEDAŁEM SIĘ by Oki

mori by Dawid Posiadło

USA

Search & Rescue by Drake

Last Night by Morgan Wallen

Kill Bill by SZA

GERMANY

All Night by RAF Camora, Luciano

Komet by Udo Lindenberg & more

Mockingbird by Eminem

UKRAINE

Силуети by SadSvit & more

Скажи мне кто ты by xxxmanera

ПОГЛЯД by YAKTAK, SOBOL'

SPAIN

BESO by ROSALÍA & more

TQG by KAROL G, Shakira

Los Ángeles by Aitana

SOUTH AFRICA

Umbayimbayi by Inkabi Zezwe & more

Hamba Juba by Lady Amar & more

Stimela by 2Point1 & more

CYPRUS

KELOKEDARA by WazGucci Stone

BAYBAY by BLOK3

Oulala by Mente Fuerte & more



THE GRAND LEDGER

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