

# THE GRAND LEDGER



JULY

Edition 25 | July 2023

# Welcome,



After an exciting Town Hall session, I would like to recap some of the key themes discussed. During the event, Nadeem Kureshi was introduced as a valuable addition to our senior management team. He will spearhead numerous growth and operational effectiveness initiatives. As previously communicated at the end of 2022, CKH commenced targeting growth in both the US government and non-government sectors. This initiative has culminated into several awarded contracts and multiple ongoing

bids at the time of the Town Hall. In line with our strategic goals, we are firmly committed to doubling the size of our firm within the next five years. This will be achieved through a combination of organic business expansion, further market penetration in the government and non-government domains, and strategic mergers and acquisitions.

As part of our rapid expansion plans, we have made significant investments in process enablers such as cloud audit software, tax OCR software, various automation initiatives, workflow optimization, and human capital software. These initiatives will bolster our capabilities and ensure seamless scalability. Presently, we have initiated the business planning process for the year 2024, aiming to conclude it by the end of November 2023. We eagerly anticipate collaborating with all of you to develop detailed plans for 2024 and foster collective growth and success.

Let us move forward to achieve our shared objectives and drive CKH to new heights. Your contributions and dedication are invaluable as we navigate this exciting phase of growth and transformation.

NICO MEYER  
CEO

## A word from the Marketing Team,

The Marketing Team is happy to celebrate CKH Group's recent accomplishments such as the winning of multiple government contract proposal bids, the completion of moving our Atlanta office to the King & Queen towers, and attending the NCMA World Congress! These are all important milestones for the company, and we are excited to be a part of the process.



As always, the Marketing Team is here to help you. 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 a new Standard Operating Procedure has been implemented. Please check your email for details. We want to be able to fulfill your requests in a timely manner while also having the capacity to grow and develop our marketing strategy! We thank you for your patience, and please take some time to thoroughly read our new Standard Operating Procedures.

# Contents

**4 - Team Highlights**

**6 - Meet the Team**

**8 - South Africa**

**10 - Atlanta**

**12 - Greece**

**14 - Ukraine**

**16 - Poland**

**18 - Spain**

**20 - Azerbaijan**

**22 - Kudos Corner**

**24 - Local Favorites**



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## *The Grand Ledger Magazine*

DESIGNER/EDITOR

Storm Haas

COPY EDITOR

Clara Busé

CONTRIBUTORS

Claudia Kaczmarek

Elpida Tsaroucha

Livia Juliani

Shakira Parker

Anna Yermak

Nico Meyer

Franco Cicchiello

Roger Nixon

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

CKH GROUP HEAD OFFICE

5 Concourse Parkway

Suite 2850

Atlanta, GA 30328USA

For More Information

+1 770 495 9077

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

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# TEAM HIGHLIGHTS

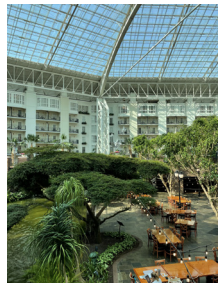
## NCMA Event - BD & Marketing

Nick, Roger, Eon, Brian, and Clara all attended the NCMA World Congress 2023 Event in Nashville, TN. This is the nation's leading training event for contract management, procurement, and acquisition professionals. At the event, CKH Group had a booth to display our services and expertise to potential future government contractors.



The team also met with VAAS Professionals, another firm focused on government contracting who hope to establish a professional relationship with. This was a great opportunity to network and establish potential clients and partners.

The team has taken massive strides towards increasing not just contracts and revenue, but also brand awareness, digital impression, and situational awareness across the company.



Thank you to Clara Busé for your coordination of this event.



## WORK ANNIVERSARIES

### **Atlanta**

August 11 - Kyle Heyl (**8 years!**)

August 25 - Clara Busé (**2 years**)

### **Greece**

August 3 - Katerina Ontrousek (**3 years**)

August 20 - Maro Karamoschou (**2 years**)

### **South Africa**

August 1 - Matthew Levenson (**1 year**)

August 3 - Nasja Anthony (**3 years**)

August 10 - Ilze Nel (**6 years!**)

### **Spain**

August 1 - Renata Aluas (**2 years**)

### **Ukraine**

August 8 - Yuliia Riznychok (**1 year**)

August 10 - Oleksandra Tatarynova (**1 year**)

August 14 - Mykhailo Nevechera (**3 years**)

August 15 - Svitlana Apanasenko (**1 years**)

August 16 - Margarita Lebid (**4 years**)

August 17 - Mariia Biakova (**3 years**)

August 17 - Larysa Khmelnytska (**1 year**)

CONGRATS



# MEET OUR GLOBAL OFFICES

## Presence

Teams in 8 global locations, employing 200+ professionals

## Global Footprint

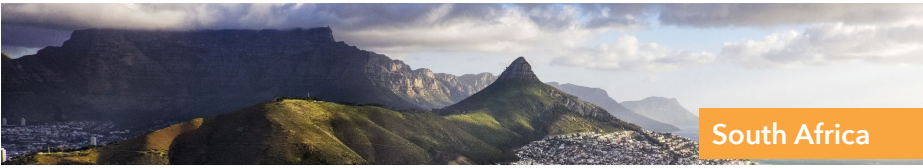
Strategic geographical positioning of offices to ensure consistent availability to any and all client needs

## 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



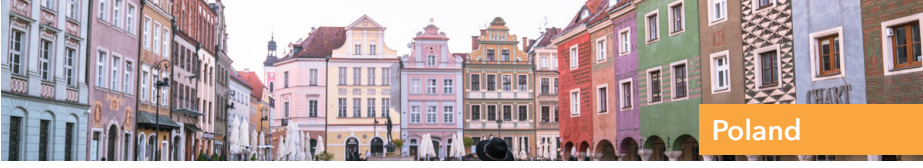
Atlanta



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

### South Africa's Double Triumph: Telegraph Travel Awards

South Africa, a land of unparalleled beauty and rich cultural heritage, celebrates a remarkable double triumph at the 2023 Telegraph Travel Awards. The country has been honoured with the prestigious title of “Best Country,” while its iconic city, Cape Town, has claimed the coveted title of “Best City in the World.” These exceptional accolades, voted for by 27,000 passionate readers, are a testament to South Africa’s undeniable allure and the enduring impact it has on travellers.

The Telegraph Travel Awards, a distinguished platform within the travel industry, recognizes destinations that captivate the imagination and leave an indelible mark on visitors. South Africa’s resounding success in winning both the “Best Country” and “Best City in the World” categories underscores its unparalleled natural landscapes, rich biodiversity, and vibrant cultural experiences.

Cape Town, often hailed as the “Mother City,” has long been celebrated for its picturesque beauty, world-famous landmarks, and warm hospitality. The city’s win as the “Best City in the World” is a resounding affirmation of its status as a global tourism gem. From the majestic Table Mountain and stunning beaches to the captivating Cape Winelands and vibrant neighbourhoods, Cape Town offers an abundance of experiences that appeal to the senses and nourish the soul.

“We are thrilled and immensely proud that South Africa has been recognized as the ‘Best Country’ at the 2023 Telegraph Travel Awards, and our vibrant city of Cape Town has been crowned the ‘Best City in the World.’

Reference: ©2023 Encyclopædia Britannica, Inc.



# NEW HIRES



## Enrico Salie

### Senior Systems Administrator (IT Support)

*Enrico is a seasoned IT professional with over 18 years of networking and support experience. His industry knowledge lies within the Tech & Finance spaces and CKH is very lucky to have him on board with us. We would like to extend a very warm welcome to Enrico from all of us in the Cape Town office as well as from the wider company.*

## BIRTHDAYS

August 14 - Gert Du Plessis



The Cape Town office had a farewell dinner for Eon, who had visited from the US office. Also joining for dinner was Joely Goss, who had just completed an internship at CKH Group, and is now working on a 5-month study programme at the University of Cape Town. The Cape town office was pleased to welcome both with open arms.

# 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.

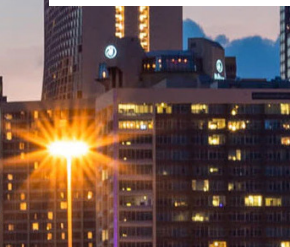
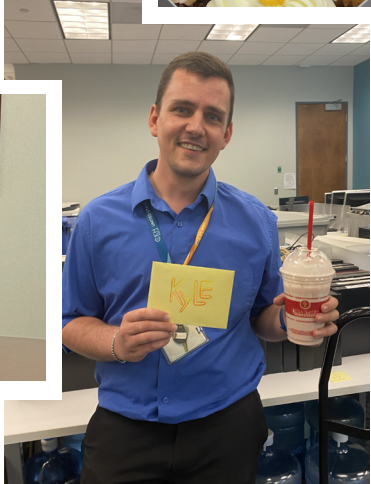
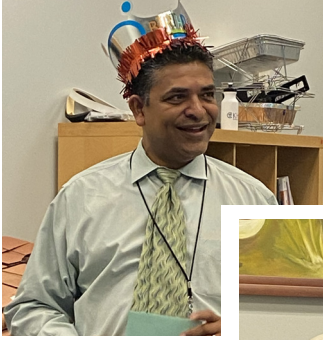
## Atlanta, Georgia



## ATLANTA OFFICE IS MOVING!

For months now, the Atlanta office has been in the process of packing up and moving to 'the King and Queen' a prestigious office location in Dunwoody. The office makes the move August 1, and is so excited to show off the new space!

Happy Birthday to  
Yvette, Kyle, and  
Umesh!



**BIRTHDAYS**  
August 16 - Nick Catrakilis

# GREECE

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

Athens, Greece

## NEW HIRES



**Simona Kitani**  
Junior Accounts Payable Specialist

*I am Simona, I am 22 years old studying Economics at Democritus University of Thrace. I enjoy learning new things. In my free time I like going to the gym and travelling.*

# Happy Birthday Stavros!



## BIRTHDAYS

- August 3 - Katerina Vroullou
- August 5 - Eleanna Pappa
- August 11 - John Apostolakis
- August 23 - Afroditis Zerva
- August 28 - Xristina Kollias
- August 31 - Michalis Mpamis

# UKRAINE

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

Kyiv, Ukraine



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

# NEW HIRES



## Veronika Babiciute

RPA Developer

*Hello, my name is Veronika and I am joining CKH as an RPA Developer. I am originally from Vilnius, Lithuania, but live here in Ukraine with my husband. I have also lived in the UK for more than 5 years and have made some of my brightest memories there! In my free-time, I love cooking, watching football and playing table tennis! I also speak 5 languages and am slowly learning my 6th one - Polish - now!*



## BIRTHDAYS

August 27 - Margarita Lebid

# 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



## Volleyball as a national sport!

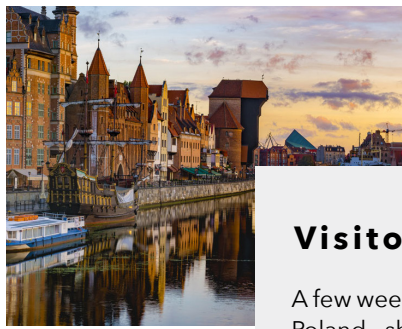
A big reason to celebrate the victory of two Polish teams. Women won the bronze medal of the League of Nations in Arlington, USA. In the match for third place, they defeated the United States 3:2. Men won a gold medal in the Nations League for the first time in history, also beating the United States 3:1. Beautiful moments and lots of reasons to be touched, especially as one of the matches was played in a Polish city - Gdańsk!





## Trip Ideas

July/August is a time to think about rest.. While some people enjoy their holidays, others choose an active weekend break away from the city. Kornelia inspired us with a sailing trip on a Gopło Lake. Try to imagine the wind in your hair during a carefree sailing in nature.. Could there be a better way to recharge your battery? Do you know that... Gopło is one of the longest lakes in Poland.



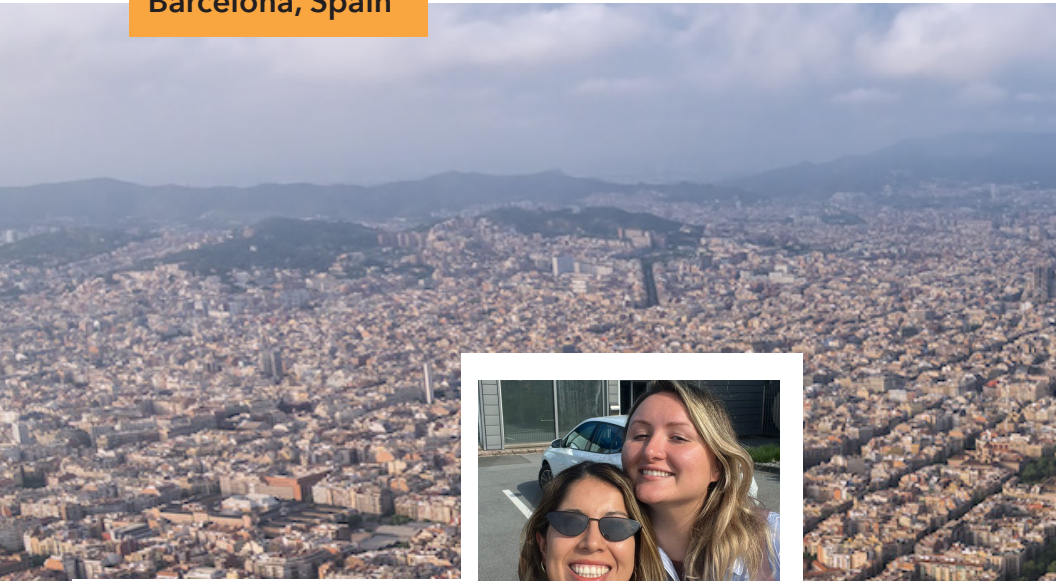
## Visitors to the office

A few weeks ago Leyla Jabbarova moved to Poland ..she chose a beautiful city (Gdansk) unfortunately, the weather in the country is more moody than in Azerbaijan. Thank you for visiting Poznan, we hope there will be more and more opportunities to spend time together!

# 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



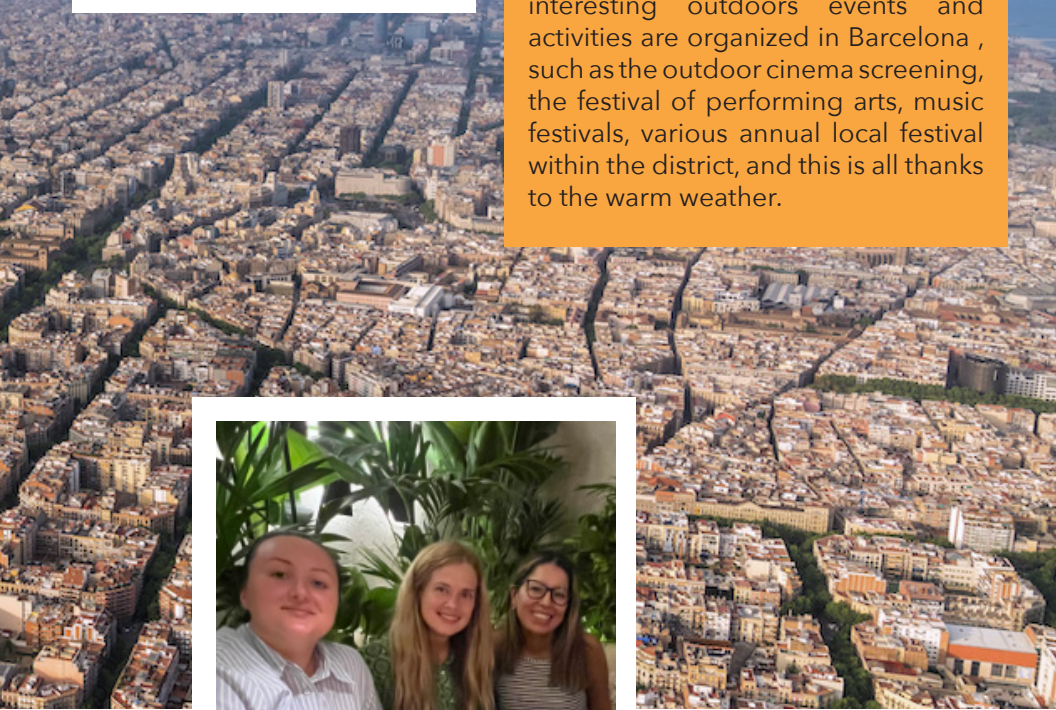
Carmen Floruta and Jackelin Ampuero went to Melle to work close to our SPB client. Additionally, they visited our colleague Natalie Hnypiuk and Jessica Seyda.

**Happy Birthday,  
Naan Silva!**



### **Barcelona celebration**

July is a month in which many interesting outdoors events and activities are organized in Barcelona , such as the outdoor cinema screening, the festival of performing arts, music festivals, various annual local festival within the district, and this is all thanks to the warm weather.



The Spain office had Kateryna Zatona visiting and went to lunch.

# 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



## Baku International Jazz Festival

Usually held in early July, this annual festival brings together jazz musicians from all over the world. Concerts, workshops, and jam sessions take place at various venues across the city, attracting music enthusiasts and jazz aficionados.

## Azerbaijan Carpet Festival

As a nation famous for its carpet-making traditions, Baku hosts an annual Carpet Festival that promotes and celebrates this ancient art form. The festival includes exhibitions, workshops, and demonstrations by skilled artisans.



## NEW HIRES



### Nargiz Abbasova

SALT Consulting

*"Upon completion of degree in business management, I joined EY Azerbaijan and had a chance to work with clients in various industries. I have more than 5 years of experience mainly in transfer pricing and other various aspects of business taxation and compliance. I am curious and never miss the opportunity to learn something new. I like to spend my free time with family and friends, exploring new places, reading books and learning languages (can speak 5 languages and currently learning 6th)."*

# The Kudos Corner

It was a pleasure having **Eon van Wyk** visit the Cape Town office. Thank you for taking the time to meet and interact with the staff.



**John Genouzis** is a person you can rely on and assist you no matter what

Thank you, **Kourti Renia** for always being willing to support with a smile.

Thank you to the audit team, **Kathryne Wenn, terak Ismail, Nigar Haytaoghlu, and Daria Zamohlynova**, for the hard work and dedication during the Tech Mahindra quarter close. Your efforts are appreciated. Looking forward to what the next close has to offer.



**Livia Juliani** is wonderful. She is always punctual and willing to take on anything that is asked of her. She is always smiling, polite and communicative and these are the most important characteristics of a proper HR representative.

Thank you **Stephné Kukard** for your hard work and dedication towards CKH and for making the CT office proud to have such exceptional talent amongst us.

Thank you **Jaco Botes** for your constant positive vibes and energy in the SA office that is just such a pleasure to be around.

Thank you **Matthew Levenson** for your help with recruitment in the SA office!

**Nick Catrakilis** is always very supportive of the HR team and we thank him very much for that. He gives us advice on anything we need, always asking for our input. We are very lucky to have him as our manager!



**Maria Plati** is always willing to help with a smile, understanding and contagiousness. A person you can rely on at any time.

**Kalogeropoulos Dionisis** is always there for whatever you may need, willing to help and he always finds a way to complete even the most unachievable.

**Helen Honcharova** is a MACHINE!



## CONGRATS TO OUR TRIVIA WINNER!

Next Theme: Pop Culture

**Katerina Papasavva**  
-Greek Office

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!



## We Were Brothers

"Whoa! Hey, what are you doing!?" Our truck suddenly stops. I see another truck has skid off the road and come to a grinding halt.

"Guys, is anybody hurt?" I ask.

"We're OK!" Someone shouts back.

The two trucks are carrying myself and my fellow brothers in arms down a country road in the mountains near Rome.

We are the 3rd stormtroopers platoon of the 6th Company of the 126th Officers course of 1987: a group of battle buddies from ages 20 to 24 with a wide variety of talents and all determined to deliver important results. This was a known fact, both in and out of the battalion.

There is Gianluca, the running back of the Giaguari Turin (Italian 1st division). He is called "the animal". Maurizio is a rugby player. He's from Rome. He does not talk much but when he does, he always says the right thing. Fabio is a gymnast, with high hopes, from Rome. He is probably stronger than Gianluca and Maurizio combined. Roberto is an IT guy, from Alessandria (close to where I live now). He is not a sports champion, but he talks continuously without a break and organizes anything he finds. The biggest one in the platoon is Giuseppe, also from Rome, a talented photographer with an incredible sense of humor, and more than anything else, he is huge and very strong. He always laughs. Then Giuseppe, from Lecce, is the most shy and smallest of the group. Since we have already a Giuseppe, this one goes by Sasso (which means Stone) because he's little but always perseveres and never gives up, just like a stone. Every day he asks me, "Shall we pass this Training period?" and every day I tell him, "We keep on like this and we'll all pass it, Sasso". He is unbreakable just like the rest of us.

Gianmarco, from Verona, looks lazy and a little bit scruffy but he is the leader of the platoon. He is not the best one, but he pulls the best out of everybody and he never says "I", he always says "We". He is an expert in off-road driving.

Our lieutenant checks the truck and

says he'll call the rescue team but, the more we examine the scene, the more convinced we become that we can pull the truck back onto the track.

Gianmarco says, "Sir!" and asks for permission to attempt the rescue ourselves. He and Roberto organize the undertaking and we begin to dig and collect material until we build a way out for the truck. We push from the back while the other truck pulls from the front. And, we succeed!

The lieutenant is speechless. We are all covered in mud and exhausted, but so proud of ourselves. The next day the Colonel comes to congratulate us. He finds a glorious mess. Exhausted from

the previous night, uniforms and bodies still unwashed, we smile, pleased with our achievement!

We were like that, we helped each other out and left nobody behind. We simply did what we were told to do, together, like a family.

At the end of our course, we won the Boeselager Race— a long run with military

proofs that included: climbing, precision shooting, and hand grenade launches.

I win the individual race (My nickname was Crazy Horse) and once I cross the finish line, I run back along the course looking for my brothers to support them for one last push of effort. I keep on running back until I find the last of my companions, Sasso, and I start cheering him on. Gianluca, Marco, and the others do the same and we finish running with him. We reach the finish line united like we were during the 5 months we spent together: a storm! We also won the team race. We were number 1 all around!

After a few days, we all left for our assignments as officers, but we knew we were forever united. We were brothers and we did what we did because we all counted on each other: we gave everything we had and received more in return. That was our platoon. I have never forgotten those guys, and never will!



# Local Favorites - LEMNOS

## Employee Recommended Restaurants

1

### Enia poxs

This restaurant has mediterranean and greek style food, with also some vegetarian options.

-*Stergios Ioannidis*



2

### Giannakaros

This is a fish tavern that has fresh seafood and is located right along the water -*Artemis Kanaki*



3

### Mantella

Taverna Mantella has served authentic, traditional, home-style cooked meals since 1995

-*Stavroula Karamoschou*



4

### Glykanisos

This seafood restaurant is also located on the water front and serves up delicious meze style plates. -*Maro Karamoschou*



5

### Romeo

This is a Greek and Mediterranean seaside restaurant under Murinas' Castle. -*Simona Kitani*







## Organization Lessons:

### Develop and Execute Standards

Standards are used to hold people and organizations accountable. Leaders should know the difference between hard rules and soft guidelines. There is a time and a place for both. Standards typically fall into three categories: 1) Guidelines 2) Instructions and 3) Procedures. When leaders understand the difference between these three it will help formulate the right degree of control for a given situation.

**Standards should be visible and accessible.** If people don't know your standards, then you can't expect them to follow them. **Execute to standards.** Have standards that make sense and are correct. Do what you say you are going to do. **Validate and maintain standards.** Get rid of the old if these no longer make sense. Duke quotes James Clear by saying, "Too often, leaders focus on goals rather than the systems they should build and nurture to achieve them." Set goals are not achievable without a well thought out system.

### Align Roles to Goals

It is important that each leader look at his or her business unit regardless of size to make sure that each team member's roles are assigned to a goal. As organizations grow, misalignment starts to creep in. Alignment is what everyone does to help a team win. If a person is focused on the wrong goal, yet manages to succeed, the question then becomes, did this person really succeed? Not really. We live in a day and age of complex issues and ambiguity and with such circumstances, extra caution and diligence is required. We must ensure that what we do on a daily basis supports the individual goal as well as the goal of the team.

Actions: 1) Define Purpose, Vision, and Strategy: Leaders must connect functional roles to the organization's vision. 2) Set Goals: Do this for every business unit, division, department, team, and individual. 3) Define Roles: Each person needs to understand how their responsibility applies to the overall team. If they fail to grasp this connection, then we are not doing the right thing. 4) Post Progress Publicly: Let everyone see how the overall team is doing in reaching goals and where help might be needed. Peter Senge says, "If people do not share a common vision ... and do not share common mental models about the business reality within which they operate, empowering people will only increase organizational stress and the burden of management to maintain coherence and direction."

-Roger Nixon, VP of Business Development



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