

THE GRAND LEDGER



AUGUST

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Welcome,



We are now almost entering the last quarter of the year and have initiated various stages of the business plan for 2024. The first component is the operational and efficiency review in Europe in September. This process will be followed by the strategic review session in the latter part of October. All the teams will then have all the necessary information to compile the budget

numbers. The final part of the business plan involves reviewing the culmination of strategic initiatives and the budget numbers during the last two weeks of November. The key themes for 2024 will include substantial growth, automation, the utilization of the correct staff complement, and automated process workflows. We are looking forward to building the business plan for 2024 with you.


NICO MEYER
CEO

Our Latest Wins:

Non-Government Work

Deep Media 25 Aug 23

Government Contracts

City of Roswell, GA

City of Sante Lyches, SC

City of Young Harris, GA

City of Washington-Wilkes, GA

City of Monticello, GA

City of Homverville, GA

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The Grand Ledger Magazine

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TEAM HIGHLIGHTS

Atlanta Office Move

The Atlanta Office is very excited to announce its move the 'King and Queen' (5 Concourse Parkway). This is a prestigious location in the Sandy Springs/Dunwoody area in Atlanta, and is home to many other businesses, including the Georgia Society of CPAs! This move brings CKH Group quite literally to new heights, as the team is now located on the 28th floor of the Queen building.



This move, however, is actually one that is financially smart, saving the company a considerable amount on rent as we incorporate the hybrid work model. A special thank you to Konstantinos, who visited Atlanta in order to set up our servers in the new office.



The Atlanta office is currently in a temporary space across the hall while our permanent space is under construction. Pictured is the team checking out the construction progress and the new views (we can see our old office from here!). The team hopes to move into the permanent space in October.





WORK ANNIVERSARIES

Atlanta

- September 1 - Storm Haas (2 years)
- September 4 - Nick Catrakilis (6 years)
- September 19 - John Boynton (1 year)

Azerbaijan

- September 1 - Aynur Jafarova (1 year)

Greece

- September 1 - Artemis Kanaki (3 years)
- September 2 - Stergios Ioannidis (4 years)
- September 12 - Christina Bageorgou (1 year)
- September 19 - Eleni Fillipidi (1 year)
- September 26 - Renia Kourti (1 year)

Ukraine

- September 2 - Maksym Prybora (4 years)
- September 4 - Helen Kisteniuk (6 years)
- September 7 - Natalya Oloarte Meder (6 years)
- September 15 - Larysa Kril (1 year)

Thank you for all of your dedication and hard work!

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 National Women's Day



National Women's Day is celebrated in South Africa on 9 August every year. In 1956 roughly 20 000 women marched to the Union Buildings in Pretoria to protest carrying pass books. In current times, it is more focused on drawing attention to significant issues African women still face, such as parenting, domestic violence, sexual harassment in the workplace, unequal pay, and schooling for all girls. It can be used as a day to fight for or protest these ideas.

The CT Office shared our appreciation for the ladies in our team by gifting them each a spa voucher for some pampering. We would like to thank all the ladies in both CT and the wider company for the powerhouses that you are.

NEW HIRES



Aqueelah Salie Junior Accountant (Tax legacy)

Aqueelah describes herself as a highly motivated Accounting graduate who enjoys roles in which her strong work ethic and reliability would be valued. With experience in the Finance Industry working as a Trainee Accountant, she stood out to us a great fit for CKH. We look forward to having her within our team.

BIRTHDAYS

September 1 - Ilze Nel

SENDING YOU
LOVE, HUGS &
POSITIVI-TEA!



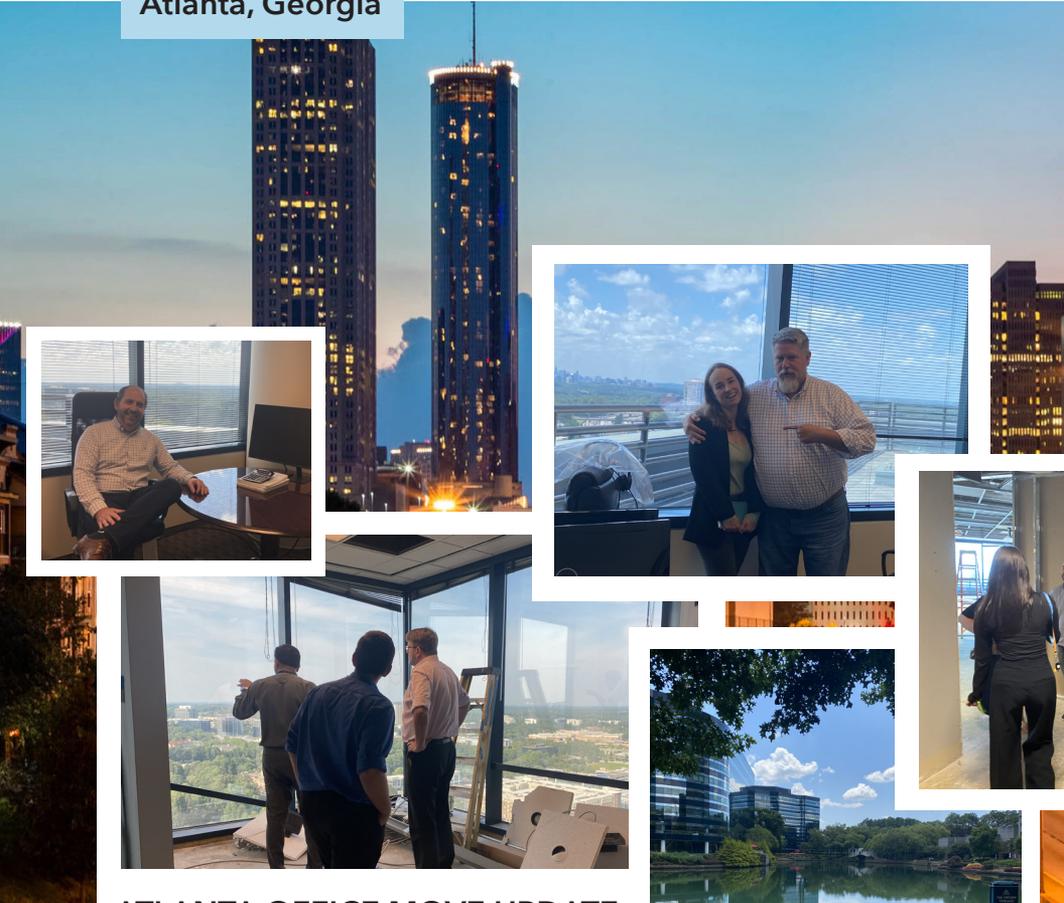
From HR...

As an HR person, I often find myself in complete and absolute awe of how hard our team really works. It is amazing to see what they are capable of. When I started at CKH, the CT team was only 9 people and since then has grown to be 13. I am so happy to see the growth in our office both in numbers AND professional drive. This is just a short message to the CT team to let you know that we appreciate each and every one of you very much for everything that you do for our office and the wider company! I am looking forward to see what more is to come for our small but dynamite team!

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 MOVE UPDATE

The Atlanta office has successfully moved into their temp space at 5 Concourse Parkway. The construction of their permanent space is fully underway. They are excited to see the end result!

NEW HIRES



Maria Veliotis
Special Projects

Maria is new to the Atlanta office and will be working on special projects. She started her accounting career at Deloitte, before moving to the private sector in real estate and other areas. When she is not working, Maria can be found somewhere in nature, hiking, or doing yoga.



Ji Liu
Tax Accountant

Ji Liu is an accomplished accounting professional with over 25 years of expertise in tax and accounting. Ji possesses a strong track record in financial and tax planning, real estate accounting, and internal control management. With a focus on real estate, Ji brings valuable insights into investment project feasibility, property transactions, and construction budget control. Her proficiency includes tax return preparation, financial analysis, and budgeting. Holding a CPA certification, Ji's skills extend to various accounting software, making them a reliable asset in navigating complex financial landscapes."



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



Happy Birthday to Nick
Catrakilis Visiting Greece!



Dimitri and Artemis riding in style!

Happy Birthday John and Katerina!



BIRTHDAYS

- September 2 - Stavroula Kamoschou
- September 9 - Simona Kitani
- September 12 - Pepi Delimari
- September 15 - Nikolas Limanis
- September 24 - Stergios Ioannidis
- September 29 - Maro Kamoschou
- September 30 - Alexandra Michalopoulou

UKRAINE

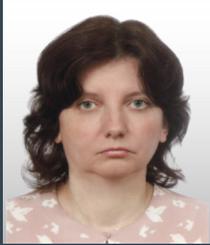
The Kyiv office was established in 2016 at a time when few international companies considered the Ukraine as a destination for establishing a back office support for its financial and accounting services worldwide.

Kyiv, Ukraine



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

NEW HIRES



Nataliia Vykrushch

Junior AR Accountant

Hello, my name is Nataliia. I've always loved numbers, so I suppose it's natural that I became an accountant. I've been in this career for the past three years, helping companies keep track of their accounts. I have worked in a variety of roles and companies, which I've learned a lot from, and now I am ready for a new challenge. I am highly trustworthy, ethical and sociable. In my spare time, I really enjoy travelling with my family.



Uliana Grozyk

Statutory Accountant

I am Uliana, a new Statutory Accountant at CKH Group company. I am proactive and hard-working, aimed at a full cycle of requirements management, cross-team coordination, process facilitation, solution analysis and elaboration resulting in high quality delivery. In my spare time, I enjoy going to the gym, taking walks with my dog and spending time in nature.



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



AUGUST 15 - Poland Armed Forces Day **AUGUST 15 - The Assumption of Mary**

A big reason to celebrate the victory of two It's one of the oldest Marian feasts in the Catholic Church. It is also often called the feast of Our Lady of the Herbs. On this day, herbs, harvest sheaves and flowers are celebrated in churches. "In August, every flower cries out - take me to church" - reads one of the old proverbs. The custom of blessing herbs is practiced not only in Poland, but also in other countries, for example in southern Germany.

It is worth remembering that August 15 is also the Day of the Polish Army. The anniversary of the victorious Battle of Warsaw, we celebrate the Day of the Polish Army. On this occasion, patriotic celebrations, festivities, picnics and cultural events will be organized throughout the country.



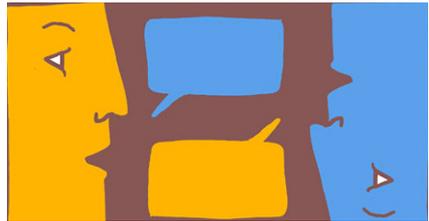
Trip Ideas

People in our office like travelling - not only locally but also globally. Imagine a trip to Denmark, where nature surprises you at every step. Or a week spent on a yacht - exploring the nearby coasts in Croatia?

Also, a trip to your hometown can help you actively rest from the city center. Our employees have amazing travel ideas. Let's wait for the rest of the photos!



Brainstorming Session



Once per month employees in Polish office will suggest the topic of discussion and we will randomly select one of them. A great initiative recommended by Jan - surely the initiative will stay in our office for a long time..! We will be back soon with information on the drawn topics.

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

NEW HIRES



Maria Cruces

AR Accountant

"I moved to Barcelona from Czech Republic where I lived my whole life. There I have studied economics and business. I speak Spanish, Czech and English. In my free time I like crocheting and climbing. I am trying to grow myself and the best what I can do. It is pleasure for me be a part of CKH team."

Grada Festival

During the summer months, Barcelona takes advantage of the good weather to celebrate the main festivals in its neighborhoods. However, undoubtedly, one of the most anticipated by all the residents, and especially by the locals of the neighborhood, is the Fiestas Mayores de Gracia, an event that takes place every year on August 15th, but offers events and celebrations for several days in the middle of the month. During these festivities, the streets dress up in colors, adorned with all kinds of decorations that cover every corner with flowers, papier-mâché, and imaginative shapes. So much so that each year a theme is chosen, and you can compete for the prize for the best decoration of the year. Music will also be present everywhere, with various outdoor concerts, food stalls, emblematic readings, and all kinds of activities aimed at the little ones. It is, without a doubt, the most enjoyable event to get to know a bit more about the essence and the people of this fantastic city.



BIRTHDAYS

September 1 - Franco Cicchiello

September 22 - Yunus Diler

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



Explore the Old City of Baku

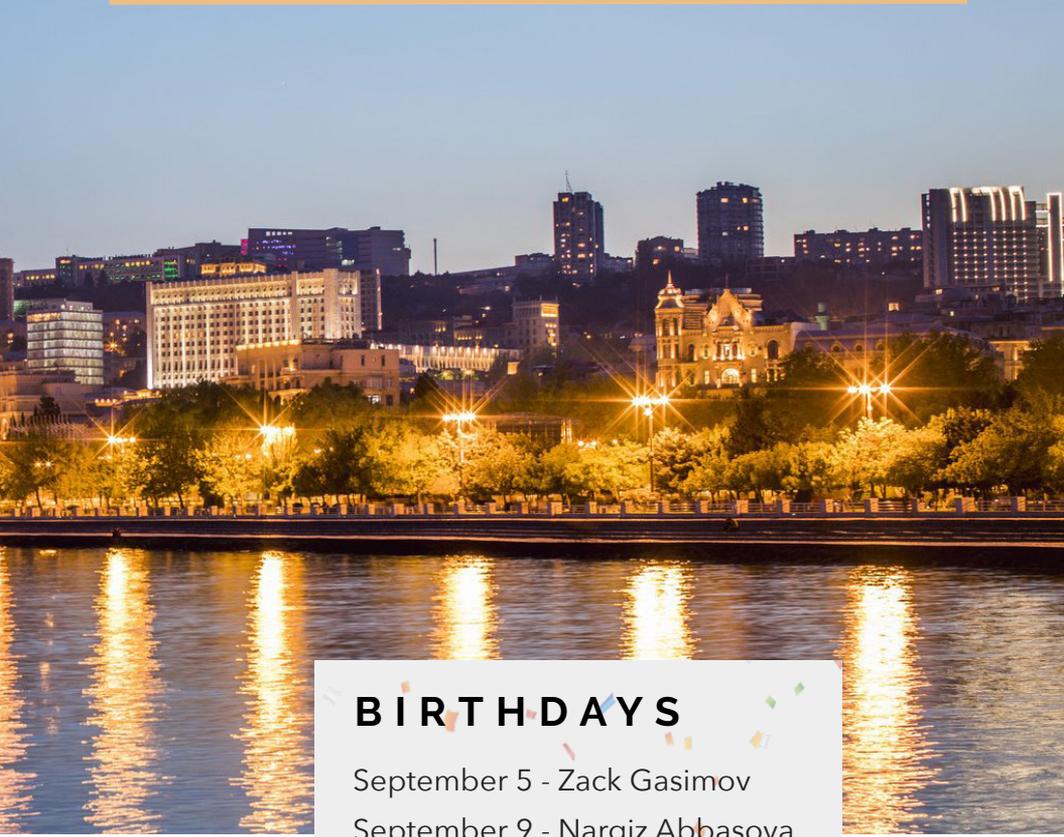
The Old City of Baku, also known as Icherisheher, is a UNESCO World Heritage Site and is one of the oldest continuously inhabited cities in the world. The city is home to numerous historical landmarks, including the Maiden Tower and the Palace of the Shirvanshahs. August is a great time to explore the Old City, as the weather is warm and sunny, making it perfect for walking around and taking in the sights

NEW HIRES



Haji Hajizada
GL Accountant

"After graduating from the University of Tartu in Estonia, I had a chance to gain some experience as accounts payable and junior data specialist. I am delighted to be back at home and embark upon a new role as junior GL accountant. In my spare time, I enjoy spending time with my family, going for a walk, swimming, and watching comedy."



BIRTHDAYS

September 5 - Zack Gasimov

September 9 - Nargiz Abbasova

The Kudos Corner

Claudia Kaczmarek is very patient and organized and these are two characteristics that I admire and recognize in her. She is very hardworking and looks at every detail. I just would like to say a huge thank you for the hard work during the PeopleForce implementation. Seriously, working with you has been a pleasure and has made things much easier.



Thank you **Pavlo Kripak** for the amazing ideas and your positive attitude, miss you!

I want to thank **Clara Busé** and **Storm Haas** for all of their help with the move. They both stepped up and helped pack in tremendous ways, especially in the heat. Thank y'all so much, it is greatly appreciated!

Carita Jansen Van Rensburg, Thank you for always bringing a bright smile to the Cape Town office. You are such a pleasure to work with!



Over the past 4 months **Storm Haas** has gone above and beyond in working on numerous proposals. They have really sharpened their skill set in this area and has done so by taking initiative outside to learn more about the proposal process and implementing small changes with each one. They are a testament to being willing to jump in on last minute notice in order to accomplish the mission. Their selfless, can do attitude reflects great upon themselves and the marketing team.

Alexandra Kourouni is one of the best colleagues I could have. She is always pleasant, friendly and helpful while maintaining a discreet and professional profile. Kudos to her!

Eda Agian is always efficient in everything she is assigned to, organizational and friendly with the whole team and we thank her for that. You are doing great!

Kate Kudrenko goes out of her way to look out for her colleagues, and never expects anything in return. Oftentimes I have seen her go out of her way to ensure one of her colleagues is recognized for their efforts, or assisted without them asking for it. She does it in such a way that it can easily go unnoticed by others unless you are paying attention, but I have noticed her kind heart



Empathy and Understanding is a skill that is way too often overlooked as a leader. Thank you **Nasja Anthony** for always being so supportive, understanding and accommodating to your team's needs both professionally and personally.

Engi Rami is always willing to help her teammates and pass along knowledge to new staff. She is always cool, calm, and collected, which is comforting to new staff members.

Thank you **Kathryne Wenn** for your hard work and dedication over the busy season. We see your efforts and appreciate you!

Thank you, **Nick Catrakilis** for sorting out my Concur!



As a partner and leader internal to CKH Group, **Eon van Wyk** has taken the initiative to seek additional education opportunities by conducting yellow book training to help increase our levels of knowledge, efficiently and production in the government space. This reflects great credit upon himself, the audit department, and CKH Group.

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!



Italian Summer in Laigueglia

The train approaches the station of Laigueglia, an Italian seaside village in Liguria 80 kms (about 49.71 mi) from the French border. The journey is emotional because the train passes close to the sea, and it prepares passengers for the holidays to come.

Laigueglia is an old fishermen's village, still wild and hidden: everyone knows everyone else, and everyone has a nickname.

The first thing a person feels when they step off the train is the saltiness in the air. It is a smell that makes you want to fill your lungs with this air.

The second is that when you cross the road in front of the station, the beach is right there and the smell of sunscreen becomes stronger. It is the smell of the holidays.

The third is the walk home: along the edge of the beach, around the ancient watchtower, then past the Bar in front of the mole, official site of the old fishermen. They don't work anymore and just sit around all day.

The scene is always the same:

"Look who we got here! Switzerland?" they exclaim as they spot me.

"Hi guys, how are you?"

"Are you staying here for some days?" they call back.

"Three weeks!"

"All right, there are a lot of Swiss girls this year!" They all laugh.

Girls. The locals always talk about girls. They can be young or old, but always a favorite topic.

A few meters further, there is the Bar Galeone which seems to be the chic place but really everybody supports both businesses by the end of the night. In front of this bar there's the beach where I go and see my friends, the lifeguards.

Really, they seem to have fun, but their life is not that easy. Often I help them out with the maintenance of the beach, and it is tough. But for me it's relaxing because, after a year of office work, manual labor gives me a healthy fatigue. For them, waking up early in the morning and

working till late with eyes fixed on the sea is hard.

In any case, they are kind, they smile at everyone who passes by. You may think that we always talk about soccer but, in the summer, that becomes topic number 2.

Topic number 1 is the Italian summer,

Here the beach is sandy, and the water shallow. The only dangerous place is by the mole because of the many rocks, so, when the sea is wild and the waves are rough, you'd better watch out, but otherwise the water is pleasant and risk free.

On that particular day the waves were high, and the tide stronger than normal.

The lifeguard had put up the red flag. It was Blade Runner's (Giovanni's) turn on the watch tower and I was down on the sand talking to some friends.

It happened in a matter of seconds: Giovanni whistled, I looked at the mole and saw the child being dragged to the rocks. He was helpless. I started running at full speed (at that age, I was fast).

Giovanni sprang from the tower and also started running, but I reached the child first, and grabbed him just in time. It was an easy rescue because he was little, and so shocked. He made no resistance. When Giovanni reached me, I handed the child to him because I did not want to make any mistakes.

And just like that, seconds later, the little boy was in the arms of his mother again. Everyone had tears in their eyes. In the following days, every time the family saw me, they kept saying "Thank you, Thank you".

The fishermen had also watched the scene and as always, they exaggerated. I saved the life of a little child that would have died without my intervention. Not true: I did not even swim and the lifeguard was five seconds behind me. That's life in little communities, everyone jumps in without a second thought to help another, but when you do something, you are the hero of the year. This is also the Italian summer.



Local Favorites - CAPE TOWN

Employee Recommended Restaurants

1

Saray

Saray brings authentic Turkish food to Cape Town. This fully Halaal restaurant is located at the V&A Waterfront

-Shakira Parker



2

Den Anker

located on the V&A Waterfront, this restaurant serves Belgian beers and seafood-orientated dishes.

-Jaimy Jonkers



3

Il Leone Mastrantonio

This Italian trattoria in Green Point serves authentic pasta dishes in a congenial ambiance

-Matthew Levenson



4

Giovanni's

This is a classic Italian deli with meats, breads & pantry staples, plus a covered patio for sandwiches.

-Carita Jansen Van Rensburg



5

Dias restaurant

This taverna in District Six serves classic South African Portuguese fare.

-Stephné Kukard



6

Sirocco Cafe

This is a casual yet sophisticated outdoor café, serving freshly ground Lavazza Coffee

-Jaimy Jonkers

7

Copper Club Eatery

This restaurant has homemade burgers, crispy wafer-thin pizzas and more

-Lize-Mari Badenhorst



Organization Lessons:

Measurements Follow Intent

Duke says, "Intent is primary. Measurements are secondary." Both are important for accomplishing the mission, but everyone must truly understand what the intent of the job is first and foremost. Our intent at CKH is to provide a customer focused, white glove treatment approach in all we say and do. Prior to attending the trade show, we were sitting around the table preparing and Harry mentioned that what differentiates us is that we provide white glove treatment.

When each person knows and understands the intent of the organization rarely will he or she make the wrong decision. It may not be 100% right but it will be closer to right than wrong. Intent over measurements win every time. Describe intent first and determine measurements, second. Know your reason, know your purpose, and know the intent behind what you do.

Establish a Course of Action

A decision can be seen as a single act to pursue (or not pursue) a determined course of action. A course of action is a list of actions or activities that should take place to accomplish whatever the objective is and typically time is of essence. Duke mentions in the segment that good processes are six times more valuable than good analysis.

Some leaders tend to over plan. In volatile, uncertain, complex, and ambiguous situations too much detail creates weaknesses in plans so over-directing the details, much like micro-management, only sets team up to fail. Complexity demands flexibility and teams need to have the authority to make decisions on the fly following the intent of the mission.

Flawless Execution is a six-step planning methodology that provides specific details:

- Step 1: Develop a clear, measurable, achievable, and aligned objective.
- Step 2: Identify threats and obstacles that stand in the way of achieving the objective.
- Step 3: Identify resources available or needed to achieve the objective.
- Step 4: Evaluate lessons learned from previous experience.
- Step 5: Develop a course of action indicating who will do what and by when.
- Step 6: Plan for contingencies by determining what will trigger a contingent action.

-Roger Nixon, VP of Business Development



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