

THE GRAND LEDGER



NOVEMBER

Edition 29 | Nov. 2023

Welcome,



I am pleased to share that we have finalized our business plan for 2024, setting ambitious goals that reflect our commitment to continuous improvement and growth. As previously communicated, our focus will be on enhancing efficiencies and implementing automation across all business operations. In line with this, we have set a target of a 5% improvement for all departments to achieve by December 2024.

The performance review process will commence shortly, providing an opportunity for a constructive, bidirectional dialogue. This process is crucial for team members to gain insights into their performance, identify strengths, and address areas that require improvement. The process of setting goals and defining expectations for each team member will also commence in early 2024. We would like to express our solidarity with our colleagues in Ukraine during these challenging times.

As 2023 draws to a close, we recognize that some team members will be taking a well-deserved break. We encourage you to use this time to rejuvenate and recharge, so we can welcome 2024 with renewed energy and enthusiasm.

We look forward to the opportunities and challenges that 2024 will bring. Thank you for your continued dedication and hard work.


NICO MEYER
CEO

Our Latest Win:

Government Work
City of Tignall, Audit

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



**Want to read me
on the go?**

Scan here to
read online.

The Grand Ledger Magazine

DESIGNER/EDITOR

Storm Haas

COPY EDITOR

Clara Busé

CONTRIBUTORS

Claudia Kaczmarek

Livia Juliani

Shakira Parker

Salomi Potamitou

Nico Meyer

Franco Cicchiello

Roger Nixon

www.ckhgroup.com

CKH GROUP HEAD OFFICE

5 Concourse Parkway

Suite 2850

Atlanta, GA 30328 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

TEAM HIGHLIGHTS

CKH Cares Live Auction

CKH Cares launched a live charity auction for the book *A Life That Never Stopped* by Musheh Tsyronian. The auction included signed copies of this book as well as art and paintings. The goal of the auction was to raise funds for CKH Cares so that we can continue to support our Ukraine employees as their lives continue to be impacted. The auction raised \$4,099 for CKH Cares! Thank you to all who donated. Scan the QR code to see the results.



Don't forget to complete your performance evaluations and/or set KPIs for the new year! All KPIs must be conducted between Dec 4 - 23, 2024 (for those of you conducting KPIs for SA staff, those KPIs must be conducted between Dec 4 - 8, 2024) Should you have any questions or concerns, please reach out to Nick Catrakilis or any other member of the HR Team.





WORK ANNIVERSARIES

Azerbaijan

December 5 - Rustam Nazarov (1 year)

Cyprus

December 19 - Toygar Hacet (1 year)

December 20 - Ozer Ozsoz (2 years)

Ukraine

December 1 - Cedrick Kalala (3 years)

December 14 - Anna Rudakova (2 years)

December 20 - Kateryna Zatona (2 years)

December 20 - Sabina Adjygeldyeva (2 years)

Thank you to all of our employee's hard work and dedication to CKH Group!

CONGRATS



MEET OUR GLOBAL OFFICES

Presence

Teams in 8 global locations, employing 200+ professionals

Global Footprint

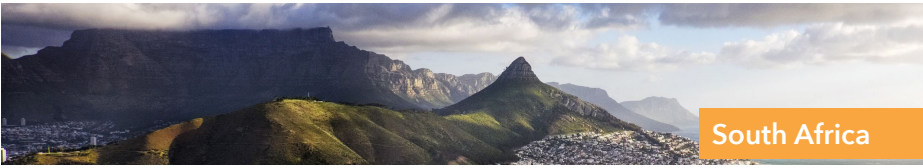
Strategic geographical positioning of offices to ensure consistent availability to any and all client needs

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



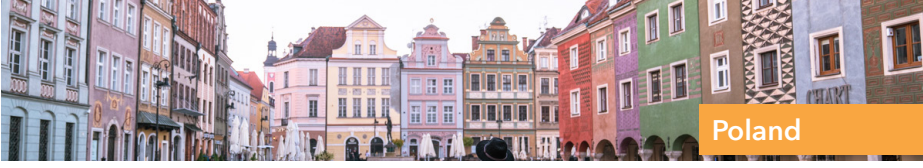
Atlanta



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



Breakfast with Frank

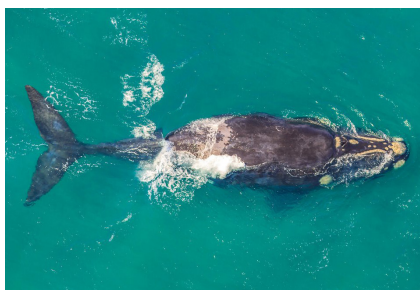
The CT office was spoilt by a visit from Frank D'Urban Jackson, all the way from Atlanta. We arranged a breakfast to welcome him to our office. We hope to welcome him back very soon!





November in South Africa

South Africa continues to get warmer and warmer as summer makes its appearance in Cape Town! If you're in Cape Town get outside and enjoy the nice weather.



BIRTHDAYS

December 26 - Lize-Mari Badenhorst

ATLANTA

Atlanta, Georgia is home to CKH Group's headquarters. The company's head office smoothly manages the work of its international network while giving autonomy to the firm's local offices worldwide.

Atlanta, Georgia



The Atlanta Office celebrated thanksgiving with a an office potluck!

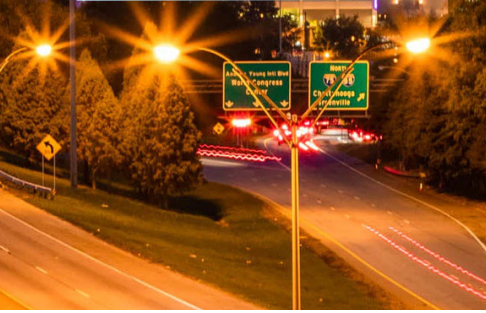
Nov 11 Veterans Day

Today honors and celebrates the courage and dedication of our veterans. Thank you to our CKH Group employees who are also veterans: Roger Nixon, Hank Brady, and Brian Cagle. The Atlanta office celebrated with a luncheon.



Nov 23 Thanksgiving

The United States celebrates this on the fourth Thursday in November, Thanksgiving traces its origins to harvest festivals. It was customary to express gratitude for a bountiful harvest in the cultures of both the Pilgrims who sailed from England in 1620 and the Native Americans they encountered.



The audit team visited Chigaco!



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



Erdogan and Dionisis attended a Basketball Game at OAKA Arena for Euroleague



BIRTHDAYS

- December 1 - Andreas Kalamotousakis
- December 3 - Alexandros Charalampopoulos
- December 4 - Christina Bageorgou
- December 13 - Francesco Westmaas
- December 18 - Ioannis Mimikos
- December 19 - Adelaida Myrtollari

Greece also held the Athens Classic Marathon The Authentic on November 12th.



Kornelia Gil Visit!



The Greece office had a lot of birthdays to celebrate; happy birthday to Maria Plati, John Genousis, Georgia Bourdou, Eda Agian, and Vasiliki Kapetaki!

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 (katernak@ckhgroup.com)



CKH Cares Live Auction

CKH Cares continues to support and raise money for our Ukraine employees. Thank you to everyone who participated in the auction!



BIRTHDAYS

December 9 - Oksana Akhankova

December 11 - Valeriia Ivaniuk

December 26 - Pavel martinovych

POLAND

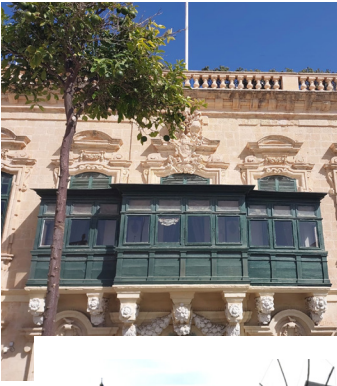
The Poznań office's strategic geographic position allows the firm to solidify its presence in Europe and better serve our customers' needs on short notice. The Poznan office is an integral part of CKH.

Poznan, Poland



November 11 - Independence Day

November 11 is a special and important day for every Pole. It is a national holiday, celebrated annually to commemorate the regaining of Poland's independence in 1918 and the return of our country to the map of Europe after 123 years of partition. The tradition associated with this day is to fly flags and participate in ceremonial celebrations throughout Poland. The day is especially celebrated in Greater Poland - The St. Martin's croissant is one of the symbols of Poznań. In the minds of locals and tourists, the product is associated with St. Martin's Day celebrations falling on November 11 too.



The Holiday Season

Łukasz spent a week in Nessebar in Bulgaria with his beloved at the beginning of October. It was still sunny and since it was out of season there were no people around! It was perfect for a calm rest: lying on the beach, drinking coffee, and strolling along the Black Sea seashore.

Claudia can recommend Malta for sightseeing, especially the capital - the charming narrow streets with colourful balconies are something to remember.



Bicycle Rides

Did you know that we have a sports freak in the office? Despite the fact that it's getting colder and darker outside..Ewa still comes to work by bike! Dressed up like a participant of a Tour De France, covers the streets of Poznan...we envy the discipline!



The Poland office had the opportunity to celebrate the birthday of our favourite boss! Thank you for your daily support and endless knowledge



BIRTHDAYS

Dec. 3 - Matthew Sert

Dec. 26 - Jędrzej Domżański

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



The Spain Office took some time to set up Holiday decorations in the office!

El Día de Todos los Santos

Also known as All Saints' Day, this is a national public holiday to honour and remember the dead. Flower vendors line the streets to sell floral displays to people to leave at their dearly departed's graveside. But it's not all sombre contemplation; this is also the day when people traditionally eat small round almond cakes called panelletes.



NEW HIRE



Aine-Sempere Escarra Junior Marketing Specialist

My name is Aina, and I am from Barcelona, and I have lived here for my entire life. Last year I got my bachelor's degree in public relations, advertising and marketing and it was an amazing opportunity for me to finish it and at the same time to improve my level of English. My mother language is Catalan but I also speak Spanish. I have joined the CKH marketing team and I am super happy to start this new project and challenge

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



November 8 - Victory Day

In commemoration of Azerbaijani victory in the 2020 Nagorno-Karabakh war. Established by the decree of the President of Azerbaijan from 2 December 2020, the holiday is celebrated on the day of the recapture of Shusha.

November 9 - State Flag Day

State Flag Day was established in 2009 by order of President Ilham Aliyev to commemorate the anniversary of adoption of "The Tricolour Flag" as the flag of the Azerbaijan Democratic Republic in 1918. It has been celebrated as a non-working public holiday ever since.

NEW HIRES



Asif Aslanov
AR Accountant

My name is Asif, and I am from Azerbaijan. I spent seven years in the Czech Republic, where I pursued and successfully obtained my bachelor's degree in economics. Following the completion of my university studies, I made the decision to remain in Prague, gaining valuable experience through employment in various multinational corporations. I am pleased to share that I have recently joined the account receivable team at CKH Group in Baku. The opportunity to contribute my skills and expertise to this esteemed organization brings me great satisfaction, and I am enthusiastic about the prospects that lie ahead in my career with CKH Group.



BIRTHDAYS

December 1 - Nigar Haytaoghlu

December 28 - Dinara Ramazanova

The Kudos Corner

Pavlo Kripak, Saying "thank you" is not enough for me to express how grateful I am for your support over the last 2 years. I am grateful for our cooperation over the years.



Kudos to our relatively new hire **Aina Sempere** for her amazing progress so far! She's been able to support the marketing team with some time intensive tasks. Keep up the great work!

Thank you **Nasja Anthony** for assisting with some last minute needed items for a proposal. I was appreciative of your prompt support.



Claudia Kaczmarek is such an awesome person who constantly brings smiles and laughter to the team. She is always volunteering to support us with things not directly her responsibility. Thank you for just being you!

Storm Haas stepped up to help out on a proposal that was last minute and did a super job in helping me get it submitted on time

Thank you, **Yvette Hasbrouck** and **Clara Busé**, for assisting me during a difficult time and ensuring I was safe and healthy. I am very thankful that my coworkers are looking out for me and making sure I am doing okay.

Shakira Parker is excellent at her job. She knows her industry and her field very well. She is always assisting us without even asking her and even if she does not know something she will read and will come back with solution. Most importantly she is doing it because she is a good colleague, and she is not expecting anything in return.



Thank you to **Afroditi Zerva**, **Pepi Delimari**, **Kelly Koutsoura**, **Aggeliki Tsiri**, **Katerina Ontrousek**, **Maria Kondylaki**, **Georgia Boudrou**, and **Franco Cicchiello** for always having my back, for being an incredible team, for putting up with me and for making my work environment happy! I am so thankful that you are part of my work life and my personal life!



Esther Shi is the epitome of a dedicated CKH employee. She most recently came off of vacation of her own free will to assist a customer while she was on vacation. The customer has talked about how great Esther is and the value she helps add to the city government that he manages. Thanks for all you do Esther!

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!



I Love the Smell of Rome in the Early Morning

I love Rome in the early morning. Everywhere, it smells like coffee.

There is a soft light and a breeze that spreads this aroma throughout the air.

The narrow downtown roads are lined with coffee bars and cafes displaying magnificent pastries for breakfast and you cannot simply walk past. It is too irresistible. You must stop and eat!

The way the people talk and laugh as they go about their daily lives, gives rhythm to the morning and makes the atmosphere relaxed and so positive that you might easily be fooled into thinking this is paradise.

I met this Eternal City many years ago, one January morning.

That was the day I joined the army and since then, I have never forgotten the immediate attraction and love I felt for the place.

My plan was to visit everything. But you can't. It's impossible. You have to choose. You'll see beauty everywhere and meet great people, but you won't be able to see everything. Not in one visit. Not even in one lifetime.

In the five months I stayed in Rome, I went into town about twenty times, and each time I walked for miles and miles. It was nice but also funny because this town is not just a place. It's also a lifestyle. People can be abrupt, as in all big cities, but then they turn around and make you laugh because of the way they insult each other with great affection.

The beginning of every sentence is "Ahò!" which is like "Hey!" and then they speak with a musical accent; they cut their words at the half and in this way create a language that becomes rhythmic and very peculiar.

I was once at the red light and close to me, in another car, I noticed the driver also waiting for the light to change. He had rolled down the window and was yelling at the red light (Yes, he really did that). He said "Ahò! But what, did they paint you red?" He looked at me and we both enjoyed a good laugh, waiting at the red light.

Another time in a restaurant, I overheard a man talking to the waiter, "Ahò! Make me a Carbonara. And make it puffy with sauce so that, after lunch, I'll take a pennica (a post-meal nap)!"

The traffic is also more chaotic than in any other big city and the policemen whistle all the time. So it happens sometimes that somebody stops and asks, "Ahò! What have I done?" and the answer can be, "I was whistling to someone else!"

Going around on foot, you will experience many similar type incidents. It is almost like living in a movie. Eating in Rome can be expensive, but with time you learn where the right places are. I love the vegetables: crispy, tasty, especially with the local olive oil. After eating, an espresso is the key to keep you awake.

My walks in Rome always started at the Roma San Pietro Station because that is where the train arrived and so the first stage was Piazza San Pietro. You see everyone there. Twice, I even saw Pope John Paul II.

From there, the tour I love most is crossing the river Tevere on the

Vittorio Emanuele II bridge and walking straight over until I reach Via dei Fori Imperiali. At this point there is 1 km of ancient Rome left to explore and right at the end is where you can find the Colosseum. If you want a historic photo there, people dressed like Roman soldiers are available. A good alternative is to go along the river after the bridge and then make a right toward Via Condotti, a road full of luxury brand storefronts, ending in Piazza di Spagna with its famous stairway and Trinità dei Monti. A lot of people sit on these stairs every day and simply enjoy watching life go by.

I also love going to Piazza Navona, Pantheon, and Fontana di Trevi. There is a tradition: when you are in front of Fontana di Trevi, you must turn your back to the fountain and throw a coin in it, so you can ensure your return to Rome. I did not do this the first time, and in fact I stayed away some decades. Next time I'll launch 2 coins, or more, because this city deserves to be seen many, many times!



Local Favorites - POZNAŃ

Employee Recommended Activities

1

Lumina Park

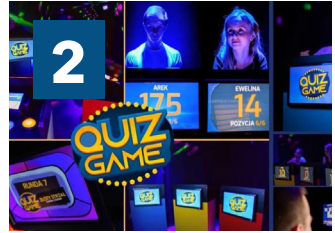
Illumination Park is a multimedia walk through a fairyland created by light, sound and storytelling! It's lights can take you through the seven wonders of the world. *-Claudia Kaczmarek*



2

Quiz Game

Quiz Game is a place where you can have fun competing against your friends in a quiz game show! Gather a team - friends, family, or co-workers and start competing. *-Kornelia Gil*



3

Poznań Ice Festival

This is a competition that displays the incredible ice sculptures from artists of nine countries. It includes multiple different competitions including Speed Ice Carving. *-Andrzej Badura*



4

Christmas market

The Christmas Fair at the Poznań International Fair includes a mill wheel, an ice rink, Santa's house, a Christmas tree, a festive stage and much more. *-Ewa Kaczmarek*



5

Lock&Escape

The Christmas Fair at the Poznań International Fair includes a mill wheel, an ice rink, Santa's house, a Christmas tree, a festive stage and much more. *-Jędrzej Domzalski*





Communication Lessons:

Brief Every Plan

Briefings are not meetings. Briefings should last only about 15 minutes. Briefings are not a time to collaborate about who is doing what, when they are doing it, and what time it will be done. A briefing covers all the details and ensures that everyone in the organization, business unit, or team fully understands what his or her role is to execute.

- **Communicate the Vision:** Fully understanding the vision of what is to be achieved is important to mention during a brief. It should help the team visualize what the outcome looks like for success. This also helps people connect the daily actions we take to the long-range plan.
- **Use Consistent Structure:** Remember briefs are short. Have a short format that is consistent with every brief. What is the mission? Who is responsible for doing what? When will it be done by? Our Friday after action reviews are standard. Everyone knows when they come into the room, that we are going to cover Good Points, Bad Points, and Lessons Learned. Try this with your team. You might be surprised what you get from it.

Establish A Communication Plan

A good communication plan helps a team communicate efficiently, effectively, and intentionally.

1. **Define the lexicon:** Accounting has its own lexicon/language if you will. It is possible that maybe for those who have not been in the accounting industry that each office has a set up keywords, and terms that allows everyone to understand.
2. **Determine channels, use, and priorities:** Sit down with your team and discuss what works best for the team. Each team should identify what the best means of communication are. These standards should be outlined by the leaders of the various business units.
3. **Identify critical communications:** Discuss with your team that when you communicate in one format that this means it needs immediate attention.
4. **Organize for brevity:** BLUF is an example of what I described above. I think this generation has capitalized on brevity with sayings and acronyms. Brevity allows both parties to get to the point.
5. **Engineer chit-chat:** Unstructured social interaction and chit chat among team members is a good thing. It builds trust and allows people to communicate creativity.

-Roger Nixon, VP of Business Development



THE GRAND LEDGER

Published by the CKH Marketing and Branding Team
November 2023

