

THE GRAND LEDGER



SEPTEMBER

Edition 27 | Sept. 2023

Welcome,



Unbelievable!!! We are now in the last quarter of the year with many client deliverables due in October. Not only do we have to carefully manage all our clients' quarter-ends and financial closes, but we also have the US tax deadline for individuals, and several government audits with final reporting spread over October and November. We also

have several staff augmentation projects coming to fruition. We are very excited to have moved into our new leased premises in Atlanta - Suite 2850 in the King and Queen building. We have adopted an open office seating policy, and it is working very well. The current arrangement is much more conducive for team collaboration and friendly bantering in the office.

I would like to take this opportunity to wish everyone best of luck during this delivery month. Good luck!


NICO MEYER
CEO

Our Latest Wins:

Non-Government Work

Aerial Titans (New Engagement): ERP Guidance and Implementation

Government Contracts

City of Tignal, GA

City of Porter Dale, GA

City of Norman Park, GA

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on the go?**

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read online.

The Grand Ledger Magazine

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TEAM HIGHLIGHTS

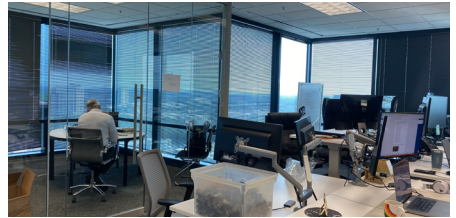
Atlanta Office Move

The Atlanta office is officially moved into their new permanent space at the King and Queen! This address is:

5 Concourse Parkway
Ste. 2850
Atlanta, GA, 30328



The office still has a lot of unpacking and organizing to do, but is so excited to be in its new space. Stay tuned for any exciting developments or a final look once everyone is unpacked and settled in.



The marketing team has been working on increasing our local brand authority, and is happy to announce that one of their outreach efforts have resulted in being listed on DesignRush's Top Atlanta Accounting Firms. While DesignRush may not be a major news outlet or Forbes magazine, it is a promising step in the right direction that CKH Group will be known locally as an authority on tax and accounting related services.





HALLOWEEN COSTUME CONTEST

TUESDAY, OCTOBER 31

Overall Winners awarded prizes!

First: \$200

Second: \$150

Third: \$100

Fourth: \$75

Fifth: \$50

Submit pictures to
ckhmarketing@ckhgroup.com

by end of day
Tuesday, Oct. 31.

Voting will take place on
Wednesday with winners
announced Thursday.

**Please do not wear any
costumes that would be
offensive/insensitive in any
way, shape, or form.**

**If you are unsure whether
your costume would be
appropriate, please check
with HR first.**



CKH
GROUP



MEET OUR GLOBAL OFFICES

Presence

Teams in 8 global locations, employing 200+ professionals

Global Footprint

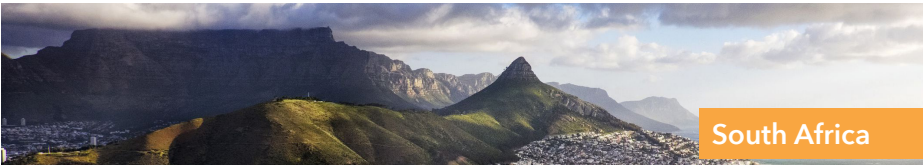
Strategic geographical positioning of offices to ensure consistent availability to any and all client needs

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



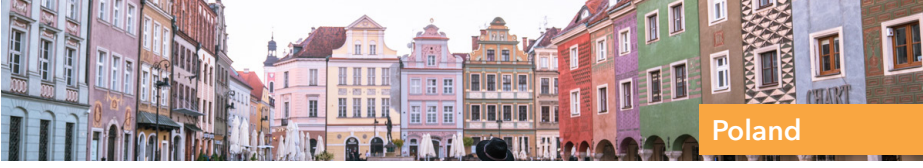
Atlanta



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

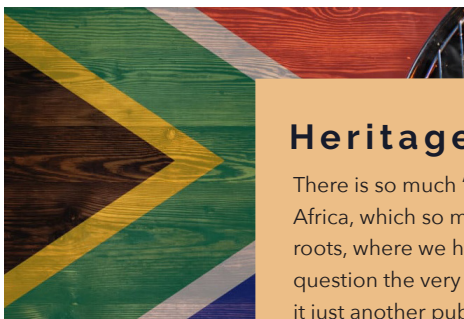
Getting to Know Each Other



Every month, the CT Office has formal training on varied topics of interest with the whole team. This training is usually done via Teams but for this month we decided on taking a different approach.

On the 13th September 2023, we all completed a shortened version of the Myers-Briggs Personality assessment and discussed the results of the assessments together at the office (in-person) through the means of a guess who game. The aim was to determine how we can work best together as a team and understand our preferences/approach to tasks & life in general, in turn building rapport and understanding amongst each other.

Needless to say, it was interesting and quite entertaining to see how others view our personalities as opposed to who we actually are. Of course, we couldn't end the training on an empty tummy so we were spoiled with breakfast and awesome company after!



Heritage Day Sept. 24

There is so much 'stuff' going on at the moment in South Africa, which so many of us call home, where we have our roots, where we have our heritage - to the point where we question the very essence and meaning of 'heritage day'; is it just another public holiday?; a somewhat superficial 'braai day'?; a time to lament what could have been?; or a real time to celebrate? For those around the world interested in learning what this holiday is all about, it is about what makes South Africans... South Africans.

We are a collectivistic culture that has 'Ubuntu' at the core. Some key characteristics about South African people are as follows:

- We sing rhythmically no matter the occasion
- We humour collectively no matter the circumstance
- We befriend sincerely no matter the who
- We braai generously no matter the when
- We appreciate beauty no matter the where
- We engage diversity no matter the what
- We share our democracy no matter the news
- We grieve united no matter the cause
- We resent corruption no matter the perpetrator
- We loathe crime no matter the miscreant.
- We find faith together, no matter the religion.
- We strive to love, no matter the differences.
- We oppose racism, no matter the skin colour
- We readily forgive, no matter the shortfalls
- We impart our generosity, no matter the limitations.
- We persevere in adversity, no matter the challenge
- We work to serve, no matter the difficulty

Happy 'celebrating our diversity day' to all my South African colleagues.

BIRTHDAYS

October 9 - Jaco Botes

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



UNG Corps Alumni Weekend

Roger Nixon took part in the University of North Georgia 8th Annual Boar's Head Corps Alumni Weekend. Pictured is the UNG President and UNG Senior.

CAREER FAIR!

The Atlanta Team attended the University of North Georgia Career Fair on September 21. It gave CKH an opportunity to talk to students about career opportunities in the accounting field.



BIRTHDAYS

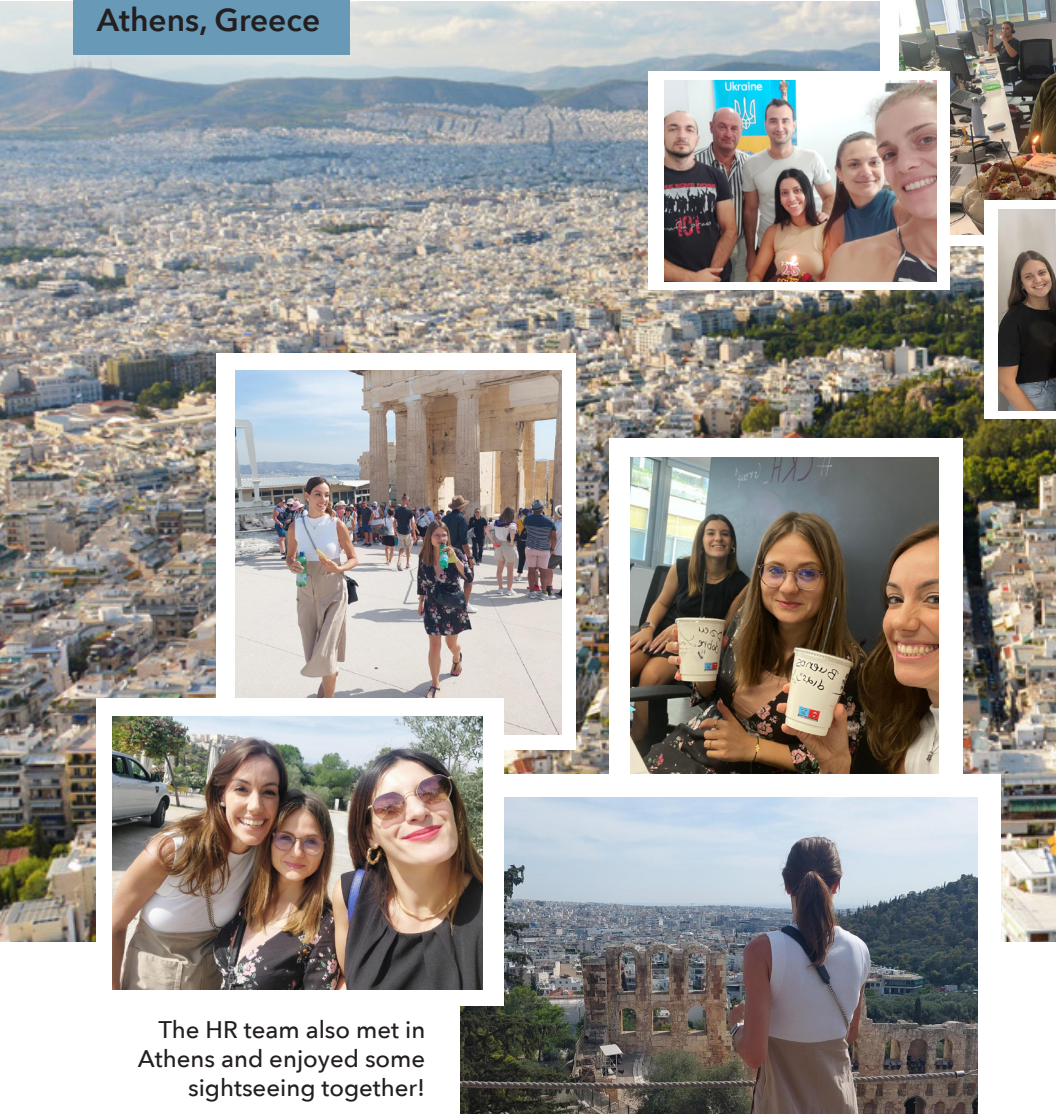
October 9 - Kate Kudrenko
October 21 - Eon van Wyk

The Atlanta Office supported one of our clients by sponsoring and participating in the ADMH Run!

GREECE

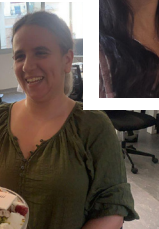
In 2018, our Italian SME (subject matter expert) relocated to Athens, GR in order to set up an additional European center that would cater to additional EMEA (Europe, Middle East, and Africa) projects. Since then, CKH has also opened an office in Lemnos.

Athens, Greece



The HR team also met in Athens and enjoyed some sightseeing together!

Happy Birthday!



NEW HIRES



Vasiliki Dima
Junior Accountant
Indirect Tax | SALT

"I am from Thessaloniki. I am joining CKH as a Junior Accountant -

Indirect Tax. I live in Limnos, a beautiful Greek island with my husband and my daughter. In my free time I love baking, travelling and spending time with my family."



BIRTHDAYS

October 5 - Katerina Ontrousek

October 29 - Vasiliki Kapetaki

Nadeem and Robin visited Athens, as well as Kate Kudrenko. The team visited the Acropolis.

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)



Kate Kudrenko Visit

Kate Kudrenko from the Atlanta office returned to Kyiv and received a very warm welcome. Pictured is the team bonding at lunch as well as a welcome back bouquet for Kate, who is still very much at the heart of the UA office even while now located in the Atlanta headquarters.



BIRTHDAYS

October 1 - Natalya Oloarte Meder

October 9 - Larysa Khmelnytska

October 14 - Anna Yermak

October 16 - Yuliia Pryshko

October 20 - Oleksii Koshevarov

October 24 - Iuliia Antoniuk

October 29 - Helen Kisteniuk

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.

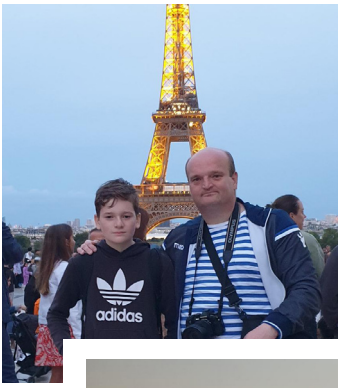
Poznan, Poland



Business trip to Greece

"Thank you very much for your warm welcome to Athens! We felt right at home. Despite the business of work, there was time to dine together - in wonderful Greek style. We will never forget it!"

-Greetings from Poznań to the entire office



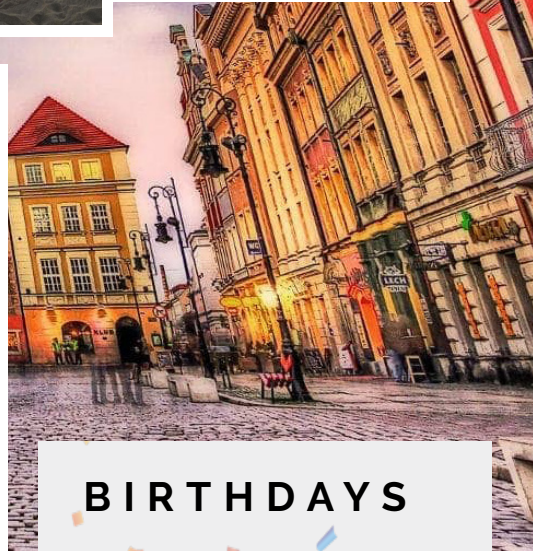
On Holiday!

Andrzej spent amazing holiday time. A lot of travels, great time and fabulous views. Paris with son and nephews, Bosnia, Croatia, Budapest with all family. He can't wait for next year.

Kornelia visited Maspalomas (Gran Canaria) - It was love at first sight! Beautiful weather, wonderful beaches, and cheerful people - what we can expect more?



Our employees enjoy competing and winning. Jedrzej is playing in KS Orły Mosina team in 2nd league of LALS which is volleyball amateur league for players from Poznań and whole Wielkopolskie voivodeship.



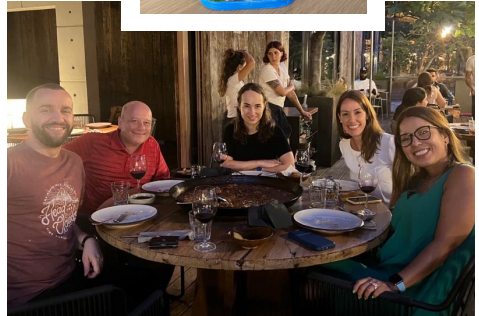
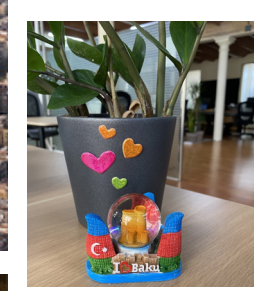
BIRTHDAYS

October 10 - Catalin Popov

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



In this month we received a visit from Kate Kudrenko, Nadeem Kureshi and Stavros Vasilis to conduct the Operation Reviews meetings. Dinara Ramazanova, from Baku, enjoyed her vacation in Spain and came to the office to visit us.

Festes de la Mercè

This is a cultural festival that takes place from September 23rd to 27th, in the province of Barcelona. It celebrates Our Lady of Mercy (La Mercè), the patron saint of Barcelona. The festival features hundreds of events such as concerts, parades, fireworks and exhibitions. Some of the most popular attractions are the correfoc (fire run), where people dressed as devils run through the streets with firecrackers; the Sardana (traditional Catalan dance), where people join hands and dance in circles.

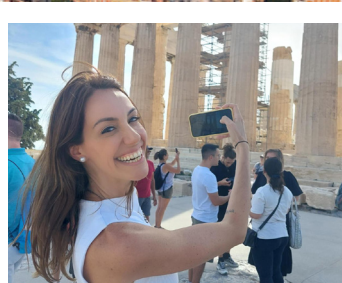


Catalan Day

This is a national day that takes place on September 11th in Catalonia, a region in north-eastern Spain. It commemorates the fall of Barcelona to the Bourbon troops in 1714, which ended the War of the Spanish Succession and the Catalan self-government.

The day is marked by demonstrations, cultural events and the display of Catalan flags and symbols. The day also coincides with the Festa Major de la Ribera, a neighbourhood festival in Barcelona that features human towers, giants and fireworks.

Livia visited the Athens office to meet up with the other HR team members!



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 City Day

Baku City Day is celebrated on the first weekend of September. It marks the anniversary of the founding of Baku. Festivities include parades, concerts, and various cultural events that showcase the city's history and development.



Knowledge Day

Azerbaijan celebrates the Knowledge Day on 15 of September, the first day of the academic year. Every year, the first day of the school year is broadly marked around the country with gatherings, flowers and smiles.



The Kudos Corner

Stavros Vasilis is a fearless leader, who somehow has figured out a way to create an efficient yet fun office environment. His technical expertise ranges across many departments, and his soft skills with both staff and clients is something I aspire to emulate.



Thank you **Despoina Derizioti** for always having a smile on your face and being available to help!

Thank you, **Roger Nixon** for demonstrating what it means to be a kind & appreciative leader who always makes his team feel valued and recognized!

Welcome to the Cape Town office **Aqueelah Salie**! We are excited to have you on board and hope that you are settling in well.



Thank you **Alexandra Michalopoulou**, you are always helpful & smiley, willing to resolve any issue you may have regardless which team you are (great knowledge in finance)! Alexandra thank you for being an excellent co-worker!

Alexandros Charalampopoulos is the most optimistic person I ever worked with, always with a big smile.

Thank you, **HR Team** for providing the Marketing Team with so many excellent candidates in such a short period of time. We are extremely satisfied with this recruiting process and cannot thank you enough for the support!

Yvette Hasbrouck has made the Atlanta move possible. Thank you so much for helping set up wires at the desks and leading the charge when it came to getting organized for the move. Your constant support is invaluable. You are always there to answer questions, provide guidance, coordinate with the contractors, and make your coworkers feel heard. We appreciate you!



Gert Du Plessis has done a great job with his work on the Roswell audit. I've personally seen him put in the long hours and appreciate the quality of work and the time that he puts into ensuring CKH Group maintains a strong brand.

Shout out to **Nasja Anthony** and her team for their diligence on 2023 Systems Review process.

Shout out to **Gert, Stephné, Georgia, Katerina and Dimitris** for the groundbreaking work that you are doing on the new Government Audit Engagements.



Thank you **Kateryna Kudrenko** for being super welcoming, friendly and helpful. Also, for coming to Kyiv and being a brave Ukrainian, she is!

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!



The Walking Lesson

7:30 in the morning. The ugly sound of a wake-up call interrupts my sleep.

"Where am I?" This is a question I ask myself every time I travel.

"Good morning. Wake up. You are in Athens today. Come on. Get out of bed!"

The Hotel is 10 minutes away from the office. I have time to do everything - shower, dress, eat breakfast. I am good. When I sit down for breakfast, I look outside and see the Acropolis: I am speechless with awe. I felt a similar kind of emotion when I saw the Valley of Temples in Agrigento (Sicily) but this time it's different. I am in the place where our civilization was born. And history is staring me in the face. Impressive!

When I am ready, I pick up my bag and go, ready for the working day, but I am about to find some surprises.

As soon as I walk out of the hotel I am hit with the light of the day. This is a new sensation because, here, the sun rays hit the earth at an angle that somehow makes the light feel more intense. It is, maybe, nothing special for those who are used to it, but, for me, it is something that makes me feel alive.

The day is going well, but the surprises are not over. In front of me, just on the other side of the street, there is a man pacing back and forth and, when he sees me, he heads in my direction. I would say he's around 70 years old, he has a beard, and his head is partially bald. He dresses like an ancient Greek man.

I ask myself, "What does this man want from me?" I mean, I have only just arrived!

When he is close enough for me to hear, he says, "Kalimera, young disciple."

Oh! Now I recognize him! I remember seeing images of him in my philosophy books! But it can't be! No, here he is standing in front of me. Socrates. With a shocked voice I can only say, "Kalimera, Master."

We take the road to the office on Ermou street and go to Monastiraki. He starts talking and I listen:

"Do you see, all virtues can be traced

back to knowledge and conscience but, those who want to get to these, must first recognize their ignorance, because only those who are aware how little they know, are truly motivated to seek the truth."

People on the street do not even seem to notice us. Tourists! Maybe they look but they don't really see us. They are probably looking to find a place to sit or somewhere to eat and drink, but who knows? I prefer it like this anyway.

Now it's my turn and I dare to ask a question, "Master, I have read all this in my philosophy books. Why do you say these words?"

"I am describing to you what you will see today in practice," he calmly replies.

"I am going to work today," I tell him.

"Then you will meet a group of people who, coincidentally, are also searching for the truth and they are very close to it." He leans in and says to me, "These people are not only young and beautiful but, through their dialogue, they are constantly striving for

excellence."

I am really fascinated by the richness of the concepts he is expressing, but, before I know it, we reach the front door in Kalamiotou 17 & Skouze 5.

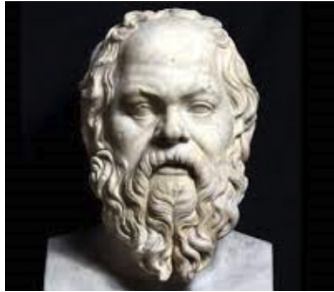
It's time to go in. I invite him to follow me into the office, but he declines and waves goodbye. I take the elevator, walk the few meters to the door and enter.

Wow! Here they are, my colleagues!

I see a lineup of smiling faces turn in my direction. They greet me with the same word used by the master, "Kalimera!"

During the time I spent with each one of my team members, I learned not only how to always remain positive but also how to be scientific and effective. They helped me better understand the meaning of life.

I learned a Greek word that is very suitable for describing this group of people - Orea. In English this means Beautiful or Great. This word epitomizes the essence of these colleagues. I hope to see them again.



Local Favorites - ATLANTA

Employee Recommended Activities

1

Georgia Aquarium

The Georgia aquarium is an iconic Atlanta attraction, known for being the largest aquarium in the United States and the fifth largest in the world.

-*Tykeria Lenoir*



2

The BeltLine

The BeltLine is an outdoor space in Atlanta comprised of 22 miles of unused railroad tracks circling the core of the city's in-town neighborhoods. It is a great walking or biking path.

-*Yvette Hasbourck*



3

High Museum of Art

The High Museum of Art is the largest museum for visual art in the Southeastern United States. Also, every second Sunday of each month admission is free!

-*Clara Busé*



4

Atlanta Comedy Theater

This is a great place to get your laughs, a 250-seat showcase for stand-up & improv performances, with cocktails and food as well.

-*Roger Nixon*



5

Ponce City Market

This is a largely indoor shopping mall located in the vibrant converted historic Sears building. It is a market with a food hall, shops & living space. There is even a small amusement park on the roof!

-*Storm Haas*





WORK ANNIVERSARIES

Atlanta

- October 1 - Harry Catrakilis (**20 years!**)
- October 1 - Ashley Han (**9 years**)
- October 1 - Esther Shi (**8 years**)
- October 18 - Kateryna Kudrenko (**7 years**)

Azerbaijan

- October 5 - Emil Haytaoghlu (**1 year**)

Greece

- October 10 - Steve Vasilis (**10 years!**)
- October 15 - Alexandra Michalopouloul (**3 years**)
- October 18 - Andreas Kalamotousakis (**2 years**)
- October 26 - Giota Vlachou (**3 years**)
- October 29 - Kelly Koutsoura (**4 years**)

Poland

- October 5 - Jędrzej Domzalski (**1 year**)

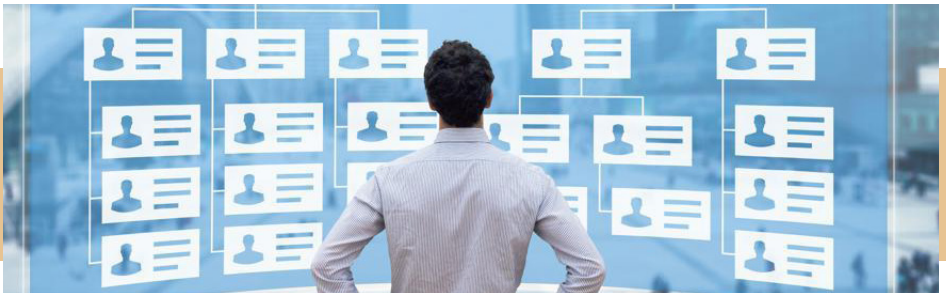
Spain

- October 12 - Berke Taseli (**3 years**)

Ukraine

- October 10 - Olga Volosovska (**1 year**)
- October 19 - Lesia Lapchyk (**3 years**)

CONGRATS



Organization Lessons:

Plan for Contingencies

There is an old saying that if you fail to plan then you plan to fail. Planning for contingencies is something everyone in our organization should always consider. I'm sure everyone has heard of Murphy's law. Basically, it can be summarized as follows: if it can go wrong, then it will go wrong. This is a pessimistic view, but leaders should always have a contingent plan in place just in case the worst-case scenario actually happens.

1. What could go wrong? Always take time after the initial plan is put in place to plan for what could go wrong or where places of failure might occur. Create a RED TEAM where the small group discusses things to consider and seek input. That being said, you don't have time to plan for everything.
2. How will you know when something is wrong? Discuss certain TRIGGERS that serve as indicators when a contingent plan should or might be put in place. Everyone should be aware of these triggers.
3. What will you do? When the contingent plan is put in place due to identified TRIGGERS, what are your individual responsibilities and your overall team's responsibilities. Discussing and rehearsing actions to take during a calm situation will help you execute during a potential chaotic situation.

Establish an Execution Rhythm

Standard Operating Procedures (SOP's) organize HOW we do things, but Tempo/Cadence/Execution Rhythm organizes WHEN we do things. Leaders set the standard for Execution Rhythm which can be a challenge, but it is your responsibility if you manage a team to get into a good execution rhythm.

1. **Identify Peak Times:** What is your individual peak performance time? As a small business unit team leader, supervisor, manager, director what is the peak performance time of your team overall?
2. **Establish Rhythm:** Avoid having meetings for the sake of having meetings during peak performance times. Can you consolidate meetings, so you don't intrude on peak performance times of the team? Most companies have most meetings on Mondays to establish the weekly execution rhythm for the organization. Are you as a subordinate leader providing an execution rhythm for your smaller team?
3. **Close Execution Gaps:** Remember the Uh-of Effect. Are you pushing the project before the mid-point, so you don't fall behind?

-Roger Nixon, VP of Business Development





THE GRAND LEDGER

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