

# THE GRAND LEDGER



DECEMBER

Edition 30 | Dec. 2023

# Welcome,



As we enter 2024, we anticipate a year of promising opportunities. Despite facing several challenging issues in the upcoming months, our team is well-prepared to address and overcome these obstacles. I eagerly await our Townhall meeting at the end of January, where we will outline the division's objectives for 2024. Key

focus areas such as financial goals, advancing automation, enhancing customer service, improving employee satisfaction, and exploring new revenue streams constitute the core of our business strategy. The management team is committed to collaboratively working with everyone to successfully implement this plan. Wishing everyone a successful and productive 2024

A handwritten signature in black ink that reads "Nico".

NICO MEYER  
CEO

## An Announcement From Marketing:

*Due to marketing and revenue goals, the monthly magazine will switch to a quarterly schedule. All anniversaries and birthdays can still be found on PeopleForce, and we will continue to post our new hires on our social media. Thank you to everyone for your understanding and here's to achieving our 2024 objectives!*

# 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](http://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](mailto:info@ckhgroup.com)

© COPYRIGHT 2024: 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

## Happy Holidays!

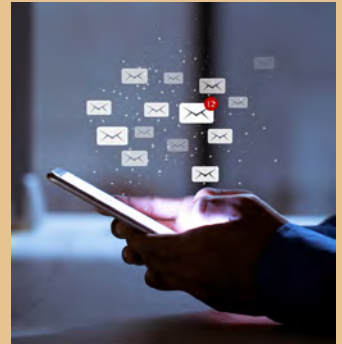


Thank you to everyone for your hard work this past year; everyone has contributed so much to the company. Let's look back at the year and celebrate our time together as a company, as an office, and as teams.

Happy New Year to all of our staff and new hires! Be sure to check in with you managers and supervisors regarding KPIs, goals, and objectives for the new year.

## Email security and IT

As always, email security is important to CKH Group's day-to-day functions. If you are not aware, our IT team has been releasing weekly email security updates in which they highlight different types of spam or phishing emails you might see, with real life examples from attempts that have been submitted to IT. Bottom line, always ALWAYS check before you click any links in any email.





## WORK ANNIVERSARIES

### **Azerbaijan**

January 9 - Tarlan Ismayilov (*1 year*)

January 23 - Tarek Ismail (*1 year*)

### **Greece**

January 2 - Dionisis Kalogeropoulos (*4 years*)

Januart 18 - Xristina Kollias (*1 year*)

January 19 - Nikolas Limanis (*3 years*)

January 23 - Stamatia Tsakozi (*4 years*)

### **South Africa**

January 16 - Shakira Parker (*1 year*)

Januart 24 - Jaco Botes (*2 years*)

### **Ukraine**

January 2 - Maryna Zadoyan (*4 years*)

January 3 - Anastasiia Vlasova (*1 year*)

January 10 - Oleksandr Tymoshenko (*3 years*)

January 20 - Oksana Akhankova (*3 years*)

January 27 - Viktoriia Kozak (*4 years*)

### **United States**

January 1 - Umesh Patel (*10 years!*)

January 20 - Eon van Wyk (*10 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

### NEW HIRE



#### **Daniel Nsumba**

##### **Senior Auditor**

*Daniel has over 4 years of experience in the field of auditing. He holds a Bachelor's degree & Postgraduate Diploma in Accounting and is aspiring to gain qualification as a Chartered Accountant. In his previous role, Daniel played a critical role in leading audit engagements for major clients in diverse industries, ensuring accuracy and adherence to regulatory requirements. In he's free time, Daniel enjoys spending time with family, reading books that edify, staying active and modeling.*

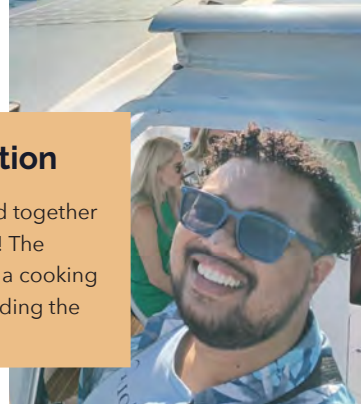
*Now joining CKH as a Senior Auditor, Daniel is eager to bring his wealth of experience and work ethic to contribute to the company's global excellence and local expertise.*





## End of Year Celebration

The Cape Town office gathered together for their year end celebrations! The team had lots of fun attending a cooking class, exchanging gifts, and ending the day with a sunset cruise.



# ATLANTA

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

Atlanta, Georgia



Happy New Year!

**BIRTHDAYS**

Jan. 28 - Storm Haas



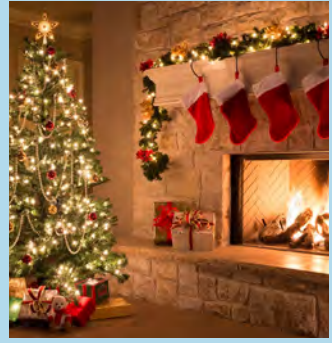
New Years is celebrated in the United States by watching the ball drop in New York City.

# HAPPY HOLIDAYS!

The United States is home to many cultures and religions; shown below are the most commonly celebrated during the holiday season

## December 25 - Christmas

Christmas is a holiday celebrated wildly around the world, both religiously by Christians and culturally by non-Christians. The origins of this holiday come from the celebration of the birth of Jesus Christ, but the traditions and celebrations vary across the world and across denominations. Most celebrations involve the exchange of gifts and having a feast or dinner with family.



## December 7 - 15 Hanukkah

Hanukkah is a Jewish festival or “festival of lights”. The lighting of the menorah symbolizes the “The Hannukah Miracle”. The miracle occurred after the liberation of the Temple in Jerusalem during the Maccabean Revolt, in which the menorah burned for eight days despite only having enough oil for one.

## Dec. 26 - Jan. 1 - Kwanzaa

Kwanzaa is an annual celebration of African-American culture from December 26 to January 1, culminating in a communal feast called Karamu, usually on the sixth day. It was created by activist Maulana Karenga, based on African harvest festival traditions from various parts of West and Southeast Africa.



# 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

## BIRTHDAYS

January 16 - Christina Troullou

January 21 - Vasilika Cami

January 24 - Vasilika Dima

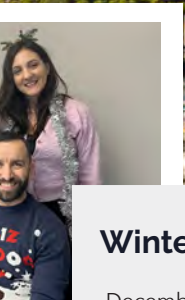
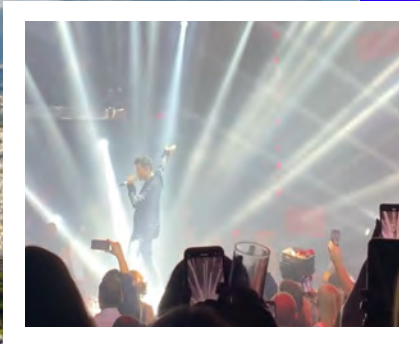
January 28 - Aggeliki Tsiri



Happy  
Holidays from  
Greece!



During Nick's visit to the Greece office, the team enjoyed a nice night together to see a performance by Sakis Rouvas, Melisses, and Anastasia.



## Winter In Athens, Greece

December weather in Greece can be surprisingly mild. Although the mountains may have snow and cold weather, southern Greece and the Greek islands boast pretty comfy weather. Winter is much quieter in Greece, as most tourist are not visiting, making it the perfect time to explore Greece without having to worry.



# 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.

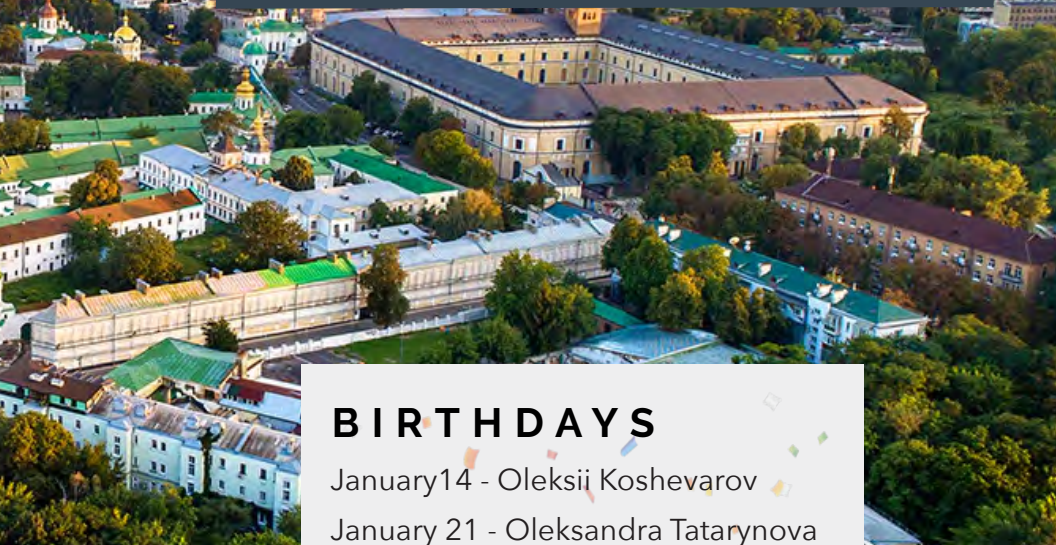
Kyiv, Ukraine



caring on a global scale

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

# Happy Holidays from Ukraine!



## BIRTHDAYS

January 14 - Oleksii Koshevarov

January 21 - Oleksandra Tatorynova

January 22 - Yuliia Riznychok

January 27 - Olena Honcharova

# 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



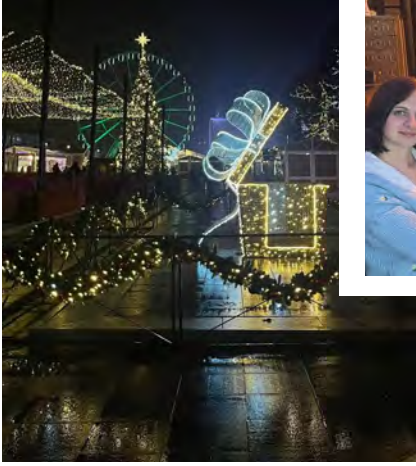
Happy holidays at the Poznan office!  
The team had a gift exchange.





## Office Visitor

Nick Catrakilis visited the poland office and was able to see the wonderful lights in Poznań during the wintertime



## BIRTHDAYS

Jan. 8 - Kornelia Gil

# 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

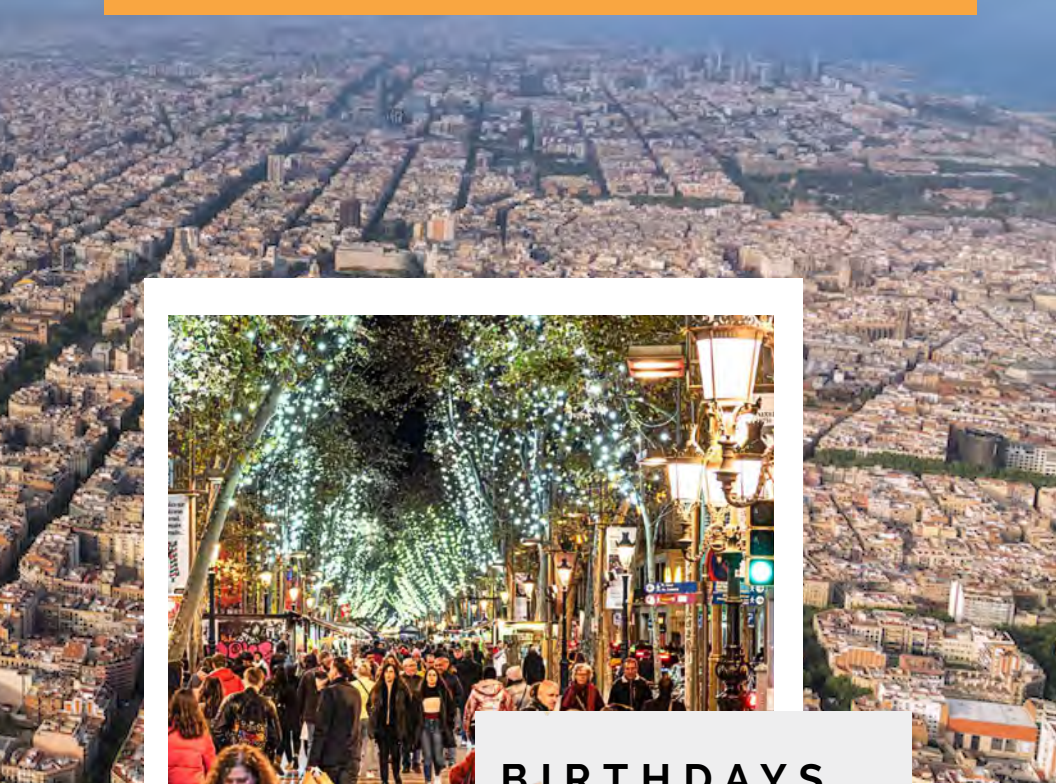


Our Barcelona Office received a visit from Nick Catrakilis



## Constitution Day - Dec. 6

Constitution Day (Día de la Constitución) marks the anniversary of a referendum held in Spain on December 6, 1978. In this referendum, a new constitution was approved. This was an important step in Spain's transition to becoming a constitutional monarchy and democracy.



## BIRTHDAYS

Jan. 20 - Aldo Baldani

# 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

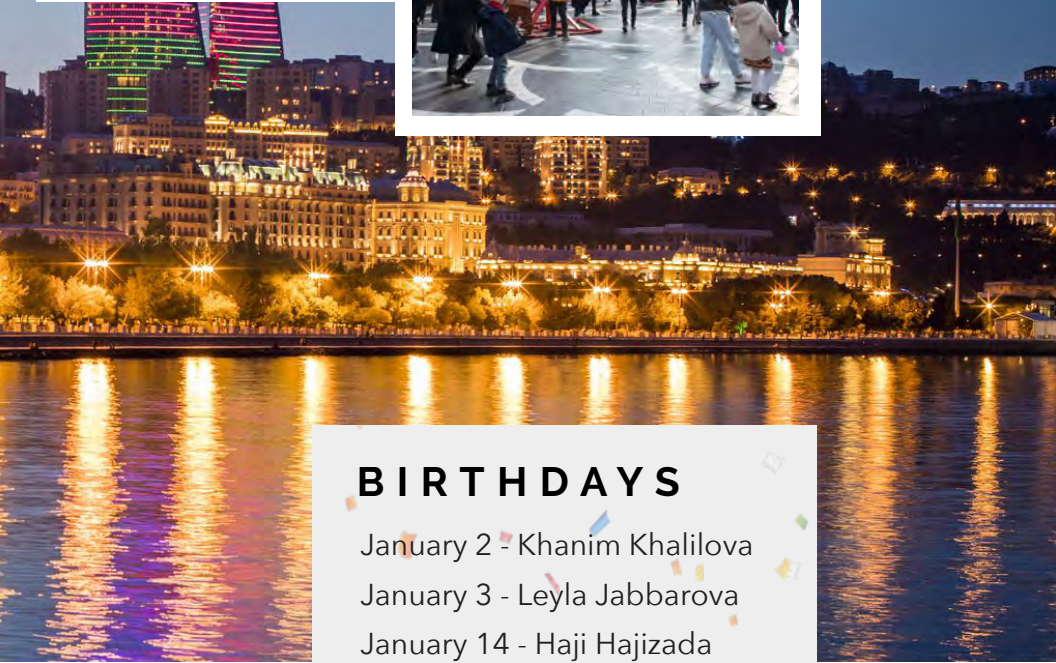
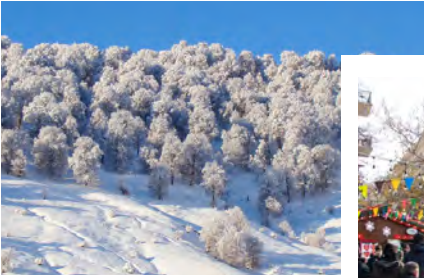


## December 31 - International Solidarity Day of Azerbaijanis

International Solidarity Day of Azerbaijanis is an annual public holiday in Azerbaijan celebrating the worldwide solidarity and unity of Azerbaijanis. The day was inspired by the dismantling of border fences between Soviet Azerbaijan and Iran in December 1989 and the collapse of the Berlin Wall in the same year.

## Winter In Baku, Azerbaijan

While Snow is a rarity in Baku, winter in Baku is a great time to head out to a ski resort. Beginning in December and through March is the perfect time for snow sport enthusiasts. You can also explore the markets and festivities around the wintertime



## BIRTHDAYS

January 2 - Khanim Khalilova

January 3 - Leyla Jabbarova

January 14 - Haji Hajizada

January 25 - Tarek Ismail

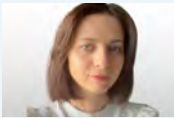
# The Kudos Corner

**Pavel Martinovych**. Thank you for your prompt response and collaboration with the website services page updates and automation presentation- I appreciate the easy communication



Kudos to **Shakira Parker** for your support and kindness. You are an excellent and trustworthy HR team member who I appreciate being an asset to this company. Thank you!

Kudos to my colleague **Tzogia Zapanti** for the positive environment she creates and her professionalism.



Shout out to **Yana Sadovska** for your positive attitude and willingness to take on new challenges. Your contributions have made such a difference, and I am excited to see what you will accomplish this year. Keep up the great work!

Kudos to **Georgia Boudrou** who always happy to help & always with a cheerful attitude!

Kudos to **Aina Sempere** for going above and beyond what was expected in a Salesforce deliverable. Thank you for taking the initiative to step up to the task!

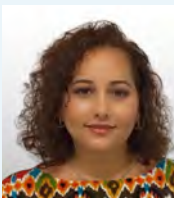
**Eon van Wyk** and his team did a phenomenal job with the Roswell audit. Gert leading the way at the tactical level with the support of Stephanie made for very positive comments from the City of Roswell. The administration at Roswell paid several positive comments to Gert and Stephanie for their attention to detail and work effort. They have brought credit to themselves and the CKH Group team. Job well done!



Kudos for the **IT team** for your patience and support on marketing's website changes and updates. We also appreciate your weekly email security updates that you provide to the company. Thank you for all that you do to keep our network secure.

Congratulations on **Nick Catrakilis** for his engagement! Wishing you all the best!

Thanks to **Harry Catrakilis** and his leadership for stepping in with several of our government contracts to help push them along in a positive way. We would not have had favorable results without him leading the way.



**Yvette Hasbrouck** is an extremely reliable colleague and firm administrator who is always willing to support. I appreciate you pulling reports for me and being a constant presence in the office that keeps things running smoothly. Thank you to all that you do, you are critical to CKH Group's success!

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!



## Meeting a Hero

It is one of the first days of October 1981. I am in Turin with my schoolmate Mario. We are both attending the local University, where we had just begun our first year in Economy. He was a better student than me and was even a volleyball champion in Highschool.

We walk through the streets and get ready to cross the road when I see a couple waiting at the red light.

He is a normal guy, very simple with jeans and a plaid shirt while she is beautiful: tall, perfect dress, perfect haircut, I notice her but then, immediately, I look back at him again. Then I realize! That guy is Paolo Rossi, the great football player, that had just signed for Juventus Turin that year.

He was at the end of 2 difficult years, and he would be playing again in the spring, just in time for the world cup. I don't want to be bothersome, so I am hesitant, but I very respectfully ask him for an autograph.

I hand him the pen and my exercise book, and he signs it!

Surprised by his kindness I say, "Thank you," and he replies, "Hey guy, it's my pleasure!"

Can you imagine an actual champion answering like that? Incredible!

Mario stands by watching, he does not care, and later he comments that we need to stay focused on what we must get done: no distractions!

Well, I may not have been completely focused, but at least I had the autograph of Paolo Rossi on my exercise book.

It is now the 5th of July 1982, in the morning, I pass my first examination (Accounting) and on the same day the Italian National Football team, that is in Spain for the World Cup, must play against Brazil.

The Brazil team of 1982 is one of the most spectacular and beautiful football teams ever. All champions: Zico, Cerezo, Socrates, Falcao and so on: a real goal scoring machine. And Italy is predicted to lose just like any other team in the world. Brazil looked unbeatable.

That afternoon I watch the game on TV with some friends. We know that it would be

almost impossible to win.

The game seems like it is going to be big trouble for us from the first minute.

The Brazilians play like they are dancing : light and harmonic but tremendously effective.

Our guys are 11 true and good men that play united, as a great team must do. They face their opponents with bravery.

After 5 minutes, like lightning, Rossi scores: 1-0 for us. Totally unexpected, but a good start!

The Brazilians take the ball to the midfield and starts back up again with their wonderful game, and just like that, we start to suffer.

At the 12th minute Socrates scores : 1-1.

The dream is over.

But then! At 25th minute: Rossi again! 2-1 for us: we are suffering, but we are alive!

After half time, we are in the 68th minute when, Falcao has a fantastic goal. He is at the limit of the box, he pretends he's going to the right but then he dives to the left, he finds a little corridor in front of him, and he strikes. It is an unreachable goal! 2-2.

We all think that, now, it's over... But NO WAY! At the 74th minute Rossi takes the ball back, weaving through the defense and scores again. Now it's 3-2 for us.

As our guys said in the interviews after the World Cup, "Nobody is going to pass by here anymore!"

The Brazilians attacked like furies but, it was for nothing, we won by the 90th minute.

After that game, Rossi went on to score twice in the semifinal and once in the final, winning Italy the world championship! Everyone in my country was happy then, but I was probably happier in 1986, when I got my degree.

Mario ended up not finishing his studies because, as he says, he got married. However, I think he may have just given up at some point... But just like, Paolo Rossi, I did not give up! I have learnt from this man that wanting to do something with all your energy is a key part of doing it. It is never somebody else's fault. It all depends on you.



# Local Favorites - BARCELONA

## Employee Recommended Activities

1

### Sagrada Família

Antoni Gaudí's masterpiece, this iconic basilica is an architectural marvel and an essential landmark in Barcelona.



2

### La Boqueria Market

Situated off La Rambla, La Boqueria is one of Europe's most famous food markets with local Catalan specialties.



3

### Museu Nacional d'Art de Catalunya

MNAC hosts a vast collection of Catalan art spanning from the Romanesque period to the early 20th century.



4

### Park Güell

Park Güell is a public park featuring whimsical architecture, mosaic tile work, and landscaped gardens.



5

### Casa Batlló

A striking building designed by Gaudí, this is known for its imaginative facade, organic shapes, and vibrant colors.



6

### Picasso Museum

Housing one of the most extensive collections of artworks by Pablo Picasso, this museum showcases his evolution.

7

### Mercat del Encants

Also known as Fira de Bellcaire, this open-air flea market is one of Barcelona's oldest markets.

8

### Gothic Quarter

This historic neighborhood is characterized by narrow medieval streets and Gothic architecture.





## Communication and Knowledge Lessons:

### Listen Actively

**1) Listen to one person daily:** Practice management by walking around and talking with those you work with. Listening actively requires you to focus. When you get out of your office and listen to others you have a better understanding of what is going on. In our case where we are geographically dispersed leaders should be available for one-on-one calls. Eon does an excellent job of being intentional in making calls to those employees who are dispersed.

**2) Focus on the speaker:** I try to focus all my attention on who is talking and listening to understand his or her perspective. One of the first group meetings that I sat in at the corporate office I noticed Kate listening actively. I have to say when she asks a question at the conclusion of a meeting it is a relevant question because she has truly listened to what was being said or briefed so she can understand the perspective. It does not necessarily mean that she will agree but you know she has listened objectively.

**3) Vent in private:** Duke discusses in the book how Abraham Lincoln and Dwight Eisenhower had a habit of writing down in a journal the issues they faced, things that made them upset, and always took the 24-hour rule before responding back. It allowed each one more time to attempt to understand rather than to be heard. They were able to express their frustrations in their writings and then ultimately throw the letters away once all emotions were released in their writings. BLUF, each day is a new day with a new beginning.

### Take Action

Great leaders have a bias to action and make things happen even when well defined plans are not in place. Decisions are delayed when roles and goals have not been established, or leaders are stuck in smart talk rather than actively listening and facilitating collaboration to, establishing a course of action. Duke says, "Action requires good judgement, first. However, more often than not, acting beats waiting.

Taking action is better than uncertainty and if you make a poor decision then learning can occur. Organizations that take calculated risk will stay ahead of the curve of change. Those that do not take risk will get left behind and playing it safe in business is almost always a recipe for failure in due time.

-Roger Nixon, VP of Business Development



# THE GRAND LEDGER

---

Published by the CKH Marketing and Branding Team  
December 2023

