

Fall 2023

# Connecticut CPA

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page 14



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## Features

- 4 *Editor's Note*  
Accounting Opportunities Week Increasing to Month-Long Nationwide Student Outreach Program
- 6 *From the Executive Director and CEO*  
Identifying the Path to a Successful Future for Our Organization
- 7 CPA Evolution and Certification Changes
- 8 Corporate Transparency Act/Beneficial Ownership Information Reporting: Risk management considerations for CPA firms
- 11 New Law Raises Connecticut Public Charities Audit Threshold as of July 1, 2023
- 12 CTCPA Launches Pipeline Committee to Cultivate Interest in the Profession and Support Tomorrow's CPAs on Their Career Path
- 14 Enhancing the Employee Experience

## Upcoming Programs and Events

- 5 CTCPA Day of Giving
- 18 Member Meetings
- 19 Committees and Groups
- 22 Professional Development Programs
- 24 Fall/Winter Conferences

## Member Matters

- 20 Thank You for Your Support of the 2023 Accounting Scholarship Foundation Golf Tournament
- 21 Thank You, CTCPA Premier Members
- 25 Welcome, New Members!
- 26 Member News
- 27 Twelve Teams Battle It Out at New and Young Professionals Dodgeball Tournament
- 28 Member Perks and Partnerships
- 29 CTCPA Insurance Hub
- 30 Classifieds

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# CTCPA Women's Awards

*Celebrating Connecticut's exceptional female CPAs*

**January 17, 2024 • TPC River Highlands • 8:30am - 10:15am**

Each January, we celebrate outstanding females making their mark on the accounting profession, their companies, and their communities.

**New this year!**

We'll honor individuals for Distinguished Service, Women to Watch, and our **new Aspiring CPAs category**.

Attend or sponsor the event: [www.ctcpas.org/CTCPAWomen](http://www.ctcpas.org/CTCPAWomen).

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Jonathan Comer and Thomas Comer of Comer & Company speak at Nathan Hale-Ray High School as part of last year's Accounting Opportunities Week.

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## Editor's Note

## Accounting Opportunities Week Increasing to Month-Long Nationwide Student Outreach Program

Finding and retaining qualified staff continues to be a top challenge for our members and their organizations. It's imperative for us to work together to ensure the pipeline is full and the profession attracts the diverse talent it will need to thrive into the future.

That's why we're working on a number of initiatives to help reach potential CPAs and finance professionals earlier in their career decision-making process, including speaking engagements at schools through our Student Outreach Speakers Bureau, our popular Accounting Is My Major (AIM) careers conferences for high school students held at colleges and universities around the state, attendance at college career fairs, and many more initiatives being developed by our new Pipeline Committee [see page 12 for more].

Last year a team of CTCPA volunteers participated in Accounting Opportunities Week, a nationwide movement including the American Institute of CPAs (AICPA) and more than 40 state CPA associations to promote all the great things a career in accounting can bring. We placed members as speakers in high schools across Connecticut as part of this celebration of the profession.

The national group has come together to plan 2023 outreach, and voted to expand the program from a single week to the full month of November. In light of this expanded timeline, the initiative will now be referred to as the Accounting Opportunities Experience.

**Help us reach the next generation! Sign up to participate in the Accounting Opportunities Experience and the Student Outreach Speakers Bureau.**

We'll need many members to help us meet demand and provide speakers at local high schools. You'll be provided with a PowerPoint presentation that will help you discuss the opportunities the profession provides. You'll also have the opportunity to talk about your own career path and what aspects of the profession you think are great.

To join the Student Outreach Speakers Bureau or learn more about the Accounting Opportunities Experience, please email the CTCPA membership team at [membership@ctcpas.org](mailto:membership@ctcpas.org) or call 860-258-4800 and press 2.



See you next issue,

Kirsten Piechota, Managing Editor



## CTCPA Day of Giving



**Tuesday, November 28, 2023 • CTCPA Office in Rocky Hill and Online**

**Join us as we come together to support our community.**

**Back by popular demand!** Bring your donations and network at our Day of Giving social and collection drive at the CTCPA office in Rocky Hill on Nov. 28 from 8:00 - 10:00am.

*Come enjoy coffee, hot cocoa, and seasonal treats while you catch up with fellow members and CTCPA staff. No need to pre-register – the more, the merrier!*



### Top Needed Donations

- Canned or dry beans
- Dry milk
- Brown rice
- Whole wheat pasta
- Peanut butter
- Coffee
- Tuna
- Canned tomatoes

**Cash/check donations.** For every \$10 donated, Connecticut Foodshare can provide enough food for 25 meals!



### Accepted Donations

- Fleece blankets, sleep sacks, stuffed animals
- Card games (Uno, Monopoly Deal, Sushi Go, Phase 10, etc.)
- Play-Doh (multi-packs and kits)
- Superhero action figures/Barbies
- Infant toys
- Animal/character figurines (dinosaurs, farm animals, etc.)
- LEGOs (small kits)
- Coloring books (including teen coloring books) and sticker-by-number books
- Matchbox cars

**All items must be brand new and recently purchased, unwrapped, latex-free, and compliant with safety and infection control guidelines.**



**Can't make it in person? Donate online!**



Donate to Connecticut Foodshare using the CTCPA Day of Giving campaign link at [www.ctcpas.org/DayofGiving](http://www.ctcpas.org/DayofGiving).

*Monetary donations help buy meals as well as connect donated food to our hungry neighbors through Connecticut Foodshare's network of 300 partner programs.*



Donate to Connecticut Children's using the CTCPA Day of Giving campaign link at [www.ctcpas.org/DayofGiving](http://www.ctcpas.org/DayofGiving).

*Your donation will help provide toys and items for engaging bedside activities, distraction, and entertainment, as well as gifts for patients and families.*

**[www.ctcpas.org/DayofGiving](http://www.ctcpas.org/DayofGiving)**



## From the Executive Director and CEO



### Identifying the Path to a Successful Future For Our Organization

Many membership organizations, whether they're chambers of commerce, trade associations, or professional membership associations like ours, are at a crossroads.

The current business models need to be reworked to meet the needs of today's and tomorrow's members. There is fierce competition for attention, engagement, and financial support. Things are vastly different than they were in the past, when there was a steady flow of newly minted CPAs and the norm was to join and support your professional membership association as soon as you were eligible to join.

As the profession and the world continue to change rapidly, we need to be nimble and creative in order to make our organization relevant and viable into the future. At our recent strategic planning retreat (see more below), CTCPA leaders and staff looked at ways we can shake things up and increase our relevancy. Major discussion points included:

**Evolving member demographics and demands.** The needs of our members have changed drastically in recent years, driven by more fluid career movement between public accounting and private industry, technology advances, rapidly changing legislative and regulatory requirements, increasing client and customer demands, and the culture of hybrid and remote workforces.

**Potential changes to our membership model.** We need to provide value to not only our members but their organizations as well. Should we offer membership options for orga-

nizations as opposed to only individuals? Would we be more relevant if we offered tiered membership with differing levels of benefits available at various price points?

**Engaging with and serving expanded groups of related professionals.** As the number of CPAs continues to decline and the structure of firms and finance departments evolves, we'll need to expand our reach to the related professionals you're working alongside every day including individuals in law, human resources, technology, consulting services, and more. We're also looking at how we could create valuable membership opportunities for firm administrators, bookkeepers, and enrolled agents.

The reality is that the world is changing faster than any of us can keep up with. There are many challenges ahead. With that being said, we're committed to designing our organization for today and tomorrow, ensuring we're serving members and their organizations in the most effective and sustainable way possible.

If you have any questions or ideas on how to help our organization move successfully into the future, please reach out to me at [bonnies@ctcpas.org](mailto:bonnies@ctcpas.org). Member input will be vital as we grow and change.

Best,

Bonnie Stewart, Executive Director & CEO

## Leadership, Staff Craft a Vision for the Future in CTCPA Strategic Planning Retreat



Our leadership, including our Board of Directors members, officers, and Advisory Council members, recently came together for two days in June to work with **Jaclyn Badeau** of Badeau Consulting, LLC on a vision for our organization and to create a clear, nimble, and measurable strategic plan.

We asked tough questions, talked about the realities of the challenges the profession faces today, and explore creative ways to offer value for our current members and potential members. Thank you to these members for sharing their time and talents with our organization. We truly appreciate your dedication to our future success.

Once complete, we will share the new strategic plan with the membership.

## Connecticut Adopts 30-Month CPA Exam Testing Window

### *FAQs on Timing and Implementation*

This spring the National Association of State Boards of Accountancy (NASBA) announced an amendment to the Uniform Accountancy Act Model Rules that extends the CPA Exam testing window from 18 months to 30 months. This means that individuals will now have 30 months from receiving their first CPA Exam section passing score to successfully pass the remaining sections.

Thanks to the work of the CTCPA advocacy team, the State Board of Accountancy (SBOA), the Department of Consumer Protection (DCP), and some dedicated members, this change was recently adopted in Connecticut through new legislation for candidates who apply to take the examination on or after October 1, 2023. The SBOA and the DCP are also working to implement the changes in Connecticut statute as well.

## 30-Month Testing Window FAQs

### **When is the new law effective?**

The 30-month testing window applies to candidates who apply for an exam section after October 1, 2023. The window begins on the date the passing exam section score is released.

### **If I passed an examination section before October 1, 2023, can I take advantage of the 30-month period to retain credit?**

The SBOA has indicated that individuals who sat for and passed a CPA Exam section between April 1, 2021 and October 1, 2023 will also be able to take advantage of the 30-month testing window if they apply to take a subsequent section of the examination.

### **What happens if I don't pass all four sections within the 30-month period?**

The revised rule provides that once a candidate has successfully passed one section of the exam, they will then be provided with a rolling 30-month period to pass the remaining three sections of the exam. Candidates will lose credit for any sections not passed within that rolling period 30-month period and those exam sections must be taken and passed again.

### **What changes are coming to the CPA Exam?**

As part of the multi-year CPA Evolution initiative to modernize CPA licensure and testing to be more reflective of today's business environment, a new CPA Exam will launch in January 2024. If an individual passes and retains credit for all four CPA Exam sections by the end of 2023, the changes to the CPA Exam will NOT impact their journey. An individual who will still be working through the CPA Exam in January 2024 will need to switch over to sitting for the new CPA Exam at that time. Download our guide to learn about the major changes to the exam at [www.ctcpas.org/BeACPA](http://www.ctcpas.org/BeACPA).

## New CPA Exam Launches in January

As part of the multi-year CPA Evolution initiative to modernize CPA licensure and testing to be more reflective of today's business environment, a new CPA Exam will launch in January 2024.



**Nationwide CPA Evolution Initiative Brings Major Changes to CPA Certification Process**  
Transition Information for CPA Candidates in Connecticut

**New CPA Exam Launches January 2024**

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If an individual passes and retains credit for all four CPA Exam sections by the end of 2023, the changes to the CPA Exam will NOT impact their journey. An individual who will still be working through the CPA Exam in January 2024 will need to switch over to sitting for the new CPA Exam at that time.

**What are the major changes?**

- Starting Jan 1, 2024, the CPA Exam features four sections: **CORE** (Accounting and Financial Reporting), **REG** (Business Environment and Concepts), **FIN** (Financial Accounting and Reporting), and **BEC** (Business Law).
- As of January 1, 2024, the new exam will continue to feature REG, FIN, and BEC, with the BEC exam being integrated into the other components of those new exam tests.
- In addition, the exam will also offer a special designation for which candidates may choose who will be eligible to sit for the new CPA Exam in January 2024.

**CTCPA** [www.ctcpas.org/BeACPA](http://www.ctcpas.org/BeACPA)

Download our transition guide to learn about the major changes, the credit transition policy, and how exam candidates can set themselves up for success.

[www.ctcpas.org/BeACPA](http://www.ctcpas.org/BeACPA)

# Corporate Transparency Act/ Beneficial Ownership Information Reporting

## Risk management considerations for CPA firms

By CAMICO's Loss Prevention Team

The Corporate Transparency Act (CTA) was enacted January 1, 2021, as part of the National Defense Authorization Act, representing the most significant reform of the Bank Secrecy Act and related anti-money laundering rules since the U.S. Patriot Act. The CTA is intended to address and guard against money laundering, terrorism financing, and other forms of illegal financing by mandating certain entities (primarily small and medium size businesses) to report "beneficial owner" information to the Financial Crimes Enforcement Network (FinCEN).

The CTA authorizes FinCEN, a bureau of the U.S. Treasury Department, to collect, protect, and disclose this information to authorized governmental authorities and to financial institutions in certain circumstances.

This article is intended to provide a high-level overview of some of the key CTA provisions and address significant issues, critical unknowns, and potential risks facing accounting firms.

### What entities are subject to the new CTA reporting requirements?

Entities required to comply with the CTA (Reporting Companies) include corporations, limited liability companies (LLCs), and other types of companies created by a filing with a Secretary of State (SOS) or equivalent official.

The CTA also applies to non-U.S. companies registered to do business in the U.S. through a filing with a SOS or equivalent official. Since the definition of a domestic entity under the CTA is extremely broad, additional entity types could be subject to CTA reporting requirements based on individual state law formation practices.

There are a number of exceptions to who is required to file under the CTA. Many of the exceptions are entities already regulated by federal or state governments and as such already disclose their beneficial ownership information to governmental authorities.

Another notable exception is for "large operating companies" defined as companies that meet **all** of the following requirements:

- Employ at least 20 full-time employees in the U.S.
- Gross revenue (or sales) over \$5 million on the prior year's tax return.
- An operating presence at a physical office in the U.S.

As currently promulgated, the CTA has an exemption for "any public accounting firm" registered in accordance with Section 102 of the Sarbanes-Oxley Act of 2002 (firms registered with the Public Company Accounting Oversight Board). However, other public accounting firms could be deemed Reporting Companies subject to compliance with the CTA.

### Who is considered a "beneficial owner" of a Reporting Company?

A beneficial owner is any individual who, directly or indirectly, exercises "substantial control" or owns or controls at least 25% of a reporting company's ownership interests.

An individual exercises "substantial control" if the individual (i) serves as a senior officer of the company; (ii) has authority over the appointment or removal of any senior officer or a majority of the board; or (iii) directs, determines, or has substantial influence over important decisions made by the Reporting Company. Thus, senior officers and other individuals with control over the company are beneficial owners under the CTA, even if they have no equity interest in the company.

In addition, individuals may exercise control directly or indirectly, through board representation, ownership, rights associated with financing arrangements, or control over intermediary entities that separately or collectively exercise substantial control.

CTA regulations provide a much more expansive definition of "substantial control" than in the traditional tax sense, so many companies may need to seek legal guidance to ultimately determine who are deemed beneficial owners within their organization.

### Phase-in of reporting requirements.

As currently promulgated, the CTA's reporting requirements will be phased-in in two stages:

- All **new** Reporting Companies – those formed (or, in the case of non-U.S. companies, registered) on or after January 1, 2024 – must report required information **within 30 days** after their formation or registration.
- All **existing** Reporting Companies – those formed or registered before January 1, 2024 – must report required information **no later than** January 1, 2025.



## Penalties for noncompliance.

Penalties for willfully violating CTA reporting requirements include (1) civil penalties of up to \$500 per day that a violation is not remedied, (2) a criminal fine of up to \$10,000, and/or (3) imprisonment of up to two years. A safe harbor from the penalty is available to Reporting Companies that file corrected reports with FinCEN no later than 90 days after submission of an inaccurate report (31 U.S.C. 5336(h)(3)(C)).<sup>1</sup>

## Considerations for entities as they begin to prepare for the CTA.

With the CTA introducing a new and expansive reporting regime, now is the time for entities to assess the new rules' implications on their organizations. As entities begin this evaluation, the following, although not meant to be all inclusive, should be considered:

- Is the entity subject to the CTA or does it qualify for exemptions?
- If the company is **not** exempt, how should it calculate percentages of "ownership interests" to determine whether any owners meet the 25%-ownership threshold? In many companies with simple capital structures, the answer will be obvious. It may be much less obvious, however, for companies with complicated capital structures (given the expansive definition of "ownership interest"), or companies in which some ownership interests are held indirectly – for example, through upper-tier investment entities, holding companies, or trusts.
- How should a company begin to assess and determine each person who exercises "substantial control" over it? There may well be multiple people who qualify, given the expansiveness (and vagueness) of the "substantial control" definition.
- What new processes and procedures should a company put in place to monitor future changes in its beneficial owners and reportable changes on existing beneficial owners that will require timely updated reports to FinCEN? Note that the types of information that must be provided to FinCEN (**and kept current**) for these beneficial owners include the owner's legal name, residential address, date of birth, and unique identifier numbers from a non-expired passport, driver's license, or state identification card (including an image of the unique-identifier documentation).
- **Caution:** Keeping current with the information that needs to be provided to FinCEN will be a significant trap for Reporting Companies, as they will need to rely on beneficial owners to timely update them on reportable changes to their information (e.g., ownership changes, moves, marriages, divorces, etc.). Reporting Companies must file updated or corrected reports within **30 days** of reportable changes or discovery of inaccurate information in previously filed reports.

As a result, a company's operative documents may need to be revised to include provisions related to the CTA such



Get the education you need.

We've added a number of programs on the Corporate Transparency Act. Find them at [www.ctcpas.org/cta](http://www.ctcpas.org/cta).

as representations, covenants, indemnifications, and consent clauses. For example, the operating agreement may require:

- A representation by each shareholder, member or partner, as applicable, that it will be in compliance with or exempt from the CTA;
- A covenant by each shareholder, member or partner, as applicable, requiring continued compliance with and disclosure under the CTA or to provide evidence of exemption from its requirements;
- An indemnification by each shareholder, member or partner, as applicable, to the company and its other shareholders, members or partners, as applicable, for its failure to comply with the CTA or for providing false information; and
- A consent by each disclosing party for the company to disclose identifying information to FinCEN, to the extent required by law.

## Potential risks to the CPA of helping clients prepare for the CTA.

There has been much discussion and debate within the accounting community about whether CPAs are in a position to provide guidance and advice to their clients regarding whether an exemption applies or to ascertain whether legal relationships constitute beneficial ownership. The overarching concern is that CPAs and non-attorney tax professionals providing assistance to clients in this arena could be deemed engaging in the unauthorized practice of law (UPL).

As each state has its own definitions of what services are considered UPL, this is an area of some risk to the accounting profession. As of the date of this writing, no state has yet to provide clarity as to whether providing advice to clients regarding the CTA would, or would not, be viewed as UPL.

From a risk management best practices perspective, CAMICO strongly encourages CPAs to tread carefully as it relates to advising clients regarding the CTA and the filing of beneficial ownership reporting, and instead, advise clients to seek guidance from qualified legal counsel.

## Risk management tips.

- **Familiarize** yourself with the Corporate Transparency Act and the beneficial ownership reporting requirements and stay current with any further guidance promulgated by FinCEN.

(continued)

<sup>1</sup> <https://www.federalregister.gov/d/2022-21020/p-223>

For details on specific CTA provisions, refer to the Beneficial Ownership Information Reporting Rule, available at [www.fincen.gov/boi](http://www.fincen.gov/boi).

For additional information regarding the CTA's beneficial ownership reporting requirements, refer to FinCEN's Frequently Asked Questions document at [www.fincen.gov/boi-faqs](http://www.fincen.gov/boi-faqs).

- **Tread carefully** to reduce the likelihood of an accusation of practicing law without a license! Performing services for clients that are outside of the purview of your licensure or your competencies poses significant liability and insurance coverage risks. It is best to refer such services to other professionals than to face the consequences of allegations of falling short of professional standards of care.

However, if contemplating providing CTA-related services to clients, we strongly encourage you to document your due diligence efforts to confirm that your state has not deemed these services to be the unlicensed practice of law. Note that engaging in the unauthorized practice of law is not covered by the CAMICO policy so we encourage you to also contact your insurance company for help to evaluate the risks associated with these services, as well as assess any potential coverage issues.

- **DOCUMENT, DOCUMENT, DOCUMENT ...**

- **Inform and advise** your clients **in writing** regarding the new beneficial ownership reporting require-

ments under the CTA and your recommendation that they seek legal guidance.

- **Modify engagement letters** to include language that specifically **disclaims** the firm's involvement in assisting clients with CTA compliance. See the below suggested engagement letter language for this purpose:

*Management is responsible for Client's compliance with the Corporate Transparency Act ("CTA"), if applicable to its business, and for ensuring that any required reporting of beneficial ownership information is timely filed with the Financial Crimes Enforcement Network ("FinCEN") as required by the CTA. As <Firm> is not rendering any legal services as part of our engagement, we will not be responsible for advising you regarding the legal or regulatory aspects of your company's compliance with the CTA, nor are we responsible for the preparation or submission of Client's beneficial ownership information reports to FinCEN. If you have any questions regarding Client's compliance with the CTA, including but not limited to whether an exemption may apply to your organization or to ascertain whether relationships constitute beneficial ownership under CTA rules, we strongly encourage you to consult with qualified legal counsel experienced in this area.*

- **Prepare your own firm** for compliance if you are deemed to be a Reporting Company under currently promulgated CTA guidance.



About  
**1 in 4**  
of non-retired adults  
in the U.S. do not  
have any retirement  
savings<sup>1</sup>

## Enhance your retirement advisory and close the savings gap

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<sup>1</sup> <https://www.federalreserve.gov/publications/2022-economic-well-being-of-us-households-in-2021-retirement.htm>



Paychex is proud to be an endorsed provider for the CTCPA.





# New Law Raises Connecticut Public Charities Audit Threshold as of July 1, 2023

For Connecticut Public Charity registrations originally due after July 1, 2023, Connecticut Public Acts 23-99 and P.A. 23-98 effectively raise the audit threshold for charitable organizations (subject to registration) to gross revenues greater than \$1,000,000 and allows for an audit **or** review for organizations with gross revenues between \$500,001 and \$1,000,000.

Gross revenue is calculated excluding grants or fees from government agencies or revenue from funds held in trust for the benefit of the organization.

Public Acts 23-98 and 99 state that, “For a financial statement [i.e., a charitable registration] that is initially due after July 1, 2023, a charitable organization shall include with the charitable organization’s financial statement (A) an attestation that an audit report has been completed by a certified public accountant if the charitable organization had gross revenue in excess of one million dollars in the year covered by such report, or (B) an attestation that an audit or review report has been completed by a certified public accountant if the charitable organization had gross revenue in excess of five hundred thousand dollars but not more than one million dollars in the year covered by such report.”

With the law effective July 1, 2023, the new provision generally applies to each Connecticut charitable organization subject to registration with **a fiscal year ending August 31, 2022 or later**. CPAs should consider alerting their not-for-profit clients of the new requirements.

Gross Revenue on Last IRS 990	Required Documents
\$500,000 or less	No documents needed.
Between \$500,001 and \$1,000,000	An attestation that an audit or review report has been completed by a certified public accountant.
Greater than \$1,000,000	An attestation that an audit report has been completed by a certified public accountant.

The chart above refers to the financial documents required for renewal applications.

The Connecticut Department of Consumer Protection (DCP) has indicated that the paper/PDF applications for public charity renewals and reinstatements have been updated on its website and can be found at <https://portal.ct.gov/DCP/Charities/Charitable-Solicitation-Registration-Information>. The information is also up to date for online applications.

Members of the CTCPA Not-for-Profit Organizations Committee and staff championed this change over several years, including meeting with the Department of Consumer Protection and contributing both written and oral testimony. DCP included the new provision in its 2023 legislative package, and Governor Lamont signed the public acts on June 26.



# CTCPA Launches Pipeline Committee to Cultivate Interest in the Profession and Support Tomorrow's CPAs on Their Career Path

New initiatives will be supported by individuals across the CTCPA membership. We're looking for member engagement!

The competition for accounting and finance talent continues to be fierce, and the number of new CPAs continues to decline both in our state and across the country. A new Pipeline Committee led by CTCPA Past President **Brian Reilly** is working to proactively address these issues.

Brian, along with CTCPA Executive Director and CEO **Bonnie Stewart**, brought together an inaugural group of members this summer for initial discussions. Members ranged from students at Connecticut universities to professionals with education, business and industry, and public accounting backgrounds.

Committee members broke down issues and challenges and then identified opportunities to cultivate student interest in the profession and support future CPAs throughout their path to the career.

## Key target areas have been identified.

The group created a focused approach to fill the pipeline through four key target areas. We should acknowledge this is a long-term initiative that will require member support and persistence.

**Promoting the Value of the CPA Career Path.** We need to better showcase the opportunities the CPA career path offers as well as the countless possibilities to forge a unique path in almost any industry or interest area. We all see the value, but how can we create this passion for the next generation?

**High School Outreach.** We need to inform high school and perhaps even middle school students on the benefits of majoring in accounting and the great opportunities available in the CPA career path. This will include member involvement at career fairs, career days, and in classroom speaking engagements, as well as providing teachers and guidance counselors with the resources they need to support and encourage the CPA path.

**Higher Education Career Awareness and Support.** Work at the college and university level will be multi-pronged. We need to support current accounting majors as they work to cross the finish line for CPA certification, as well as reaching out to students who are undecided to make sure they are aware of CPA career opportunities. This initiative will also work with professors and career centers to attract students and ensure they are aware of available internships, financial support, and other resources.

**Addressing Issues of Affordability.** CPA certification requires 150 hours of education – about 30 extra credit hours, which usually translates to an extra year of college. We need to identify ways that community colleges, the state university system, and others (i.e., public accounting firms and other employers) can offer creative solutions to help address issues of affordability and time. This group will also work to better promote scholarship opportunities from the CTCPA Accounting Schol-

## Thank you to the following inaugural Pipeline Committee members:

**Brian Reilly**, Chair

**Michelle Allen**  
PwC

**Mark Caplan**  
KPMG

**Christian Chlebowsky**  
UConn Student

**Jennifer Hockenhull**  
Adult Congenital Heart Association

**Michael Jordan**  
Andersen

**Marie Kulesza**  
Central Connecticut State University

**Daniel Kusaila**  
Crowe LLP

**Chaitra Varshini Varshini Sri**  
Central Connecticut State University Student

**Noelle Taddei**  
Career Advocate/Coach

**John Turgeon**  
CohnReznick

arship Foundation and other organizations supporting the profession.

### The path forward hinges on member support.

Each of the key target areas above will be championed by a subcommittee led by a chair or co-chairs. The Pipeline Committee is actively seeking members to become involved in each subcommittee.

“We will be seeking support from the membership at large to be our ‘boots on the ground’ and help carry out these initiatives once outreach begins,” Brian explained. “Whether you can help us get the right contacts in schools or colleges, take on career fair duty, participate in speaking engagements, or provide coaching sessions to small groups or individuals, there will be a large need and many ways to help out.”

### Initial timeframe and goals.

Once the leaders of these subcommittees are finalized, each group will work with volunteer members to develop specific actions and goals as well as identify what tools and additional support they'll need to accomplish these goals. Subcommittee meetings are targeted to begin in late October or early November.

“While we expect to have our initial outreach up and running by early 2024, this will be an ongoing, long-term effort,” Brian said. “Working to nurture the next generation of students and young professionals and share our passion will take time before we truly see the results of these efforts. We can’t afford to wait any longer, and the benefits will be well worth the investment.”

### Interested in helping? Please let us know!

If you're interested in taking on a leadership role or serving as a member of one of our subcommittees, please reach out to **Alyssa Boerenko** at [alyssab@ctcpas.org](mailto:alyssab@ctcpas.org) and let her know which key target area(s) most interest you.



## Building on current student outreach programs and initiatives.

CTCPA has developed several programs to help engage the next generation and make sure they're aware of all the opportunities accounting and finance careers have to offer. The Pipeline Committee will build on and add to these current programs:

### Accounting Is My Major (AIM) High School Programs at Connecticut Colleges

Our Accounting Is My Major (AIM) programs (pictured above) bring high school students from across the state to Connecticut colleges and universities. Participants hear from college faculty and students as well as those working in the profession about all of the opportunities an accounting degree and the CPA designation can bring.

### Scholarships for Accounting Majors

The CTCPA Accounting Scholarship Foundation (ASF) provides scholarships to Connecticut high school and college students, helping provide a strong pipeline for the profession for years to come. This year, trustees awarded more than \$50,000 in scholarships to help aspiring CPAs. Learn more at [www.ctcpas.org/scholarships](http://www.ctcpas.org/scholarships).

### Promoting the Profession at College Career Fairs

CTCPA staff heads to college career fairs around the state, providing students with materials including our *Becoming a CPA in Connecticut* guidebook and career information from our joint partnership with the American Institute of CPAs (AICPA).

### Classroom Visits for Accounting Opportunities Experience

As part of a nationwide initiative, we joined forces with the American Institute of CPAs (AICPA) and other state CPA associations for the Accounting Opportunities Experience. Our goal is to get members into as many classrooms as possible to share their stories and career paths and inspire tomorrow's CPAs – now.

### CPA Exam Review Course Discounts and Personalized Help on the Path to CPA

We support our student members with discounts on CPA Exam review courses, help making sure they've fulfilled the requirements, and one-on-one guidance to help navigate the certification process.



# Enhancing the Employee Experience

How companies can align their people, processes, and technology to compete for and maintain top talent.

*By Robin Imbrogno, M.S., SPHR, SHRM-SCP – CEO/Founder, The Human Resource Consulting Group*

The employee experience, or EX, encompasses every aspect and interaction of a person's career lifecycle within an organization. EX interactions include initial recruiting and hiring processes, onboarding and integration practices, workforce scheduling and benefits administration, payroll and HR support, employee engagement and recognition, and development and growth opportunities.

In today's ultra-competitive employment environment, EX differentiates an organization's ability to attract, engage, nurture, and retain the talent they

require to represent their brand and realize their goals. Potential employees seek work experiences customized to their unique skills, preferences, and values.

Employers must evolve to anticipate employee needs, assess how their firm's culture can support those needs, and adopt tactics and technology designed to continually enhance the employee experience.

## **What's at risk?**

Employees who are dissatisfied or neutral about EX are costing companies much more than lost productivity and team loyalty. Employees play a critical role in shaping how an organization's audiences perceive its brand and value proposition. Poor EX and subsequent employee dissatisfaction will lead to inadequate or misleading employee representation that erodes brand confidence and loyalty.

Simply put, unfulfilled employees elicit unfulfilled clients, stakeholders, and partners.

## **What's the goal of enhancing the employee experience?**

The goal of EX enhancement is to attune people, processes, and technology to cultivate an environment that empowers employees to authentically deliver their employers' brand promises in line with the organization's purpose, vision, and mission – thereby enabling positive CX (customer experience) for clients, stakeholders, and partners.

Employers who pursue EX enhancement are best positioned to attract and retain loyal employees who serve as ideal brand ambassadors in service to colleagues and customers. Employers who enhance the employee experience ultimately enhance the customer experience. Fulfilled employees increase their company's brand equity, brand loyalty, and bottom-line results.

This article explores how successful employers are optimizing EX with innovative practices and technology tools designed from the employees' point of view.

**Employers who enhance the employee experience ultimately enhance the customer experience. Fulfilled employees increase their company's brand equity, brand loyalty, and bottom-line results.**



## Innovative HR Practices that Enhance EX

### >> Flexible Work Arrangements

The rise of remote working and learning has increased employees' expectations that employers will offer work arrangements that allow them the flexibility to work from various locations and when or how they choose. Examples of flexible work arrangements include:

- **Job crafting** enables employees to work with management to design jobs around what motivates them and leverages their skills.
- **Job sharing** allows two professionals with excellent communication skills to share the responsibilities and outcomes of one position, thus affording employees and employers the best of both worlds. Employees can keep the role or responsibilities they had but without a full-time commitment, while employers retain needed skills, knowledge, and abilities.
- **Hybrid arrangements** provide employees with the flexibility to work on or off-site.

According to a March 2023 Bankrate survey<sup>1</sup>, nearly 8 out of 10 workers are seeking to change an aspect of their job this year, and 42% of job seekers are likely to ask for more work flexibility (e.g., different hours, ability to work from home/remotely more often). In addition, 54% of parents with children under 18 (and 40% of workers who aren't parents) are likely to ask for more flexibility at work.

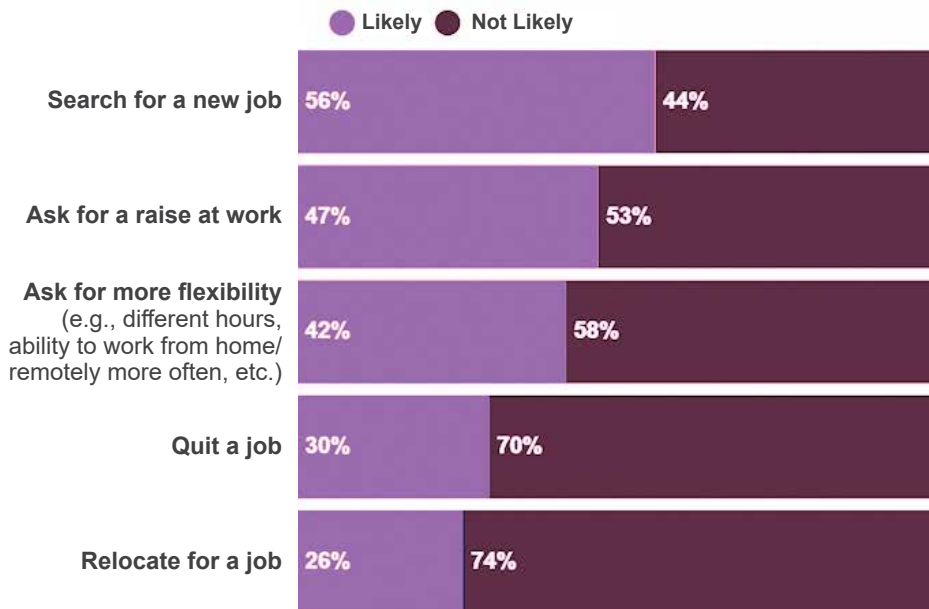
Altogether, 30% of workers said a work-life balance quality (flexible working hours, working remotely, or more vacation time) is the most important job quality for them going forward.

### >> Internal Talent Recognition and Promotion from Within

Organizations are enhancing EX and bridging talent gaps with robust internal talent support systems that increase employee engagement and provide skill-building opportunities.

79% of U.S. adults who are employed or seeking employment are looking to change an aspect of their job over the next year.

### How likely or unlikely are you to do any of the following in the next 12 months?



Source: Bankrate Job Seekers Survey, March 8-10, 2023

(continued)

We were hesitant when facing the idea of switching from our old analog system to a VoIP system, however after working with Universal Connectivity we wished we had made the switch sooner. Not only did they make the transition easy and seamless, their support has been nothing but spectacular. The new system allows us to stay connected to the office no matter where we are allowing us to provide the response our clients deserve.

— Anthony Pizzorusso, CPA  
Partner, BYCCPA LLC

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<sup>1</sup> [www.bankrate.com/personal-finance/job-seekers-survey](http://www.bankrate.com/personal-finance/job-seekers-survey)

(continued)

Employees who are consistently developed, recognized, and encouraged to grow into positions within the organization become loyal team members and brand ambassadors. This practice enables an organization to cost-effectively enhance EX for existing employees and fill talent gaps without hiring and onboarding new/outside talent.

### >> Management Training to Support Intentional and Meaningful Conversations

Organizations can enhance EX by training managers to conduct supportive interactions that strengthen their relationships with the employees they manage. This is especially critical with the rise of flexible work arrangements in which managers must interact with employees in several ways, based on their physical work locations.

Managers who authentically interact with their team members serve to model their organization's culture, goals, and values in their daily behavior.

Research indicates that EX improves when managers support employees with meaningful conversations.

According to Gallup<sup>2</sup> research, more than half (59%) of U.S. workers indicate that their job description does not align with the work they are asked to perform. This finding underscores that organizations must revisit employee roles and responsibilities beyond orientation, and consistently collaborate with their teams to update mutual needs and expectations through goal setting, feedback, and reviews.

## Technology Tools that Enhance EX

### >> Talent Acquisition, Tracking, and Hiring Tools

An HR technology platform enables an employer to quickly attract, hire, and onboard talent that will thrive best in their organization's culture. Initial interactions between employers and

prospective employees are critical to supporting EX. Talent acquisition technology ensures a consistently positive EX that communicates and reinforces the organization's culture and values.

### >> HR and Payroll Efficiency and Compliance Tools

Contemporary technology tools for HR and payroll enable employers to improve accuracy, increase compliance, gain analytics, and reduce redundancy, freeing them to focus on more strategic objectives. Employee self-service technology enhances EX by providing people with access to their own unique dashboard to easily access payroll and HR support tools.

### >> Workforce Management/ Employee Empowerment Tools

An HR technology platform helps employers to accurately track and process time, attendance, and expenses for their entire workforce, including remote employees. Employees appreciate the

<sup>2</sup> [www.gallup.com/workplace/323573/employee-experience-and-workplace-culture.aspx#ite-323690](http://www.gallup.com/workplace/323573/employee-experience-and-workplace-culture.aspx#ite-323690)



If you'd like to become a company administrator, please reach out to the Membership Team at [membership@ctcpas.org](mailto:membership@ctcpas.org) or call 860-258-4800 and press 2.

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experience of collaborative scheduling, expense management, and payroll integration. For example:

- **Scheduling tools** empower hiring managers and employees to collaborate using any connected device (mobile, tablet, or workstation), as well as manage requests or make shift adjustments.
- **Expense management tools** enable employers to align expenses with company budget goals and policies, as employees appreciate simplified expense reporting with the benefit of a user-friendly dashboard.

#### ➤ Talent Management Tools

Talent management technology enables employees to maintain connections, seek feedback, and collaborate with each other and their communities, which boosts productivity and performance. For example:

- **Talent giving and volunteering tools** enable employers and employees to align their goals for serving charitable causes with simple and seamless methods to manage giving programs, process contributions, and report social responsibility.
- **Sharing and performance tools** enable multi-directional employee communication that supports a dynamic, inclusive company culture. Employee performance management and recognition tools enable employees and managers to facilitate each other's success.
- **Learning and growth management systems** enhance EX by providing continuous career growth and upskilling opportunities that help organizations reach their educational and growth objectives.

A robust, employee-centric HR technology platform serves as a win-win for employees and employers. Employees gain user-friendly tools that provide them access to the exact, accurate information they need, when and how they want to receive it.

Employers gain the ability to pursue more strategic activities that support their workforce EX with the time they save through automation and consistent control of repetitive administrative functions.



*Robin Imbrogno is CEO/Founder of The Human Resource Consulting Group (HRCG), a Connecticut-based team of HR professionals who partner with companies with 10 to 1,500 employees across the U.S. to provide strategic advice and a personal, high-touch approach to outsourced human resources, payroll, and benefits administration.*

*A proven industry leader, Robin is a member of the Society of Human Resource Management (SHRM) and the American Payroll Association (APA). She serves on the board of The Payroll Group (TPG) and chairs its Government Affairs Committee. She also co-chairs the Connecticut Business and Industry Association (CBIA) Labor & Employment Law Council.*

*Robin has served as an adjunct professor for the management and business departments at the University of Bridgeport, Sacred Heart University, and Albertus Magnus College. She is a certified facilitator of Fierce communications and global achievement leadership training.*

*She can be reached via the HRCG website at [hr-consulting-group.com](http://hr-consulting-group.com).*

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#### Microsoft Teams, Phones, VOIP, and Apps

Thursday, November 9 • 9:00am - 10:30am • Online



### Finance Professionals in Industry Meetings

#### Employment Law Update 2023

Thursday, October 19 • 1:00pm - 3:00pm • Online • 2 CPE Credits

*Featuring Attorney Patrick J. McHale, partner in the employment law firm of Kainen, Escalera & McHale*



### DRS CTCPA Liaison Dinner Meeting

Thursday, November 2 • 5:30pm - 8:00pm  
Testa's, Southington • \$60 (Members Only)

The 2023 Connecticut legislative session resulted in the enactment of important tax legislation, including amendments to the Connecticut pass-through entity tax and a new state budget. Join us for an opportunity to meet directly with DRS staff to talk taxes. The evening will include open dinner discussions with DRS Commissioner **Mark Boughton** and DRS representatives at each table.

### Committee Meetings



### Cannabis Committee Meetings

Thursday, October 19 • 9:00am - 10:00am • Online

Thursday, November 16 • 9:00am - 10:00am • Online



### Educators FOOD Group Meeting

Friday, November 3 • 9:30am - 11:00am • Rocky Hill



### Employee Benefit Plans Committee Meetings

Wednesday, January 31 • 8:30am - 9:30am • Online

Wednesday, April 24 • 8:30am - 9:30am • Online



## Free Professional Headshots – At Our Office or Yours!

By appointment:

**Thursday, October 26 • 9:00am - 1:00pm • Rocky Hill**

In addition to our popular member headshot days held at the CTCPA office, our communications team also visits companies to offer headshot events for employees on-site. Headshots are free for members and offered at a reduced fee for support staff.

To learn more or request a photographer to come to your office, please reach out to Alyssa Boerenko at [alyssab@ctcpas.org](mailto:alyssab@ctcpas.org).

# CTCPA Committees and Groups

Join groups and find upcoming meetings at [www.ctcpas.org/Groups](http://www.ctcpas.org/Groups).

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**Accounting, Auditing, & Financial Reporting Committee**  
Discuss exposure drafts and enhance relationships with standard-setters.  
Contact: Cindy Panioto • [cindyp@ctcpas.org](mailto:cindyp@ctcpas.org)
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**Bylaws Committee**  
Each year a group of members are assembled to serve on the Bylaws Committee. *Membership by CTCPA chair appointment.*  
Contact: Bonnie Stewart • [bonnies@ctcpas.org](mailto:bonnies@ctcpas.org)
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**NEW! Cannabis Committee**  
Meet and learn together with others exploring and working in this new hot topic.  
Contact: Lisa Bugryn • [lisab@ctcpas.org](mailto:lisab@ctcpas.org)
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**COMING SOON! Client Advisory Services**  
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**Educators FOOD Group**  
Discuss hot topics in this candid, conversational group.  
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**Employee Benefit Plans Committee**  
Discuss issues affecting benefit plans, program audits, and employers.  
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**NEW! Environmental, Social, and Governance (ESG) Committee**  
Discuss sustainability reporting, disclosures, and more.  
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**Finance Professionals in Industry Group**  
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- 

**Financial Institutions Committee**  
Share trends, regulatory and legislative developments, and new pronouncements.  
Contact: Alyssa Boerenko • [alyssab@ctcpas.org](mailto:alyssab@ctcpas.org)
- 

**Golf Committee**  
Support scholarships/grants by helping plan our annual golf tournament.  
Contact: Cindy Panioto • [cindyp@ctcpas.org](mailto:cindyp@ctcpas.org)
- 

**Governmental Accounting & Auditing Committee**  
Talk FASB, GASB, and single audits with public sector and audit professionals.  
Contact: Lisa Bugryn • [lisab@ctcpas.org](mailto:lisab@ctcpas.org)
- 

**Investment Committee**  
Oversee the CTCPA's investment portfolio and report to the Board of Directors.  
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**Membership Committee**  
Recruit new members and ensure that membership is a rewarding experience.  
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**New & Young Professionals Cabinets**  
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**Not-for-Profit Organizations Committee**  
Focus on accounting, taxation, and financial reporting for not-for-profits.  
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**Peer Review Committee**  
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**Professional Ethics**  
Investigate ethics complaints and maintain the Code of Professional Conduct. *Membership by CTCPA chair appointment.*  
Contact: Lynette Lindner • [lynettel@ctcpas.org](mailto:lynettel@ctcpas.org)
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**Southeastern CT Chapter**  
Meet in locations across Southeastern Connecticut.  
Contact: Bonnie Stewart • [bonnies@ctcpas.org](mailto:bonnies@ctcpas.org)
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**State Taxation Committee**  
Navigate the regulatory and legislative aspects of Connecticut tax compliance.  
Contact: Alyssa Boerenko • [alyssab@ctcpas.org](mailto:alyssab@ctcpas.org)
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**TechConneCT Roundtable**  
Ask and answer questions on anything related to technology or software at our interactive roundtables.  
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- 

**Trust, Estate, and Gift Taxation Committee**  
Meet for discussion of taxation, trusts, gifting strategies, and more.  
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**Valuation, Forensic, & Litigation Support Group**  
Connect on legal considerations, witness reports, testimony, and more.  
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Thank you to the sponsors, volunteers, raffle donors, and players who supported the annual Accounting Scholarship Foundation Golf Tournament at The Golf Club at Oxford Greens. All proceeds from the tournament are used to support CTCPA Accounting Scholarship Foundation scholarships and grants, helping tomorrow's CPAs today.



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<b>Kim Karl</b> Savings Bank of Danbury	<b>Liz Frazza</b> CTCPA Staff Liaison



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10/17	The Strategic CFO: Big Picture Skills	SCFO	\$309/\$274	\$434/\$399	8	Online
10/19	Practical Tools and Tips to Help CPAs Manage Risk (IN-PERSON)	AL	\$160/\$140	\$225/\$205	4	Rocky Hill
10/19	Practical Tools and Tips to Help CPAs Manage Risk (VIRTUAL)	ALWEB	\$160/\$140	\$225/\$205	4	Online
10/19-20	Basic Staff Training – Level 1	BST1-16	\$595/\$560	\$720/\$685	16	Online
10/20	Fraud Prevention: Loss Prevention and Control	FP	\$309/\$274	\$434/\$399	8	Online
10/27	CFO Series: Skills for 2023 and Beyond	CFOS3	\$309/\$274	\$434/\$399	8	Online
10/27	Multistate Income Tax Issues	MIT4-B	\$160/\$140	\$225/\$205	4	Online
10/27	Surgent's Guide to the Corporate Transparency Act for Accounting and Finance Professionals	CTA2-B	\$89/\$79	\$124/\$114	2	Online
10/30	2023 Current Practice Issues and Update for Audits of Employee Benefit Plans	CPI	\$309/\$274	\$434/\$399	8	Online
10/31	Advanced Management and Leadership Essentials – Level V (Micro-course)	AML-2F	\$129/\$129	\$164/\$164	2	Online
11/1	Tax Practitioner Responsibilities and Ethics	TAXE4	\$160/\$140	\$225/\$205	4	Online
11/2	Social Security and Medicare: Maximizing Retirement Benefits	CL4SSM	\$160/\$140	\$225/\$205	4	Online
11/3	Top Business Tax Planning Strategies	BTPS2	\$89/\$79	\$124/\$114	2	Online
11/6	Compilation and Review Practice Guide	CRP	\$309/\$274	\$434/\$399	8	Online
11/6	This Year's Best Income Tax, Estate Tax, and Financial-Planning Ideas	IEFP	\$309/\$274	\$434/\$399	8	Online
11/7	Surgent's Annual Tax-Planning Guide for S Corporations, Partnerships, and LLCs	TPGS	\$309/\$274	\$434/\$399	8	Online
11/8	State Tax 360° Conference (IN-PERSON)	ST360	\$309/\$274	\$434/\$399	8	Rocky Hill
11/8	State Tax 360° Conference (VIRTUAL)	ST360WEB	\$309/\$274	\$434/\$399	8	Online
11/9	Corporate Finance Checkup	CFC	\$309/\$274	\$434/\$399	8	Online
11/9-10	Beginning in Charge Staff Training – Level 3	BIC3-16	\$595/\$560	\$720/\$685	16	Online
11/10	Disclosure – The Key to Financial Statements	DKFS-B	\$309/\$274	\$434/\$399	8	Online
11/10	Streamlined Tax Staff Training – Business	STSB	\$309/\$274	\$434/\$399	8	Online
11/10	Valuing a Business: What is This Company Worth?	VAB	\$160/\$140	\$225/\$205	4	Online
11/13	Evaluating Fraud Risk in a Financial Statement Audit	ARF4	\$160/\$140	\$225/\$205	4	Online
11/13	Guide and Update to Compilations, Reviews, and Preparations	CRU4	\$160/\$140	\$225/\$205	4	Online
11/13	The Best S Corporation, Limited Liability, and Partnership Update Course	BCPE-B	\$309/\$274	\$434/\$399	8	Online
11/14	Cannabis Update	CANNAUPD	\$174/\$149	\$254/\$229	3	Online
11/14	Expense vs. Capitalize – Getting it Right	DRFA	\$309/\$274	\$434/\$399	8	Online
11/14	The Best Individual Income Tax Update Course by Surgent	BITU-B	\$309/\$274	\$434/\$399	8	Online
11/15-17	New England Practice Management Conference (IN-PERSON)	MAP	\$829/\$829	\$966/\$966	16	Mashantucket
11/17	The Tactical CFO: Make Your Business Processes Work for You	TCFO	\$309/\$274	\$434/\$399	8	Online
11/20	Critical Thinking Skills	CTS	\$160/\$140	\$225/\$205	4	Online
11/20	How Good Companies Become Great	GTG	\$160/\$140	\$225/\$205	4	Online
11/20	IRS Tax Examinations and Hot Issues	EXI4	\$160/\$140	\$225/\$205	4	Online
11/20	Women's Leadership Series: Mindset of an Entrepreneur	WLS4	\$49/\$49	\$59/\$59	1	Online
11/21	Data Analytics for CPAs	DATA4	\$160/\$140	\$225/\$205	4	Online
11/27	CFO Series: Staying Ahead in a Dynamic Economy	CFOS4	\$309/\$274	\$434/\$399	8	Online
11/27	Streamlined Tax Staff Training – Complex Return Issues	STCR	\$309/\$274	\$434/\$399	8	Online
11/28	Advanced Management and Leadership Essentials – Level V (Micro-course)	AML-2G	\$129/\$129	\$164/\$164	2	Online
11/28	Select Estate and Life Planning Issues for the Middle-Income Client	PMI4	\$160/\$140	\$225/\$205	4	Online
11/28	Strategies for Maximizing Social Security Benefits	SPMB2	\$89/\$79	\$124/\$114	2	Online
11/28	What Tax Practitioners Need to Know About Medicare	MEDC2	\$89/\$79	\$124/\$114	2	Online
11/29	Cybersecurity Conference (IN-PERSON)	CYBER	\$309/\$274	\$434/\$399	8	Rocky Hill
11/29	Cybersecurity Conference (VIRTUAL)	CYBERWEB	\$309/\$274	\$434/\$399	8	Online
11/29	Real Estate Taxation – Tax Staff Essentials	TSETRE4	\$160/\$140	\$225/\$205	4	Online
11/30	Streamlined Tax Staff Training – Individual	STSI	\$309/\$274	\$434/\$399	8	Online
11/30	Tax Planning for Small Businesses	TSETPSC2	\$160/\$140	\$225/\$205	4	Online
11/30-12/1	Semi-Senior Staff Training – Level 2	SSST2-16	\$595/\$560	\$720/\$685	16	Online
12/5	Surgent's Federal Tax Camp (IN-PERSON)	SATC	\$309/\$274	\$434/\$399	8	Rocky Hill
12/5	Surgent's Federal Tax Camp (VIRTUAL)	SATCWEB	\$309/\$274	\$434/\$399	8	Online

Date	Title	Course Code	Member Standard/Early	Nonmember Standard/Early	CPE Hours	Location
12/7	Federal Tax Conference (IN-PERSON)	FTC	\$309/\$274	\$434/\$399	8	Rocky Hill
12/7	Federal Tax Conference (VIRTUAL)	FTCWEB	\$309/\$274	\$434/\$399	8	Online
12/11	CFO Series: Today's Staff Retention and Accounting	CFOS5	\$309/\$274	\$434/\$399	8	Online
12/11-14	Advanced Management and Leadership Essentials – Level V	AML5-16B	\$710/\$710	\$835/\$835	16	Online
12/12*	Taxation of Corporations – Tax Staff Essentials	TSETCC	\$309/\$274	\$434/\$399	8	Online
12/13	2023 FASB and AICPA Update	FAU	\$309/\$274	\$434/\$399	8	Online
12/13	Finance and Innovation: Reinvent Your Department and Company	FAI	\$309/\$274	\$434/\$399	8	Online
12/14	Acquisitions to Grow the Business	AGB	\$309/\$274	\$434/\$399	8	Online
12/14	Interpreting the New Revenue Recognition Standard: What All CPAs Need to Know	CL4INRR2	\$160/\$140	\$225/\$205	4	Online
12/14	The Bottom Line on the New Lease Accounting Requirements	CL4LEAS2	\$160/\$140	\$225/\$205	4	Online
12/14	The Complete Trust Workshop	TCTW	\$309/\$274	\$434/\$399	8	Online
12/15	AICPA's Annual Federal Tax Update	PTU	\$309/\$274	\$434/\$399	8	Online
12/18	Introducing Partner Capital Account Reporting	CPMB2	\$89/\$79	\$124/\$114	2	Online
12/18	Section 754 Step-Up in Basis: Understanding the Tax Issues for Partnerships and LLCs	S754-2	\$89/\$79	\$124/\$114	2	Online
12/18	Surgent's Mastering Basis Issues for S Corporations, Partnerships, and LLCs	HMB4	\$160/\$140	\$225/\$205	4	Online
12/19	Advanced Management and Leadership Essentials – Level V (Micro-course)	AML-2H	\$129/\$129	\$164/\$164	2	Online
12/19	Reviewing Partnership Tax Returns: What Are You Missing?	CL4PTRM	\$160/\$140	\$225/\$205	4	Online
12/19-20	Supervisory Staff Training Level 4 – Management and Leadership Essentials	SST4-16	\$595/\$560	\$720/\$685	16	Online
12/20	Getting Ready for Busy Season: Key Changes Every Tax Practitioner Should Know	NFF4	\$160/\$140	\$225/\$205	4	Online
1/11	Preparing Individual Tax Returns for New Staff and Paraprofessionals	PITR	\$309/\$274	\$434/\$399	8	Online
1/12	Tax Forms Boot Camp: LLCs, Partnerships, and S Corporations	TFBC	\$309/\$274	\$434/\$399	8	Online
1/18-19	Tax Staff Training – Advanced Issues	TSTA	\$595/\$560	\$720/\$685	16	Online

\*AICPA members take \$30 off the price.

## Don Farmer's Advanced Tax Workshops with David Peters



Tax guru David Peters uses his trademark humor and concrete examples to focus on tax developments affecting individual income tax planning and return preparation, including up-to-the-minute developments, recurring problems, and planning ideas.

### Advanced Individual Income Tax Workshop Monday, January 8 • Rocky Hill and online • 8 Credits

Express Codes: AIITW (in person) and AIITWWEB (online)

### Advanced Corporate Income Tax Workshop Tuesday, January 9 Rocky Hill and online • 8 Credits

Express Codes: ACITW (in person) and ACITWWEB (online)



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## Forensic and Valuation Services Conference

*Presented in partnership with the Virginia Society of CPAs*

**Tuesday, September 26 and Wednesday, September 27 • Online • 16 Credits**

Express Codes: FVCWEB (both days), FVCWEBD1 (day 1 only), FVCWEBD2 (day 2 only)



## State Tax 360° Conference

**Wednesday, November 8 • Rocky Hill and online • 8 Credits**

Express Codes: ST360 (in person) and ST360WEB (online)



## New England Practice Management Conference

*Presented in partnership with the Massachusetts Society of CPAs*

**Wednesday, November 15 to Friday, November 17 • Foxwoods Resort Casino • 17 Credits**

Express Code: MAP (in person)



## Cybersecurity Conference

**Wednesday, November 29 • Rocky Hill and online • 8 Credits**

Express Codes: CYBER (in person) and CYBERWEB (online)



## Federal Tax Conference

**Thursday, December 7 • Rocky Hill and online • 8 Credits**

Express Codes: FTC (in person) and FTCWEB (online)



# Welcome, New Members!

We're pleased to welcome the following individuals to CTCPA membership:

## New Certified Members

**Ben L. Anderson**  
Anderson Accounting & Finance

**Stephen B. Bedik**  
EY

**Tiffany Caligiore**  
KPMG

**Emily Carone**  
Wolf & Company, P.C.

**Edward Cohen**  
Cohen & Associates, LLC

**Charles D. Constant**

**Maxwell A. DeBroff**  
CLA (CliftonLarsonAllen LLP)

**Kelly A. Harper**  
Deloitte

**Kenneth Heaslip**  
Kenn Heaslip Seminars, LLC

**Shmuel Karp**  
Whittlesey

**Matt McCormack**  
Marcum LLP

**Austin F. Natale**  
PwC

**Madhan Kumar R**  
EY

**Louis A. Rawden Sr.**

**Matthew Scheer**  
Deloitte

**Olga Stefanski**  
Mazars USA LLP

**Justin Stone**  
EY

**Jarod M. Tashea**  
Marcum LLP

**Kavisha A. Thakkar**  
Deloitte

**Steven Torff**  
Deloitte

**Brandon M. Wysocki**  
Whittlesey

## New Professional Colleagues

**Tyler Achatz**  
Fiondella, Milone & LaSaracina LLP

**Marco A. Alonso Jr.**  
Asset Strategies, Inc.

**Natalye Alter**  
Monroe Staffing

**Ryan Asch**  
Harper & Whitfield, P.C.

**Joseph Campbell**  
Harper & Whitfield, P.C.

**Joseph Douaihy**  
Asset Strategies, Inc.

**Bridgette J. Eguizabal**  
Kaman Corporation

**Holly Ellis**  
Fiondella, Milone & LaSaracina LLP

**Erin Estelle**  
Whittlesey

**Timothy Fogarty**  
Dime Bank Corporate Office

**Justyna Gaska**  
Asset Strategies, Inc.

**Austin L. Graves**  
Pue, Chick, Leibowitz & Blezard, LLC

**Namhyeong Kim**  
Deloitte Tax LLP

**Emily Kindle**  
Whittlesey

**Anthony Marinelli**  
King, King & Associates

**Jessenia Narvaez**  
Narvaez Accounting Solutions, LLC

**Tina Nasersharif**  
Masotti & Masotti

**Dhanasekaran Neelakantan**  
Uni of Tech and Applied Science  
Sciences – Shinas Al-Aqur

**Taylor Relva**  
Fiondella, Milone & LaSaracina LLP

**Maximilian Soyref**  
Venman & Co. LLC

**Yveliane Thelusma**  
Fiondella, Milone & LaSaracina LLP

**Laurn Thibodeau**  
Fiondella, Milone & LaSaracina LLP

**Blaine Thompson**  
King, King & Associates

**Laurn Tuttle**  
Venman & Co. LLC

**Daniel T. Wolf Jr.**  
CohnReznick LLP



## Member News

Send your news to **Caitlin Bailey O'Neill** at [caitlinb@ctcpas.org](mailto:caitlinb@ctcpas.org).



Greg LaCasse

Whittlesey promoted **Greg LaCasse** to Partner. He has 30 years of experience including roles with the Big 4 as well as serving as the Chief

Financial Officer for an international IT consulting firm. Greg is a member of the firm's real estate, construction, and manufacturing niche and specializes in providing tax and advisory services to both businesses and individuals with a focus on working with clients in the professional service, medical, real estate, retail, wholesale, and manufacturing and distribution industries.



David Moseman

CironeFriedberg, LLP has promoted **David C. Moseman** to Partner in Charge of Tax services. He has nearly 30 years of experience provid-

ing tax and consulting services to clients. He specializes in estate and trust taxation, partnership taxation and tax planning for privately held businesses and high-net-worth individuals.



Nicholas DaPaz

CironeFriedberg, LLP also promoted **Nicholas DaPaz** to Partner in Charge of Audit services. He has more than 20 years of experience

providing audit and tax services for employee benefit plans and multistate and multinational companies in industries including public utility, manufacturing, and not-for-profit organizations.



Randee Roucoulet

**Randee Roucoulet**, a Partner at Simone Macca & Larrow LLP, completed her sixth IRONMAN at the June Couer d'Alene, Idaho event. Randee

has previously completed three IRONMAN triathlons at Mont Tremblant in Canada, one in Tempe, Arizona, and one in Chattanooga, Tennessee.



### Whittlesey Dedicates Annual Community Day to Diverse Volunteer Efforts Across the Area

Whittlesey continues its long-standing tradition of community service through a range of projects across Connecticut and Western Massachusetts. This year, more than 100 Whittlesey team members collaborated with the Bushnell Park Foundation, the Diaper Bank of Connecticut, and the Boys and Girls Club of Greater Holyoke in a day dedicated to creating positive and tangible impacts within our local communities.

**Beth Gosciminski** was named a Manager at Harper & Whitfield, P.C. With more than 30 years of experience, she focuses on tax preparation and planning for small businesses, high-net-worth individuals, trusts, and estates. She assists clients with various income tax compliance matters. Additionally, Beth contributes to the firm's tax practices and procedures along with training newer staff.

**Brian Kelleher** and **Amber Tucker** of Fiondella, Milone & LaSaracina wrote the *Hartford Business Journal* article "Nonprofits: Don't fear the merger."

In September, **Nancy Hayes** concluded her service on the CTCPA Peer Review Committee after 35 years. A Partner at Carter, Hayes + Associates, P.C. in Hamden, Nancy has served as committee chair multiple times and on peer review subcommittees, exhibiting the highest levels of professionalism. Without its volunteers, the peer review program in Connecticut could not exist. Nancy's efforts, along with those of the rest of the committee, help firms stay compliant with complex accounting and auditing standards. Nancy's deep knowledge, calm demeanor, and clear counsel will be missed!

Whittlesey was recognized again as a "Top 200 Accounting Firm" in the country by INSIDE Public Accounting (IPA) for 2023. Whittlesey is the only Connecticut-based firm to make the that list. The firm was also named a 2023 "Best of the Best Firm" by IPA. Whittlesey is the only Connecticut and Western Massachusetts-based firm to make this list.

CLA (CliftonLarsonAllen LLP) announced career advancements for professionals across the country, including the following CTCPA members:

- **Alex Kimmel** – Senior, State & Local Government
- **Alexander Hill** – Director, Real Estate
- **Courtney Miller** – Manager, Health Care & Life Sciences
- **Gabriel Epstein** – Director, State & Local Government
- **Harold Smith** – Senior, State & Local Government
- **Jonathan Blejewski** – Manager, Nonprofit
- **Matthew Wice** – Director, Nonprofit





## Twelve Teams Battle It Out at New and Young Professionals Dodgeball Tournament

Twelve teams duked it out at the annual CTCPA New and Young Professionals Dodgeball Tournament, sponsored by Deloitte. Congratulations to the 2023 winners – Team PwC. We had a ball, and we hope you did too!



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Thank you to our participating organizations!

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 FML CPAs (Fiondella, Milone & LaSaracina, LLP)  
 PKF O'Connor Davies  
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 University of Saint Joseph  
 Whittlesey



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### Mergers/Acquisitions

**As a leading, progressive firm in Fairfield and New Haven Counties, expanding regionally,** we are interested in exploring a merger or affiliation with another strong firm to allow us to continue to grow, diversify our services, and expand our client base. For a confidential discussion, please contact Tony Cirone at CironeFriedberg, LLP by phone at 203-798-2721 or email [tcirone@cironefriedberg.com](mailto:tcirone@cironefriedberg.com).

**Practices for Sale** (Accounting Practice Sales) – Gross revenues shown: NE Hartford suburb \$360K; New Haven area \$415K; New London County \$235K; Danbury area \$310K; Danbury \$95K; Tolland County \$315K; Litchfield County \$725K; Washington County, RI \$360K (motivated seller). For more info on these opportunities or to sell your practice, contact Lori Newcomer, CPA and Tim Price, CPA at 888-553-1040 or [PNgroup@APS.net](mailto:PNgroup@APS.net), or visit [www.APS.net](http://www.APS.net).

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