

Fall 2021

Connecticut CPA

Advocacy. Community. Education.

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A publication of the Connecticut Society of Certified Public Accountants



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Life happens.
And you want to be
ready when it does.

Let us help you take care of what matters most

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MAP3058310 | AD-07-21-0152 | 471089PM-0720 | 07/2021



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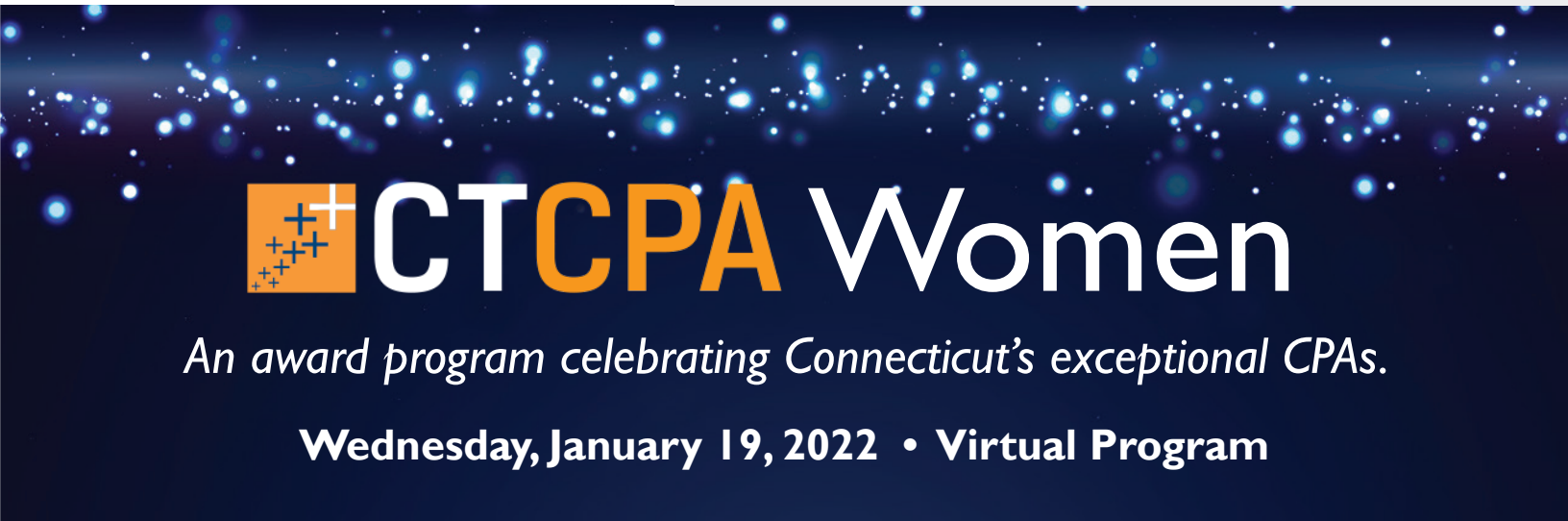
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CTCPA Women

An award program celebrating Connecticut's exceptional CPAs.

Wednesday, January 19, 2022 • Virtual Program

Nominate an outstanding member at www.ctcpas.org/CTCPAWomen.

A publication of the Connecticut
Society of Certified Public Accountants

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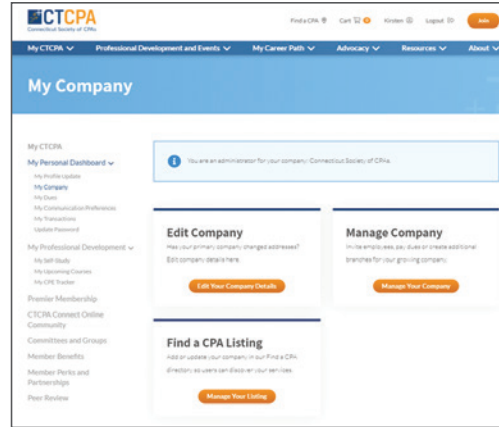


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Connecticut CPA Fall 2021, Vol. 62, Issue 4 (USPS #004 433) is published quarterly for members of the Connecticut Society of CPAs by the CTCPA, 716 Brook Street, Suite 100, Rocky Hill, CT 06067-3433. Periodicals postage paid at Hartford, CT and at additional mailing offices. POSTMASTER: Send address changes to CTCPA, 716 Brook Street, Suite 100, Rocky Hill, CT 06067-3433.



Editor's Note



Streamline Access to Your Company's CTCPA Benefits and Transactions

Have You Identified Your Company/Firm Administrators?

This summer we hosted our inaugural Company/Firm Administrators Group meeting. We'll be planning quarterly meetings to bring these important professionals together to brainstorm, share ideas, troubleshoot pain points, and learn how to best support your company. Individuals also have the opportunity to join our Company/Firm Administrators Group private online community.

Our first meeting included a tour of the robust functionality available on the new CTCPA website. Any company/firm administrators you identify at your organization will have rights to manage membership for everyone at your company, including:

- Registering multiple individuals for programs;
- Accessing eMaterials, course transcripts, and attendance certificates for anyone on staff;
- Updating your company's roster, managing employees at multiple office locations, and renewing multiple memberships at one time;
- Managing your company's listing in the Find a CPA online search engine.

If you're the sole owner of your company, we've already made you an administrator to ensure you can manage your company. If you were a company/firm administrator on the previous version of the website, you have these rights on the new site as well.

Should you or someone at your company be given administrator access? These rights can be granted to both CTCPA members and support staff at your organization who are not members – and multiple people at your company can have these rights. We've also started a new video tutorial series with step-by-step demonstrations of our company administrator tools and more at www.ctcpas.org/WebDemos.

To learn more and get set up, please reach out to the Membership Team at membership@ctcpas.org or call 860-258-4800 and press 2.



See you next issue,

Kirsten Piechota, Managing Editor



Advocacy Update

By Bonnie Stewart, CTCPA Executive Director

Are You in Compliance with the New Requirements for Connecticut CPAs?

As outlined in detail in the extensive 2021 Regulatory and Legislative Summary we sent to all members at the close of session, there are several new requirements, regulations, and other changes that will impact you and your business.

So much has changed that you should be aware of that we encourage you to read the full update, available on the CTCPA Advocacy Hub at www.ctcpas.org/Advocacy. However, detailed below are some highlights.

Notification to State Board of Accountancy – Change of Email Address, Renewal Information, Firm Legal Form

Effective June 30, 2021, a new regulation states that all CPAs must notify the Department of Consumer Protection (DCP) of changes of email address or any other information provided on the last renewal application within 30 days of the change.

A firm that changes its legal form must also notify the DCP in writing within 30 days; if there's a change in firm ownership, the firm must also apply for an initial permit. Additional details can be found in Proposed Regulations 2019-027, Regulations 2021-010.

New Seven-Year Record Retention Requirements

Connecticut CPAs have a new requirement to keep records for a minimum of seven years unless federal law requires a more extended period.

According to the Office of Legislative Research summary of House Bill 6100, Section 34, "The bill requires CPAs to keep work product and workpaper related to work for a client for at least seven years after creation unless the law requires a longer retention. Current law only specifies that CPAs must retain workpaper as required by law.

As is the case under existing law, work product or workpaper related to the audit of a corporation subject to the Securities Exchange Act of 1934 must comply with the retention laws specific to those audits."

Cyber Security Framework Can Protect Your Business from Punitive Damages

New cyber security legislation takes effect in Connecticut October 1, 2021. Under the new law, if your company meets certain requirements and follows an industry-accepted cyber security framework, you will

be protected from punitive damages imposed if a breach should occur.

We're excited to share that we'll be kicking off this year's Cyber Security Conference with a session diving right into this new standard. We hope you'll join us on November 10. See the schedule and register at www.ctcpas.org/conferences.



Find details on these requirements and much, much more in our extensive 2021 Regulatory and Legislative Summary at www.ctcpas.org/Advocacy.

Changes to CPA Licensure Model, CPA Exam Regulations

We've mentioned before that the CPA licensure model is undergoing a complete revamp as part of NASBA and AICPA's CPA Evolution initiative. The two organizations debuted their CPA Evolution Model Curriculum in June, and a new CPA Exam is set to launch in 2024.

In order to evolve with the accounting profession and the business community, however, Connecticut needed regulatory changes. We worked with the Department of Consumer Protection on these modifications for several years, and we're thrilled to report that the changes have been made.

These new regulations, Proposed Regulations 2019-027, Regulations 2021-010, were effective as of June 30, 2021, and will set Connecticut CPA candidates on equal footing with other states thanks to two big changes:

- **Connecticut now allows continuous testing – no more blackout periods!** Connecticut was the second to last state to allow continuous testing because of the regulatory process.
- **Connecticut CPA candidates are able to sit for the CPA Exam after receiving 120 credits.**



From the Executive Director

Go From Strangers to Old Friends

We're here to help you build communities and connections.

The inaugural class of the Connecticut Professionals' Leadership Academy recently held a celebration at a Hartford Yard Goats game at Dunkin' Donuts Park to commemorate their accomplishments and the culmination of the program. This unique program has exceeded our expectations for building a collaborative community across a variety of professions and backgrounds.

In fact, the program was so successful that we're already hard at work planning and taking applications for the next session. See more details on the page at right.

Most of the Leadership Academy's participants started out as strangers and were greeting each other as old friends by the end. It reminds me of a small microcosm of the type of networking, collaboration, and friendship I see among CTCPA members every day.

There are so many ways to get involved and engaged to make the most of your CTCPA membership. We have evolved to create vibrant networking and collaboration opportunities through a wide variety of committee meetings, conferences, special programs, online communities, and more.

If you're looking to step up your involvement in your professional association even more, there are a broad range

of opportunities. We are currently accepting applications for members of our Board of Directors, Advisory Council, Peer Review Committee, and Ethics Committee. You can read more about how to apply below.

We can also help connect you with ways to serve beyond our organization. We are currently tasked with presenting Governor Ned Lamont with names of individuals seeking to serve in one of two open slots on the State Board of Accountancy. Reach out to me at bonnies@ctcpas.org if you're interested in learning more or having your name presented as an option to the governor.

If you're already an active CTCPA member, I encourage you to serve as our ambassador – invite a colleague to attend a committee meeting, forward your coworkers a copy of Member eNews to show them all the opportunities they could take advantage of, or bring a friend to the CTCPA Accounting Scholarship Foundation Golf tournament to get a glimpse into the great camaraderie and connections CTCPA membership provides.

Bonnie Stewart, Executive Director and CEO

We need your help to find the right leaders for today's CTCPA – and tomorrow's.

As the accounting profession continues to rapidly evolve, CTCPA staff and leaders have been working hard to transform and ensure we're future-ready and can assist our members in facing these changes as well.

In order to continue on a sustainable, thriving path, we're looking for innovative, forward-thinking leaders. Experience in organizational growth and recruiting, corporate governance, and technology are appreciated. This year's Nominating Committee will focus on moving the society further into the future.

If you think you're the right person for the job, please submit your application. Know someone else who is? Encourage them to apply!

>> www.ctcpas.org/Nominate

Shanita Booker, Cynthia Calderón Honored by Hartford Yard Goats for CTCPA's Diversity, Equity, and Inclusion Efforts



Shanita Booker of The Hartford (left) and **Cynthia Calderón** of CohnReznick (right) and have been the driving forces behind CTCPA's diversity, equity, and inclusion initiative – and now, they've been named as Community Kindness Heroes for their efforts!

Cynthia and Shanita were honored by Liberty Bank and the Hartford Yard Goats on the field prior to the August 17 home game; nominator (and current CTCPA President-elect) **Michael Maksymiw Jr.** (second from left), Executive Director and CEO **Bonnie Stewart** (second from right), and Membership Director **Cindy Panioto** were on hand to celebrate.



The inaugural Leadership Academy class at the Connecticut State Capitol

Connecticut Professionals' Leadership Academy Celebrates Inaugural Graduating Class

The Connecticut Professionals' Leadership Academy is a unique program that brings together professionals from across a wide variety of industries and backgrounds. Presented in partnership by the Connecticut Society of CPAs, Hartford County Bar Association, CFA Society Hartford, Connecticut Chapter of the American Institute of Architects, Connecticut Young Insurance Professionals, and Connecticut Bar Association, participants work to strengthen leadership skills, build relationships, and create a collaborative community among several professions for the next generation of business leaders.

Individuals are selected for the six-month program based on community and business involvement, leadership aspiration, and commitment to professional growth.

Apply for the Next Leadership Academy Session!

We're looking for early to mid-career professionals who are members of the partnering organizations seeking leadership training to propel them to the next level of their career.

*Applications are open
October 18 - November 18.*

Apply at www.ctcpas.org/LeadershipAcademy.



The Three Rs of Business: Recruitment, Retention, Retirement

Help Clients Establish a Workplace Plan to Gain a Valuable Tool

Be proactive in helping clients realize the benefits of a retirement program. Introducing a highly desirable benefit that attracts jobseekers and supports their employees.

A Pooled Employer Plan (PEP) Adds Value

- Simplified plan administration
- Reduced fiduciary liability
- Potentially, up to \$5,500 in tax credits each year for three years

Rely on Paychex Retirement Services to offer plan support and guidance.

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Engage. Connect. Progress. Member Programs

Have questions or want to learn more? Contact
Cindy Panioto • cindyp@ctcpas.org • 860-258-0213.

Register and find more at www.ctcpas.org/MemberMeetings.



Technology Breakfast Roundtables

The Technology Committee is here to help all members with virtual work, software, cloud computing, and anything else you're dealing with technology-wise. Bring your questions for these informal discussions.

Thursday, October 14 • 8:00am - 9:30am
Thursday, November 18 • 8:00am - 9:30am
Thursday, December 16 • 8:00am - 9:30am



Professional Headshot Events

Professional headshots are expensive; going to a portrait studio will run you hundreds of dollars. Luckily, CTCPA members can get theirs taken free of charge as a member benefit! Sign up for a slot and come to the CTCPA Education Center, where CTCPA staff will have the portrait studio set up to take your next professional headshot.

Thursday, October 28 • 9:00am - 3:00pm
Thursday, December 30 • 9:00am - 3:00pm



Not-for-Profit Organizations Committee Meetings

Please join us for our next meetings. Attendees include those who work in the not-for-profit field and those who have not-for-profit clients. We welcome those with an interest no matter career stage or expertise.

Tuesday, January 11 • 9:00am - 11:00am • CPE: 1
Speaker: **Jeff Mechanick** of the Financial Accounting Standards Board (FASB)

CTCPA Accounting Scholarship Foundation GOLF TOURNAMENT

Join us at our return to the home of the Travelers Championship as we support scholarships for tomorrow's accounting professionals. Play where the pros play!

Tournament Sponsor
rh Robert Half[®]

Monday, October 25, 2021

TPC RIVER HIGHLANDS

\$325 Individual Player Registration • \$2,200 and \$3,400 Major Sponsorships •
\$1,700 Gold Sponsorships • \$300 Tee/Green Sponsorships

Register at www.ctcpas.org/Golf.

CTCPA Committees and Groups

Take advantage of the networking and idea-sharing you've come to expect from the CTCPA. Many of our committees and roundtables were already offering online meeting participation and continue to do so, and each group also has an accompanying online community.

Join groups and find upcoming meetings at www.ctcpas.org/Groups.



Accounting, Auditing, & Financial Reporting Committee

Discuss exposure drafts and enhance relationships with standard-setters.
Contact: Cindy Panioto • cindyp@ctcpas.org



Diversity, Equity, & Inclusion Initiative

Promote diversity and inclusion within the profession and at our organizations.
Contact: Cindy Panioto • cindyp@ctcpas.org



Educators FOOD Group

Discuss hot topics in this candid, conversational "For Our Own Development" (FOOD) group.
Contact: Alyssa Boerenco • alysab@ctcpas.org



Employee Benefit Plans Committee

Discuss issues affecting benefit plans, program audits, and employers.
Contact: Lisa Bugryn • lisab@ctcpas.org



Fairfield County Chapter

Meet for networking and education in Fairfield County locations.
Contact: Cindy Panioto • cindyp@ctcpas.org



Federal Taxation Committee

Share ideas, issues, and best practices and build relationships with legislators and regulators.
Contact: Cindy Panioto • cindyp@ctcpas.org



Finance Professionals in Industry Group

Explore regulatory, compliance, and management issues.
Contact: Cindy Panioto • cindyp@ctcpas.org



Financial Institutions Committee

Share trends, regulatory and legislative developments, and new pronouncements.
Contact: Alyssa Boerenco • alysab@ctcpas.org



Golf Committee

Support Accounting Scholarship Foundation scholarships/grants by helping plan our annual golf tournament.
Contact: Liz Frazza • lizf@ctcpas.org



Governmental Accounting & Auditing Committee

Talk FASB, GASB, and single audits with public sector and audit professionals.
Contact: Lisa Bugryn • lisab@ctcpas.org



Investment Committee

Oversee the CTCPA's investment portfolio and report to the Board of Directors.
Contact: Julie McNeal • juliem@ctcpas.org



Membership Committee

Recruit new members and ensure that membership is a rewarding experience.
Contact: Alicia Strong • alicias@ctcpas.org



New & Young Professionals Cabinets (Hartford/Fairfield)

Plan programs and volunteer opportunities for members aged 35 and younger.
Contact: Alicia Strong • alicias@ctcpas.org



Not-for-Profit Organizations Committee

Focus on accounting, taxation, and financial reporting for not-for-profits.
Contact: Liz Frazza • lizf@ctcpas.org



Peer Review Committee

Stay ahead of changing standards and explore the peer review market niche.
Membership by CTCPA presidential appointment.
Contact: Julie McNeal • juliem@ctcpas.org



Professional Ethics

Investigate ethics complaints and maintain the Code of Professional Conduct.
Membership by CTCPA presidential appointment.
Contact: Lynette Lindner • lynettel@ctcpas.org



Southeastern CT Chapter

These networking and educational meetings are held in locations across Southeastern Connecticut.
Contact: Bonnie Stewart • bonnies@ctcpas.org



State Taxation Committee

Navigate the regulatory and legislative aspects of Connecticut tax compliance and connect with elected leaders.
Contact: Alyssa Boerenco • alysab@ctcpas.org



Technology Committee

Ask and answer questions with technology experts at our monthly breakfast roundtables.
Contact: Cindy Panioto • cindyp@ctcpas.org



Trust, Estate, & Gift Taxation Committee

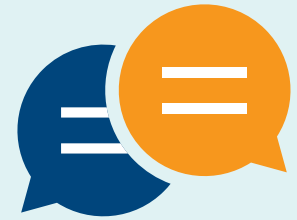
Connect with colleagues in this specialization.
Contact: Cindy Panioto • cindyp@ctcpas.org



Valuation, Forensic, & Litigation Support Group

Connect with other experts on legal considerations, witness reports, testimony, and more.
Contact: Liz Frazza • lizf@ctcpas.org

CTCPA Connect



Hello!

CTCPA Connect is an online member community that allows you to ask and respond to questions, collaborate, and share with fellow members online.

Login at www.ctcpas.org/Connect to join a group and start the conversation. If you're already a member of a CTCPA group, you are automatically a member of that group's Connect community.

To make sure you receive group notifications via email, login to www.ctcpas.org/Connect and click on "My Account" to set your email preferences.

www.ctcpas.org/Connect



Participate via email!

Once you have logged in and joined the groups that interest you, you'll be notified of all new group discussions via email. You can even respond to conversations right from your email inbox on your desktop or mobile device.

You can set your notification settings for immediately, daily, or weekly digest for each group.

CTCPA Scholarships Help Fill the Pipeline and Inspire the Next Generation

The CTCPA Accounting Scholarship Foundation (ASF) provides scholarships to Connecticut high school and college students, helping ensure a strong pipeline for the profession for years to come. Trustees presented scholarships to the aspiring CPAs on these pages this spring at the CTCPA Accounting Scholarship Foundation Awards Night 2021.

CTCPA members and their companies can help provide more scholarships and support like this in the future through tax-deductible donations to the Accounting Scholarship Foundation.

Learn more and donate at www.ctcpas.org/ASF.

High School Scholarships

Trustees present the competitive merit-based \$500 High School Scholarship annually to up to 10 Connecticut high school seniors planning to pursue a career in accounting to help them finance their post-secondary education.



Patrick Mitchell

Cheshire

Cheshire High School



Meghan Braiewa

Monroe

Masuk High School



Ryan Sorbo

Wilton

Wilton High School



Emma Stone

Bristol

Bristol Central High School



Helen Day

Old Saybrook

Old Saybrook High School



Julia Sicoli

Southbury

Pomperaug High School



Yasha Laskin

Cheshire

Cheshire High School



Makenzie Connors

Newington

Newington High School



Robert Dunkle

Trumbull

Trumbull High School



Spencer Bennett

Granby

Granby Memorial High School

Rising Sophomore Accounting Scholarship

Trustees present the \$1,500 Connecticut Rising Sophomore Accounting Scholarship annually to four college freshmen entering their sophomore year.



Aliveya Gebhardt

Monroe

Albertus Magnus College



Bria Hemphill

Middletown

Fairfield University



Connor Rancourt

Springfield

Nichols College



Daniel Rodrigues

Watertown

University of New Haven

Rising Junior Accounting Scholarship

Trustees present the \$5,000 CTCPA Connecticut Rising Junior Accounting Scholarship annually to three college sophomores entering their junior year. Recipients of this scholarship may apply to renew the award for an additional \$5,000 when advancing from their junior to senior year in college, for a potential total of \$10,000 over the lifetime of this scholarship.



Samuel Gertner

Waterbury
University of Nebraska-Lincoln



Mary Gillette

Monroe
Assumption University

Samuel also received the Children of CTCPA Members Scholarship, a \$500 award that assists students majoring in accounting who have a parent holding CTCPA membership.

He is the child of CTCPA member **Camela Gertner**.



“Receiving the Rising Junior Scholarship is not only an amazing honor but has provided me with an incredible resource to further my education. It has inspired me to continue pursuing my dream of becoming a CPA and trying my hardest in all endeavors.

I feel so grateful to have received this scholarship as it is such a crucial stepping stone to the rest of my future.”

– Mary Gillette, Rising Junior Scholarship

Rising Senior Accounting Scholarship

Trustees present the \$5,000 Connecticut Rising Senior Accounting Scholarship annually to one college junior entering senior year.



Janina Szczepanski

West Simsbury
University of Connecticut

Candidate's Scholarship

Trustees present the \$5,000 Candidate's Scholarship to assist in completing the 150-hour educational requirement for CPA certification.



Olivia Hanisch

New Fairfield
University of Connecticut



Christina Roy

Goshen
University of Hartford

“The positive impact that CTCPA has on the future accountants of Connecticut is unmatched. The generosity of this organization has been a tremendous factor in my being able to finance my education, and the mentorship it provides for students has been vital to my understanding of the CPA profession.

However, equally as important, is that CTCPA has inspired me to make giving back to my community a priority once I am established in my career.”

– Olivia Hanisch, Candidate's Scholarship

To Thrive in the Future, Finance and Accounting Must Embrace Diversity, Equity, and Inclusion

By Loreal Jiles, Director of Research – Digital Technology & Finance Transformation, Institute of Management Accountants

America is changing. According to the 2020 Census, the proportion of the population identifying as white alone has fallen below 60%. The future of our workforce will be more racially and ethnically diverse. This demographic shift coincides with greater consciousness around Diversity, Equity, and Inclusion (DE&I) and extends to women and persons of other underrepresented demographic groups.

These rapidly evolving dynamics prompt increased demand for changing the way organizations are run, and ask that management be more attuned to issues impacting people from underrepresented groups.

A recent research study co-sponsored by the Institute of Management Accountants (IMA) and the California Society of CPAs (CalCPA), “Diversifying U.S. Accounting Talent: A Critical Imperative to Achieve Transformational Outcomes,” found that the accounting and finance profession faces a DE&I challenge: the senior leadership of our field is not nearly as diverse as the broader profession, and many persons from underrepresented groups leave our profession because of a lack of equity and inclusion.

Loreal Jiles: DE&I has historically been seen through the lens of social equity and justice. But do you see there being tangible business benefits to DE&I as well? If so, how does the lack of DE&I in the finance and accounting field undermine businesses?

Bonnie Stewart: Study after study demonstrates that accounting and finance organizations that are more diverse have greater performance. According to a McKinsey & Company study, gender diverse organizations generally have a 15% greater likelihood of outperforming their peers, and ethnically diverse organizations are 35% more likely to have higher financial returns when compared with others in their sector.

Moreover, the data shows that diversity in a business team leads to increased innovation, positioning the organization for increased growth. Fostering an environment where team members feel free to voice differing ideas and make decisions will ultimately encourage them to become more invested in the organization’s success, as well as help retain top-tier talent.



Loreal Jiles
Director of Research –
Digital Technology & Finance
Transformation, IMA



Bonnie Stewart
Executive Director
and CEO,
Connecticut Society of CPAs

This was a wakeup call to finance departments and accounting firms across the country. In a population that is becoming more diverse and conscious of DE&I, how can our field continue to thrive without appealing to the workers of the future?

I spoke with Bonnie Stewart, Executive Director and CEO of the Connecticut Society of CPAs (which served as a key research contributor to our U.S. DE&I study) about the findings, challenges faced by our field, and how we can work together to drive change – and secure our future.

Our profession is evolving and changing at a rapid pace. If we do not start making progress related to DE&I, we will be running an uphill battle. According to page one of the report “Diversifying U.S. Accounting Talent,” while we have made significant progress recruiting women in the profession, we fall short when it comes to persons who are Hispanic/Latino and Black. We have work to do, and it’s not just the accounting and finance community – the business community as a whole needs to focus on DE&I efforts.

As the world battles for talent, the accounting profession has already been dealing with pressure on our pipeline. We need to step up to the plate and make sure we have meaningful DE&I initiatives in place now, while also developing future programs. Trying to bring individuals from a wide variety of backgrounds and experiences into our profession should be a common goal.

As workplace demographics shift and Millennials and Gen Z continue to make up a larger percentage of the workforce, employers must rise to meet the culturally diverse environment future generations of talent will demand.

One of the issues raised in the report “Diversifying U.S. Accounting Talent” is that while the nation as a whole is becoming rapidly more diverse and there have been noteworthy increases in diversity in some demographic categories in the accounting and finance profession, a significant diversity gap exists between senior leadership and the profession more broadly. How does this pose a challenge to our field and to businesses more broadly?

It is important to point out that while we have increased the number of women in accounting, we still see the lack of women in leadership roles. According to page seven of the report, in 2019 only 13.9% of sitting CFOs of Fortune 500 and S&P 500 Companies were female, while Hispanic or Latino and Black and African American individuals in those roles was below 2%.

These numbers speak volumes. While gender is important, we need to understand that ethnic diversity is just as and even more important.

In order to encourage diversity in our leadership structure, we need to identify individuals who have qualities or skills that would make them good leaders and put in the effort to develop them. I challenge current senior leaders to more boldly and innovatively approach growth in your organizations and commit to finding ways to develop a diverse group of leaders for the future.

As a profession, we are a cutting-edge group of professionals with keen skills, but we need new ideas and people to help lead them, especially if they vary greatly from the status quo.

How can organizations not just recruit from a more diverse talent pool, but retain valuable staff from underrepresented groups? What types of DE&I initiatives are necessary and beneficial to organizations?

Pulling from a diverse talent pool of underrepresented groups demonstrates that your organization is forward-thinking and inclusive, which is very attractive to job seekers in today’s market. As more organizations understand and embrace the value of DE&I, they will more actively recruit a more diverse workforce.

Recruiting a diverse talent pool does not mean organizations will be more effective in terms of employee retention. Research shows that it is imperative that organizations are intentional about taking specific steps to ensure people of diverse backgrounds have equitable access to the factors that enable career progression. Establishing processes to ensure fair and inclusive promotion practices, granting robust development opportunities to all staff, and employing bias-free succession planning and internal recruitment efforts are a great start.

Looking to get started or expand your DE&I initiatives? Visit our DE&I Resource Hub at www.ctcpas.org/DEI.

Download our quick-start guide, read about CTCPA’s DE&I activities, and find articles and resources.

In addition, it is imperative to have an effective onboarding process to welcome new employees. Make sure new (as well as existing) team members know where they can ask for guidance or help, or who they should approach with new ideas. Encouraging people from all areas of the company to speak up could lead to an unexplored path that might have a major impact on your organization’s trajectory.

What insights would you offer to CTCPA members on how they can help drive DE&I initiatives at their organizations, especially senior leadership? How would you emphasize the importance of DE&I to leaders who may not grasp its full importance to long-term business viability?

Improving DE&I is important because it’s the right thing to do. Accountants are already bound by ethical commitments to act with integrity, be fair in business conduct, and make judgments free from bias. Committing to DE&I improvement is an extension of that ethical obligation. Further, it contributes to bringing organizations a competitive edge. Studies show that the entire workforce is happier when their organization is more diversified. Diverse organizations are less likely to stay stagnant and more likely to have a higher growth potential.

The effort it takes to make someone feel included and engaged can start with simple steps; the first goal should be to ensure your entire staff feels like part of a team. As **Kimberly Ellison-Taylor**, Global Technology and Financial Leader and Past Chairman – AICPA, said as the keynote speaker at the 2021 CTCPA Women Awards, “We don’t need our male counterparts to give up their seat at the table. We need them to scootch over. We need a bigger table.”

This analogy of a “bigger table” can reach throughout your DE&I efforts. You don’t need to start with a sophisticated, expensive plan. You just need to identify ways to ensure team members across the organization are equally included in strategic discussions and leadership training opportunities, and that they know that you appreciate the value they add to your organization.

We want our members to know we are here to help and have resources available as they work to achieve their goals. A great place to start is with our DE&I Resource Hub at www.ctcpas.org/Diversity. Here you can download our DE&I quick-start guide, read about CTCPA’s DE&I activities, and link to articles and resources.

Complex workloads, staffing and work/life balance, the next pandemic surge, engaging and encouraging your team, pivoting for increased profitability ...

Are You Ready for the 2022 Busy Season?

By Donny C. Shimamoto, CPA.CITP, CGMA, Founder and Managing Director, IntrapriseTechKnowlogies LLC

Before we know it, the next tax season or next crunch time will be here, if it ever in fact left. If COVID-19 taught CPAs anything, it's that planning ahead can be priceless, especially when the world is thrust into lockdown.

Think about all the technical solutions that suddenly surged in usage when meeting in person was no longer an option.

An April 2021 report from Statista stated 17% of U.S. employees worked from home five days or more per week be-

fore COVID-19, a number that surged during the pandemic to as much as 70% in April 2020, according to Gallup, before leveling out at 58% in September for four months and dropping to 56% in January 2021. The number has dropped every month since, but the Delta variant threatens to halt the decline.

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— Sal Giuliano, Managing Director
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So what can your firm do to be ready for the 2022 busy season? Here are a few ideas from experts:

1. Invest in accounting automation to reduce workloads.
2. Identify areas to leverage outsourcing vendors to reduce staffing needs.
3. Refine technology-based collaboration methods.
4. Utilize employee engagement software to help improve team performance.

Invest in accounting automation to reduce workloads.

Everyone talks about artificial intelligence (AI) like it's a thing coming in the future, but in reality, there are many accounting tools that already leverage AI. These tools can help with tasks like:

- Evaluating the completeness of transactions as part of a month-end close processes;
- Identifying anomalous transactions

or transactions that vary from expected parameters;

- Identifying potentially fraudulent transactions using risk indicators;
- Extracting data from a document and inputting it into a system; and
- Automating routine transaction processing based on bank feeds or other source data.

And where AI or an integration doesn't fill the gap, you can use Robotic Process Automation (RPA) tools to help extract data, move data between systems, or perform other routine tasks. There are a few RPA tools that have made creating accounting "bots" as easy as recording a macro in Excel.

Identify areas to leverage outsourcing vendors to reduce staffing needs.

One of the larger issues our profession is facing is scarcity of qualified staff. Technology can help to reduce the workload, but we still need people to talk with clients and perform higher-level activities like analytics and problem solving.

Outsourcing can help to address the staffing crunch. Lower-level tasks can be outsourced either onshore or offshore, freeing up your team to work more with clients or to do higher-value tasks.

Historically, offshore resources were seen as not very competent. However, with many large accounting firms (including all the Big 4) having offshore offices now, offshore outsourcing vendors are luring well-trained staff away from these big firms to work for smaller firms where they can have an increased variety of work. So, if you're working with the right outsourcing vendor, you can get some highly qualified staff for less than half of an American entry level staff's salary.

Refine technology-based collaboration methods.

Whether your team is in-office, hybrid, all remote, or offshore, technology collaboration tools have greatly improved in functionality and ease of use. In our accounting space, these vary from client portals, workflow management

software, or even general technologies like Microsoft Teams.

Because you can't manage by walking around anymore, you need to adopt better collaboration tools that enable you to not just meet with people remotely, but also see what work has been assigned to them, their progress on the work, and what they've completed. A good workflow tool will also help you to see where bottlenecks are – enabling you to proactively reassign work to meet deadlines.

Utilize employee engagement software to help improve team performance.

In the end, though, if the pandemic has taught us anything, it's that people really are our most important asset. Turnover can cost thousands in recruitment, training, and lost time. That's if you can even find someone who wants to work for your firm. Change is also hard for everyone, and all the items above involve enacting change.

Luckily, employee engagement software has come to the fore to help you

Because you can't manage by walking around anymore, you need to adopt better collaboration tools that enable you to not just to meet with people remotely, but also see what work has been assigned to them, their progress on the work, and what they've completed. A good workflow tool will also help you to see where bottlenecks are – enabling you to proactively reassign work to meet deadlines.

keep a better pulse on your teams and drive improved performance. This software helps you track how your team is feeling, enables you to remotely express gratitude to team members, and allows you to see which team members are thanking others. They can also provide a structured way to manage and provide regular feedback to both in-office and remote team members.

(continued)

Hear more from Donny Shimamoto and other local and nationally renowned leaders at these upcoming conferences:



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Northeast Future-Ready Firm Conference

Thursday, November 11
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www.ctcpas.org/Conferences

Need help getting ready?

Want to learn more about what software and vendors can help you with all of the above areas? Join us for the Northeast Future-Ready Firm Conference on November 11, 2021. The following sessions are included in our program to help you get ready for the next busy season:

- Innovations in Accounting Automation
- Can Automation and Outsourcing Offset the Staffing Shortage?
- Making Hybrid Work for Accounting Firms
- How Small Firms Can Increase Internal and Client Collaboration with Microsoft Teams

- Keeping a Pulse on Your Team to Improve Their Performance
- Creating an Agile Tax Practice: Lessons from Two COVID Tax Seasons

Hear from accounting firm panelists who have already implemented the measures above and are reaping benefits. Plus, learn more about vendors providing products and services relevant to these areas. We've got the one-stop event you need to make the next busy season more manageable for both you and your staff. Learn more at www.ctcpas.org/Conferences.



Donny Shimamoto, CPA, CITP, CGMA is the Founder and Managing Director of

IntrapriseTechKnowlogies LLC, an advisory-focused CPA firm specializing in innovation acceleration and organizational development for small businesses, middle market organizations, and nonprofits. Donny is a recognized thought leader and educator in the fields of accounting technology, IT risk management, and performance management. His dedication to helping accountants and organizations strategically leverage technology while proactively managing their business and technical risk is paramount.

He can be reached at 628-222-3511 or donny@intraprise.us.

One of the larger issues our profession is facing is scarcity of qualified staff. Technology can help to reduce the workload, but we still need people to talk with clients and perform higher-level activities like analytics and problem solving.

Outsourcing can help to address the staffing crunch. Lower-level tasks can be outsourced either onshore or offshore, freeing up your team to work more with clients or to do higher-value tasks.

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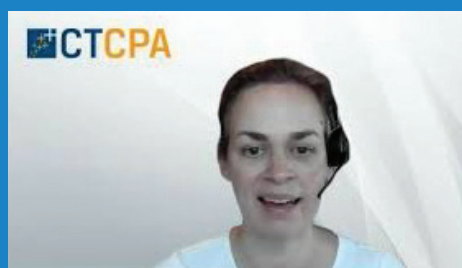
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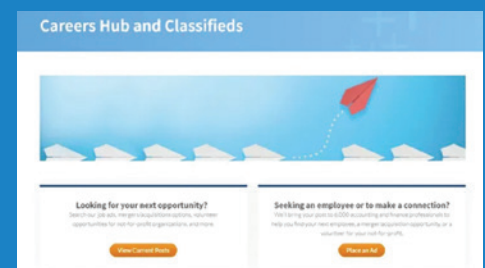
We've taken your FAQs and answered them in our new website walkthroughs.

Join CTCPA Communications Team members **Caitlin Bailey O'Neil** and **Kirsten Piechota** as we show you some of the new and enhanced functionality on our website!

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Change Leadership: Acknowledge and Assuage the Fear

By Mike Maksymiw Jr., CPA, CGMA, CTCPA President-elect

Change management is a buzzword we've heard a lot during the technological revolution. We all probably have our own idea about what it means – and the feelings it elicits.

Personally, I think change management is a misnomer. A more accurate term for the change process is change leadership. It's a one-word difference, but the direction and feeling totally change.

Management implies dealing with obstacles as they arise, whereas leadership connotes anticipating those obstacles. We're going to spend a little bit of time on one of the most common obstacles involved with change, the feeling that accompanies change for so many: fear.

Change brings the unknown, and most people are afraid of the unknown. This is 100% OK. It's completely normal. One way of looking at it is to think about the fear of the dark. People aren't generally scared of the dark; they're scared of what might be in the dark that they can't see. That's what change leadership is – shining light on the opportunities that your team might not currently see, while acknowledging their current fears of the unknown.

Even among accountants, who are some of the most data-driven individuals in any profession, tapping into the emotional side of successful change leadership can often be much more effective than using data points.

Designate a change champion.

The path to successful change begins with a change champion who will lead the team through the process. The primary difference between change leadership and change management is anticipating what will come next versus focusing on the current challenge at hand. While this concept is easy to write down, it is difficult to practice because there are constant challenges to face and questions to answer during a period of significant change.

So how does a change leader anticipate what's coming next? You ask your team. Inevitably, there will be some who are resistant to change, and some who see the vision and are on board with what needs to happen to realize the better tomorrow. While a change manager usually starts with the latter group, a change leader will instead seek out the biggest detractors and solicit their feedback early and often throughout the process.

Assuage

verb [uh-swey], uh-sweyzh]

Make (an unpleasant feeling) less intense.

As a change leader, why on earth would you start the change with the group most likely to subvert your efforts? As counter intuitive as it sounds, your success at implementing the change will be highly influenced by this group. By including the detractors early on, you'll find the roadblocks and fears that might cause the most issues early on.

Fight fear with information.

Most of the time, individuals fight change because they are afraid of what is on the other side. The outcome might be unknown, whereas the status quo is known. It's human nature to choose the evil they know rather than the evil they don't know. Our biology has built up coping and resistance mechanisms over hundreds, if not thousands of years. Encourage team members to identify what they fear losing in the new environment that they enjoy in the current environment. Addressing these

concerns is essential to assuaging their fear of the change.

When engaging with your biggest detractors, they will have plenty to say. Your job is to listen. Don't make promises you can't keep – just listen. Ask follow-up questions (lots of them) to dive deeper into issues. Your goal is to find out what people might miss in the new normal you are creating.

Engage cross-team allies.

What do you do with all the rich information you receive from those reticent to change? You bring it to your allies. These are the people who were on board with the future vision right away. They can help you find ways to address potential fears and loss. Find a way to say, "Yes, those things will be lost. Here's what they will be replaced with. Here is why we think the new normal will be better than what we're currently doing."

Your allies will and should come from all parts of the organization; this will give you a holistic view of the impact of the change. For example, how does a tactical operational change impact the administrative team, and vice versa? Cross-team discussions are vital for successful change. Conflict amongst teams is inevitable. By creating an open environment where people can discuss their fears, worries, and what they might lose, you will create working relationships that identify both the issues and potential solutions.

Don't strive for perfection.

Throughout the change process, one of your main messages needs to be that

Cross-team discussions are vital for successful change. Conflict amongst teams is inevitable. By creating an open environment where people can discuss their fears, worries, and what they might lose, you will create working relationships that identify both the issues and potential solutions.

the organization is striving for excellence and forward momentum, not perfection. If we wait for perfection we will never get there, and the pace of change is too fast to wait. Change is an iterative process. The best laid plan will still have failures. Fail often, fail forward, tweak, and try again. A successful change invites failure as part of the process.

I recently spoke with CTCPA Communications Director **Kirsten Piechota**, about how she and Communications Coordinator **Caitlin Bailey O'Neill** led the change to a completely new and upgraded CTCPA website with new web developers.

"When we launched the new website, Caitlin and I tried to make the team comfortable with the fact that there might be multiple problems identified right after launch," Kirsten said. "New technology is always going to have bugs – that's part of life and innovation right now – but if you wait until it's perfect it will be too late." she continued.

"Members found some issues we and our web developers never anticipated, but they have been wonderful about helping us identify problems and testing them again after we've addressed them to help us know if we've solved their issues," Kirsten explained. "I've been able to change my mindset from 'we need to launch a perfect product' to 'identifying and addresses concerns as they pop up is part of the process.'"

If we look closely at Kirsten and Caitlin's experience leading the website change, we can see where they executed on many of the strategies included above. They worked to identify and resolve issues throughout the process, from both the internal team and external users. They set expectations about the future vision and that perfection was not the goal. Continuous communication brought feedback both negative and positive, which, in the end, led to a quicker launch with a more robust product that is continually open for evolution and improvement.

Move forward together as a team.

To help your team move through change, it's important to communicate

Throughout the change process, one of your main messages needs to be that the organization is striving for excellence and forward momentum, not perfection. If we wait for perfection we will never get there, and the pace of change is too fast to wait.

early and often, listen to each team members' thoughts and ideas, and discuss potential positive future outcomes that will replace the status quo.

Acknowledge that the change will have an impact, and that some of it might feel negative to certain people. Acknowledge that some groups might lose something. However, remember that the loss will be replaced with the promise of a better future.


Making sure your team feels heard and appreciated is imperative. Ensure that everyone knows they have a direct line of communication with you to tell you everything that is wrong with the plan and all the issues that might arise. In the process, your team will give you the information you need to successfully move forward into the future.



Mike Maksymiw Jr., CPA, CGMA is CTCPA President-elect. He is a change agent for the accounting

profession whose next role will impact the progress on key issues facing the profession, including women/family initiatives, DE&I, work-life harmony, and value rather than time.

His leadership skillset includes building a cohesive team with varying talents, then deploying each individual at their highest and best use most often. He can be reached at [linkedin.com/in/mikemaksymiwjr](https://www.linkedin.com/in/mikemaksymiwjr) or mikemax32@comcast.net.



12 Technology Terms Every CPA Should Know

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The one constant of technology is that it's always changing. Keeping up with emerging technologies and tech lingo can be an overwhelming task. That's why we pulled together this glossary to help you better understand 12 of the most common and popular tech terms you'll hear about in the business and CPA world.

5G

5G stands for the fifth generation of cellular network/wireless technology. While some phones are already 5G compatible, the network is still emerging across the country. Once fully launched, it's expected to be approximately 10 times the speed of 4G networks. This increased speed opens the door for new technologies and applications.

Examples:

While 5G-powered technologies are still in the works, consider this: the launch of 4G helped create a new world of technology, including apps like Uber and DoorDash. The door is open for innovation.

Sources:

CNN – *5G Explained: What is 5G? Your questions answered.*
Intel – *Top Use Cases for 5G Technology*

Artificial Intelligence (AI)/ Machine Learning

AI focuses on designing computer systems to mimic human intelligence by having a program make decisions or take actions based on the information provided. Machine learning is a subset of AI that enables businesses to sift through large amounts of data and find patterns.

Examples:

Aible Inc.: Data to AI, Botkeeper Bookkeeping Services, Google Assistant, Vic.ai Accounting, X.ai MeetingMaker

Source:

CPA Journal – The Development of Machine Learning and Its Implications for Public Accounting

Automation/Robotic Process Automation (RPA)

Also known as “computerized accounting software,” this process takes the most manual elements of your work day – such as transaction tracking and number crunching – and does them automatically.

Examples:

Intuit QuickBooks, Microsoft Dynamics GP, Xero, Oracle NetSuite, Sage Intacct

Source:

Spend Journal – 8 Excellent Benefits of Accounting Automation

Big Data

Big data refers to high-volume data sets that cannot be managed via traditional relational databases. Big data allows for more real-time data analysis and can help businesses make more informed financial decisions.

Examples: Data collected from sensors, applications, and other AI or Internet of Things (IoT) technologies; tools like Apache Spark and Apache Hadoop, Qlik Sense, and Sisense Data & Analytics to manage data

Source:

IBM – *Big Data Analytics*
Forbes – The 6 Biggest Technology Trends in Accounting and Finance

Bots

Bots, short for robots, are a form of automation that are trained to do certain repetitive tasks.

Examples:

Botkeeper, Chata.ai, Otter.ai, Microsoft Cortana, Amazon Alexa, Apple's Siri, Google Assistant

Sources:

Journal of Accountancy – Talking 'Bout Bots, AI, and the Value of Time

CPA Practice Advisor – The Why and How of Bots for Accounting Firms

Customer Relationship Manager (CRM)

An application that helps you manage your relationships and interactions with clients. You're able to store basic customer data (contact information, etc.), their history with you, preferences, support needs, etc.

Examples:

Salesforce, Accelo, Insightly, HubSpot, Keap, Zoho

Sources:

Salesforce – *CRM 101: What is CRM?*

Fit Small Business – *6 Best CRM Systems for Accountants and Bookkeepers in 2021*

Distributed Ledger/Blockchain

A distributed ledger is a synchronized database accessible across different sites and geographies. A blockchain is a database structured to house large amounts of information that also can be accessed quickly and easily by any number of users at once. It collects the information together into sets of information groups – also known as blocks.

Examples:

Amazon Quantum Ledger Database (QLDB), Corda, Ethereum, Hyperledger, IBM Blockchain Platform, Kaleido Blockchain Business Cloud, Salesforce Platform

Sources:

Investopedia – *Distributed Ledgers*

Investopedia – *Blockchain Explained*

G2 – *Best Blockchain Platforms Software*

Enterprise Resource Planning (ERP)

An automation application for businesses that creates a central database across departments. It provides real-time company visibility to all teams and leaders, aiding decision making and improving efficiency.

Examples: Oracle Netsuite, Sage Intacct

Sources:

Investopedia – *Enterprise Resource Planning*

Oracle Netsuite – *What is ERP?*

Internet of Things (IoT)

Physical items equipped with sensors and technologies that allow them to transmit data. IoT capabilities are largely behind the rise and availability of Big Data. As CPAs step into more business analysis and consultant roles, clients' data capabilities from IoT could aid in financial decisions.

Examples:

Smart appliances, Apple Watch and FitBit, retail store sensors, smart door locks/keyless entry systems

Sources:

Oracle – *What is IoT?*

CaseWare – *3 Ways IoT is Impacting the Accounting Industry*

Optical Character Recognition (OCR)

Software that can scan documents and images, then convert them into different formats.

Examples:

PDF Scanner: Document Scan, OmniPage Standard, Microsoft Office Lens, Google Docs

Source:

Infini-o – *The Benefits of OCR Technology in Finance and Accounting*

Remote Desktop

An application that allows for one computer to connect to another host computer, accessing its desktop and files as if present at the physical host computer.

Examples:

Amazon Workspaces, Microsoft Remote Desktop, Chrome Remote Desktop, AnyDesk, TeamViewer, Slashtop

Source:

CyberlinkASP – *How Does Remote Desktop Work?*

Voice Over Internet Phone (VoIP)

A technology that transmits voice calls over a broadband connection instead of a traditional telephone analog line. Many varieties exist, including those that work only via a computer, those that require a special phone, or those that can be used with a traditional telephone.

Examples:

RingCentral, Vonage, Nextiva, Dialpad Zoom

Source:

FCC – *Voice Over Internet Protocol (VoIP)*



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¹Amount based on average annual savings reported by Plymouth Rock customers in multiple states who switched during 1/1/2018 to 12/31/2018. Your premium may vary due to the state in which your policy is written, differences in the Plymouth Rock underwriting company, available discounts, eligibility requirements, driving record and other factors.

²Connecticut affinity automobile group discounts apply to policies written in Palisades Insurance Company. Not available through Independent Agents. If a policy qualifies for an affinity group discount in more than one group, only one affinity group discount will apply.

³Available to customers who have purchased comprehensive or collision coverage.

⁴Personal auto insurance policyholders may be reimbursed up to \$50 of taxi fees once per year for a one-way ride if they find themselves in a situation where it would be unsafe to operate their vehicle (not applicable to mechanical breakdown). Original receipt must be submitted with the reimbursement form.

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Moses Tax Group, P.C.

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Robert A. Vance, CPA

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Email: rpainter@camico.com



Member News

Send your news to **Caitlin Bailey O'Neill** at caitlinb@ctcpas.org.



Amber Moore

Amber L. Moore was promoted to Partner at Goldblatt Bokoff LLC. Since joining the firm in 2011, Amber continues to provide clients with a broad range of accounting, tax, and advisory services. She is also serving her second term as CTCPA Advisory Council Chair and a member of the Board of Directors.



Ralph Volpe III

Ralph A. Volpe III was recently elected to the Connex Credit Union's Board of Directors after serving in an appointed role since 2020. He was the 2021 recipient of the CTCPA Jack Brooks Leadership Award and is a retired Senior Partner of RSM US LLP.

PKF O'Connor Davies was named to *Accounting Today's* 2021 list of "Best Firms to Work For." The annual list is designed to identify, recognize, and honor the 100 best employers in the accounting profession.

Lawrence J. Bilansky, Tax Manager with T.M. Byxbee Company, P.C., was appointed to the Board of Directors of the Art League of New Britain. He will also serve as Treasurer of the organization. Larry has been a volunteer member and exhibiting artist of the League for a number of years.

Edward Engberg, Assurance and Advisory Services Partner at Whittlesey and **Justin Wilcox**, Tax and Advisory Services Partner at Fiondella, Milone, & LaSaracina LLP, were named to the *Hartford Business Journal's* 2021 "40 Under 40" list.

CironeFriedberg, LLP announced several promotions:

Adam O'Feeney was named a Senior Tax Manager.

Lucas Ullrich was named a Senior Accountant.



Tammy Maguire

Director of Financial Services and CFO **Tammy Maguire** was named a Principal. In addition to managing the finances of the firm, she provides outsourced CFO and controller services to clients.



Nicholas DaPaz

Nicholas DaPaz was named a Partner. He provides audit and tax services to individual clients and businesses including public utility, manufacturing, and not-for-profit organizations.

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turns and tax issues. You would be a CPA with a minimum of three years of experience in a CPA firm with a concentration in tax.

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AN AFFIRMATIVE ACTION/EQUAL OPPORTUNITY EMPLOYER. Simone Macca & Larrow LLP is an equal opportunity/affirmative action employer and strongly encourages the applications of women, minorities, and persons with disabilities. Contact: Dawn Grippo, Simone Macca & Larrow LLP, dawn@maccacpa.com, phone: 860-529-5600.

Seasonal Tax Preparers – Established Milford CPA firm is seeking tax season help. Ideal professional to have extensive experience with individual income tax return preparation. February thru April – flexible schedule 30-40 hours per week. Ultra Tax Software. Interested candidates please email joe.lee@dblcpas.com or call 203-878-5234.

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Mergers/Acquisitions

As a leading, progressive firm in Fairfield County, we are interested in exploring a merger or affiliation with another strong firm (or individual), 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.

CPA firm would like to buy all or part of your accounting, tax, or investment practice. Call Mark J. Mazzone of D'Agostino & Mazzone at 860-257-4005, ext. 302.

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We have developed strong partnerships with each of these carefully selected insurance providers. If you have questions or would like additional information, please reach out to Membership Director Cindy Panioto at cindyp@ctcpas.org or 860-258-0213 and she will help you get in touch with the right people.

If you have any ideas for additional insurance savings we can offer to CTCPA members, please share those with Cindy as well.

Livestream Seminars and Conferences

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Date	Title	Member Standard/Early	Nonmember Standard/Early	CPE Hours	Express Code
> Accounting and Auditing					
10/25-27	AHI Supervisory Training Level IV: Management and Leadership Essentials 2021	\$544/\$509	\$669/\$634	24	MLE4
10/27	Understanding the COSO Framework for Internal Controls (Morning Session)	\$160/\$140	\$225/\$205	4	COSO4
10/28-29	AHI Semi-Senior Staff Training Level II	\$524/\$489	\$649/\$614	24	SSST2
11/1-2	AHI Basic Staff Training Level I	\$514/\$479	\$639/\$604	24	BST1
11/1-3	AHI Supervisory Plus Staff Training Level V: Advanced Management and Leadership Essentials 2021	\$479/\$444	\$604/\$569	16	AMLE5
11/4-5	AHI Beginning In-Charge Staff Training Level III	\$534/\$499	\$659/\$624	24	BICST3
11/12	Analyzing Financial Statements (Morning Session)	\$160/\$140	\$225/\$205	4	AFS4
11/15	Compilation and Review Practice Guide (Morning Session)	\$160/\$140	\$225/\$205	4	CRP4
11/15	Advanced Audits of 401(k) Plans: Best Practices and Current Developments	\$304/\$269	\$429/\$394	8	AAFP
11/16	FASB and AICPA Update	\$304/\$269	\$429/\$394	8	FAU-CLS
11/17	Compilation and Review Practice Guide	\$304/\$269	\$429/\$394	8	CRP-BLS
11/18	New Auditor Report Standards: SAS 134-140 (Morning Session)	\$160/\$140	\$225/\$205	4	NARS4B
11/18	Accounting, Auditing, and Tax Considerations for the Cannabis Industry (Morning Session)	\$160/\$140	\$225/\$205	4	CANA4
11/19	Mastering the Remote Audit (Morning Session)	\$89/\$79	\$124/\$114	2	MRA2
11/22	Accounting and Auditing Update (Morning Session)	\$160/\$140	\$225/\$205	4	AAU4B
12/3	Coronavirus: Potential Financial Reporting Impacts and Consequences (Morning Session)	\$89/\$79	\$124/\$114	2	CIRC2
12/15	Lease Accounting Implementation (Morning Session)	\$160/\$140	\$225/\$205	4	LAI4-B
12/16	K2's Small Business Internal Controls, Security, and Fraud Prevention and Detection	\$304/\$269	\$429/\$394	8	ITC
> Business Management and Organization					
11/11	Northeast Future-Ready Firm Conference – New!	\$224/\$199	\$319/\$294	6	FRF-LS
> Computer Software and Applications					
10/25	K2's Best Word, Outlook, & Powerpoint Features	\$160/\$140	\$225/\$205	4	WPO-4
10/25	K2's Introduction to Excel Macros – New!	\$160/\$140	\$225/\$205	4	EXM-4
10/26	K2's Excel Best Practices	\$304/\$269	\$429/\$394	8	K2EBP
10/27	K2's Excel Charting and Visualizations	\$160/\$140	\$225/\$205	4	ECV-4
12/9	K2's Advanced Excel – New!	\$304/\$269	\$429/\$394	8	ADE-B
12/10	K2's Excel PivotTables for Accountants – New!	\$304/\$269	\$429/\$394	8	EPT-B
12/14	K2's Excel Essentials for Staff Accountants	\$219/\$199	\$344/\$324	8	EES
12/15	K2's Microsoft Office 365 – All the Things You Need to Know – New!	\$304/\$269	\$429/\$394	8	MSO
> Ethics					
10/21	Accountant's Liability (Morning Session)	\$170/\$150	\$235/\$215	4	AL
12/13	K2's Ethics and Technology – New!	\$160/\$140	\$205/\$185	4	ETT-4
12/14	Professional Ethics for Connecticut CPAs (Morning Session)	\$170/\$150	\$235/\$215	4	ETHCT4-B
> Governmental Accounting and Auditing					
10/28	Single Audit Update (Morning Session)	\$49/\$39	\$69/\$59	1	SAU1
11/18	Advanced Auditing of HUD-Assisted Projects	\$304*/\$269*	\$429*/\$394*	8	EOAHUD
12/1	Latest Developments in Nonprofit Accounting and Auditing	\$304/\$269	\$429/\$394	8	NPAA
12/9	Nonprofit Industry Update	\$304/\$269	\$429/\$394	8	NIU-B
> Information Technology					
10/27	K2's Integrating Data for Improved Efficiency and Control	\$160/\$140	\$225/\$205	4	IDE-4
11/10	Cyber Security Conference	\$224/\$199	\$319/\$294	6	CYBER-LS
12/13	K2's Emerging Technologies, Including Blockchain and Cryptocurrencies	\$160/\$140	\$205/\$185	4	EMT-4

Date	Title	Member Standard/Early	Nonmember Standard/Early	CPE Hours	Express Code
> Personal Development					
11/16-17	New and Young Professionals Leadership Conference	\$170/\$150	\$295/\$275	7	NYPC-LS
> Taxes					
11/3-4	State Tax 360° Conference	\$304/\$269	\$429/\$394	8	ST360-LS
11/8	Top Business Tax Planning Strategies (Morning Session I)	\$89/\$79	\$124/\$114	2	BTPS2
11/8	Top Individual Tax Planning Strategies (Morning Session II)	\$89/\$79	\$124/\$114	2	ITPS2
11/9	Larry Stein's 2021 Busy Season Tax Update	\$304/\$269	\$429/\$394	8	BSTD
11/10	Larry Stein's 2021 New Tax Law Forms Update: 1040, 1120S, and 1065	\$304/\$269	\$429/\$394	8	NTLF
11/15	The Best Individual Income Tax Update Course by Surgent	\$304/\$269	\$429/\$394	8	BITU-B
11/16	Income Tax Planning	\$304*/\$269*	\$429*/\$394*	8	TSEITP
11/16	This Year's Best Income Tax, Estate Tax, and Financial Planning Ideas	\$304/\$269	\$429/\$394	8	IEFP
11/30	After the SECURE Act: Comparing and Contrasting Retirement Plans for Small- and Medium-Sized Businesses (Morning Session I)	\$89/\$79	\$124/\$114	2	CCSM2
11/30	Reducing a Business Owner Client's Exposure to Social Security and Self-Employment Taxes (Morning Session II)	\$89/\$79	\$124/\$114	2	REXE2
11/30	IRS Tax Examinations and Hot Issues (Afternoon Session)	\$160/\$140	\$225/\$205	4	EXI4
12/1-2	Federal Tax Conference	\$304/\$269	\$429/\$394	8	FTC-LS
12/3	Securing a Comfortable Retirement (Afternoon Session)	\$160/\$140	\$225/\$205	4	SCR4
12/3	What Tax Practitioners Need to Know About Medicare (Morning Session I)	\$89/\$79	\$124/\$114	2	MEDC2
12/3	Strategies for Maximizing Social Security Benefits (Morning Session II)	\$89/\$79	\$124/\$114	2	SPMB2
12/6	Surgent's Federal Tax Camp	\$304/\$269	\$429/\$394	8	SATC-LS
12/8	Reviewing Individual Tax Returns: What Are You Missing? (Morning Session)	\$160/\$140	\$225/\$205	4	CL4ITRM
12/8	IRS Disputes (Afternoon Session)	\$160/\$140	\$225/\$205	4	TSEIRS4
12/9	Reviewing Partnership Tax Returns: What Are You Missing? (Morning Session)	\$160/\$140	\$225/\$205	4	CL4PTRM
12/9	Reviewing S Corporation Tax Returns: What Are You Missing? (Afternoon Session)	\$160/\$140	\$225/\$205	4	CL4STRM
12/13	Tax Forms Boot Camp: LLCs, Partnerships, and S Corporations	\$304/\$269	\$429/\$394	8	TFBC
12/16	Estate and Life Planning Issues for the Middle-Income Client	\$304/\$269	\$429/\$394	8	PMIC
1/10	Advanced Individual Income Tax Workshop	\$304/\$269	\$429/\$394	8	AIITW-LS
1/11	Advanced Corporate Income Tax Workshop	\$304/\$269	\$429/\$394	8	ACITW-LS
1/12	Preparing Individual Tax Returns for New Staff and Para-Professionals	\$304/\$269	\$429/\$394	8	PITR

Fall/Winter Conferences >> www.ctcpas.org/Conferences

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State Tax 360° Conference Wednesday, November 3 - Thursday, November 4

8 Credits • Express Code: ST360-LS



New and Young Professionals Leadership Conference Tuesday, November 16 - Wednesday, November 17

7 Credits • Express Code: NYPC-LS



Cyber Security Conference Wednesday, November 10

6 Credits • Express Code: CYBER-LS



Federal Tax Conference Wednesday, December 1 - Thursday, December 2

8 Credits • Express Code: FTC-LS



Northeast Future-Ready Firm Conference Thursday, November 11

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Welcome, New Members!

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

New Certified Members

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Nicole Pizzoferrato

KPMG

Marc Edsall

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Massucci & Associates

Terence Mott

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Kaitlyn Gorman

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Anthony Pisano

New Professional Colleagues

Per the revised bylaws resulting from our 2021 CTCPA Bylaws Vote, those who were previously Associate (Non-CPA) members now fall under the new Professional Colleagues category. Please see www.ctcpas.org/bylaws for more details.

Michelle Berggren

UHY Advisors, NE, LLC

Molly Bushey

Fiondella, Milone & LaSaracina LLP

Mackenzie O'Connor

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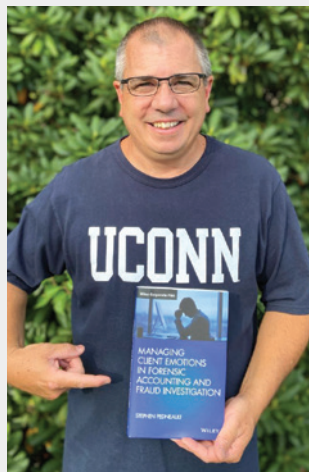
In Memoriam

Past President Donald S. Brodeur Sr.



Donald S. Brodeur Sr., a member since September 13, 1962, passed away on August 2, 2021. He started his career in New York City at EY (formerly Ernst & Ernst).

Following his employment there, he co-founded the firm known as Brodeur & Kenney CPAs in 1963 with an office in Niantic. Over the years, his firm flourished and expanded with offices in Old Saybrook and Waterford and came to be known as Brodeur & Company CPAs. When he retired in 1995, his two sons, Donald Jr. and Stephan, both CPAs, assumed ownership. He believed in a life dedicated to service. He was the CTCPA President from 1986-1987 and later received the governor's appointment to the State Board of Accountancy. In 1999, he received the CTCPA Meritorious Service Award. He also served on the University of Connecticut School of Business Advisory Council in addition to volunteer and charitable service with many other organizations in his community.



Stephen Pedneault, founding member of Forensic Accounting Services, LLC and adjunct faculty at the University of Connecticut and Manchester Community College, just published his fifth book, *Managing Client Emotions in Forensic Accounting and Fraud Investigation*.

The book was four years in the making for Stephen, and a true labor of love born out of necessity. "This is the first book to be written about the emotional aspect of fraud and forensic accounting," Stephen said. "Of all the material available today, there is nothing that addresses how individuals working in this field can prepare and address the emotional aspects of these cases."



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2020

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	ZIP code <i>06002</i>	7 Amount you're paying (see instructions) . . . ▶	
2 Your social security number <i>354-79</i>	8 Check here if you're "out of the country" and a U.S. citizen or resident (see instructions) ▶		<input type="checkbox"/>
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