May/June 2016

A publication of the Connecticut Society of Certified Public Accountants

Connecticut CPA

Advocacy. Community. Education.

Putting the Success in >> Succession Planning

Advice from Three Generations of Managing Partners

Three firm leaders with a combined tenure spanning three decades share their stories. *page 10*

CTCPA

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Chris Gardella, a recent Eastern Connecticut State University graduate who now works at KPMG in Hartford, volunteers as a site coordinator for a Volunteer Income Tax Assistance (VITA) tax clinic at ACCESS in Willimantic. VITA is one of the many ways Community Accounting Services helps Connecticut individuals, families, and businesses. Photo courtesy of the United Way of Central and Northeastern Connecticut.

Features

Upcoming Programs and Events

Member Matters

Get **Connected**

>> Register now for **Interview Day 2016!**

CTCPA's overwhelmingly successful event returns for the fourth year to help match accounting majors at Connecticut colleges and universities with employers in public accounting and private industry seeking interns or full-time hires. Reserve your space today – this event sells out each year!

>> www.ctcpas.org/interviewday

>> Volunteer for a local **not-for-profit.**

The CTCPA Not-for-Profit Organizations Committee has set up a service to help connect members with local not-for-profits seeking volunteers. Visit our website for a listing of opportunities, with basic information about the organization and the expected time commitment.

>> www.ctcpas.org/nfpboards

>> Get details about the **next version** of the **CPA Exam.**

The American Institute of CPAs has presented final details on the next version of the Uniform CPA Examination that will be launched on April 1, 2017. Changes include increased assessment of higher-order cognitive skills, additional task-based simulations, and a total test time increase from 14 to 16 hours.

>> www.aicpa.org/nextcpaexam

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Editor's Note

Speaking with a Voice 6,000 Members Strong

As this issue of *Connecticut CPA* went to press, spring had sprung and the seemingly never-ending budget battle at the state's Capitol continued to rage.

We have been closely monitoring a proposal to move the Connecticut State Board of Accountancy from its current home in the office of the Secretary of the State (with a dedicated staff) into the Department of Consumer Protection.

CTCPA leadership has been meeting with state officials across departments to represent the organized CPA profession and ensure that CPAs continue to have the resources necessary for vital services including initial CPA certification, licensing, CPE compliance, and regulatory and ethics enforcement.

Being able to speak as a unified membership 6,000 strong is crucial in today's ever-changing business and regulatory environment.

To illustrate this, we've compiled a timeline (pictured on the page at right) highlighting some of the major advocacy successes the CTCPA has championed over the past 15 years. It's quite an impressive demonstration of your dues dollars at work protecting the profession.

Spring also happens to be the time when we ask you to continue your commitment to help support and promote the profession through your annual CTCPA membership renewal.

And, of course, your membership also entitles you to a robust list of benefits including a healthy discount on our high-quality CPE (page 18), invitations to exclusive members-only meetings (page 20), new and young professionals events (page 24), and our first major event for the Pr!me Professionals group for members 35 and older – a family fun day this June (page 22).

We've also been hard at work adding a slew of new Member Perks to save you money not only in the office but on shopping, daycare, car care, and entertainment venues around the state (page 23).

Thanks to some technology upgrades, this year we were able to streamline things and email your dues invoice directly to you via PDF in the first week of May. This change allows you to easily print or forward your invoice to an accounts payable manager, if you choose. See our dues renewal information on page 7 for more.

Didn't receive your emailed invoice or need to update your email address? Contact Membership Coordinator **Liz Frazza** at lizf@ctcpas.org or 860-258-0220 and she'll be happy to help.

See you next issue,

Kirsten

Kirsten Piechota, Managing Editor

>> Your Dues Dollars at Work **Protecting the Profession**

Our Advocacy Successes

2000
Commissions and contingent fees adopted.

2002
Connecticut adopts laws consistent with Sarbanes-Oxley.

2004
Enhanced CPA certification reciprocity bill signed into law.

2004, 2009, 2015
CTCPA defeats proposed sales tax on services.

2007
120/150 educational requirement to sit for the CPA Exam signed into law.

2008
Licensing requirement for forensic accountants defeated.

CPA practice mobility signed into law.

2009
2004, 2009, 2015
CTCPA defeats proposed sales tax on services.

Specific audit experience regulation eliminated for initial Connecticut CPA certification.

2011
2011, 2015
CTCPA fights for adequate State Board of Accountancy staffing.

2012
Minority non-CPA firm ownership adopted.

2015
2011, 2015
CTCPA fights for adequate State Board of Accountancy staffing.

Rollback of monthly and quarterly sales tax filings to the end of the following month.

2004, 2009, 2015
CTCPA defeats proposed sales tax on services.

2016
?

2016 CTCPA Annual Meeting

Monday, May 23
CTCPA Education Center, Rocky Hill
CPE credit: 1 • Cost: $20

Monday, May 23 marks an exciting new chapter for the Connecticut Society of CPAs: a streamlined annual meeting and an open invitation to an interactive leadership session.

Following a full breakfast and a brief business meeting, we'll hear a motivating keynote address from Trinity College Men's Squash Coach **Paul Assaiante**, who brought his team to a record-breaking 252 consecutive wins, the longest in the history of intercollegiate varsity sports.

The morning will conclude with an interactive Advisory Council meeting – open to all Annual Meeting attendees who would like to stay and see what being a member of this leadership group is all about.

Mix and mingle with fellow CPAs as you enjoy coffee, juice, and a hot breakfast buffet.
8:00 - 9:00 a.m.

Connect with your profession as we elect our next officers and board during the brief annual business meeting.
9:00 - 9:15 a.m.

Get inspired by keynote speaker Paul Assaiante to face the fears that block success.
9:15 - 10:15 a.m.

Share your ideas as a guest at the Advisory Council's interactive meeting. (optional)
10:30 a.m. - noon

Run to the Roar: Identifying and Facing the Fears that Block Success

A keynote address by Trinity College Men's Squash Coach Paul Assaiante

Paul Assaiante led the Trinity College men's squash team to a historic 252 consecutive wins and boasts more than 500 career wins. In this motivating presentation based on his popular book, he'll detail how teams can be strengthened through empathy and by nurturing a positive, forward-thinking attitude. Assaiante has brought his message from board rooms to the New England Patriots' locker room.

You'll be inspired to channel "the awesome power of now," negotiate through change and make the right decisions, and identify and face the fears that block success. What championship awaits *your* team?

Seating is very limited. Act quickly to reserve your space!

→ www.ctcpas.org/annualmeeting

It's time to renew your membership dues!

Help us stay strong – renew today.

PDF dues invoices were sent via email in May.

You can easily print or forward this PDF. If you don't have an email address with us on file, we sent your invoice via mail.

As always, you can quickly and easily renew online.

Simply log in to our secure website at www.ctcpas.org/dues. If you haven't yet created an account, you'll just need your last name and member ID number to create one.

Are there multiple members at your firm or business? Request a company invoice.

We'll list all the members at a single location and give you the opportunity to indicate any members who have joined or left your company. Contact Membership Coordinator **Liz Frazza** at lizf@ctcpas.org or 860-258-0220.

Didn't receive your emailed invoice or need to update your email address?

Contact Membership Coordinator **Liz Frazza** at lizf@ctcpas.org or 860-258-0220 and she'd be happy to help. If necessary, we'll also mail a hard copy invoice at the beginning of June.

Renew by June 6 >>

You'll be entered to win a **$350 Visa Gift Card**!

Your full dues payment must be processed online or postmarked no later than June 6, 2016 in order to be entered into the drawing. And don't worry – anyone whose dues have been paid with a company invoice will also be entered to win!

AICPA Opens Vote on CIMA Proposal

The CTCPA Board of Directors has adopted a resolution in agreement with the AICPA's proposal to create a new association with the Chartered Institute of Management Accountants (CIMA) that would advance the accounting profession while preserving the existing AICPA and CIMA membership bodies.

The CTCPA Board of Directors supports the AICPA's CIMA proposal and encourages members to cast their votes on the issue; voting is open now through June 16. The proposal has received support from 52 CPA societies.

Today, the accounting profession is vibrant. Enrollment in accounting programs is at an all-time high, thanks in large part to the work of the state societies and the AICPA to build the pipeline. The CPA stands strong, with a full 88 percent of business decision-makers saying that CPAs add value to their organizations and 84 percent saying they would have more confidence in a job done by a CPA.

But the marketplace is changing rapidly, and our profession is affected by the same technological, demographic, and international trends reshaping the work of our clients and our employers.

Under the proposal, AICPA members will keep the benefits they currently receive, and also gain access to expanded resources, more education opportunities, and enhanced advocacy.

For more information about the proposal and to hear the perspectives of others, visit www.aicpa.org/horizons.

The Proposal at a Glance

>> Through this proposal, the AICPA and CIMA would maintain their respective membership bodies while integrating operations to deliver a stronger voice for the entire profession – both public and management accounting.

>> The new association would represent more than 600,000 current and next generation accountants, providing a stronger defense against onerous regulations that are increasingly originating overseas – mandatory audit rotation in Europe is one example.

>> With members in 91 percent of the world's countries, the AICPA and CIMA would also have a broader platform to reach the next generation of talent and to explain all the career opportunities that accounting can unlock.

>> AICPA members would receive all the same benefits they have today and through the new association have access to even more resources and education opportunities to better serve their clients, firms, and employers.

>> The AICPA would remain steadfast in its commitment to working collaboratively with the state societies to promote, protect, and grow the CPA and focus on core services such as audit, tax, and financial reporting.

AICPA Members Have Two Ways to Vote

1. Access your personal and confidential ballot link sent from the third-party "AICPA Independent Tabulator" the week of April 18.
2. If that link is not immediately accessible, you can visit www.directvote.net/aicpa to enter or retrieve your unique voting credentials.

Putting the Success in

>> Succession Planning

By Mark Zampino, Publisher

Succession planning is a critical issue in public accounting firm administration today. Some put it on their "We'll get to that …" list, but at a large firm, that approach just won't do.

On January 1, 2016, Joseph Kask took over as the fourth managing partner of BlumShapiro, the largest locally based firm in New England, with more than 400 people in six offices across three states billing $72 million annually. Recently, we spent an hour with not only Joe but with his two immediate predecessors, Carl Johnson and David Rosenthal, to discuss their succession process. The following are excerpts from our conversation.

Joseph A. Kask
Firm Managing Partner – elected 2016

Carl R. Johnson
Firm Managing Partner – 2001-2015

David B. Rosenthal
Firm Managing Partner – 1986-2001

Mark:
Let's get started, as I can only guess what the collective billable time in this room is running right now...

All three CPAs: Zero! [laughter]

Mark:
When did you first develop a formal plan for firm leadership succession?

David:
In the early 1980s, when we began, Bernie Blum was managing partner. When Bernie stepped down in 1986, our executive committee selected three partners for consideration, but the two other partners told me I had their support, so we never really had an election. No contested convention, no smoke-filled room. [laughter] The formal plan was an election every two years.

Mark:
And you were re-elected for a total of 16 years…

David:
In my 15th year, Carl had been COO for two years, and we were getting larger. It was a natural progression for him to become managing partner.

Joe:
When David initially took over, the process was somewhat informal, but with Carl a much more strategic approach was taken. Carl was asked to serve in several leadership roles prior to assuming the role of managing partner. This enabled Carl to gain insight and experience while at the same time allowing the organization the opportunity to evaluate his qualifications.

Mark:
Could people self-nominate for managing partner?

Carl:
Yes … we didn't have email back then, you raised your hand. [laughter]

Joe:
Today, we encourage self-nomination to make sure the individual coming forward has that commitment to the firm. And we want to make sure that the managing partner's roles and responsibilities are well-documented and well-understood by those throwing their hats in the ring.

Mark:
Does the managing partner maintain a book of business?

David:
As managing partner, you have one client – BlumShapiro.

Joe:
… but that comprises the firm, our people, and our clients – the whole ball of wax.

Mark:
What makes a good firm managing partner?

Carl:
The main thing is to be able to communicate with pretty much every person in the firm and especially the partner group … because they all have different priorities and goals and initiatives, and sometimes we may not be able to support things that each individual partner wants to drive.

Joe:
Vision, strategy, and communication. Getting everyone to embrace and understand their role with enabling each.

Carl:
When I joined the firm in 1984, it was clear to me you did the job and did it the right way, you treat your people and your clients well, and you try to make the firm better. As the managing partner, that's the job … and you can't uphold the firm's values if you're not living them personally. Not with 430 people watching every day.

Joe:
And they do watch. You are under a bit of a microscope. We are evaluated on an ongoing basis by everyone; partners, staff, and clients. Certainly there is a formal evaluation process with the executive committee, but we are accountable on a much broader basis to all our key stakeholders.

David:
We need to be realistic, and we need to be positive … we're cheerleaders.

Joe:
And we've moved a bit away from command-and-control type organization, we're flatter, allowing individuals to make decisions on behalf of the partnership. But at the end of the day, the managing partner has the ultimate responsibility.

Mark:
David and Carl – what was the biggest challenge you each faced as managing partner?

David:
I was dealing at that point with how could we transition from the founding partners being the dominant partners in the firm into the next generation. I think the founding partners always saw the big picture we were trying to create, but it certainly was the biggest challenge of that period.

Carl:
Three or four years into my tenure, we were running out of growth opportunities to a certain degree in Connecticut and decided we wanted to be New England's number one player … and that included a big merger and acquisition piece, along with organic growth, growing the industry groups … but we needed to be in different markets to keep growing. To do these long-term plays, you need to invest short-term dollars – and those aren't always easy discussions. We're probably halfway through our New England plan at this point, but that was a challenge, I would say. ▶

(continued)

Mark:
Joe, what lies ahead?

Joe:
This year BlumShapiro is going to push through the $76 million mark. We're going to keep growing, but with controlled, profitable growth, anticipating what's coming over the hill, finding the investment dollars, and rallying the troops around that growth. That's the challenge of my term.

Mark:
David, what have you been doing since stepping down?

David:
I helped integrate our expansion into southern Connecticut, into Fairfield County. I spent a lot of time down in Southport and then Shelton as we moved into that market, getting to know the business community even deeper into Stamford, and I helped integrate the practice until we identified internal leaders who could take over that practice area … and I've continued to encourage our clients themselves to turn an eye toward succession planning.

Mark:
What do enjoy the most about the managing partner role? Least?

Joe:
I love working with our people every day, whether they're having a good day or a bad day … but some of the administrative stuff, the things that keep you behind your desk, I like least.

David:
Most? Meeting with clients, especially ones I was not involved with, to listen to them. It's really helped us formulate where we need to be.

Carl:
For me, when we really got into the merger and acquisition area, that was what I loved, going through that process, meeting different firms – obviously, for every firm with whom we merged, we probably met three other firms with whom we didn't.

I enjoyed that whole process, meeting them, going through the whole educating of our partner group about the possibilities, telling the new firm about what Blum could bring to the table for them, then working up the deal and negotiating the deal with two or three different groups … and after that the integration … I enjoyed that, too, because you get to know a different group of people … and then as Joe mentioned, there's the stuff you don't like so much.

Mark:
You're acquiring other firms, but you may also be an attractive "target" for even larger firms. What if someone slid a piece of paper across the table with the right number on it?

Joe:
We plan on remaining independent at this point in time. The firm is focused on organic growth and maintaining our number one accounting firm ranking in New England. We are presented with upward merger opportunities on a regular basis and believe, as an executive team, we have the obligation to listen to each opportunity, but, once again, it is not our intent to merge at this time.

Mark:
For many firms, their succession plan is simply to be acquired. What advice would you offer to be "attractive to a suitor"?

Carl:
The same thing we tell our clients: sit down and work up your strategy to improve in all areas of your business, every month, every year. You'll be in a better position to either move forward on your own, or to be more attractive to whomever's knocking on your door.

Joe:
And we have never merged with anyone whose culture doesn't fit with ours.

David:
When I think about our culture, we first and foremost want to do it right. We don't want to lose money on a job or spend more time on a job than we have to, but if we have to, we do, and that's what we're looking for in people we might be doing business with.

Mark:
As the firm grows, does a bigger firm mean new challenges, or is it just "same day, bigger house"?

Joe:
The challenges are the same – but the size of the firm and the geographical dispersion are different.

Carl:
The biggest issue as you grow is communication. Years ago, you could spend an afternoon walking the hallways and move the ball forward pretty well, but you don't have that same opportunity with six offices. You send out an email when something big is happening, but then before you even get to sit down with someone and tell them why it's a good thing … communication is happening.

David:
During my term, the merger integration was fairly easy … now it's much more deliberate and intensive.

Mark:
Carl, what are your plans now that you've stepped down?

Carl:
I'm actually leaving the firm July 1. I love Blum, but it's been 32 years and I've decided I'm gonna make a change every 32 years. [laughter]

I'm going be consulting with Steve Weinstein on succession planning and mergers and acquisitions with CPA firms throughout New England, which is sort of my passion at this point. The timing is good, as this arena is only going to grow faster given the sheer demographics of baby boomers continuing to retire.

It's bittersweet leaving Blum. It's like leaving my family, but I feel it's important for me to go out and try something different … but I'll probably still be Blum's #1 fan.

Connecticut CPA is interested in profiling other CTCPA firms in the context of how they address the opportunities and challenges of today's – and tomorrow's – practice environment. If your firm would like to be considered for an interview as part of this occasional series, please contact **Mark Zampino** at markz@ctcpas.org.

The Commissioner's Column

Draining the Remote Sales Tax Swamp

By Connecticut Department of Revenue Services Commissioner Kevin Sullivan

Nationally, one of the fastest growing sectors of the economy is worth more than $340 billion in sales. Yet it's protected from the administrative cost of sales tax collection and enjoys the market advantage of tax-free shopping. This retail sector boasts the most sophisticated marketing and fulfillment systems in the world.

Sound like the kind of interstate competitive advantage the federal Constitution's Commerce Clause was meant to prevent? Well, guess again. Since the U.S. Supreme Court's 1992 non-decision in the Quill case, out-of-state tax preference and unfair competition has prevailed. The Supreme Court virtually begged Congress to drain this swamp. Yet Congress has done nothing and states, leaving the states in what the late Justice Scalia called a "legal quagmire."

Consequently, remote sellers continue to compete with comparable in-state retailers on a decidedly un-level commercial playing field. Nationally, the best estimate of tax loss is $23 billion and that data is four years old. For Connecticut, the annual loss probably exceeds $125 million in sales tax evasion and uncollectable use tax liability. This is not a question of some new tax. It's simply a matter of collecting what is already due.

So what's a state to do? We must be more creative and more assertive. We have to push the legal envelope until the courts or Congress have no choice but to heed Justice Kennedy's recent plea to revisit Quill and undo commercial protectionism.

How do we do that? DRS quietly took an important step a few years ago when we rescinded prior guidance that bizarrely committed us not to consider economic nexus in determining the sales tax obligations of out-of-state sellers. Let's be clear. There is no principled reason to hold that remote sales are any less present for purposes of sales tax constitutional nexus than corporate tax nexus when measured by the volume, purposefulness, and profitability of business activity directed to Connecticut.

Remote sellers continue to compete with comparable in-state retailers on a decidedly un-level commercial playing field.

We could also compel collection and remittance by remote sellers subject to a credit for the cost of doing so through existing state-certified third-party, software-based agents. This was anticipated federally in the bipartisan Marketplace Fairness Act that did pass in the U.S. Senate and would likely pass constitutional muster.

Finally, the recent federal decision in the 10th Circuit Court of Appeals upholding Colorado's informational regulation of remote sales offers an additional way to level the commercial playing field. As a condition of doing business in Connecticut, online retailers that do not collect and remit sales tax could be required to inform Connecticut buyers of their existing use tax obligations and annually report to DRS the destination and amount (but not the nature) of untaxed retail sales to Connecticut buyers for the purpose of paying the existing state use tax.

Alternatively, we know there is a strong relationship between income and online purchasing. DRS CT 1040 instructions could simply include a table of estimated annual use tax liability or we could even pre-populate the return accordingly, subject to taxpayer modification and signed declaration of completeness.

Of course, remote sales are just one example of disconnect between legacy tax law and modern commerce. The whole "sharing" economy continues to grow, but what are the tax obligations of a company like Uber and its drivers? Occupancy tax obligations for hotel room brokers, Airbnb, VRBO or HomeAway? Tax policy has a lot of catching up to do.

The new Community Accounting Services website – www.communityaccountingservices.org.

Introducing … Community Accounting Services

Community Service Affiliate Unveils New Look, Direction

In 2014, Community Accounting Aid & Services, Inc. (CAAS) found itself at a crossroads. Executive Director Jack Collins had retired. The caseload was declining. Donations were down.

Longtime CAAS volunteers and Board of Directors members **Rick Merrick** of Merrick & Associates, **Patrick McMahon** of Fulco, DiTommaso, McMahon & Co., and **John Purtill** of Purtill & Company, CPAs led the charge in what would become a massive overhaul of the nonprofit.

• In 2013, CAAS joined forces with The Village for Families and Children on several Volunteer Income Tax Assistance (VITA) clinics across the state, which led to a dramatic uptick in their caseload.

• The group hired nonprofit veteran **Sheryle McMillan** to serve as its new executive director.

• The Board of Directors members got strategic in their quest to fill vacant seats on the board, seeking out a marketing heavy-hitter (GE Capital Senior Vice President of Marketing and Communications **Jeff Wilson**) and a new and young professional (**Sarah Stover** of Edwin R. Muenzner, CPA).

• Purtill and McMahon revitalized fundraising efforts.

McMillan, who has a long history in the not-for-profit arena, including eight years with the credit counseling agency Money Management International and seven years of experience as a VITA tax preparer, joined as executive director in early 2015.

"My goal was to bring attention to us, to make the community aware of what we do," said McMillan, who regularly leverages her abundance of contacts in the not-for-profit world into referrals and joint programs. "Our services are so important."

It's a sentiment the group's President Merrick wholeheartedly agrees with.

"So many time we hear 'if only I had the money to hire a professional …'" Merrick said. "CAS can be that dream come true. For someone meeting our income requirements, we can be an ▶

Community ACCOUNTING SERVICES.org
Tax & Financial Coaching

The Community Accounting Aid and Services, Inc. name has morphed into the more succinct Community Accounting Services (CAS), with a new logo to match.

Volunteer tax preparer John Michael, a senior at Eastern Connecticut State University, assists a client at a CAS-sponsored site in Willimantic. Photo courtesy of the United Way of Central and Northeastern Connecticut.

(continued)

avenue to send these folks to get exactly the same level of service a paying client would receive."

A Whole New Look

Before embarking on a public relations campaign, the Board of Directors decided the organization needed an identity update. A marketing committee led by Wilson and including McMillan, McMahon, Stover, and CTCPA Public Affairs Director **Mark Zampino** buckled down and got to work, accomplishing an incredible amount of work in just a few months.

• The Community Accounting Aid and Services, Inc. name morphed into the more succinct Community Accounting Services (CAS).

• The Board of Directors approved a new, more holistic mission statement: "Community Accounting Services seeks to empower the less advantaged to make better financial decisions that enhance their well-being and strengthen our communities."

• **Amanda Bedard**, a marketing strategist at Marketing Atlas and a longtime associate of Wilson, volunteered her time and talents to design a new logo.

• Bedard and CTCPA Communications Coordinator **Caitlin Bailey O'Neill** worked together to design and build a new CAS website, launched on April 1 at the new URL www.communityaccountingservices.org.

Armed with a new, contemporary look, McMillan and the Board of Directors are confident that the new CAS is moving in the right direction.

"We have a new mission, the new logo is great, the website is a dream – I didn't think it could all come together so quickly!" McMillan marveled. "Now, I'd like to increase the number of volunteers we have."

Rick Merrick (left), president of Community Accounting Services, and Laura O'Keefe, family financial stability coordinator for The Village for Families & Children, appeared on FOX 61's Good Day CT *to discuss how the United Way and CAS are helping low-income taxpayers through the Volunteer Income Tax Assistance program.*

Volunteers Wanted!

Community ACCOUNTING SERVICES.org Tax & Financial Coaching

To volunteer, contact CAS Executive Director Sheryle McMillan at sherylemcmillan@gmail.com or 860-258-0218.

CAS fields requests for help through its website or via phone or email "almost daily," said McMillan. Requests can range from nonprofits seeking volunteer board members and bookkeeping software training to simple questions from small businesses just opening their doors.

McMillan then plays matchmaker, diving into her volunteer lists to find a CPA with a particular niche, location, or passion to meet the needs of the person requesting help.

"You can do as much or as little as you want," she said. "You can answer questions via phone or email, sit on a board for a not-for-profit that's close to your heart – or you can even join the CAS Board of Directors!"

CPAs can know they're putting their skills to good use.

"As a professional, we have input on many important areas or our clients' business and personal lives," said Merrick. "CAS is so rewarding because it provides a venue to use those skills for folks less fortunate. I would challenge everyone reading this article who hasn't volunteered for CAS to give it a try – if only for the personal satisfaction it brings paying it forward."

Personal satisfaction is guaranteed – but sometimes volunteering with CAS brings another added bonus.

"A lot of times, these referrals can turn into clients!" said McMillan. "You help a start-up business, eventually that small business starts making money, and you may have a new client."

2016 CPE Calendar

Date	Title	Express Code	Location	CPE	Member Standard/Early	Early Bird Good Through

May Seminars

Date	Title	Express Code	Location	CPE	Member Standard/Early	Early Bird Good Through
5/12	Governmental Accounting and Auditing Conference	GAA	Rocky Hill	8	$285/$250	4/28/2016
5/16	Audits of 401(k) Plans	AFKP	Rocky Hill	8	$285/$250	5/2/2016
5/16-17	K2's Excel Boot Camp: Two Days of Intensive Excel Training	EBC	Rocky Hill	16	$530/$495	5/2/2016
5/17	Accounting and Auditing Update for Small Businesses	SMBZ	Cromwell	8	$285/$250	5/3/2016
5/18	Nonprofit, Government, and Compliance Update	NGCU	Rocky Hill	8	$295/$260	5/4/2016
5/19	Compliance Auditing from Start to Finish	CAS	Rocky Hill	8	$295/$260	5/5/2016
5/19	Fraud for the CPA	FRAUDC	Rocky Hill	8	$295/$260	5/5/2016
5/20	Professional Ethics for Connecticut CPAs (Morning Session)	ETH520	Rocky Hill	4	$180/$160	5/6/2016
5/24	Compilations, Reviews, and New Preparations: Engagement Performance and Annual Update	CRAU-A	Rocky Hill	8	$295/$260	5/10/2016
5/25	Employee Benefit Plans Conference	EBP	Rocky Hill	8	$285/$250	5/11/2016
5/25	Fiduciary Income Tax Returns: Form 1041 Workshop with Filled-In Forms	1041-A	Cromwell	8	$295/$260	5/11/2016
5/26	Identity Theft: Preventing, Detecting, and Investigating Identity Theft	IDENT-A	Rocky Hill	8	$285/$250	5/12/2016
5/26	How to Settle an Estate for a Client, from A to Z	SEAZ	Rocky Hill	8	$295/$260	5/12/2016
5/27	Forensic Accounting Investigative Practices	FAIP	Rocky Hill	8	$285/$250	5/13/2016

June Seminars

Date	Title	Express Code	Location	CPE	Member Standard/Early	Early Bird Good Through
6/1	Not-for-Profit Accounting and Reporting: From Start to Finish	NPAR	Rocky Hill	8	$285/$250	5/18/2016
6/2	Annual Accounting and Attestation Update	ACAU	Shelton	8	$320/$285	5/19/2016
6/2	Advanced Auditing of HUD-Assisted Projects	EOAHUD	Rocky Hill	8	$285/$250	5/19/2016
6/3	Form 990: Mastering Its Unique Characteristics	EOF990	Rocky Hill	8	$285/$250	5/20/2016
6/3	Advanced Concepts in SSARS 21 and Nonattest Services: Are You Certain You're in Compliance?	SS21-A	Shelton	8	$320/$285	5/20/2016
6/6	Partnership and LLC Taxation: Advanced Issues	PTAI	Norwalk	8	$320/$285	5/23/2016
6/6	A Practical Guide to Small Business Health Insurance and Fringe Benefits: 2016 and Beyond	OBCR	Rocky Hill	8	$295/$260	5/23/2016
6/6	Working With, Storing, and Securing Digital Information	SSDI	Rocky Hill	8	$295/$260	5/23/2016
6/7	A Complete Guide to the Yellow Book	YBYB	Rocky Hill	8	$295/$260	5/24/2016
6/7	Getting More Active with the Passive Activity Rules and the Net Investment Income Tax	PAIT	Cromwell	8	$295/$260	5/24/2016
6/7	Conducting Business the Right Way: How to Add and Keep More Customers and Clients	CBRW	Rocky Hill	8	$295/$260	5/24/2016
6/7	Introduction to U.S. Taxation of International Transactions	IIT	Norwalk	8	$320/$285	5/24/2016
6/8	Navigating Divorce: Tax and Litigation Issues	NDTL	Rocky Hill	8	$295/$260	5/25/2016
6/8	PDF Forms: Using Adobe Acrobat to Harness the Incredible Power of Electronic Fillables (Afternoon Session)	PDFF4	Rocky Hill	4	$160/$140	5/25/2016
6/8	Annual Update for Accountants and Auditors	AUAA	Cromwell	8	$285/$250	5/25/2016
6/8	QuickBooks Online: Worth Another Look! (Morning Session)	QBO4	Rocky Hill	4	$160/$140	5/25/2016
6/9	Navigating the PFIC Maze	NPFICM-A	Norwalk	8	$320/$285	5/26/2016
6/9	Best Practices for Payroll Taxes and 1099 Issues	GPT	Cromwell	8	$285/$250	5/26/2016
6/9	Annual Update for Preparation, Compilation, and Review Engagements	CORU-A	Cromwell	8	$285/$250	5/26/2016
6/9-10	Technology Conference	TEC	Rocky Hill	16	$530/$495	5/26/2016
6/9	Technology Conference (Day 1)	TEC1	Rocky Hill	8	$295/$260	5/26/2016
6/10	Technology Conference (Day 2)	TEC2	Rocky Hill	8	$295/$260	5/27/2016
6/10	Revenue Recognition: Mastering the New FASB Requirements	INRR	Cromwell	8	$285/$250	5/27/2016
6/10	Nexus Update: Latest Developments in State Income, Franchise, and Sales Taxes	NXUP	Cromwell	8	$285/$250	5/27/2016
6/13	Professional Ethics for Connecticut CPAs (Morning Session)	ETH613	Norwalk	4	$190/$170	5/30/2016

Date	Title	Express Code	Location	CPE	Member Standard/Early	Early Bird Good Through
6/13	Compilations, Reviews, and New Preparations: Engagement Performance and Annual Update	CRAU-B	Groton	8	$310/$275	5/30/2016
6/13	A Practical Guide to Trusts	PGTT	Rocky Hill	8	$295/$260	5/30/2016
6/14	Understanding the Tax and Compliance Issues of the Affordable Care Act	OBAM	Rocky Hill	8	$295/$260	5/31/2016
6/14	Accounting and Auditing Conference	AAC	Plantsville	8	$285/$250	5/31/2016
6/15	Navigating the PFIC Maze	NPFICM-B	Rocky Hill	8	$295/$260	6/1/2016
6/15	Employment Law Update: Key Risks and Recent Trends	LAWU	Rocky Hill	8	$285/$250	6/1/2016
6/15	Audits of Defined Contribution Pension Plans (Emphasizing 401[k] Plans)	ADC	Rocky Hill	8	$295/$260	6/1/2016
6/16	2016 Practice Issues and Update for Audits of Employee Benefit Plans	CPI	Rocky Hill	8	$295/$260	6/2/2016
6/16	The Clarified SASs: SAS 117 to 128	SASC	Cromwell	8	$295/$260	6/2/2016
6/16	Real-World Business Ethics (Morning Session)	CL4RWBE	Rocky Hill	4	$180/$160	6/2/2016
6/16	The Best Federal Tax Update Course by Surgent	BFTU-A	Shelton	8	$320/$285	6/2/2016
6/17	New OMB Guidance for Federal Awards	NOFA	Rocky Hill	8	$295/$260	6/3/2016
6/17	The Best Income Tax, Estate Tax, and Financial Planning Ideas of 2016	IEFP	Shelton	8	$320/$285	6/3/2016
6/20	Engagement Essentials: Preparation, Compilation, and Review of Financial Statements	FCRE	Rocky Hill	8	$285/$250	6/6/2016
6/20	Analytics and Big Data for Accountants	DAAN	Rocky Hill	8	$285/$250	6/6/2016
6/20	Surgent's Handbook for Mastering Basis, Distributions, and Loss Limitation Issues for S Corporations, LLCs, and Partnerships	HMBI	Shelton	8	$320/$285	6/6/2016
6/21	Applying the Risk Assessment Standards to Enhance Audit (Morning Session)	CL4ICRA	Rocky Hill	4	$160/$140	6/7/2016
6/21	Tax Practitioner's Guide to Accounting and Reporting Issues	TPG	Rocky Hill	8	$295/$260	6/7/2016
6/21	Toolkit of Best Practices for Today's Controller and Financial Manager	TKBP	Rocky Hill	8	$285/$250	6/7/2016
6/21	Not-for-Profit Organizations Conference	NFP	Plantsville	8	$285/$250	6/7/2016
6/21	Forensic Accounting: Uncovering Schemes and Scams (Afternoon Session)	CL4FAFR	Rocky Hill	4	$160/$140	6/7/2016
6/22	Nonprofit Industry Update and GAAP Refresher	NIU	Rocky Hill	8	$295/$260	6/8/2016
6/22	The Top 50 Business Tax Mistakes Practitioners Make and How to Fix Them	BTBB	Rocky Hill	8	$295/$260	6/8/2016
6/22	Construction Contractors: Accounting, Auditing, and Tax	CAAT	Rocky Hill	8	$285/$250	6/8/2016
6/23	The Top 50 Mistakes Practitioners Make and How to Fix Them: Individual Tax and Financial Planning	INBB	Rocky Hill	8	$295/$260	6/9/2016
6/23	FAQs: Nonprofit Accounting, Auditing, Compliance, and Governance Issues	FAQNP	Rocky Hill	8	$295/$260	6/9/2016
6/23	Fraud Update: Detecting and Preventing the Top 10 Fraud Schemes	TTFS	Rocky Hill	8	$285/$250	6/9/2016
6/23	Disclosure: The Key to Financial Statements	DKFS-A	Norwalk	8	$320/$285	6/9/2016
6/24	2016 FASB and AICPA Update	FAU-A	Groton	8	$310/$275	6/10/2016
6/24	Internal Control and COSO Essentials for Financial Managers, Accountants, and Auditors	ICDAD	Rocky Hill	8	$285/$250	6/10/2016
6/27	Annual Update for Preparation, Compilation, and Review Engagements	CORU-B	Norwalk	8	$310/$275	6/13/2016
6/27	Professional Ethics for Connecticut CPAs (Morning Session)	ETH627	Groton	4	$180/$160	6/13/2016
6/27	K2's Excel Tables and Data Models: Efficiently Managing, Analyzing and Reporting Your Data	ETD	Rocky Hill	8	$295/$260	6/13/2016
6/28	K2's Small Business Internal Controls, Security, and Fraud Prevention and Detection	ITC	Rocky Hill	8	$295/$260	6/14/2016
6/28	2016 FASB and AICPA Update	FAU-B	Cromwell	8	$295/$260	6/14/2016
6/28	Identity Theft: Preventing, Detecting, and Investigating Identity Theft	IDENT-B	Norwalk	8	$310/$275	6/14/2016
6/28	Upcoming Peer Review: Is Your Firm Ready?	SNPR	Rocky Hill	8	$285/$250	6/14/2016
6/28	Healthcare Fraud and Abuse Update for Auditors and CFOs	HC2016	Rocky Hill	8	$295/$260	6/14/2016
6/29	The Best S Corporation, Limited Liability, and Partnership Update Course by Surgent	BCPE	Rocky Hill	8	$295/$260	6/15/2016
6/29	Becoming an AICPA Peer Review Team or Review Captain: Case Study Application	PRTC	Rocky Hill	8	$285/$250	6/15/2016
6/29	Detecting and Preventing Fraud and Abuse in Government and Nonprofits 2016 Update	FAGNP	Rocky Hill	8	$295/$260	6/15/2016
6/29	Compilation and Review Practice Guide	CRP-A	Cromwell	8	$295/$260	6/15/2016
6/30	The Best Individual Income Tax Update Course by Surgent	BITU	Rocky Hill	8	$295/$260	6/16/2016
6/30	Ethics and Connecticut Professional Standards: When CPAs Make the Headlines (Morning Session)	EOPS1	Rocky Hill	4	$180/$160	6/16/2016

>> Members-Only Meetings

Reserve your place at www.ctcpas.org/membermeetings.

Questions? Contact CPE Programming & Conference Coordinator Phyllis Roche at phyllisr@ctcpas.org or 860-258-0216.

Easton CONNection

Easton Public Library, Easton
8:30 - 10:30 a.m. • CPE Credits: 2

Three Key Areas to Stay Current in the Qualified Retirement Plan Marketplace

Thursday, May 19

Presented by: **Stuart Herskowitz**, CRC, AIF, Senior Vice President; **Rodger K. Metzger**, CFA, President and Chief Investment Officer; and **Timothy A. Ryor**, FSPA, FCA, MAAA, Senior Vice President and Consulting Actuary; all from Hooker & Holcomb

Encryption

Thursday, June 16

Presented by: **Timothy Weber**, Manager, Infrastructure Services and **Eric Monda**, Senior Systems Engineer, ADNET Technologies

Coming up:

August 18
September 22
October 20
November 17
December 15

Torrington CONNection

Northwest Connecticut Chamber of Commerce, Torrington
8:30 - 10:30 a.m. • CPE Credits: 2

Concepts in International Taxation: An Introduction to International Tax

Wednesday, May 25

Presented by: **Paul N. Iannone**, JD, CPA, MST, Tax Counsel, Rogin Nassau

Coming up:

July 20
September 21
November 16

The Friday Focus for Members in Industry

CTCPA Education Center, Rocky Hill
8:30 - 10:30 a.m. • CPE Credits: 2

Multi-State Corporate Income Taxation Update

Friday, September 16

Presented by: **Patrick J. Duffany**, Esq., CPA, Partner; **Andrew DiSalvo**, Senior Manager; **Milo Peck III**, Manager; and **Cindy Galamgam**, Manager; all from CohnReznick

Coming up:

August 19
September 16
October 21
November 18
December 15 (Thursday)

Technology Breakfast Roundtables

Get expert advice from members of the Technology Interest Group in a fun, relaxed atmosphere. No registration necessary. Members purchase their own breakfasts.

CPE credit not available.

Thursday, May 19
Cristy's Luncheonette, Westbrook • 8:00 a.m.

Wednesday, June 15
Riverdale Diner, Shelton • 8:00 a.m.

Thursday, July 21
New York Pickle Deli, Rocky Hill • 8:00 a.m.

In-depth topics. Local experts. Answers.

Valuation, Forensic, and Litigation Support Group Dinners

CTCPA Education Center, Rocky Hill
Wine and Mingling: 5:00 - 6:00 p.m.
Dinner and Program: 6:00 - 7:30 p.m.

Lost Profits and Other Financial Losses: How to Deal with Them In Litigation

Tuesday, May 17, 2016

Presented by: Attorney **Michael McCormack**, O'Sullivan McCormack Jensen & Bliss

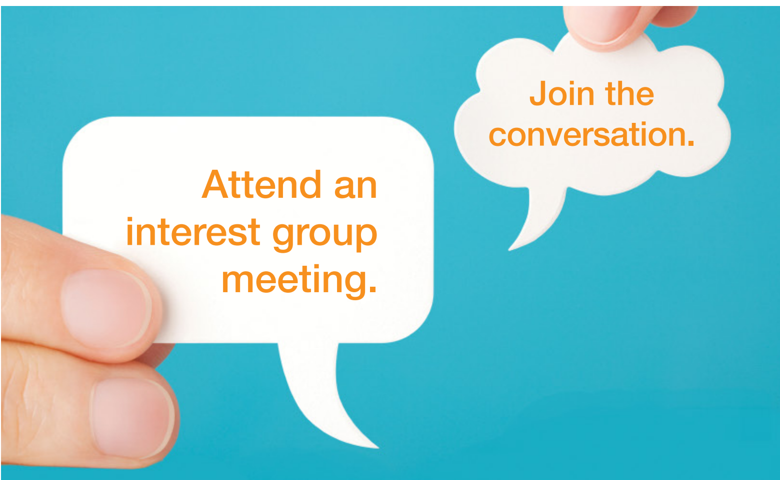
This program will address the element of damages in business litigation and individual cases and the various categories of damages that may be recovered in disputes involving businesses and individuals.

Court Ordered Corporate Dissolutions and Receiverships: Legal Standards and Practical Concerns

Tuesday, September 27, 2016

Presented by: **David Shaiken**, Esq. and **Mark Shipman**, Esq., Shipman, Shaiken & Schwefel, LLC.

This program will discuss the practical aspects of court-ordered dissolution, shareholder buyouts during a dissolution case, and receiverships.



>> Interest Groups Meetings

www.ctcpas.org/interestgroups

Whether you're just looking to explore a new niche or an expert in your field, CTCPA interest groups are a fantastic way to expand your network, get answers... and have a little fun in the process.

Federal Income Taxation Interest Group

CTCPA Education Center, Rocky Hill
Wednesday, May 11 • 8:30 - 9:30 a.m.

Partnership Allocations with Respect to Contributed Property
Presented by: **Brian J. Newman**, CPA, Partner, CohnReznick

Not-for-Profit Organizations Interest Group

American School for the Deaf
139 North Main Street, West Hartford
Tuesday, May 24 • 8:30 - 9:30 a.m.

Visions to Reality – A Strategic Odyssey
Presented by: **Thomas M. Wood**, CPA, CFO, American School for the Deaf

A built-in network.

Friday, May 13 • 8:30 - 10:30 a.m.
CTCPA Education Center, Rocky Hill

CPE credit: 2
Cost: $20 *Includes a hot breakfast buffet.*

Getting Clients (and Yourself!) Comfortable with the Cloud

Your small business clients have likely already asked your opinion. "What do you think of Quickbooks in the cloud?" "Should I be concerned with putting everything in the cloud?" "Which cloud provider is best?"

Giving the right answers can be challenging – particularly if the cloud is, well, cloudy to you.

Mark Torello, CISA, CFE, CRISC, CITP, CPA, director of The Technology Group, will share the pros and cons of cloud-based accounting systems (including specific products!) and answer your questions on all things cloud to ensure that you can give your clients the best advice possible.

>> Register at www.ctcpas.org/map.

CTCPA presents

Pr!me Picnic and Family Fun Day

Sunday, June 12
1–5 p.m.

Wickham Park, Manchester

Made possible by the CTCPA's financial planning firm of choice:

Barnum
Financial Group
An Office of Metlife

Bring your family and friends to enjoy activities, games, food, and fun with fellow CTCPA members.

Cost: $15 adults, $5 children 12 and under
Includes barbecue, desserts, beverages, activities, and parking fees.

A PR!ME Event

Pr!me is a new CTCPA interest group creating programming and events for professionals 35 and older.

Family-friendly fun will include:

- Face painting
- Water balloon toss
- Craft table
- Music
- Ladder ball and other lawn games
- Special basketball activities with WNBA Star and 3-time UConn National Champion Ashley Battle
- Horseshoe tournament (adults)
- Cornhole tournament (adults and children)

We'll provide you with a complete schedule of events so you can decide if you'd like to join us for a few activities or for the full event. Food will be served for the duration of the event.

Register at **www.ctcpas.org/Pr!me**.

Member

PERKS

CTCPA members can save big on everything from spa services and concerts to insurance and office needs!

Go ahead – enjoy the perks your membership affords you!

CTCPA

Get links and discount codes at www.ctcpas.org/memberperks.

Clothing

Brooks Brothers — Save 15 percent on full-priced merchandise with your Brooks Brothers corporate membership card.

Daycare

The Learning Experience — Save 10 percent on tuition – and get your extended care fees waived.

Automotive

Modern Tire and Auto Service — Drive Smart, The Modern Way. *Rocky Hill location only.* — Save 10 percent on parts and labor on any service or repair – and get all kinds of free stuff.

Fun Stuff

XL Center — Save money on popular events in Hartford, from concerts to sports.

Webster Bank Arena — Save money on popular events in Bridgeport, from concerts to sports.

Lyman Orchards — Save 15 percent on golf tee times and money off at the Apple Barrel.

Anytime Fitness — Save 10 percent on your monthly gym membership.

A Moment Away — Save 10 percent on spa services and gift cards.

Wildflower Farm — Save 20 percent on wildflower and lawn seeds.

Insurance

PACE — Save with Pace Professional Services, our endorsed professional liability insurance provider. 1-800-453-4021

Office Needs

CCH, a Wolters Kluwer business — Save 40 percent on select books of the month and 25 percent on all CCH tax and accounting books, including the *U.S. Master Tax Guide*.

IMS — You (and your clients!) can save 10 to 40 percent on credit card processing fees.

Agility Recovery — You (and your clients!) can save 10 percent on the disaster recovery ReadySuite® solution.

UPS — Save up to 36 percent on a broad portfolio of shipping services.

Paychex — You're eligible for unique benefits for your firm or company, as well as discounts for your clients.

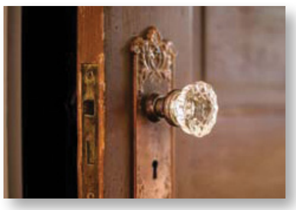
CPA Exam Review Courses

Each of these review courses offers a member discount.

Becker Professional Education · Wiley CPAexcel · Gleim CPA Review Redefined · Surgent CPA Review · Yaeger CPA Review · ExamMatrix

New & Young Professionals Events 2016

Learn more and register at www.ctcpas.org/nyp!



$25 for members
$35 for nonmembers

Thursday, May 19 • 6:30 - 8:30 p.m.

Adventure Rooms: Dueling Rooms

Adventure Rooms, Middletown

Participate in a live room escape event. Can you solve your way out? Only 30 percent of teams successfully escape. Will yours?

$10 per person
$80 per team (eight per team)

Wednesday, June 29 • 6:30 - 8:30 p.m.

Dodgeball Tournament

Nomads Adventure Quest, South Windsor

The elementary school classic is back ... dodgeball! Get ready for some fast-paced fun.

$200 per team (10 per team)

Saturday, August 13 • 10 a.m. - 2 p.m.

Charity Kickball Tournament

Norton Park, Plainville

Don't miss our seventh annual kickball tournament. Put your best foot forward for a great cause – and enjoy a cookout after the game.

Sit on a panel at your alma mater (or any college across the state, really).

September/October

College Month

Colleges and universities across the state

We're looking for new and young professionals to serve as panelists and share their experiences and advice with accounting students across the state!

Team up with another volunteer or take on your own classroom of elementary students.

Late October

JA in a Day

Charles Wright Elementary School, Wethersfield

Use your financial know-how (and the Junior Achievement curriculum) to teach kids about budgeting, entrepreneurship, taxes, and more.

$160 for members
$285 for nonmembers

Wednesday, November 16

New and Young Professionals Leadership Conference

CTCPA Education Center, Rocky Hill

With two breakout tracks (one for new professionals and one for those preparing for a management role), this full-day event focuses on networking, communication, leadership skills, team building, and identifying strengths.

Cocktail attire. You must be 21 or older to attend.

Thursday, December 8 • 6:30 - 10 p.m.

Mingling & Merriment Holiday Party

The Society Room of Hartford

Our flagship event! Mingle with more than 170 NYPs over drinks and hors d'oeuvres while celebrating the holidays in the stunning marbled grandeur of The Society Room of Hartford.

CAMPUS REP Connections

Each fall, CTCPA engages Campus Representatives ("Campus Reps") at Connecticut colleges and universities to act as CTCPA liaisons at their respective campuses. These students get the word out about CTCPA Student membership and opportunities available in the CPA profession.

What do accounting students around the state have to say? Check out these reports to hear from our eyes and ears on the ground!

"I chose accounting because I wanted to further educate myself on how to efficiently run a business. Accounting is necessary for any business to be successful!"

Caterina Perugini • Central Connecticut State University • Accounting Society Vice President

"The CTCPA has opened my eyes to the vast number of possibilities in accounting. By attending CTCPA events, I have seen firsthand how many people are willing to give a helping hand and a few words of wisdom. The sheer number of smiles at a CTCPA event has confirmed for me that accounting was a great choice; it's a community I am happy and proud to be a part of."

John P. Gibbons • Post University • Accounting Society Member

"This year Beta Alpha Psi gave students the opportunity to build relationships by implementing a mentorship program."

Larisa Virvo • University of Connecticut • Beta Alpha Psi Pledge Educator

"Beta Alpha Psi helped out with the pajama drive, participated in the Walk for Juvenile Diabetes, and helped at the Accounting Is My Major (AIM) event at the University of Hartford. We also have a VITA site on campus for tax season!"

Nicole Tomasik • University of Hartford • Beta Alpha Psi President

"In high school I took an accounting course and enjoyed the challenges I was faced with. I declared this major as a freshman, and continue to become more interested in this field. It also is very beneficial that accounting students graduate ready to work and have an established set of skills."

Maja Laska • Quinnipiac University • Accounting Society Member

"Because of the 150-hour credit requirement to become a CPA, many students are taking extra summer and winter classes. The scholarships given by the CTCPA are much appreciated and help students pay for these necessary extra classes."

Meghan McTeague • Southern Connecticut State University • Accounting Society President

"The CTCPA helped me greatly with the Interview Day event as well as guidance from specific members. I'm looking forward to participating in more of the networking events after I graduate."

Dan Wunderlin • Eastern Connecticut State University • Accounting Society President

Register today – Last year's event sold out!

INTERVIEW DAY 2016

How Does it Work?

1. Reserve your space at www.ctcpas.org/InterviewDay. Don't delay – last year's event sold out!
2. You'll receive student information packets (including resumes, essays, and areas of interest) in mid-September to review and give us your top picks.
3. Students will confirm their interest in your opportunity.
4. We'll schedule interviews in 35-minute increments on Friday, September 23 at the CTCPA Education Center.

Friday, September 23, 2016

CTCPA Education Center, Rocky Hill • 8:00 a.m. - 5:00 p.m.

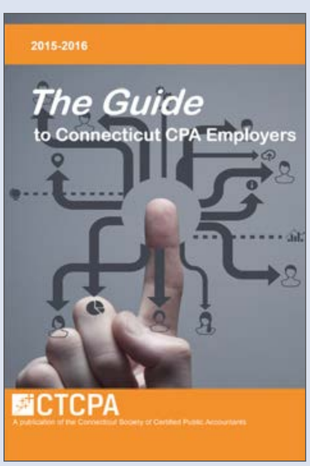
CTCPA's overwhelmingly successful event returns for the fourth year to help match accounting majors at Connecticut colleges and universities with employers in public accounting and private industry seeking interns or full-time hires.

Students must meet eligibility requirements and will be hand-selected by accounting faculty at colleges and universities across the state.

Cost: $500 per company.

Includes interview cubicle (accommodates up to two company representatives) for up to 10 interview slots, breakfast, lunch, and access to resumes and contact information for all student participants. You may add one additional representative to serve as a greeter in the student lounge for $50.

Learn more and register at www.ctcpas.org/InterviewDay.



Reserve Your Space in *The Guide to Connecticut CPA Employers*

This collection of employer resume pages, higher education opportunities, and practical "how-to" information is designed to spotlight accounting career opportunities in Connecticut.

The Guide is provided to two- and four-year college and university accounting departments and career service offices around the state, appears on the CTCPA website, is distributed to CTCPA student members, and is displayed year-round in the CTCPA Education Center.

- ❒ **Company/firm resume page: $265.88** *($250 + Connecticut sales tax)*
- ❒ **Enhanced listing: $390.88** *($375 + Connecticut sales tax)*
  Includes company/firm resume page plus black-and-white full-page ad alongside your resume.

>> Reserve your space **www.ctcpas.org/Guide** • **Jill Brightman** at jillb@ctcpas.org or 860-258-0239

Welcome, New Members!

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

New Certified Members

Matthew J. Auth, CPA
Ernst & Young

Sara F. Begg, CPA
Myers & Staufer, LC

Alexander J. Clausen, CPA
CohnReznick LLP

Keegan P. French, CPA
CohnReznick LLP

Jaimie E. Kowalsky, CPA
KPMG

Henry P. Zewald, CPA
Quantum Financial Partners

New Associate Members

Brenda Aurelia
Fiorita Kornhaas & Company, PC

Curtis M. O'Donnell Jr.
PricewaterhouseCoopers

Member Termination

Ceasar Anquillare of West Haven

Under the automatic disciplinary provisions of the CTCPA's bylaws, Mr. Anquillare's membership was terminated, effective March 17, 2016, because of a final judgment of conviction. Mr. Anquillare pled guilty to violating Title 18, USC Section 371, Conspiracy to Defraud the United States.

In Memoriam

Joseph J. Golec,
a member since September 15, 1960,
passed away December 8, 2015.

Barbara R. Irish,
a member since June 9, 1983,
passed away November 27, 2015.

David A. Soderstrom,
a member since September 16, 1982,
passed away July 24, 2015.

Member News

Send your news to Assistant Editor **Caitlin Bailey O'Neill** at caitlinb@ctcpas.org. Headshot photographs will also be published as space allows.

Members in the Media

John T. Salemi Jr., a partner in the firm of Pratesi, Salemi & Company in West Hartford, recently made an appearance on WTNH News 8's *Good Morning CT* to discuss pointers on filing income tax returns.

New and Young Professionals Cabinet Secretary **Kate Donovan**, a senior audit associate at Whittlesey & Hadley in Hartford, was recently highlighted in the HYPE (Hartford Young Professionals & Entrepreneurs) Member Spotlight.

Andrew Lattimer and **Thomas Krywinski**, partners with BlumShapiro, wrote "Treating tax time as an opportunity" for the April 11 *Hartford Business Journal.*

CTCPA Director of Finance and Operations **Julie McNeal** served as a panelist for the Greater Norwalk Chamber of Commerce's March 8 program "Connecticut State Budget: Fact or Fiction." McNeal and *Connecticut Mirror* journalist **Keith Phaneuf** discussed problems complicating the state budget process, including contractual agreements with state employee unions, paying for state employee pensions, and declining state income tax revenue.

A number of members were interviewed in the February 29 *Hartford Business Journal* article "Accounting firms deepen benches for truncated tax season," including **Richard Buggy** (Crowe Horwath office managing partner and tax partner), **Ed Kindelan** (CohnReznick's managing partner – New England), **Brett McGrath** (a partner in the Hartford office of Marcum and partner-in-charge of the firm's Connecticut tax department), and **Hannah Phelan** (an accounting major at Central Connecticut State University).

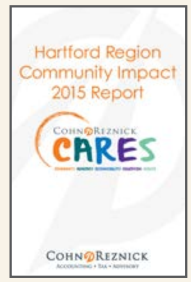
Reynolds & Rowella Launches New Consulting Group

Reynolds and Rowella, with offices in Ridgefield and New Canaan, held an educational seminar in March to alert real estate attorneys and title agents to the growing importance of best practices compliance for third-party settlement service providers following the 2010 Dodd-Frank Act and establishment of the Consumer Finance Protection Bureau.

(from left) Reynolds & Rowella partner Tom Reynolds speaks with Kathleen Merrigan, Esq. and Donna Kelly, Esq. at the firm's educational seminar.

The American Land Title Association (ALTA) has developed a best practices assessment procedure to meet these needs, leading to certification in seven major compliance areas: licensing, escrow accounting procedures, settlement procedures, title policy production and delivery, professional liability insurance coverage, consumer complaints, and privacy and information security. Reynolds & Rowella's new ALTA Compliance Solutions Group has developed a simple process to determine current practices and to fill in the compliance gaps so that clients can reach and retain certification.

CohnReznick Hartford Releases Community Impact Report



CohnReznick recently released its 2015 Hartford Region Community Impact Report. The firm marked its first anniversary in Hartford in November 2015.

"The move to Hartford brought together teams from two suburban locations and legacy offices of J.H. Cohn, Haggett Longobardi, and Kostin Ruffkess and Company, which shared a nearly 100-year history serving clients and the communities in which we work and live," said CohnReznick Regional Managing Partner – New England **Ed Kindelan**.

The firm's initiatives have included the Travelers Championship Birdies for Charity program, Junior Achievement's JA in a Day, Hole in the Wall Gang: Camp Challenge Ride and Bandit 5K, Movember for men's health, Foodshare's Turkey and a 30, American Red Cross blood drives, and many more.

"Throughout the report you will find information about our commitment to Hartford and how our team came together to make a difference in the lives of our neighbors during our first year in the community," explained Kindelan.

You can view the full report online at www.ctcpas.org/CARES2015.

Sauer Discusses Internships on FOX 61

Duane Sauer, a vice president with Robert Half International in Hartford, appeared on FOX 61's *Good Day CT* on February 19 to discuss the importance of internships in today's job market.

View video of the interview online at www.ctcpas.org/sauer.

Sauer also appeared as a guest lecturer to a business and professional communications class at the University of Hartford in February 2016 to discuss employment interviews.

Firm Moves and Promotions

Send your news of firm moves and promotions to **Caitlin Bailey O'Neill** at caitlinb@ctcpas.org.

Brentmore Valuation Advisors LLC in West Hartford announced that **Danny A. Pannese, CPA/ABV/CFF, CVA, CSEP, MST** will now be associated with the firm as a valuation consultant. Pannese has been published in the *Journal of Accountancy*, the *Tax Adviser*, and the *Valuation Examiner,* as well as academic journals. He is an associate professor on the full-time faculty of Sacred Heart University, where he teaches taxation and business valuation.

>> CTCPA Recognized for Achieving Exemplary **Email Marketing Results**

CTCPA recently received the All Star Award from Constant Contact for the third consecutive year. Constant Contact bestows the award to a select group of organizations successfully leveraging online marketing tools to drive success. CTCPA's results ranked among the top 10 percent of Constant Contact's international customer base.

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Help Wanted

Accountant – Tax – CPA firm seeking individual with 5+ years tax experience to supplement growth. Such person should have the required knowledge to complete the forms: 1120, 1120s, 1065, 1041, 1040, and related schedules. Salary negotiable, benefits included. Kindly forward your resume to: Thomas S. Monterosso, CPA, P.C., 65 Cherry St., Milford, CT 06460, email: thomas.monterosso@snet.net, or fax: 203-876-1690. Thank you.

Senior Accountant – Venman & Co. LLC. We are a mid-sized public accounting firm in Shelton and have been offering quality service to our diverse client base for over 80 years. We are seeking to fill key positions on our team. Individual must have 3+ years of public accounting experience; CPA a plus. Experience with ProSystem Engagement and Tax; not-for-profit audit experience also a strong plus. Benefits include education reimbursement. Reply to recruiting@venmanllc.com, fax: 203-929-9095, mail: Venman & Co. LLC, 375 Bridgeport Avenue, Shelton, CT 06484, Attn: Janet Barillari.

Mergers/Acquisitions

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.

Growing firm interested in acquisitions – Bakewell & Mulhare, LLC. Well-established firm in Litchfield County is looking to acquire other small firms or sole practitioners in need of succession planning. We strive to provide our clients with the highest level of service and technical advice. We have a dedicated staff and a broad spectrum of available services. Please reply with complete confidence to Scott Mulhare at scott@bakewellmulhare.com.

Merge into a larger firm – One of the major firms in Connecticut is interested in merging in another practice. We seek a firm that is interested in becoming an integral part of our long-term growth strategy. If you are concerned about obtaining quality staff or about having the resources to achieve maximum success, we could be the place for you. To discuss this, in complete confidence, please contact Drew Andrews, Managing Partner, Whittlesey & Hadley, P.C., 280 Trumbull St., 24th Flr., Hartford, CT 06103, phone: 860-524-4430, or email: aandrews@whcpa.com.

Practices for Sale – Accounting Practice Sales. Hartford CPA grossing $335K *Available*; Hartford EA grossing $70K *Available*; Shoreline New Haven County CPA *Sold*; Farmington Valley CPA *Sold*; Suburban Hartford CPA *Sold*; Southern Hartford County CPA *Sold*. For more info, contact Lori Newcomer at 888-277-6040 or LNewcomer@APSLeader.com.

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Reynolds & Rowella LLP, a leading Fairfield County CPA firm, is interested in potential acquisitions of area practices. Our areas of expertise include closely held businesses, high-net-worth individuals, litigation support, audits, and estates and trusts. We pride ourselves on providing quality, proactive solutions and services to our clients, and we are interested in discussing how we may provide solutions for your practice, too. Learn more about us at www.reynoldsrowella.com. Direct, confidential inquiries may be initiated via email to frankr@reynoldsrowella.com.

We are a growing two-partner firm in Fairfield County interested in building the major practice in our area. Accordingly, we are exploring merger or affiliation with another strong firm (or individual). For a confidential discussion, please contact Tony Cirone at Equale & Cirone, LLP by phone at 203-798-2721 or email tcirone@ecllp.com.

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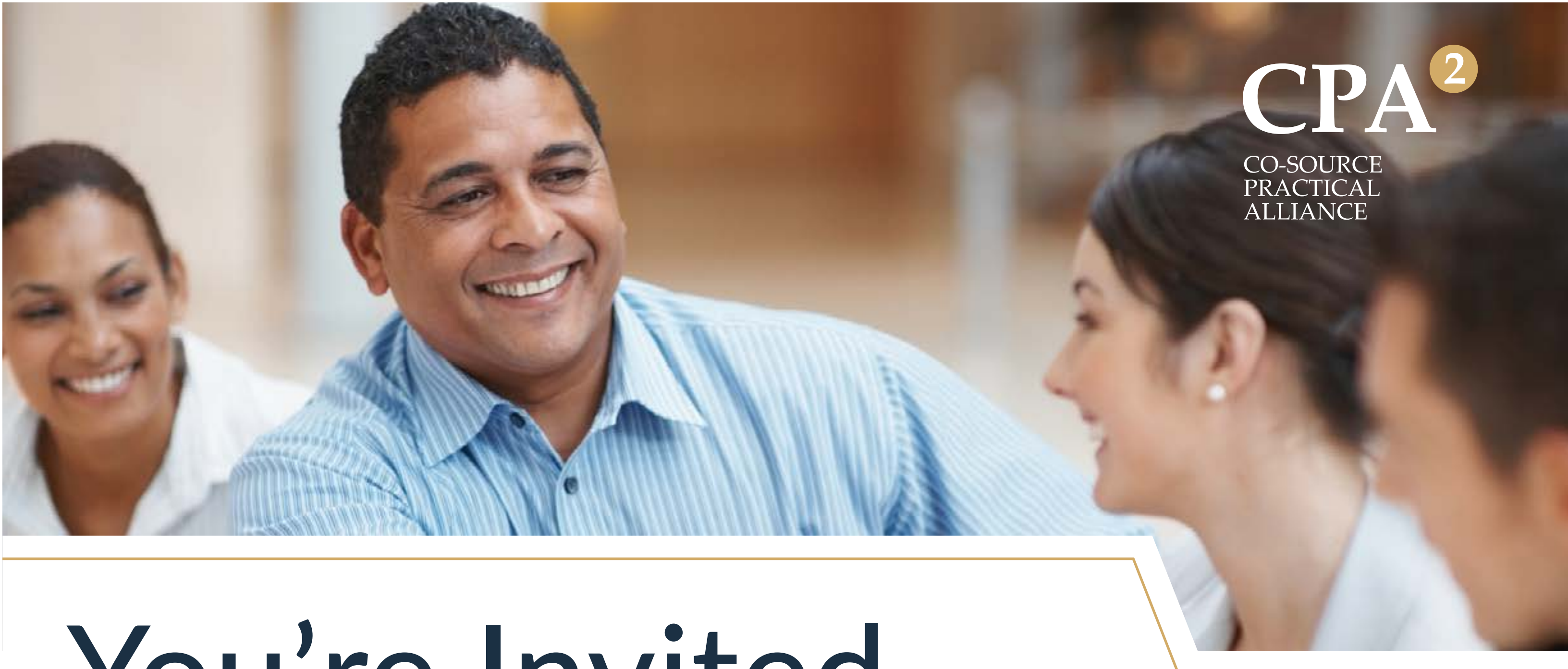

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