

The bimonthly newsletter of BKR INTERNATIONAL, the premier association of independent accounting and business advisory firms.

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## CHAIRMAN'S LETTER



I would like to start off our 2012 inaugural issue by wishing everyone a happy, healthy, and prosperous new year! I look forward to working with all of you in the months ahead in making this a truly successful year for BKR and our members.

Speaking of members, I am pleased to report that we added new firms this past year in Budapest, Bunbury, Douala, Gent, Port Louis, Toronto, and Santiago, but unfortunately lost firms in Lima and Mazeikiai. As a result, BKR is now 147 members

strong, up from 142 at this point last year. I am confident that our new firms will further strengthen BKR as one of the leading global associations.

The last quarter of 2011 proved to be quite busy for BKR, as members from across the globe gathered to share their expertise and best practices in Sydney for our Annual Worldwide Meeting. If you have not done so already, I strongly urge all of you, particularly those of you who were unable to attend this year, to log on to BKR.com and download the minutes and presentations from the meeting, as well as view the many photographs that were taken during the five-day event. In addition, the EMEA Region held extremely productive Audit and Tax Meetings on November 28 in Amsterdam. For a detailed account of their annual conference, be sure to check out EMEA Executive Director **Stephen Hamlet's** (London) article on page 2.

BKR also achieved a number of successes last year through our annual installment of regional meetings in April and May. Members of the Asia/Pacific, EMEA, and Americas Regions convened in Hanoi, Barcelona, and Québec City, respectively, to discuss strategies and face the challenges of our continuously changing professional environment.

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## ISSUES FACING THE ACCOUNTING PROFESSION IN 2012

by **Steve Erickson**  
BKR Consultant to CPA Firms



**Steve Erickson**

Accounting firms from around the world will need to address a number of key issues in 2012 in order to improve profitability, retain staff and clients, maintain quality, and remain relevant in today's marketplace.

### Reliance on the Financial Audit

The audit product simply must get better in order to remain relevant and essential in today's business world. The current events at Olympus are

but another example of where the audit procedures did not discover and disclose essential financial information.

Before this, we had Bear Sterns, Lehman Brothers, World Com, and Enron bankruptcies, where each had been given a clean opinion on their most recent financial statements and were out of business before one year had passed. A year in the life of any business has become more difficult to predict, as the business world has become more complex and transactions more numbered.

Through technology, company information has

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# ISSUES FACING THE ACCOUNTING PROFESSION IN 2012

(Continued)

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become readily available, and, as a result, the markets react faster, which makes the “going concern” evaluation that auditors must perform much more challenging. The financial audit must become more reliable if it is to retain its relevance in the future.

In these times, the reliability and quality of financial information has never been more important and must be the focus of every quality control program in every firm.

## Retention of Staff and Clients

Competition for your best staff and best clients has never been greater, and will continue to increase in 2012. The best people have always been hard to recruit, as they typically are employed and engaged in their current position.

However, over the past few years, salary increases have been limited due to the global recession. As a result, firms have become vulnerable, and their top performers are being actively recruited by their competition.

The competition for great accountants will only intensify in 2012 and beyond. If you want to retain your best and brightest accountants, make sure you communicate early and often, and let them know exactly how they can be successful in your firm and what success will mean for them.

Client retention will also be a challenge for many, as there has been little organic growth in their firms for the past few years, and, as a result, they have focused their marketing and sales efforts to the clients of other firms.

Competition has been tough in many markets, and substantial fee cutting has become the norm. In 2012, firms must focus on providing extraordinary value to their clients. This includes thoroughly discussing fees, service, and delivery expectations, as well as looking for ways to provide value beyond their necessary compliance services.

## Improve Profitability

The consumers of accounting, auditing, and tax services have matured, and are now

expecting more value for the fees that they pay. Fixed fees have become the norm for routine compliance services at a time when salaries and benefits for most firms are at an all-time high.

In 2012, accounting firms must start evaluating and minimizing the cost-per-hour by providing services to their clients and not allowing high-cost personnel to perform low-value services.

Over the past decade, there has been a huge reverse delegation of administrative tasks by having technology on the desks of our professionals.

Care must be taken to ensure your high-cost professionals are performing high-value services next year. Failure to take these steps will result in lower profits and increased fee pressure from your clients.

2012 will be a year of change for the accounting profession. Firms that initiate these changes and manage their process will have a significant competitive advantage over those firms that just maintain the status quo.

## 2011 EMEA TAX AND AUDIT MEETINGS

by Stephen Hamlet (London)

On Monday, November 28, BKR held two separate meetings in Amsterdam at the Hilton Schiphol Airport: one for tax and one for audit.

Although, due to sudden personal circumstances, I was unable to be in attendance, I am delighted to say that I have heard it was a most successful day.

With almost 50 delegates participating in both meetings representing 25 member firms and 17 different countries, we have received much positive feedback in respect of both Tax and Audit Meetings.

In addition to our usual thanks to both Standards Committee Chairman **Frank Kabisch** (Munich) and Tax Committee Chairman **Arcangelo Agogliati** (Milan), special thanks must go to **Grant Allsopp**, partner at **Walker Wayland - Sydney**, for

his invaluable assistance in the planning of, and participation in, the Audit Meeting.

As many of you know, Grant currently chairs BKR's International Standards Committee, and his significant contribution to this regional meeting was greatly appreciated.

After Frank Kabisch presented a session on “Auditing Group Financial Reports and How to Adopt the Requirements of ISA 600,” Grant presented “The New Definition of Control and the Application of IFRS 10, IFRS 11, and IFRS 12.”

The afternoon sessions commenced with **Simon Wagman** (London) discussing “Audit Quality – A Review of Regulator Inspections,” continuing with a discussion forum on the “EC Green Paper,” also involving Simon, along with **Ulrich Viefers**

(Düsseldorf) and **Geert Van Peteghem** (Aalst). The programme ended with Grant's “Top 10 Compliance Issues Identified in Audit Files.”

BKR's tax delegates were treated to a session on the new “Expat Tax Practice Group”

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**It is customary in some countries for firms to not have professional liability insurance.**

**Please check with the Executive Office when referring work to another member.**

# WORKING TOGETHER: BLICK ROTHENBERG CHARTERED ACCOUNTANTS

by Bob Rothenberg and Nilesh Shah (London)

Based in London, **Blick Rothenberg Chartered Accountants** offer clients audit, assurance, and business advisory services, as well as advice on corporate and personal tax matters.

We have both the experience and expertise of a large organisation with the approachability of a smaller personal advisor, and we place emphasis on quality of service, meeting our clients' needs, and leading-edge technology.

Blick Rothenberg enjoys an active working relationship with many BKR member firms, and is always looking to build on this and expand our network. Inbound investors make up more than a third of our client-base, and they value the association and our excellent relationship with UK Trade & Investment and London & Partners when dealing with cross-border opportunities.

Below are some examples of the work we have done with BKR firms around the world.

#### **Inbound from BKR: Macro 4**

Blick Rothenberg was introduced to Macro 4 by Los Angeles BKR member

**Gumbiner Savett Inc.** when it was acquired by Unicom Inc in 2009. We carry out the audit and tax compliance work for Macro 4, having taken over from KPMG, and liaise very closely with Gumbiner Savett on the group audit.

Over the last two years, we have helped in restructuring the UK group, and have provided pragmatic and commercial solutions to our client with partner-led assistance from Senior Tax Partner **Nilesh Shah**.

#### **Outbound to BKR: Fluency Solutions**

Our outsourced accounting services company, Fluency Solutions Ltd, provides companies, undertaking business in a number of countries, with Sarbanes-Oxley accredited accounting and administrative support across their international operations. We continue to expand our coverage and always contact BKR member firms first to work with us. Of the 23 current partner firms, 16 are BKR members.

PGP Corporation (PGP) was a privately held US venture capital backed business that provided market leading encryption technology before being purchased in June 2010 for

around \$300m by Symantec.

With a presence in the UK for a number of years, PGP had been working with Fluency since January 2004. During this time, their operation in the UK grew significantly and Fluency was able to grow with it. PGP said of Fluency, "The technology is very reassuring and this, combined with the personal level of service they provide, gives us the comfort that our confidential information is not going to end up in the wrong hands."

The sale to Symantec meant further reporting was required by PGP along with one-off technical advice, such as the calculation of the tax effects of options becoming vested. Fluency, with the assistance of several BKR firms worldwide, was able to provide advice as a "one-stop shop."

#### **Outbound to BKR: Concur**

Seattle-based client, Concur, provides expense management and reporting software. Blick Rothenberg was engaged to provide technical analysis on the treatment of VAT and income tax on expense reimbursements in

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## 2011 EMEA TAX AND AUDIT MEETINGS

(Continued)

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and "Expat Tax Issues," presented by **Mark Abbs** (London), with assistance from **Niall O'Connor** (Dublin), **Nayia Constantinou** (Nicosia), and **Alain Forestier** (Paris).

The meeting was especially fortunate to benefit from the expert knowledge and experience of Roberto Michieletto of the Council of the European Union in Brussels, who spoke on tax reforms, including the common consolidated corporate tax base and the VAT green paper.

The afternoon continued with "Hot VAT Topics," courtesy of **Petra Owen** (Hamburg) and **Rob Zevenbergen** (Ridderkerk), and

was completed with a roundtable discussion on "Taxation of Individuals' Capital Income – Comparison Across EMEA Region."

I would like to thank all of you again who participated in the success of the two meetings and look forward to next year's event.

## REMINDER!

Submissions for the March/April 2012 issue of the BKR International Worldwide Bulletin are due by  
Monday, February 6, 2011.

Electronic formats are preferred for both text (e-mail, Word, or PDF documents) and photographs (TIF or high resolution JPG attachments).

# NICHE NEWS

*All Firms Should Have Several Partners Participating in BKR's Practice Groups!*

All members are invited to join any practice group! The more participation, the more information and best practices that can be shared among members. E-mail the Executive Office today to put your name on the practice group e-mail list!

## Americas Regional Tax

The Americas Regional Tax Practice Group held a telemeeting on November 28 to discuss the international tax work being done in their firm and how the group can best leverage their collective expertise. Other topics discussed included sources of referral work, marketing, and staff training. Their next telemeeting will be held on February 7.

## Business Valuation

The Business Valuation Practice Group held a teleconference on November 14. Guest Speaker and Business Valuation Resources Representative Shelly Seger gave an overview of three products that were being discounted especially for BKR members. Participants then discussed exit planning, the possibility of having a face-to-face meeting, and the November AICPA Business Valuation Conference. The group's next telemeeting will be held on February 15.

## Canadian Tax

The Canadian Tax Practice Group held a telemeeting on October 19. Topics discussed included Employee Life and Health Trusts (Section 144.1 of the Income Tax Act), setting up private foundations for artists, estate planning and multiple trusts, the 2011 APFF

Federal Roundtable, and estate trust audits. The group's next telemeeting will be held on January 17.

## Firm Administrators

The Firm Administrators Practice Group held a telemeeting on December 14. The group discussed ways to keep their firms' momentum going, open and honest communication, and e-filing preparation for the upcoming tax season. The group's next telemeeting will be held on March 28.

## Forensic Accounting/Litigation Support

BKR's Forensic Accounting/Litigation Support Practice Group held a telemeeting on November 21. Agenda topics included "consulting" vs. "testifying" experts, proactive vs. reactive work, marketing, and IDEA software. The group's next telemeeting will take place on February 29.

## Future Leaders

BKR's Future Leaders Practice Group held a telemeeting on December 5. Guest Speaker Steve Erickson presented on management/staff engagement strategies, supervision, coaching for improved performance, and the accounting firm profit improvement model. The group's next telemeeting will be held in the first quarter of 2012.

## High Net Worth Families/Estate Planning

BKR's High Net Worth Families/Estate

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## About BKR's Practice Groups:

Firms that offer (or are developing) specialty services have formed groups to share resources and expertise.

Groups hold quarterly telemeetings and/or annual meetings, and develop seminars, brochures, and more.

For more information, including meeting summaries, supporting documents, and contact information, visit [www.BKR.com](http://www.BKR.com) > Member Services > Practice Groups/Committees.

# WORLDWIDE BULLETIN

is a publication of

## BKR INTERNATIONAL

### WORLDWIDE CHAIRMAN

Don Timmins  
Welch LLP  
151 Slater Street, 12th Floor  
Ottawa, Ontario K1P 5H3  
Canada  
Phone: (613) 236-9191  
Fax: (613) 236-8258  
E-mail: [dtimmins@welchllp.com](mailto:dtimmins@welchllp.com)

### WORLDWIDE EXECUTIVE OFFICE AND AMERICAS REGION

Maureen Schwartz  
BKR International Executive Office  
19 Fulton Street, Suite 306  
New York, New York 10038, USA  
Phone: (212) 964-2115  
Fax: (212) 964-2133  
E-mail: [bkr@bkr.com](mailto:bkr@bkr.com)

Howard Rosen, Chairman  
Conner Ash P.C. (St. Louis)  
E-mail: [hrosen@connerash.com](mailto:hrosen@connerash.com)

### ASIA/PACIFIC REGION

Stephen Roger  
Walker Wayland  
Level 8  
55 Hunter Street  
Sydney, N.S.W., 2000  
Australia  
Phone: 61 2 9951 5400  
Fax: 61 2 9951 5454  
E-mail: [stephen.roger@wwnsw.com.au](mailto:stephen.roger@wwnsw.com.au)

Peter Chong Ton Nen, Chairman  
Peter Chong & Co. (Kuala Lumpur)  
E-mail: [peterchong@peterchongco.com](mailto:peterchong@peterchongco.com)

### EMEA REGION

Stephen Hamlet  
12 York Gate  
Regent's Park  
London NW1 4QS  
United Kingdom  
Phone: 44 20 7544 4840  
Fax: 44 20 7935 6852  
E-mail: [stephen.hamlet@bkremea.com](mailto:stephen.hamlet@bkremea.com)

Peter Janssen, Chairman  
Gibo Groep Accountants en Adviseurs B.V.  
(Arnhem)  
E-mail: [pchjanssen@gibogroep.nl](mailto:pchjanssen@gibogroep.nl)

### NEWSLETTER STAFF

**Editor:** Jeremy Jarrell  
**Contributing Editor:** Belinda Rivera

### SUBMISSIONS

BKR welcomes news and articles from member firms, committees, and task forces, which can be submitted via e-mail, fax, or mail to BKR's Executive Office.

# WORKING TOGETHER: BLICK ROTHENBERG CHARTERED ACCOUNTANTS

(Continued)

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about 20 countries. Blick Rothenberg used BKR member firms over a three-year period in order to provide this worldwide service to the client.

## Outbound to BKR: Calypso

This San Francisco-based technology

company, with operations in the UK, engaged **Exponens**, BKR's firm in Paris, when they expanded to France.

When Calypso's CFO took up a new position at Net Shelter, she again engaged Blick Rothenberg and commented that she would love to use Exponens again after developing a close and effective working relationship with its

partners.

If you have any questions regarding Blick Rothenberg Chartered Accountants and how we can work together, please speak to **Bob Rothenberg** at +44 (0)20 7544 8888, bob.rothenberg@blickrothenberg.com or Nilesh Shah at +44 (0)20 7544 8866, Nilesh.Shah@blickrothenberg.com.

## CHAIRMAN'S LETTER

(Continued)

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Also, the three sessions of BKR's Leadership Institute have been met with accolades from all in attendance, so much so that we are already accepting registrations for the next institute, to begin in the fall of 2012.

Members will have many opportunities to meet and exchange ideas and information this year. First and foremost is our 2012 round of regional meetings. The Asia/Pacific Region will hold their annual conference at The Westin Resort Nusa Dua in Bali, Indonesia, from April 12-16. After that, the EMEA Region will meet at The Westin Dragonara Resort in St. Julian's,

Malta, from May 12-14. Last but not least, the Americas Region will hold their meeting at the Marriott Hotel in San Jose, Costa Rica, from May 18-22. What's more, BKR's event of the year – our 2012 Annual Worldwide Meeting – will be held at The Drake Hotel in Chicago, Illinois, from October 20-23.

Add to these all of BKR's various subregional meetings, and committee and practice group teleconferences, webinars, and in-person meetings, and it is clear that members have a multitude of options when it comes to connecting and communicating with colleagues from around the world. Remember, the true

benefits from BKR come to you when you and/or other members of your firm get involved, so plan to have someone attend not just the conferences but various other BKR activities throughout the year as well.

As we enter into 2012, I wish you all success and happiness in the year to come, and I look forward to seeing all of you at our upcoming regional meetings.

Regards,



**Don Timmins**

## NICHE NEWS

(Continued)

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Planning Practice Group held a telemeeting on November 17. The group discussed various issues related to estate planning, gifting, and potential changes to upcoming legislation. They discussed preparing and filing Forms 8939 and 706. The group's next telemeeting will be held on January 19.

## Human Resources

The Human Resources Practice Group held a telemeeting on December 7. Topics dis-

cussed included policies for staff volunteering at charity events, percentages for salary increases in 2012, upward evaluation of partners, and goals for chargeable hours. Their next telemeeting will be held on March 21.

## **NEW! State and Local Tax (SALT) Practice Group**

The newly formed SALT Practice Group will hold its first telemeeting on January 25. E-mail the Executive Office at bkr@bkr.com to participate, and be sure to provide a topic!

When referring work to other

BKR members,

avoid miscommunication!

Be sure to put (and get) the engagement requirements in writing. Use BKR's convenient referral form! Download it at [www.bkr.com](http://www.bkr.com) > Member

Services > BKR Library >

BKR Tools.

# 2012

## MEETING/TELEMEETING SCHEDULE

January 9	Real Estate and Construction Practice Group Telemeeting*
January 10	Affordable Housing Practice Group Telemeeting*
January 12	U.S. Tax Practice Group Telemeeting*
January 17	Canadian Tax Practice Group Telemeeting*
January 18	Manufacturing Practice Group Telemeeting*
January 19	High Net Worth Families/Estate Planning Practice Group Telemeeting*
January 23	Health Care Practice Group Telemeeting*
January 25	SALT Practice Group Telemeeting*
February 6	Marketing Practice Group Telemeeting*
February 7	Americas Region Tax Committee Telemeeting*
February 15	Business Valuation Practice Group Telemeeting*
February 29	Forensic Accounting/Litigation Support Practice Group Telemeeting*
March 19	Technology (Internal) Practice Group Telemeeting*
March 21	Human Resources Practice Group Telemeeting*
March 28	Firm Administrators Practice Group Telemeeting*
April 12-16	<b>Asia/Pacific Regional Meeting</b> The Westin Resort Nusa Dua Bali, Indonesia
May 2-4	BKR Leadership Institute Session 4 Doubletree Metropolitan Hotel New York, New York, USA
May 12-14	<b>EMEA Regional Meeting</b> The Westin Dragonara Resort St. Julian's, Malta
May 18-22	<b>Americas Regional Meeting</b> Marriott Hotel San Jose, Costa Rica
October 20-23	<b>Annual Worldwide Meeting</b> The Drake Hotel Chicago, Illinois, USA

*\* All telemeetings are held at 2:00 p.m. Eastern Time.*

# MEMBER NEWS AND NOTES

## Athens, Greece

**KAPA AUDITORS S.A.** has announced that it has changed its name to **FRS PROTYPOS ELEGTIKI A.E. ORKOTOI ELEGKTES**. All contact information remains the same.

## Baltimore, Maryland

**Gross, Mendelsohn & Associates, P.A.** has announced that Managing Partner **David Goldner**, CPA, CFP, CVA, was appointed to the Americas Regional Board of BKR International.

Also, David's article, "Year-End Charitable Giving," was published in *Pages for Pratt*, a publication for donors and friends of the Enoch Pratt Free Library. The article discusses strategies to take advantage of every tax opportunity available when making charitable contributions.

**William Walter**, MCP, MCSE, presented "The Top Six Technology Threats to your Long-Term Care Organization and How to Mitigate Them" on October 26 at HFAM's Quality Care for All Seasons conference, an event for Maryland's long-term healthcare professionals at Ocean City's Roland E. Powell Convention Center from October 25-28.

**Jamie Czajkowski** joined the firm's Technology Solutions Group. He will provide sales and marketing support to the team, handling client communication and product research, preparing price quotes and proposals, and purchasing and billing.

Firm employees recently spent four days volunteering at the Maryland SPCA and Paul's Place as part of its annual tradition of giving back to the local community. The Maryland SPCA is a non-profit organization dedicated to improving the lives of pets in the community. Paul's Place is a non-profit gathering place in the Pigtown neighborhood of Baltimore that offers hot meals, fresh clothing, a free clinic, and after-school children's programs.

**Diana Boyd DeWitt**, CPA, earned the QuickBooks 2011 ProAdvisor Certification designation. Diana is a manager in the Audit and Accounting Department at the firm. She has more than 15 years of experience in providing a variety of accounting and tax services to numerous clients.

**Jennifer Benward**, CPA, and **Naomi Pinson** have joined the firm's audit and accounting team as staff accountants.

Jennifer recently earned the CPA designation, and has five years of experience as a staff accountant working for private manufacturing and healthcare companies.

Naomi previously worked for Reznick Group in Bethesda and is studying to earn the CPA designation.

## Chicago, Illinois

**Ostrow Reisin Berk & Abrams, Ltd.** is proud to announce that **Richard Reisin**, a CPA and director at the firm, was recently named in *Chicago* magazine's 2011 list of Five Star Wealth Managers. He also received this honor in 2010.

Rich specializes in providing a wide range of accounting and tax services. He is an active member of the AICPA and the Illinois CPA Society, and has served on the following committees for these organizations: Ethics Committee, CPA in Residence Committee, Broker-Dealer Committee, and the Accounting and Education Committees. Rich has served on the board of directors for the Lake Michigan Federation, Indiana University Business School Chicago Alumni Associations, and The Police Assistance Center. He is also the former secretary and vice chairman of the DFK Executive Committee.

Five Star Professional partnered with *Chicago* magazine to conduct research to identify an elite group of wealth managers who are exceptional in both their ability and their commitment to overall satisfaction. Fewer than two percent of the 34,500 wealth managers in the Chicago area were selected.

The firm has also announced that **Robert Cronin** has joined as director of Valuation Services.

Bob has been in the valuation industry for more than 18 years and has extensive experience in business valuation, which includes the valuation of business enterprises, equity and debt securities, as well as intangible assets and intellectual property. Bob is both an accredited senior appraiser (ASA) and certified management consultant (CMC). He is a member of the American Society of Appraisers, the

Association for Corporate Growth, the Turnaround Management Association, and the Institute of Management Consultants.

## Chico, California

**Matson and Isom** is excited to announce that it acquired Nystrom & Company of Redding, California, October 1. Nystrom & Company has six partners and a total staff of 25. The newly merged firm will employ 115 staff and a total of 21 partners.

## Conshohocken, Pennsylvania

**St. Clair CPA Solutions** has announced the hiring of a new manager and five new staff accountants at its subsidiary, St. Clair CPAs, P.C.

**Brian DiMattesa**, CPA, manager, is a highly experienced tax, accounting, and auditing supervisor, business advisor, and consultant who excels in helping management teams develop efficient operational processes to maximize their bottom line.



**Brian DiMattesa**

The firm welcomes Staff Accountants **Giuseppe Bucci**, **Timothy Catinella**, **Brian Mintz**, **LiLi Oldham**, and **Daniel Roomberg**.

Giuseppe was previously an accountant in Horsham, Pennsylvania.

Timothy was most recently a revenue control auditor at The Philadelphia Zoological Society. He previously served in the U.S. Marine Corps, where he attained the rank of non-commissioned officer as a fiscal budget technician at Camp Smith in Hawaii.

Brian earned his bachelor's degree in accounting from Muhlenberg College in June 2011.

LiLi previously served as a personnel specialist for the U.S. Department of Defense at the Naval Air Station/Joint Reserve Base in Willow Grove, Pennsylvania.

Daniel was formerly a sales associate in the property management division of Joseph A. Delforno, Inc. He was previously a tax associate in a Philadelphia accounting office.

St. Clair CPAs, P.C. also announced that

## MEMBER NEWS AND NOTES (Continued)

Strategic Affiliate **Charles Nusbaum**, CPA, was awarded the globally preferred professional credential of certified fraud examiner (CFE) by the Association of Certified Fraud Examiners (ACFE). Charles has significant expertise in managing audit, accounting, business, and tax issues for closely-held commercial and nonprofit clientele up to \$200 million in revenues and \$90 million in assets. Charles directly manages relationships, and provides financial and business guidance to executive clients in a broad range of industries.



**Charles Nusbaum**

### Guernsey, Channel Islands

**Michael Fattorini** and **Gregory Robert** are proud to announce the appointment of **Tim Lowe** as director and participant of **Lince Salisbury Limited**.

Tim joined the firm in 2009 in a full-time capacity focusing on the fiduciary and company administration services business, provided through the wholly owned licensed subsidiary Avenue Trust Company Limited. Tim brings with him a wealth of expertise and knowledge in trust and company matters. During his career, he has worked at some well-known international financial services companies and investment banks. Clients have included global institutions and businesses, as well as Middle Eastern state-owned business. In addition to private client work, he more recently specialised in structures for cross-border planning, employee benefits, pensions, property ownership structures, and special purpose vehicles. He is a fellow of the Association of Chartered Certified Accountants (FCCA) and member of the Society of Trust and Estate Practitioners (STEP).

### Houston, Texas

**Briggs & Veselka Co.** has announced the admission of **Lien Le** and **Terry Sherrill** as shareholders on October 1.

Before becoming International Tax Services shareholder, Lien was the International Tax Services principal. During her

21-year career, Lien has done extensive work for multinational companies, providing international tax planning, consulting, and compliance services. She is a board member of The Entrepreneurship Institute-Houston Chapter and active member of the International Tax Forum-Houston and the Greater Houston Partnership International Business Committee. Lien served as a mentor for a candidate for the National Association of Women MBAs (NAWMBAs), the UH Chapter for 2010-2011. Furthermore, she currently serves on the International Tax Committee for BKR.

Terry previously held the title of Business Advisory Services principal before receiving her new title as Business Advisory Services shareholder. She has more than 27 years of internal audit experience, primarily related to financial institutions. Her experience includes providing loan review, mortgage loan quality control, and operational and regulatory compliance audits. Moreover, Terry has familiarity with Sarbanes-Oxley, deposit services, item processing, and trust administration and operations. Terry is a Certified Bank Auditor, Certified Financial Services Auditor, and CPA. She is a member of the Institute of Internal Auditors, Texas Society of CPAs, and the AICPA.

On Sunday, November 6, the firm was recognized for another year as one of the *Houston Chronicle's* "Top Workplaces 2011." This award denotes Briggs & Veselka as one of the best places to work in the Houston metro area and indicates that the firm met the national standard required of a "Top Workplace."

Briggs & Veselka is also preparing to leave their current location in Bellaire, Texas, which they have occupied for close to 40 years, to the 17th floor of Nine Greenway Plaza, beginning January 2012. The new office enables the firm to better serve their existing public and private clients with the ideal centralized location.

### Jacksonville, Florida

**LBA Certified Public Accountants, PA** is pleased to announce that **Rich Schlafer** has joined the firm as a tax partner.

Rich brings more than 40 years of experience to the firm. He served for several years on the State Taxation Section of the Florida

Institute of Certified Public Accountants and is a past member of the Florida Institute of Certified Public Accountants' Services Tax Task Force. He is a past president and former member of the board of governors of the Jacksonville Chapter of the Florida Institute of Certified Public Accountants, past president of the Estate Planning Council of Northeast Florida, former advisory member to the board of directors of Family Counseling Service, Inc. and Bridge-The-Gap, Inc., former member of the board of directors and treasurer of Il Villagio Condominium Association, Inc., and former member of the board of directors of the Jewish Community Alliance. He is currently a member of its Audit Committee.



**Rich Schlafer**

### London, United Kingdom

**Blick Rothenberg Chartered Accountants** has announced that it has opened a dedicated office at Tech City in Shoreditch in the east-end of London. This is a "drop-in" space from which the firm can support tech industry start-ups and entrepreneurs from the UK, but also well-established companies from overseas, particularly the US.

The UK government's ambition is to bring together the creativity and energy of Shoreditch with the potential of the Olympic Park to create one of the most significant technology centres in the world alongside Silicon Valley in the US. The firm is seen as forward-thinking in establishing a base there now, near the aptly named "silicon roundabout," and the firm has had considerable publicity from it.

Blick Rothenberg sees its Tech City initiative as an opportunity to support businesses in the area through their critical start up and development stages. The firm looks forward to working alongside of these businesses in this vibrant and fast-paced environment, providing specialist tax and accounting support to the next generation of tech companies.

### Los Angeles, California

**Gumbiner Savett Inc.** has announced that, less than a year after being appointed to the California Board of Accountancy (CBA) by Former Governor Arnold Schwarzenegger, Managing Director **Michael Savoy** has been

## MEMBER NEWS AND NOTES (Continued)

elected secretary/treasurer for 2012. In his new position, Michael will perform a variety of duties that will help drive the organization forward and keep its finances in sound shape.

Michael, who has been with Gumbiner Savett Inc. since 1994, specializes in providing audit and financial reporting for privately held entities, litigation support and forensic accounting, tax planning and compliance, succession planning, and exit strategies. Michael is also on the Executive and Finance Committee of the Los Angeles Chamber of Commerce and a board member. He is the immediate past chairman of the Americas Regional Board of BKR International, and is a member of the AICPA, California Society of Certified Public Accountants (CalCPA), and the Employee Stock Ownership Plan (ESOP) Association.



**Michael Savoy**

The CBA, which currently has 85,000 licensees, regulates the largest group of licensed accounting professionals in the nation. Its primary aim is to protect consumers by ensuring that only qualified licensees practice public accountancy in California in accordance with established professional standards.

### Louisville, Kentucky

**Deming, Malone, Livesay & Ostroff, PSC** has announced the acquisition of the accounting practice, Weinberg & Associates, PSC. After being in business for 59 years, President **Zalman Weinberg** was looking to establish a succession plan that included a quality firm to serve his clients. His past relationship with Former Managing Partner **Jerry Hurt** led him to Deming, Malone, Livesay & Ostroff, PSC. **Mary Schenkelfelder**, who has been with Weinberg & Associates for many years, will also be transitioning to DML0 with Zalman.

### Mt. Arlington, New Jersey

**Nisivoccia LLP** has announced that it participated in a program called "Denim Fridays" in support of Breast Cancer Awareness month. All employees who dressed in jeans on Fridays throughout the month of

October donated a dollar amount to the Susan G. Komen for the Cure Foundation.

Nine employees and family members participated in sorting donated goods at the Community Food Bank located in Hillside, New Jersey, on October 8. Participants were **Heidi Wohlleb, Myrlande Hector, Melissa Norwicke** and her family, **Terri Ionni** and her son, and **Steve Van Houten**.

**Michael Stieglitz**, MBA, CFP, financial advisor with the firm, joined planners from around New Jersey who volunteered their time and expertise to answer consumers' financial questions at Newark Financial Planning Day on October 15 at Science Park High School in Newark, New Jersey.



**Michael Stieglitz at Newark Financial Planning Day.**

**Chris Lynch** was the co-chairman of the Sussex County 30th Annual Distinguished Citizen Award Dinner held on October 19 at Perona Farms by The Boy Scouts of America.



**Chris Lynch (third from left) and Award Winner William Curcio (third from right) with Distinguished Citizens Award Committee members**

The articles, "Some Interesting Statistics Regarding Income Tax Burden" and "Tax Relief for Hurricane Irene Victims," were written by Partner **Marcia Geltman** for distribution to firm clients, prospects, and posting on the website.



**Marcia Geltman**

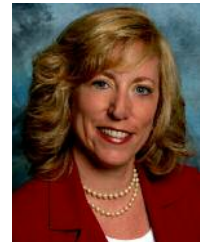
"Short Sale Tax Relief" was written by Partner **Nick Sarinelli** and will appear in the Community Builders & Remodelers Association of New Jersey newsletter. It was also distributed via a firm news e-mail and the website.



**Nick Sarinelli**

"Federally Declared Disaster Area Losses" was written by Tax Manager **Nancy Kazaba**, CPA, for firm e-mails, prospects, and posting on the website.

"Your Assets and Malpractice Claims Protected? Or, Risking it All?" was written by **Deirdre Hartmann**, CPA, with Marina Solo, Esq., Of-Counsel, K&L Gates LLP.



**Deirdre Hartmann**

"S Corporation Compensation – Will your Company Survive an Audit?" by **Harlene Stevens**, CPA, appeared in the November /December 2011 *Tax Impact* newsletter.



**Harlene Stevens**

Harlene also authored "Maximizing Use of Dental Insurance" for distribution to the firm's dental clients and prospects.

"So You Want to Volunteer?" by **Matthew Cullen**, tax accountant, was distributed to clients and prospects via e-mail and the firm's website.

Partner **David Evans**, CPA, RMA, PSA, authored the following for distribution via email: "The Expenditure "CAP" and Other Things that Don't Work" and "The Past Revisited?"



**Dave Evans**

### Pittsburgh, Pennsylvania

**Louis Plung & Company** is excited to announce the 90th anniversary of the firm's establishment. To celebrate this historic occasion, the firm held an event on November 3 at the Senator John Heinz History Center as both a thank-you to clients and friends, as well as a reflection on how far the firm has come since it

## MEMBER NEWS AND NOTES (Continued)

was founded in 1921.

### San Francisco, California

**Lindquist, von Husen and Joyce LLP** is proud to announce that it has named two new partners to the firm: **Cathy Hwang**, CPA, and **Rita Dela Cruz**, CPA. Both Cathy and Rita work in the firm's Audit and Attestation Department, and are graduates of BKR's Leadership Institute class of 2010.

Cathy joined the firm in October 2000 and became a principal in January 2005. She works



**Cathy Hwang** with clients in the areas of manufacturing, professional service corporations, real estate developments, research and development enterprises, and various non-profit organizations, including social services providers, large local affordable housing developers, and real estate property management companies.

Rita joined the firm as an auditor in August 2001 and became a principal in January 2006. She works with not-for-profit organizations with an emphasis on foundations, community development financial institutions, and affordable housing developers. Her other areas of specialization include audits of for-profit real estate organizations, affordable housing partnerships, property managers, and social service providers.



**Rita Dela Cruz**

### St. Louis, Missouri

**Conner Ash P.C.** has announced that President **Howard Rosen** was featured in the *St. Louis Business Journal* article, "Refund Anticipation Loans on the Chopping Block." Howard was also featured in the November *St. Louis Small Business Monthly* article, "Achieving Work-Life Balance Since 1926." The firm recognizes the competing values of employees' families and



**Howard Rosen**

stresses the importance of work-life balance by offering optional Saturdays during busy season.

Conner Ash sponsored another series of roundtable events with discussions on social media and fuel cost management saving strategies. On October 25, **Bob Klutho** was joined by Guest Speaker Kari McAvoy from EMD Consulting Group LLC for the Not-for-Profit Roundtable, and, on October 27, **Lou Fields** hosted the Transportation Roundtable with Guest Speaker Dan Doyle from Lathrop and Gage LLP.



**Bob Klutho and Lou Fields**

This year's campus recruiting effort for interns was a big success thanks to the following members of the professional staff: **Michelle Dowell** and **Alana Weissmueller**, who participated at Maryville University on September 29, and **Nigel Morton** and Michelle Dowell, who participated at Fontbonne University on October 7. As a result of the career fairs, the firm was able to



**Michelle Dowell, Alana Weissmueller, and Nigel Morton**

hire **Caroline Minnick** and **Daniel Valentine**.

Assurance Services Manager **Alicia Drouant** participated in the 2011 St. Louis Rock n Roll Marathon on October 21. Alicia's training and



**Alicia Drouant**

dedication paid off, placing 118/3354 overall, ranking second in her age division with a time of 3:20:15.

Partners at Conner Ash believe that donating to the United Way is a "sweet treat." This year, the firm exceeded its fundraising goal for The United Way of Greater St. Louis with more than 90% participation and a bake sale organized by the Administration Department. The firm was able to satisfy their sweet tooth and contribute \$6,380.51 to help strengthen the St. Louis community through United Way.

Conner Ash also helped stock local pantries for the upcoming holiday season by holding a Food Drive benefiting the St. Louis Area Foodbank. Employee generosity was rewarded with the opportunity to show off their Halloween spirit!

### Topeka, Kansas

**Mize, Houser & Company, Professional Association** has announced their merger, effective January 1, with Lowenthal, Webb & Odermann, P.A. The newly merged firm will operate as Mize Houser & Company, P.A.

Lowenthal, Webb & Odermann, P.A. was founded in 1982 with one office in Lawrence, Kansas. Services include accounting, tax, and auditing, with a niche in the municipal auditing area.

The expanded firm will include 190 associates, including **David Lowenthal**, CPA, and **Patricia Webb**, CPA. Shareholders in the firm will be **Audrey Odermann**, CPA; **Jim Eagan**, CPA; **Ken Hite**, CPA; **Duane Bond**, CPA; **Keith Olson**, CPA; **Gary Heyka**, CPA; **James Hilbert**, CPA; **Linda Hauschild**, CFP; **Tim Goodger**, CPA; **Bret Curtis**, CPA, JD, LL.M.; **Alan Groesbeck**, CPA, JD; **Brad Owen**, CPA; **Marsha Oliver**, CPA; **Carol Casale**, CPA/ABV, CVA; **Kevin Pelton**, CISSP; and **Bryan Phillips**, CPA/ABV, CVA.

### Washington, D.C.

**Snyder Cohn, PC** is proud to announce that **Eddie Snyder** was presented with the Founders Award by Bikur Cholim on November 13 at Young Israel Shomrai Emunah in Silver Spring, Maryland.

Bikur Cholim provides support to the sick in the Jewish Community of the Greater Washington, D.C., area.