

# THE GRAND LEDGER

Caution: The IRS compares amounts reported on your return with amounts on Schedule K-1. If you are a partner in a partnership or an owner in an S corporation, you must check the amounts on your return against the amounts on Schedule K-1.

## Part II

27 Are you reporting a passive activity loss on this return? If that loss was not reported on Form 8582, attach Form 8582 to this return.

## Nonpassive Income and Loss

	(g) Passive loss allowed (attach Form 8582 if required)	(h) Passive income from Schedule K-1 (see Schedule K-1)	(i) Section 179 expense	(k) Nonpassive from Sch
A				
B				
C				
D				
29a Totals				
b Totals				
30	Add columns (h) and (k) of line 29a			
31	Add columns (g), (i), and (j) of line 29b			
32	Total partnership and S corporation income or (loss). Combine lines 30 and 31			

## Part III Income or Loss From Estates and Trusts

	(a) Name	(c) Passive deduction or loss allowed (attach Form 8582 if required)	(d) Passive income from Schedule K-1	(e) Deduction or loss from Schedule K-1
A				
B				
34a Totals				35
b Totals				36
35	Add columns (d) and (f) of line 34a			
36	Add columns (c) and (e) of line 34b			
37	Total estate and trust income or (loss). Combine lines 35 and 36			

## Part IV Income or Loss From Real Estate Mortgage Investment Conduits (REMICs)—Residual Holder

	(a) Name	(b) Employer identification number	(c) Excess inclusion from Schedules Q, line 2c (see instructions)	(d) Taxable income (net loss) from Schedules Q, line 1b	(e) Income from Schedules Q, line 3b
38					39

## Part V Summary

39	Combine columns (d) and (e) only. Enter the result here and include in the total on line 41 below				40
40	Net farm rental income or (loss) from Form 4835. Also, complete line 42 below				41
41	Total income or (loss). Combine lines 26, 32, 37, 39, and 40. Enter the result here and on Schedule 1 (Form 1040), line 5				
42	Reconciliation of farming and fishing income. Enter your gross farming and fishing income reported on Form 4835, line 7; Schedule K-1 (Form 1065), box 14, code B; Schedule K-1 (Form 1120-S), box 17, code AD; and Schedule K-1 (Form 1041), box 14, code F. See instructions				42
43	Reconciliation for real estate professionals. If you were a real estate professional (see instructions), enter the net income or (loss) you reported anywhere on Form 1040, Form 1040-SR, or Form 1040-NR from all rental real estate activities in which you materially participated under the passive activity loss rules				43



QUARTER 2  
2024

# Welcome,



"It is unbelievable how quickly time flies when we have fun. All the teams had jam-packed agendas for the first half of the year, and the second half is not going to be any easier. These were evident in the CKH Group Heatmap, as presented at Town Hall, and we have our work cut out for the remainder of the year. I want to challenge the respective business units to drive success across all ten categories, which include financials, customer and staff service, and the four team objectives.

Teamwork will be the paramount in delivering on these objectives. We collectively driving towards a green Heatmap across all business units. Make sure to participate in the employee engagement survey, as it is designed to act as a platform for your voice and ideas. A few key callouts that will help solidify the future of CKH Group include the listing on and contract with GSA, securing the FSS contract through 2027, securing 18 government contracts, and the various projects the teams secured in the non-government space. Over the next six months, our business unit teams will focus on driving these initiatives forward by securing additional contracts, executing as promised, and making inroads into the investment credits space. This is going to be a fun ride!!!"

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

NICO MEYER  
CEO

## Welcome Interns!

*CKH Group would like to extend a warm welcome to all the interns who have joined us this quarter. Thank you for your support and desire to learn from CKH Group. Welcome Sophie Stone, Lydia Lee, Abigail Dennis, Zach Fenster, and Sawyer Davis in our Atlanta office. Also welcome Bryson Banks, Elena Fremont, and Emmi England in our new Hawkinsville office. Their roles are included in the Government Accounting, SALT Consulting, and Tax Legacy teams. We hope you have an informative and fulfilling internship!*

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# ANNOUNCEMENTS

## IS YOUR MID-YEAR KPI REVIEW COMPLETED?



All employees should have completed their mid-year KPI review with their supervisor/manager. After discussing it, don't forget to send your KPI sheet to HR! No scoring is determined at this time—this is just a check in for your year-end goals.

Reach out to [Livia Juliani](mailto:liviaj@ckhgroup.com) with any questions ([liviaj@ckhgroup.com](mailto:liviaj@ckhgroup.com))

**HAWKINSVILLE, GA OFFICE NOW OPEN!  
WELCOME TO THE CKH GROUP TEAM.**

## Introducing: CKH BLOG

*The Marketing team is excited to announce the launch of the CKH Blog. While the marketing team regularly creates articles relevant to the industry, the blog has been specifically created to allow CKH subject matter experts to have first-person commentary on recent events or industry related items. Our first blog "Accountability in Accounting: Our Founders Findings" is written by Harry Catrakilis. If you are interested in starting your own blog on the CKH website, please reach out to Marketing to discuss.*



# NEW ENGAGEMENTS

## CKH Consulting, LLC now a GSA Contract Holder!

CKH is now on the GSA schedule, which is a program designed to offer government buyers streamlined access to



**Contract Holder**  
Contract # 47QRAA24D009R

commercial products, services, and solutions at competitive prices. Being listed on the GSA schedule is the equivalent of being a product shown on the shelf at a store- instead of submitting bids to some contracts, government entities can now buy us "off the shelf". This is a huge achievement that furthers CKH's presence in the government space. Congratulations to the Business Development team for making it happen!



### Other New Contracts

#### Audit

City of Sparks, Georgia  
Telfair County, Georgia  
City of Walthourville, Georgia

#### Augmentation

Brooks County, Georgia

#### Quality of Earnings

Major Private Equity Group

SPB Contract Renewal



# NEW HIRES: Apr. - Jun.



## ATLANTA, GEORGIA



**Sophie Stone**  
Tax Intern

"I am rising junior at the University of North GA, majoring in Accounting and minoring in Spanish. I have loved accounting since Accounting 1 because it is challenging and rewarding. I also have a passion for learning languages, as I have studied Russian along with Spanish. I am hoping to learn more about what it's like to be an accountant.



**Abigail Dennis**  
Tax Intern

Please welcome Abigail Dennis, CKH group's new intern on the tax legacy team. "Hello! My name is Abigail Dennis. I am a rising senior at Truett McConnell University in Cleveland, GA, and I am majoring in Accounting. I am very excited to have this opportunity!"



**Lydia Lee**  
Tax Intern

Please welcome Lydia Lee, CKH group's new intern on the tax legacy team. "My name is Lydia Lee. I am a rising junior at the University of North Georgia in Dahlonega, Georgia with a major in Accounting. I am very excited for this opportunity!"



**Zach Fenster**  
SALT Consulting Intern

"My name is Zach Fenster and I am a rising senior at Wake Forest University majoring in business with a concentration in consulting and minors in Spanish and politics. I'm very excited to get to work this summer and learn as much as I can from such a great collective!"



**Sawyer Davis**  
SALT Consulting Intern

"My name is Sawyer Davis, and I am from Darien, Georgia. I am currently a Junior at the University of North Georgia, majoring in Finance. Alongside my studies, I am a member of the Georgia Army National Guard and I participate in the ROTC program at UNG. Outside of my professional and academic pursuits, I enjoy hiking, rock-climbing, and staying active."

## CAPE TOWN, SOUTH AFRICA



**Sisonke Pezi**  
Accountant

Sisonke Luthando Pezi was born in Port Elizabeth, Eastern Cape. His roots run deep in the Eastern Cape, where he attended a boy's high school in Uitenhage. When not exploring new horizons, you'll find him engrossed in crime investigation documentaries or hitting the pavement for a jog. With his heart in Port Elizabeth and his sights set on new experiences, he's all about resilience and curiosity as he navigates this exciting chapter of his life.



**Shoni Lekala**  
Transformation Associate

"My vast experience in auditing spans various industries, making me a versatile asset to any team. My end goal is to become a Chartered Accountant. I am an only child, which has instilled a strong sense of independence in me. I have been married for six years and I am blessed with a beautiful princess. I love laughing with every fibre of my being. Outside of work I enjoy traveling, engaging in conversations, and trying new recipes."

# NEW HIRES: Apr. - Jun.

## HAWKINSVILLE, GEORGIA



**LaTania Wright**  
Accountant

"I was born and raised in Georgia and have over 20 years of experience of Office Management, Bookkeeping, and Promotions. I am a published author of a children's book, and spent several years doing public speaking engagements and promoting it as a channel for children to express their emotions through creativity. I have a high regard for veterans, community, and family, which match the core values at CKH Group."



**Marcus Wallace**  
Accountant

"My name is Marcus and I've lived in Georgia most of my life. I got my Bachelor's Degree in Accounting from the University of Georgia. I am happy to join the Governmental Accounting team in Hawkinsville, GA and hope to learn and grow alongside my colleagues while serving the community to the best of my ability."



**Bryson Banks**  
Accounting Intern

"I am currently majoring in Accounting at Fort Valley State University. Originally from North Raleigh, North Carolina, I was raised in Athens, Georgia. I am the eldest in my family and have a younger brother who is majoring in Finance at Tuskegee University. In addition to my academic pursuits, I am an active member of the university's football team. Outside of football, I am passionate about trading stocks and maintaining a rigorous workout regimen."



**Emmi England**  
Accounting Intern

"I'm a recent graduate of Hawkinsville High School. Throughout my high school journey, I've been a dedicated leader in various clubs like FBLA, 4-H, and Beta Club, while also being the drum major of the marching band and the captain of the tennis team. In the fall, I will be attending the University of Georgia, where I will be pursuing a major in marketing."

## KYIV, UKRAINE



**Myroslva Sosnovska**  
Junior AR Specialist

"Hi! My name is Myroslava. I'm from a beautiful city of Lviv (Ukraine). I like Accounting and IT, have commercial experience in both. Love books and mountains, spending time outdoors and with my son. I Hope to be useful here in my new role and meet nice people."



**Karina Sihalova**  
AR Specialist

"I'm Karina from Ukraine, and I'm excited to introduce myself as the new AR Specialist. With a knack for numbers and a passion for organization, I'm eager to join the team and ensure everything runs smoothly. Beyond the office, I find joy in the adventure of exploring new destinations through travel."



**Sofiia Verkhola**  
General Ledger Accountant

"I'm from Lviv, Ukraine, and I bring over 20 years of experience in financial accounting, reporting, and analysis, having worked in both large and small companies across various international markets. Looking forward to fruitful cooperation and making incredible new connections."

## BAKU, AZERBAIJAN



**Eldar Gurbanov**  
Junior Accountant

"My name is Eldar Gurbanov, hailing from the vibrant city of Baku, Azerbaijan. Currently I am pursuing my Master's degree here. I am thrilled at the prospect of becoming a

part of CKH and look forward to contributing to its success while continuing my journey of learning and discovery"



**Elnara Hajiyeva-Rzayeva**  
Senior Financial Reporting Analyst

"I am from Baku, Azerbaijan. I have lived in the UK for 4 years, where I got my bachelor's in economics and master's degree in finance

and accounting. I can speak 3 languages fluently: Azerbaijani, Russian and English. I enjoy exploring different cultures, learning new languages, and baking delicious treats."



**Matanat Hasanli**  
AR Specialist

"I am Matanat, born and raised in Baku. I earned my bachelor's and MBA degrees from the Azerbaijan State University of Economics. I have worked

as an accountant for 5 years. I love doing Yoga, reading and traveling. I am really happy to be part of CKH group."



**Vusala Aghayeva**  
STAT compliance Specialist

"Hey there! I'm Vusala Aghayeva. I was born and raised in Baku, Azerbaijan. Graduate of Istanbul's Sabanci University with a bachelor's degree in Business

Management. Fluent in four languages, I'm a travel enthusiast who loves exploring new places with friends. Excited to join the STAT team and bring my skills to the table!"

## ATHENS, GREECE



**Dimitri Myrat**  
Indirect Tax Associate

"My name is Dimitri Myrat. I was born in Athens and I am half Greek and half French, so I speak Greek and French on a native level. I have studied Economics at University of Montreal and from 15th I am part of the SALT Compliance Team. I like traveling, going to the cinema and live concerts."



**Angeliki Chatzaki**  
Junior AP Specialist

"Hello, my name is Angeliki and my roots go back to the beautiful island of Greece, Crete. I have almost graduated from the University of Piraeus in the department of economics. I have to admit that I'm so happy to be a member of the CKH Group team."



**Nikos Skoutardis**  
Junior AP Specialist

"My name is Nikos Skoutaridis. I was born in Athens and I am Greek. I have worked in the TV Production industry, and I am excited for this new challenge. I like traveling and spend time with friends."

# WORK ANNIVERSARIES

THANK YOU TO OUR DEDICATED TEAM



At CKH Group, we want to see our employees succeed. Your personal development is important not just to the success of the company but also to your own personal development. Remember our core values to never stop growing and reach higher.

Congratulations to the employees that had a work anniversary this quarter!

## CONGRATULATIONS ON 10+ YEARS!



**Andrzej Badura**  
Stat Compliance Manager  
**10 years**



**Yvette Hasbrouck**  
BD Rep / Payroll Manager  
**12 years**



**Frank D'urban-Jackson**  
CPA, Chief Tax Officer  
**19 years**

# CONGRATULATIONS!

## Azerbaijan

Apr. 1 - Nigar Haytaoghlu (2 years)  
Apr. 3 - Dinara Ramazanova (1 year)  
Apr. 3 - Farida Guliyeva (1 year)  
Apr. 25 - Esmira Huseynova (1 year)  
Jun. 1 - Zack Gasimov (2 years)  
Jun. 5 - Sabina Hajibayli (1 year)  
Jun. 20 - Farida Guliyeva (1 year)

## Greece

Apr. 24 - Katerina Papasavva (1 year)  
May 19 - Engi Rami (3 years)  
May 23 - Aggeliki Tsiri (2 years)  
May 24 - Pepi Delimari (2 years)  
Jun. 1 - Adelaida Myrtollari (2 years)  
Jun. 1 - Tzogia Zapanti (2 years)  
Jun. 3 - Christos Kleftakis (5 years)  
Jun. 10 - Afroditi Zerva (5 years)  
Jun. 20 - Maria Kondylaki (2 years)  
Jun. 29 - Eda Agian (3 years)

## Poland

May 2 - Matthew Sert (2 years)  
May 23 - Claudia Kaczmarek (2 years)  
Jun. 1 - Andrzej Badura (10 years)

## South Africa

May 1 - Corné Greeff (2 years)  
Jun. 1 - Carita Jansen Van Rensburg (2 years)  
Jun. 6 - Stephné Kukard (2 years)  
Jun. 13 - Lize-Mari Badenhorst (2 years)

## Spain

Apr. 4 - Aldo Baldani (2 years)  
May 9 - Livia Juliani (2 years)  
Jun. 13 - Thais Tibau (2 years)



## Ukraine

Apr. 6 - Olha Zhygariyeva (4 years)  
Apr. 27 - Iuliia Antoniak (4 years)  
May 8 - Ivan Ilmeyer (1 year)  
May 15 - Viktoriia Lehusova (1 year)  
May 22 - Dinara Kartayeva (4 years)  
May 23 - Tetiana Hryvenko (1 year)  
Jun. 5 - Kristina Tataru (1 year)  
Jun. 9 - Olesia Honcharyk (4 years)  
Jun. 30 - Anastasiia Artiukh (3 years)

## United States

Apr. 23 - Nico Meyer (6 years)  
May 11 - John Goss (4 years)  
Jun. 1 - Frank D'urban-Jackson (19 years)  
Jun. 11 - Yvette Hasbrouck (12 years)  
Jun. 26 - Brian Cagle (1 year)

## Jun. 16 - South Africa Youth Day

Youth Day in South Africa, observed on June 16th, commemorates the 1976 Soweto Uprising, where students protested against educational policies, marking a significant moment in the country's history.



## Apr. 27 - South Africa Freedom Day

The day is celebrated to honor the struggle for a free and democratic South Africa and to reflect on the progress made since the end of apartheid. It commemorates the first post-apartheid elections held in 1994.

# HAPPY HOLIDAYS ACROSS THE WORLD

## May 12 - Mother's Day



## May 12 - Father's Day



## Apr. 22 - Earth Day



## May 29 - Memorial Day

Memorial Day is a federal holiday dedicated to honoring and remembering the men and women of the U.S. military who have died in service to their country. The Month of May, in general, is also Military Appreciation month in the U.S.





### Jun. 19 - Juneteenth

Juneteenth is a holiday in the United States that commemorates the end of slavery. It marks the day in 1865 when it was announced that all enslaved people were free, in accordance with the Emancipation Proclamation.

### Jun. 15 - Azerbaijan National Salvation Day

This day commemorates the return to power of Heydar Aliyev (who later became the president) in 1993, a pivotal moment that stabilized the country during a period of political and economic turmoil.



### Jun. 26 Armed Forces of the Republic of Azerbaijan



### May 28 Azerbaijan Independence Day



### Apr 20 End of Ramadan



### June 16 Eid Al-Adha



### May 3 - Poland Constitution Day

Poland Constitution Day, celebrated on May 3rd, commemorates the adoption of the Polish Constitution on May 3, 1791. This historic document is considered Europe's first modern constitution and the world's second.

### May 1 - International Labor Day

Also known as May Day, this day honors the contributions of workers and the labor movement, advocating for workers' rights and fair labor practices.



## Hawkinsville Office Grand Opening

CKH Group is very proud to announce the opening of our newest US office in Hawkinsville, Georgia. This event was the official grand opening and was a great way for CKH to connect with the community and introduce themselves to the town. It including a catered lunch and ribbon cutting.



# OFFICE EVENTS AND EMPLOYEE ACTIVITIES



## Hawkinsville Bowling

Members of our new Hawkinsville office gathered for an exciting team-building event at the local bowling alley. This was a great moment for this new team to get to know each other outside of the new office space.



## Tax Season Party

The Atlanta office celebrated a successful tax season with a dinner at The Cape in Avalon. Frank gave a few words to recap the season and everyone dug into a nice meal together. This was a great opportunity to celebrate the tax team's achievement this year!



## Concourse (King and Queen Building) Golf Event

Concourse, which is the group of buildings that includes the office building CKH Atlanta office works out of, hosted a golf event for its tenants. Some of our team members in the Atlanta office enjoyed the amazing spring weather by playing some of the games and sharing a meal outside.



# GMA Annual Convention

Our Business Development Team went to Savannah, GA to attend the 2024 GMA Annual Convention. This convention is held by the Georgia Municipal Association and is an opportunity for Georgia Government Entities to receiving training and resources as well as connect with companies like CKH Group on the tradeshow floor to learn what contractors may be able to support their government needs.



# Nazli Trip To Baku

Nazli Mukhtarova was able to join the Azerbaijan team in the office for a bit. She is from Baku but is currently living in Doha, Qatar



# Poland Garden Meetings

It is finally starting to get warmer in Poland, so the team has taken to appreciating every day. They have taken some of their team meetings outside to enjoy the wonderfully warm weather.



## Greek Consul Event



CKH Group was delighted to collaborate with Mr. Theodoros Dimopoulos, the Consul General of Greece in Atlanta, in hosting a networking reception with the American Farm School and its president, Dr. Jeff Lansdale! This event brought together esteemed guests to foster meaningful connections and celebrate shared goals.

# OFFICE EVENTS AND EMPLOYEE ACTIVITIES

## Hawkinsville High School Job Fair

Roger Nixon and Kyle Heyl attended the Hawkins High School Job Fair prior to the opening of the new Hawkinsville office. It was an excellent opportunity to connect with community and take a look at the upcoming accounting talent pool!



# HAPPY BIRTHDAY!



# Quarter Two Birthdays

## Azerbaijan

Apr. 19 - Leyla Hasanova  
Apr. 25 - Huseynova

May 24 - Farida Guliyeva  
May 30 - Nazli Mukhtarova

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## Greece

Apr. 9 - Kelly Koutsoura  
Apr. 14 - Artemis Kanaki  
Apr. 28 - Anastasia karagianni  
May 4 - Konstantinos Theodorou  
May 6 - Maria Kondylaki  
May 18 - Stamatia Tsakozi

May 23 - Evangelia Karamolegkou  
May 26 - Engi Rami  
May 27 Dimitris Dimitrelis  
Jun. 15 - Dionisis Kalogeropoulos  
Jun. 16 - Eleni Fillipidi  
Jun. 23 - Georgia Sergi

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## Poland

Apr. 12 - Ewa Kaczmarek  
May 9 - Yana Sadovska

May 13 - Lukasz Augustyniak  
Jun. 10 - Claudia Kaczmarek

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## South Africa

Apr. 8 - Stephné Kukard  
Apr. 19 - Nasja Anthony  
Apr. 22 - Clayton Seale  
May 1 - Carita Jansen Van Rensburg

Jun. 6 - Jaimy Jonkers  
Jun. 8 - Enrico Salie  
Jun. 21 - Jan Duvenage

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## Spain

Apr. 20 - Berke Taseli  
May 4 - Malena Manuele

May 6 - Thais Tibau  
May 29 - Livia Juliani

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## Ukraine

Apr. 4 - Sofiia Verkhola  
Apr. 4 - Olha Zhygariyeva  
Apr. 9 - Tetiana Artekova  
Apr. 12 - Maryna Zadoyan  
Apr. 12 - Mariia Biakova  
Apr. 14 - Artur Kuzin  
Apr. 15 - Olena Tsokolenko  
Apr. 20 - Kateryna Zatona  
Apr. 29 - Cedrick Kalala  
Apr. 30 - Oleksandr Pobedria  
May 1 - Viktoriia Lehusova  
May 5 - Mariana Senkiv  
May 9 - Myroslava Sosnovska  
May 12 - Pavlo Kripak  
May 15 - Dinara Kartayeva

May 16 - Tetiana Kozyr  
May 16 - Sabina Adjygeldyeva  
May 23 - Natasha Krasniuk  
Jun. 1 - Alla Ishchenko  
Jun. 1 - Anastasiia Vlasova  
Jun. 7 - Larysa Kril  
Jun. 7 - Anastasiia Pisariyeva  
Jun. 13 - Olesia Honcharyk  
Jun. 14 - Maksym Prybora  
Jun. 18 - Valeriia Avramenko  
Jun. 21 - Olha Nazarenko  
Jun. 22 - Olga Volosovska  
Jun. 28 - Viktoriia Kozak  
Jun. 28 - Tetiana Hryvenko  
Jun. 30 - Tetiana Cherniavska

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## United States

Apr. 2 - Esther Shi  
Apr. 7 - Nico Meyer  
Apr. 26 - Frank D'Urban-Jackson

May 9 - Sophie Stone  
Jun. 28 - Emmi England

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# Chatting with Franco

A column dedicated to the thoughts and writings of Franco Cicchiello from our Barcelona office. Reach out if you would like to contribute too!



## The Strategy

Carl von Clausewitz was a German general who is considered the father of modern western strategic studies and, for this reason, is used as a source of inspiration in management schools. He said that military strategy is the employment of battles to gain the end of war.

Wars are also those shared between children in the hot bothering Italian afternoons who typically find other kids looking for trouble.

When I was 10 years old, my grandparents took me to the seaside for a few days every year. As a child I did not have a choice, but, at the same time, a change of scenery brought happiness and enthusiasm and so, even if they were very strict, a few days with Grandma and Grandpa were OK.

I had a friend, Pierluigi, with whom I played every day. He was a skinny child from Turin, one year older than me, with a very funny voice: high and raucous. I thought he was OK and trusted him.

One afternoon, in the hours just after lunch time, when the sun was hot and we could not dive because we were not allowed to swim yet, we walked along the beach and met three older and bigger children from another beach.

I immediately felt that a war was coming: some provocations, some challenges, some threats. That's the typical scheme before the fight. I was doubtful but Pierluigi, with his funny voice, was answering threat after threat and looked quite sure of himself.

At a certain point the three guys talked to each other briefly and I tried to talk to Pierluigi saying, "Are you sure about this? These guys look dangerous."

He replied, "Leave me alone, I know what I am doing!"

I thought, "He has a strategy!" and felt reassured.

I did not know Von Clausewitz yet, but my friend was older than me and seemed sure of himself, so I said to myself, "OK we'll see. Do not worry."

The fight was getting closer and closer

and Pierluigi seemed to be preparing a trap for the three. Things were getting interesting: intelligence against brutal force!

I was kind of enthusiastic, but just like it happens when you play poker, the moment to see the cards came. Pierluigi did 2 things:

The first one: he shouted as loud as he could, "Grandpaaaaa! Help!" We were too far away and with that whispering voice, nobody heard. The three guys laughed at us and came closer but then Pierluigi did the second "strategic" move:

"Franco let's run away!", he shouted, and he took off.

He was a damn good runner, and, in a few steps, the three guys were far behind him, but not for me...

I ran but they were older, and I could feel them close behind me. At that point I was doing 2 things: I ran and I thought of all the worst things I could about my friend.

While running, I also felt stupid for having trusted that guy and I could not forgive myself but, after a little while, I heard the three guys insulting me and I understood that I was safe because the ignorant do this: since they cannot catch you, they offend you. Stupid!

When I reached our grandparents, Pierluigi was there all excited and explaining our adventure. I did not say anything because I was breathless and because I thought that telling my friend how irresponsible he was would have not helped neither me nor him. I decided not to go around with him anymore.

You know, in life, the most dangerous people are not the bad ones, because these know what they do and have bad actions under control. The stupid ones, instead, can cause terrible disasters because they don't know what they are doing and don't master the consequences of their actions.

My friend had no strategy and, also, no intelligence.

After a few days, I went back home and did not see Pierluigi again. Ambition is good, but first learn and then aim for success.



# René and Gilles

René and Gilles are very good friends.

They are 2 of the best Formula 1 drivers in 1979. But their friendship becomes a ferocious rivalry when they are driving, respectively, their Renault and Ferrari.

Before the free practice of the US Grand Prix in Watkins Glen, Gilles asks René, "Have you ever done the last corner before the box at full speed?"

"No", René says, "I release the accelerator a little bit when I am in it and then I push to the bottom while coming out of it."

At this point Gilles says, "I wanna try this afternoon."

A few hours later, René is going through the last corner of the circuit when he sees the Ferrari of his friend completely destroyed. He stops into the pit and soon goes to look for him.

The Canadian guy is sitting in the Ferrari box in perfect shape, but René asks, "Gilles, are you OK?" and the answer is, "I can confirm... Making that corner at full speed is impossible. I tried, but... No way!"

A Ferrari is destroyed... But the experiment is completed.

Now the scene moves to Dijon: French Formula 1 Grand Prix, 1979.

Gilles and René are dueling for second place, not the victory, but in the last 2 laps they overtake each other 5 times, their cars have contact 7 times. This is probably the most memorable battle ever in Formula 1.

Gilles comes second and René third.

On the podium, they see the excitement of the crowd and they realize that they have made history!

Nobody knows who really won the Grand Prix (the French Jean Pierre Jabouille on Renault) but everybody remembers the last 2 laps from Gilles and René. I saw it on TV, and I could not believe that I was seeing something like that!

After the race, Niki Lauda attacked both

men by saying, "You two are completely crazy! You don't know how many times you risked your life in those last 2 laps!"

Gilles, very calmly, replied, "If it happened again, I would do it again."

René, with his pungent humor, said, "I only know that if you were there instead of Gilles, I would have come second and not third!" and then they both walked away.

Just like anything else in life, Formula 1 has changed and, in my opinion, not for the better.

I went back to Monza in 2006, when I was working for the Michelin Company, that, at the time was official tyres supplier of Formula 1.

I was there for the free practice session on Friday, and I had a fantastic Pass that allowed me to see a lot of things including a walk in the pit. I could see Michael Schumacher and Fernando Alonso from a few meters distance but what impressed me most were the mechanics: very professional but also superstars.

Today, I see formula 1 on TV and I like the show but, it seems that the atmosphere has changed again. The engineering is at the Top, the organization is at the Top, and the glamour is at the Top, but those crazy guys like Gilles and René don't exist anymore...

Today's pilots go to the circuit with a helicopter and go round with bodyguards. They are incredibly fast, and they are perfect, but perfection is not exciting. That's the point according to me.

Later, René drove for Ferrari from 1983 to 1985, and it happened many times that,



during the tests in the private circuit of Maranello, Mr. Enzo Ferrari invited him for lunch because he liked to discuss the engines and mechanics. René could build a complete car on his own. He still is an excellent mechanic and now, at 75 years

of age he builds Swiss watches. What a fantastic guy!

René Arnoux and Gilles Villeneuve brought together technology and emotion. Unforgettable champions

# The Kudos Corner

**Patricia King** has been an absolute superstar since she joined our team in January. We are incredibly lucky to have such a hardworking and dedicated person amongst us. Thank you so much for all your efforts Patricia.



Kudos to **Pavel Martinovich** or always doing the right things and anyway having fun!

Kudos to **Roger Nixon**, his GMA interview on Facebook Live has officially earned him a nomination for the Mauldin & Jenkins Lifetime Achievement Award.



**Sawyer Davis** went above and beyond in assisting the entire team with the GMA conference on multiple fronts. He took initiative to do things that was not required of him and ultimately helped improve our process by capturing information on clients as well as sharing competitive business intelligence that allowed for more strategic conversations. He represents the best of what CKH Group offers.

Well done **Konstantinos Theodorou** for your improvements to the Atlanta desk setups and coming down to set up the network for the Hawkinsville Office.

Thank you **Georgia Sergii** for always staying calm and professional - thanks for undertaking all the ad-hoc work with a smile

**Andrzej Badura**, 10 years with CKH! (feels like 20?), thanks for sticking with us.

**Hank Brady** has been a consistent positive impact on CKH Group. His process improvement and reliance on these proposals has been extremely helpful. He's not only taken this proposal process to the next level but alleviated some of the challenges within my department as well as others. Thank you Hank for being both a supportive coworker and mentor, your actions do not go unnoticed.



What an absolute pleasure to work with **Livia Juliani**. She is the kindest, most caring person I have ever worked with. Thank you Livia for being you! Thanks for being our sunshine and dealing with all my feedbacks/requests with a smile

**Clara Buse** your support this month with admin issue saved me so much time and energy! I feel that everything you do, you do so well!!!!

**Tetiana Artekova** thanks for being our UA office resident and helping with communication!



Thank you to **Yvette Hasbrouck** for your support, insight, and easy communication. Working with you has been extremely productive and I am excited to see your further contributions to the Business Development Team. Thank you for stepping up and being involved in the GMA event. I appreciate how reliable you are as a person.

Shout out to **Stanley Smith** for being a friendly spot in the office. He's been a welcome addition to the tax team and to the Atlanta office.

Kudos to **Brain Cagle's** work through the grassroots efforts, which has been so successful.

Thank you **Stavros Vasilis** for doing the right things for the company and your peers.

**Margarita Lebid**, thanks for cleaning the books and being so helpful! amazing dedication and fantastic accounting skills!

**Afroditi Zerva**, thanks for coming back to us - we missed you!



Shoutout to the SALT intern **Zach Fenster** who I see leading the charge on meeting daily targets for scans and also going above and beyond to find ways to teach others how to do it efficiently. He was also great to work with and was super kind and respectful.

Congratulations to the **Marketing Team** for majorly exceeding their target goals! They've been a huge help and are very adept and accommodating to all department needs.

Kudos to **Stephne Kukard**, who spent the last five weeks in Atlanta and Hawkinsville, assisting the Government Augmentation team with training and providing client support. Her knowledge and experience in Government Accounting have made a significant impact on both the team and the client. Thank you, Stephné, for always going the extra mile. We appreciate you!!



**Claudia Kaczmarek** is such a superstar in our tiny lil HR Team. Besides her amazing work ethic, she is always so helpful and is always making us laugh. Thank you Claudia for being such a lovely person to work with.

**Izle Nel**, thanks for always being there for me and exceeding all the expectations - I know moving the funds are not easy

**Michalis Mpamis** you made my billing cycle an absolute blast, thank you a lot for the structure and your help!



Kudos to **Kyle Heyl** for all your support, involvement, and leadership with the opening of the new Hawkinsville office. This addition to CKH Group wouldn't have happened without your contribution. We hope the move to Hawkinsville was successful and you enjoy the new environment and office.

**Georgia boudrou** is always helpful & a hard worker. Thank you for the cooperation!

Shout out to **Nawaal Hendricks**, who is new to the Payroll Team but has caught on and is really stepping up to the plate.

Thank you to **Storm Haas** for taking the time to train the team on drafting the government proposals. Your help on the Telfair County Proposal was crucial to it being awarded.

**Carita Jansen Van Rensburg**, thanks for being so nice and cheerful! always good to work with you!

If you would like to praise a coworker on a job well done, scan this qr code to fill out the form! (can be submitted anonymously)





## Experience and Discipline Lessons:

### Red Team

The purpose of a red team is to get a group of people to review a particular plan or decision being frank about his or her findings and to tell you why he or she think it will not work and where weaknesses may be. Red teams play the devil's advocate where errors and weaknesses are exposed before decisions are made and executed. If possible, Red Team members should not have any connection or awareness of the project or any collaboration that took place to create the plan.

Duke says, "The fundamental point of red teaming is simply to seek out someone that isn't biased toward your position to review your work and provide candid feedback." Performing red teams can be an uncomfortable process if not handled appropriately.

1. Present details of the plan to the red team
2. Provide an opportunity for members of the red team to ask clarifying questions.
3. Allow red team to provide criticism of the plan by phrasing their critical comments as an inoffensive question beginning "Have you considered..."
4. Accept all red team comments by writing them down but do not argue or start a debate with the red team
5. Once red team has completed critical comments, thank each one of them for their assistance and dismiss them from the meeting.
6. Review all red team's comments with your team and determine which comments you will address to improve your plan.

### Assess to Iterate, Improve and Accelerate Experience

**1: Leaders Admit Errors:** Great leaders are not afraid to admit when you are wrong. When you do that, you actually gain trust and confidence in your team. It shows you are human and that you are not trying to elude accountability.

**2: Debrief to identify and learn from root causes:** Debriefing or conducting After Action Reviews is a proven technique that will enhance and improve the teams performance. By conducting these within your team you will learn what root causes come about at which point you should work to find solutions. Root causes that you can always draw back to consist of: 1) Leadership 2) Organization 3) Communication 4) Knowledge 5) Experience 6) Discipline

-Roger Nixon, VP of Business Development



## Prioritize

You can't do everything nor should you. "Priorities matter. As a leader you must decide what the most important things are and focus your energies on those things. Otherwise, you will task saturate yourself and your team and burn out," said Duke.

**1: Design the Future:** Leaders must describe the future and where they are heading. Leaders should help everyone envision the future with enough detail so that it provides a clear intent about what needs to happen.

**2: Identify a Strategy:** Leaders should facilitate with their team the best strategy to achieve the goal. Michael Porter says, "The essence of strategy is choosing what not to do". Remember it is better to have a Grade B in strategy with a Grade A in execution. Don't over analyze. If you conduct weekly debriefs/AAR's with your team and have a Grade B strategy it will ultimately become a Grade A strategy as you are adapting based on lessons learned.

**3: Importance and Urgency:** Act with a sense of urgency. President Dwight Eisenhower said, "I have two kinds of problems, the urgent and the important. The urgent are not important, and the important are never urgent." What is the difference for you between urgent and important? One way to decipher is put them into 4 areas: 1) Important and Urgent: Do it immediately 2) Important, but not urgent: Set a suspense date 3) Unimportant but urgent: Delegate it to some else 4) Unimportant and not urgent: Drop it

**4: Task Shed:** Inventory the things you do, prioritize them, and suspend or stop doing those things as the circumstances demand. Task shedding can be organized into 4 areas: 1) Must Do: Things you never fail to do 2) Should Do: These are almost "Must Do's" but dropping one every so often is not the end of the world 3) Good to Do: Value added activities but are not specifically critical and can be suspended during high areas of task saturation 4) Don't Do: Stop doing them now, they add no value. If they are not in your lane stop involving yourself unless it is for the betterment of the overall team.



### Company-Wide Trainings

Company-wide training events have been implemented on a monthly basis and are mandatory to attend. Should you not be able to, recordings will be available.

#### The following are the next upcoming trainings:

- Building successful relationships with Clients
- Basic Principles For Introductory Meetings with New and Perspective Customers
- SAP training
- International VAT
- Tax accounting - CS740/deferred tax



# THE GRAND LEDGER

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