

# THE GRAND LEDGER



# Welcome,



At the end of 2022, we decided to pursue three key strategic objectives for 2023 which are vital for our success and growth: developing in-house training, improving processes (both internal for CKH and external for our clients), and expanding business in the government and non-government sectors. By developing CKH-specific training programs, we empowered you to enhance your skills, boost productivity, and foster a culture of learning and innovation. Improving our processes allowed us to streamline operations, reduce costs, and provide exceptional client satisfaction. Finally, by expanding our business in both government and non-government sectors, we opened up new avenues for growth, diversify our revenue streams, and strengthen CKH's reputation. These strategic objectives are crucial for CKH's agility, competitiveness, and long-term sustainability. We have been very successful during the last six months in all three areas and we will share the details during our July Town Hall. Keep up the good work!!!!

  
NICO MEYER  
CEO

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## A word from the Marketing Team,

The Marketing Team is happy to announce that we will be attending a large conference this upcoming July. The NCMA 2023 World Congress will bring together nearly 3,000 people for some great business opportunities. CKH Group will be well represented, and we look forward to seeing what comes out of this endeavor! We are also excited to announce that at the end of July our Atlanta office will also be moving. This will be a good change for the Atlanta team and will help take CKH to the next level, as we will be relocating to an iconic landmark of the city: The King & Queen Buildings. Be on the lookout for more information on our move as the countdown begins!



And as always, the Marketing Team is here to help you. If you need items such as a presentation deck or an org chart made (or have any other creative requests), please scan the QR code and fill out a quick form to submit a request. The Marketing Team would like to raise awareness that a new Standard Operating Procedure has been implemented. Please check your email for details. We want to be able to fulfill your requests in a timely manner while also having the capacity to grow and develop our marketing strategy! We thank you for your patience, and please take some time to thoroughly read our new Standard Operating Procedure.

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on the go?**

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# TEAM HIGHLIGHTS

## BUSINESS DEVELOPMENT & MARKETING

The Business Development Team and Marketing has been busy! As a team with the assistance from Eon van Wyk, **CKH Group has won another government contract!** Nick and Roger attended the Pioneer RESA Conference in June. In addition, Clara and Storm have been working hard on developing a marketing strategy to aid in sales efforts, and are implementing new tools to take CKH Group to the next level.



From Roger and Nick to Clara and Storm: "You two rock! Nick and I appreciate both of you and all you do for CKH Group. Your effort and attitude does not go unnoticed. We won Roswell because of the total team and your contributions. Keep up the great work!! One team, one fight!"

### SS & GBS Select Event

Nico Meyer, Kate Kudrenko, and Nadeem Kureshi also attended the SS & GBS select event, which was an extension of the shared services and outsourcing week CKH Group attended previously. This gave CKH Group a chance to meet with individual companies interested in shared services. This conference provided CKH with valuable insight into the needs of potential clients.







## WORK ANNIVERSARIES

CONGRATS

### Atlanta

June 11 - Yvette Hasbrouck (**11 years!**)

### Greece

July 21 - Stavroula Karamoschou (*2 years*)

### Spain

July 1 - Carmen Floruta (*3 years*)

July 1 - Jessica Seyda (*2 years*)

July 5 - Jackelin Ampuero (*2 years*)

July 18 - Zlata Komarnytska (*1 year*)

### Ukraine

July 1 - Vladyslav Serdyuk (*3 years*)

July 13 - Liliia Sych (*1 years*)

July 13 - Olena Zelena (*3 years*)

July 19 - Anna Yaroslavtseva (*2 years*)

July 25 - Olena Honcharova (**5 years!**)

July 29 - Sergii Kozak (*3 years*)

## A SPECIAL THANKS...

Dear CKH Group,

Thank you all for welcoming me into your company. It has been an honor to work alongside you all this summer. I have learned so much during my time here. I value the experience I have gained in researching and presenting, especially on topics that are so important to me, and I am very proud of the work I was able to accomplish. Thank you all for encouraging me and congratulating me on my successes. I am so grateful for the supportive and friendly environment here. It has been a wonderful introduction to the professional world. I have enjoyed getting to know each one of you, and I am looking forward to seeing you all again soon.

Thank you all for believing in me and setting me up for success,  
Joely Goss, Indirect Tax Associate Summer Intern



# MEET OUR GLOBAL OFFICES

## Presence

Teams in 8 global locations, employing 200+ professionals

## Global Footprint

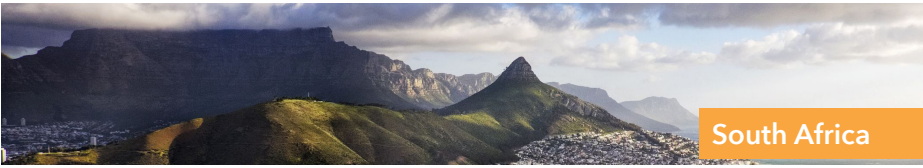
Strategic geographical positioning of offices to ensure consistent availability to any and all client needs

## Expertise

Utilizing local talent to ensure dynamic expertise and the most accurate results

## MSI Global Network

250 legal and accounting member firms located in over 100 countries. Access to network firms to enhance local technical expertise



South Africa



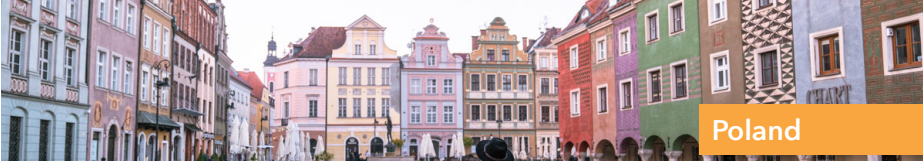
Atlanta



Greece



Ukraine



Poland



Germany



Spain



Azerbaijan

# SOUTH AFRICA

Since its establishment in 2014 to support the US headquarters in Atlanta, the Cape Town office has brought together a diverse pool of accounting, finance, and consulting talent.

## Cape Town, South Africa

### June 16 Youth Day

Youth Day celebrates the contribution that young people made to the struggle for freedom in South Africa. On June 16, 1976, schoolchildren marched in a protest that began the Soweto Uprising. The uprising was a major event in the struggle against apartheid in South Africa.

In 1976 the South African government insisted that non-white schools teach some subjects in the Afrikaans language. However, most students and teachers did not speak Afrikaans. Pupils were very frustrated about the situation. At a meeting in the township of Soweto they decided to hold a protest march. Thousands of children began to march to a stadium for a rally. The police tried to stop the march. They started shooting at the students. Twelve-year-old Hector Pieterse was among those shot. A photograph of the wounded child was printed in newspapers throughout the world. It became a symbol of the uprising against apartheid. When apartheid finally came to an end in the early 1990s, the new government established Youth Day as one of the country's official holidays."

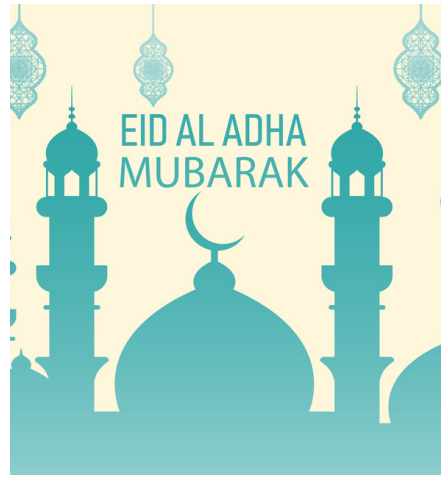
Reference: ©2023 Encyclopædia Britannica, Inc.





# June 27 Eid al-Adha

The Cape Town office would like to wish all our muslim colleagues Eid Mubarak. Also known as the Feast of Sacrifice, it is the second and the largest of the two main holidays celebrated in Islam.



# ATLANTA

Atlanta, Georgia is home to CKH Group's headquarters. The company's head office smoothly manages the work of its international network while giving autonomy to the firm's local offices worldwide.

## Atlanta, Georgia



## SS GBS Select and Pioneer RESA

Nico Meyer, Kate Kudrenko, and Nadeem Kureshi attended the SS GBS Select event while Roger Nixon and Nick Catrakilis attended the Pioneer RESA event.





# NEW HIRES



## Nadeem Kureshi

Principal

*Nadeem will be responsible for CKH Group strategy, M&A, Business Development and Organization & Operational effectiveness. Nadeem has over 35 years of global finance executive experience at four multinationals. He spent 21 years in various VP roles at Newell Brands including leading GBS Service Delivery and has partnered with CKH for several years as part of their EMEA statutory outsourcing arrangement. He is a CPA with a B.S. in Accounting from Penn State and loves cycling, cooking, all things barbeque, travel and spending time with family and friends.*

## BIRTHDAYS

July 7 - Umesh Patel

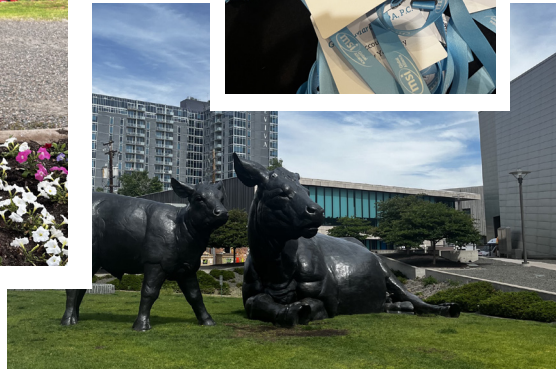
July 14 - Yvette Hasbrouck

July 19 - Kyle Heyl

July 22 - Ashley Han



Kate Kudrenko attended an MSI conference in Denver, Colorado



# GREECE

In 2018, our Italian SME (subject matter expert) relocated to Athens, GR in order to set up an additional European center that would cater to additional EMEA (Europe, Middle East, and Africa) projects. Since then, CKH has also opened an office in Lemnos.

## Athens, Greece



John Goss visited Greece!



# Happy Birthday!

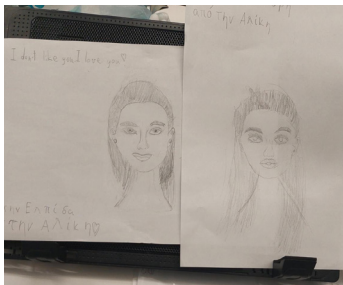


## BIRTHDAYS

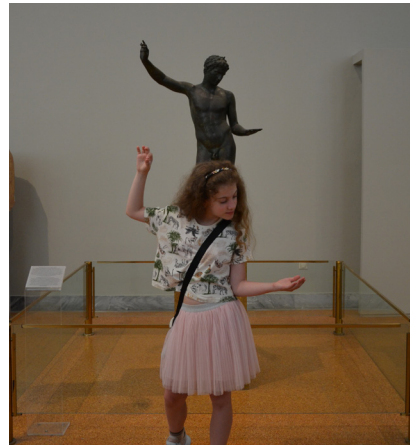
July 8 - Renia Kourti

July 22 - Steve Vasilis

July 31 - Dimitris Sevastidis



Olga's daughter Alice and her drawings!



# UKRAINE

The Kyiv office was established in 2016 at a time when few international companies considered the Ukraine as a destination for establishing a back office support for its financial and accounting services worldwide.

## Kyiv, Ukraine



Zack Gasimov visited from Baku. Here are some images from that lunch held together.



# NEW HIRES



## Kristina Tataru

### Financial Statements Reporting Manager

*"In terms of education, I got a Master's degree in Finance from Kyiv National Economic University. My working experience consists of more than 10 years in finance. For the start of my career, I joined PwC Ukraine, where my main responsibilities for 3.5 years were full cycle accounting and tax compliance for several clients. Afterwards, I started working for British American Tobacco Company. I was working there for 7.5 years, taking over*

*different positions in tax department. For the past 2 years, however, I have worked as an area finance analyst/ project manager in commercial finance department. My main interests are traveling, socializing with family and friends and meeting new people. I am also fond of new technological advances and tools, alongside with watching various movies and, at times, reading."*



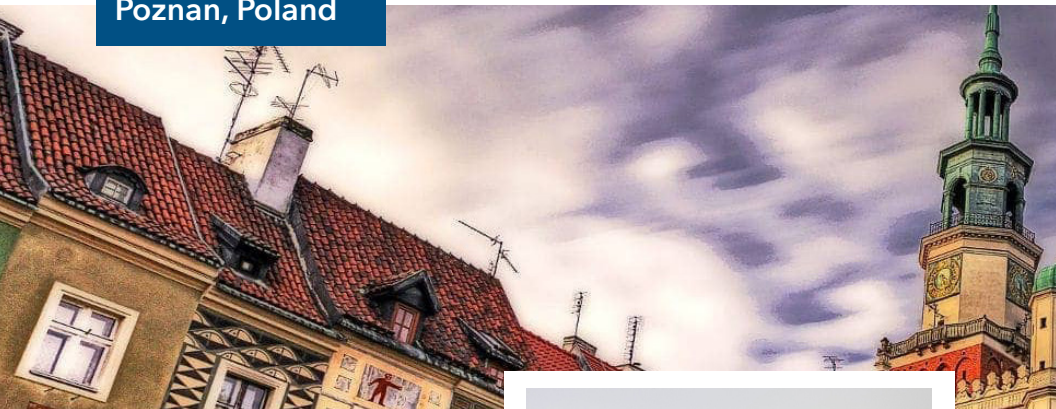
## BIRTHDAYS

July 9 - Anna Rudakova

# POLAND

The Poznań office's strategic geographic position allows the firm to solidify its presence in Europe and better serve our customers' needs on short notice. The Poznan office is an integral part of CKH.

## Poznan, Poland



## Greek Week in the office

The Poland office had the opportunity to host Stavros and Eleanna at the beginning of June. A great time spent playing and talking together. Unfortunately, the visiting team lost in a laser paintball game (close shave!). We will certainly remember not only the Greek sense of humour, but also...the love of sweets! If you think you know what 'sweet' means you must try baklava or kataifi. It's addictive!

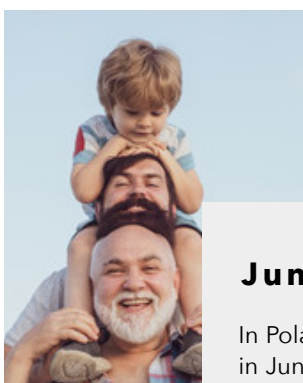




# HOLIDAYS

## June 1 - Children's Day

This day is mainly about spending time together, putting on performances at school or lessons with parents. School trips, outdoor activities or performances are organised, there are rather no lessons in schools and children are given small gifts (No matter what age you are). Please, take a look at the photos ! Yana's son was taken on a trip from the kindergarten to the rope park (accompanied by alpacas) and Ewa's daughter took part with her parents in the "Kindernalia" festival in Poznan's park. Who wouldn't want to have such attractions daily?!



## June 23 - Father's Day

In Poland, Father's Day was first celebrated in June 1965. Every year this celebration is growing in popularity. For many of us, it's the perfect opportunity to thank our dads for their efforts in raising us. That's why fathers often are presented with all sorts of gifts.

# SPAIN

The Barcelona office is one of our newer additions to the CKH Group network. The team supports our other offices and solidifies CKH Group's presence in the EMEA region.

## Barcelona, Spain



### Feast of Sant Joan

Also known as the Feast of Saint John, is a traditional festival celebrated in Barcelona and various other parts of Catalonia, Spain. It takes place on the night of June 23rd and continues into the early hours of June 24th. The festival marks the arrival of summer and is one of the most important and lively celebrations in Barcelona. During the Sant Joan festival, people gather to enjoy various activities, for example Bonfires and fireworks.



# BIRTHDAYS

July 17 - Naan Silva

## Happy Birthday Livia and Danny



The Spain office had lunch to say goodbye to Berke, who was visiting from Cyprus.

# AZERBAIJAN

Our Azerbaijan team officially has an office space in Baku! It is our latest addition to the CKH Group network. Our Baku team supports a variety of departments including SALT, Augmentation, Special Projects, and GL Accounting.

Baku, Azerbaijan

## BIRTHDAYS

July 10 - Aynur Jafarova

July 18 - Sabina Hajibayli

## Flower Festival

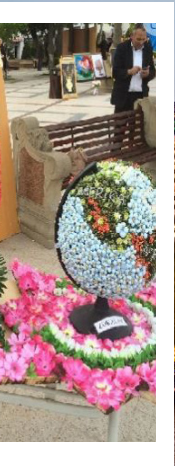
Baku embraces the arrival of summer with its captivating Flower Festival, held throughout May/June. As the city blooms with vibrant colors, parks and public spaces are adorned with breathtaking floral displays. The Flower Festival also features workshops, exhibitions, and competitions that showcase the artistry and creativity of local gardeners and florists.





## National Salvation Day

June 15th marks National Salvation Day in Azerbaijan, a significant event commemorating the country's restoration of independence. Celebrations take place throughout Baku, with a festive atmosphere prevailing in parks, squares, and cultural centers. People can enjoy lively parades, concerts featuring traditional music and dance performances, and indulge in delicious Azerbaijani cuisine as the city unites in patriotic pride.



## NEW HIRES



**Sabina Hajibayli**  
General Ledger Accountant

*"With an MBA in Finance, I have accumulated valuable experience of 5 years working in the finance departments of various companies, including subsidiaries of Pasha Holding LLC. During this time, I have gained a lot of experience in financial reporting and I am eager to apply all of my knowledge and experience in my current position. Outside of work, I am passionate about traveling, exploring new places, and playing tennis"*

# The Kudos Corner

Thank you **Malena Manuele** for all your effort and for your desire to continue learning. You have really helped me a lot. I really appreciate your dedication and motivation



Congratulations to **Anastasiia Pisareva** for an excellent set of complicated FS.

Kudos to **Clara Busé** for putting together 150 capabilities statement packets. This was a massive time intensive task. Thank you!



I want to admit **Dinara Kartayeva's** hard work and her support with complicated tasks. Always open, supportive and flexible team player who can find right words to explain processes and actions needed. Dinara works on tasks till result granted - this is very important and valuable in our job.

I have had the unique opportunity to work alongside **Konstantinos Theodorou** from another department and what an absolute pleasure it is to work with him. He is a true gem that CKH is very very lucky to have!

Thank you **Carmen Floruta** for all your support and patience during these two years. You are a great leader but most important...you are an amazing person. During this time, I have seen you grow personally and professionally, and I'm very proud and happy to have you as boss. We really appreciate you very much in the office. We know you are always busy, but you always take time to help us, teach us new things and fixing our mistakes. You are the best



A huge thank you to **Georgia Boudrou** for helping the HR team get our surprise gift to Elpida all the way in Greece! You are a superstar!

Thank you **Olga Volosovska** for being such a patient and approachable leader and for guiding me with a new task that I wasn't very familiar with. You are doing a great job!

Kudos to **Pavlo Kripak** for driving technology in the area of task tracking - you are on the right track.



Congratulations **Elpida Tsaroucha** on receiving your Master of Human Resources Degree in June. You are a testament of those desiring to grow and learn. We appreciate your leadership and all that you bring to the CKH Group team!

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)



# 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!



## An Unfortunate Saturday

It is Saturday afternoon, and I must call the Emergency Room because I feel an unbearable pain in my right leg. I am angry (and probably scared) because I don't know where it's coming from and while I'm cursing under my breath, I hear ambulance sirens coming up the road to my house. It is that typical bitonal sound obsessive, a repetitive alarm. It that stops at my front door as the paramedics ring the bell.

They come in with that air of professional kindness asking questions about the problem and then the medic makes some sort of diagnosis, applies some first aid treatment and then I am put on a stretcher, and taken out of my house in a horizontal position. From this moment on, I am in their hands. Actually, I feel safe.

As soon as we reach the hospital, the ambulance doors open, the stretcher and I are re moved and once more placed on waiting wheels from where once more I start to view the world from this helpless horizontal position.

I can only see the ceiling and the alternate Light, Dark rhythm depending on the lamps: Light/Dark, Light/Dark, Light/Dark. It's hypnotic.

We end up in a big room full of light where the orthopedic doctor is sitting at his desk in front of his computer reading all my information. He asks how I feel. I explain that it is Painful. A blind, endless pain like having a big dog biting my right leg, exactly on the quadriceps femoris and never releasing the pressure. He seems unimpressed.

After a couple more questions to which I reply with words interrupted by suffering groans, the first good thing of the day happens: A magnificent, effective, mostly welcome ANTIPAIN INJECTION! Finally, I can rest.

Sleep! That's all I wanted.... Sleep!..... I have not slept in the last 3 nights. It's so beautiful to sleep.....

Suddenly, A SCREAM, Aaaaaaah! It's not coming from me this time. The nurse rushes in "He has passed out!" she shouts.

I had fallen asleep slumped in the

wheelchair, so, when I hear her, I wake up and hit the armrest with my head. "You look terrible!" she says.

I realize she's talking to me, so I answer in a whisper: "No, I am OK, I was just exhausted."

Then, in a lovely tone she says, "You passed out by the pain, poor dear!"

I am too tired, so I only say, "That's right".

Oh! Another nurse comes to get me. I spot a tattoo portraying the Italian flag all around her forearm and with a stern voice she says, "Yo man! Let's go for an X-ray!"

Poor me, I think to myself.

Once more we roll out into the corridor until we reach the X-ray room.

The Italian wrestler nurse with the Flag Tattoo takes the lead. My opinion counts for zero. She makes this clear and gives me instructions on the position to take on the bed for the X-ray. It is too painful for me, so she gives in a little and helps me. I shout "Ahh" a couple of times but she completely ignores this as if she is tone deaf and then the X-ray is done.

She says, "We have done a good job!" Great, I think.

She takes me back to the waiting room and, immediately, I resume my favorite position - passing out and slumping down in the wheelchair.

I think about what a terrible Saturday it has been, but then I hear other suffering voices coming from the other emergency rooms. They sound even worse than me. I am not alone, and my Saturday is not exceptional, unfortunately.

At the end of the day, the nurse who first found me passed out comes and takes me to the orthopedic doctor. He tells me I have nothing broken and gives me no cure other than a prescription for further investigations. They will discharge me.

I am tired and I just want to go home, and really, I want to go back to work. I want it to be Monday morning when my boss asks me, "How was your weekend?"

I know that I will say, "Work is better!"





# Local Favorites - BAKU

## Employee Recommended Restaurants

1

### Malacannes 145

Cafe, European, Contemporary,  
Azerbaijani Food  
Address: Rasul Rza 11, Baku 1005  
Azerbaijan



2

### Sahil bar & Restaurant

Azerbaijani food  
Address: Neftchilar avenue, 34  
Seaside Boulevard, Baku 1010  
Azerbaijan



3

### Passage 145

European, Barbecue,  
Contemporary, Azerbaijani food  
Address: Nigar Rafibeyli St., b37  
145 Group, Baku Azerbaijan



4

### Art Club Restaurant

Azerbaijani food  
Address: 9 Asaf Zeynalli  
Icherisheher, Baku 1095 Azerbaijan



5

### White City Restaurant & Bar

Bar, International, European,  
Azerbaijan food  
Address: Khagani Rustamov Street  
4C, Baku 1010 Azerbaijan





## Leadership Lessons: Orchestrate Mutual Support

Mutual support is described where responsibility for the team is filtered down to each member of the team. For those who like sports, think about a team on the playing field. If one member is absent it creates risk in winning. They are vulnerable to the extent to which that position causes others to have to take on more responsibility and work harder. Duke says, "Mutual support, at its best, takes on the attributes of a self-aware superorganism in which each team member recognizes the needs of the individual team members and for the roles and requirements that each must fulfil to achieve the mission."

Are we as an organization orchestrating mutual support? Two weeks ago, Carmen and Goar, took time away from their mission to help orchestrate mutual support with the team in Atlanta by giving an in-depth review of their roles and how they performed their functions and responsibilities. The effort was an amazing the success that will ultimately help educate us in the corporate office on how to better describe our process as it relates to additional sales. A special shout out to John Boynton for taking initiative and leading the charge in setting up those meetings that has helped all of us.

## Thank and Reward

The question most leaders ask themselves is how to motivate people? Here is the answer. It is different for every person, therefore, as a leader, one must know and understand those whom you support. Most people are motivated by one of the following: 1) Challenge 2) Location 3) Advancement 4) Money 5) People/Personality/Culture 6) Industry and 7) Security. Each person on this email is motivated by at least one of the following. There is no right or wrong answer.

Appreciating the effort that each one provides on our team is most important. From those whom I have met, I see a lot of motivated people who have great attitudes and give maximum effort. Duke says in his book that recognition properly executed could make a company three times more profitable as compared with low recognition activity. Bottom line: it is the responsibility of leaders to recognize those who go above and beyond the call of duty. 1) Recognize the deed rather than the person. 2) Do it publicly (Discipline in private, Praise in public) 3) Do it selectively 4) Do it now 5) Do it justly

-Roger Nixon, VP of Business Development



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