

The Trusted Professional

THE NEWSPAPER OF THE NEW YORK STATE SOCIETY OF CERTIFIED PUBLIC ACCOUNTANTS

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Board of Directors nominations due to Society Jan. 7

BY JOHN LAUCHERT, CPA, CGMA
NYSSCPA Secretary/Treasurer

Eligible NYSSCPA members who believe they have enough Society leadership experience and are ready to serve on the NYSSCPA Board of Directors beginning in June 2016, must submit a nomination to the NYSSCPA's Nominating Committee by Jan. 7. The Nominating Committee will convene on Jan. 14 to determine the next slate of board nominees. The entire CPA membership will then have the opportunity to vote or oppose the nominated slate in the Society's upcoming annual election. Election results are announced at the NYSSCPA's annual dinner in May. Nominations should be forwarded directly to nominations@nysscpa.org, along with a biography or résumé, indicating in the email or a letter why you or the member you are nominating should serve on the board. The Nominating Committee is accepting

Hometown heroes



More than 80 NYSSCPA members and about just as many family and friends enjoyed watching the Bronx Bombers battle the Red Sox from a home turf luxury suite in September after they scored discounted member appreciation tickets through the NYSSCPA.

nominations for the following positions:

President-elect—serves a one-year term, then automatically becomes president for an additional one-year term

Vice President (four open positions)—

serves a one-year term

Secretary/Treasurer—ordinarily serves two consecutive one-year terms

At-large directors (five open positions)—ordinarily serves a three-year term.

All terms begin June 1, 2016.

The Nominating Committee is also accepting

See Board on page 7

NYSSCPA supports 'nano-learning' cautiously and with questions

BY CHRIS GAETANO
Trusted Professional Staff

Should watching a 10-minute-long video about a particular accounting subject be eligible for continuing professional education (CPE) credit?

That's one of the many issues the profession grapples with, as technology continues to not only have an impact on the immediacy and accessibility of information but also on how it is revolutionizing how humans learn.

The concept has a name: "nano-learning," and it's not so new—two states, Maryland

and Ohio, already recognize it as a valid format of CPE. Now, the AICPA and the National Association of State Boards of Accountancy are seeking to standardize this new CPE format for states nationwide through an exposure draft issued in April.

The exposure draft would amend the

Statement on Standards for Continuing Professional Education (CPE) Programs (last updated in 2012) and aims to update the framework for the development, presentation, measurement and reporting of CPE

See Nano Learning, on page 10

INSIDE THIS EDITION

Opinion	2
Newsmaker	3
Risk Management	6
Advocacy	8
Chapter News	11
Roundtable	15
FAE Listings	16

CALL FOR NOMINATIONS

Nominate the 2016 Society VIP for an NYSSCPA award


PAGE 4

CPA EXAM

What changes does the NYSSCPA want to see on the CPA exam?


PAGE 5

MEMBERSHIP

What member benefit can get you your next job, next promotion & free CPE?


PAGE 8

PRESIDENT'S COMMENTARY

How are we doing?

We can all appreciate the challenge of trying to stay on top of the deluge of email we get nearly every day. Clients come first, and when one of them requires a phone call—well, throw in a few of those, some meetings, and answering the rest of your emails from colleagues, and whatever happen to subscribe to—slogging through it all can be a part-time job. If you're actively engaged in a professional association or any board or volunteer work, like many of you reading this are, your inbox is doing double, if not triple duty.

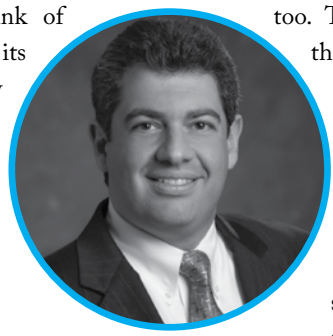
That's why when I ask you to be on the lookout for a specific email from the NYSSCPA in the next couple of weeks, I can understand if my request is met with a little skepticism. When I further tell you that this particular email will ask you to take a few minutes out of your day to complete a survey, you may be downright dubious. Please hear me out, though, because this is actually one email you might want to open. It's been nearly a decade since the NYSSCPA has conducted a needs assessment survey of its membership. If you're thinking that you've received plenty of surveys from the Society within the last decade, you aren't misremembering—you have. This survey is a little different from the others, and the results—if enough people open that email and take the survey—will benefit every member of the NYSSCPA.

The survey will measure what you find valuable about your membership and what you don't. It will ask you about your professional goals, the challenges you face in reaching them and how this organization

can help. Some questions aim to get a better sense of what your perception is of this organization—what you think of the Society, its programming, its member resources and how well we communicate with you about each of them. If you love that you can crowdsource your technical questions in the Exchange open forum, include that in the survey. If the format in which we provide continuing professional education doesn't fit your needs, tell us what would.

The purpose of this survey, to put it simply, is to make sure you're happy being a member of this organization, that when you pay your dues each year, you feel like it's a continuing investment in yourself, your career and our profession as a whole. If it's not, then we need to modify what we're doing to ensure that it is, but anecdotes and assumptions alone about what you find relevant or valuable are not going to get us there.

As President-elect F. Michael Zovistoski, Executive Director Joanne S. Barry and I traveled throughout the state visiting the Society chapters over the past couple of months, we heard many anecdotes. Were now seeking firsthand accounts and specifics regarding what YOU, a member of this organization, want and need. Please help us help you! Without you, there is no NYSSCPA. This Society primarily exists to serve the CPAs of New York state. This is our mission. If it's not doing that, then we need to know what needs to change, and taking this survey is the best way to communicate that.



Joseph M. Falbo Jr.

Alternately, if there is something you really love about your membership, tell us that, too. That way, we'll know we're on the right track and, perhaps, be able to dedicate additional resources to that program or benefit to make your membership even more valuable.

If I've done my job of convincing you to take this survey, here's what you need to look for in order to participate: On Jan. 5, each member, lapsed member and nonmember for whom the Society has an email address will receive an email from "Avenue M Group on behalf of the NYSSCPA," which will include a link to the survey (There will also be an email on the prior day, letting you know that the survey will be coming from this third-party research firm.) The survey should take you about 15 to 20 minutes to complete. Survey recipients will receive several reminders via email; however, after Jan. 27, the survey will no longer be accessible. Any information collected through the survey will be kept confidential and the results provided only in aggregate.

But none of that will matter if the Society does not have your current email address. If you've moved or changed jobs, there is a good chance we've lost track of you, so make sure the Society has your correct contact information. You can go to the Society's website at nysscpa.org to log in and change your account information, or give Customer Service a call at 800-719-8300.

president@nysscpa.org

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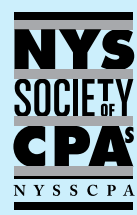
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Create change in ALBANY



By representing more than 28,000 members, the NYSSCPA acts as the unified voice for CPAs throughout New York State. While we are often able to use our strength in numbers to take action, political advocacy sometimes requires a more grassroots approach. This is why the NYSSCPA is inviting its members to become a part of its Key Contact Program. Much in the same way networking is vital to professional advancement, developing a strong political network of connections is important to any government advocacy program.

To Become a Key Contact:
Click on the Advocacy link on the NYSSCPA homepage and then click on the "Get Involved" link.

Or type the web address directly into your Internet browser: nysscpa.org/page/key-contact

Members can also call: 212-719-8385



Newsmaker

Diana Leyden, New York City's first Taxpayer Advocate

BY CHRIS GAETANO
Trusted Professional Staff

In July, Diana Leyden became New York City's first-ever Taxpayer Advocate, a new office within the city's Department of Finance from which she will help taxpayers navigate the city's tax code, while also working to address systemic issues that impede taxpayer compliance. A former law professor at the University of Connecticut, Leyden has written extensively on low-income taxpayer advocacy and, in 2006, testified before the U.S. Treasury's IRS Oversight Board on how the service can be more responsive to taxpayer needs. She took the opportunity to share with NYSSCPA members her plans for the new office, how it will partner with the CPA community and why even an accomplished law professor with two advanced degrees finds explaining New York City's property tax rules a challenge.

BY CHRIS GAETANO
Trusted Professional Staff

In what ways is your office, due to being part of New York City government, unique?

This Taxpayer Advocate's office is unique in the sense that New York City is the only one with an advocate within a finance department for property tax. We really expect property tax to be one of the major sources of complaints and inquiries, and I think the hope is that if we do our job really well, we won't have as many cases as ... we'll have in the beginning, because the value to this office is that, in addition to responding to individual complaints, we'll also be addressing trends and systemic problems. That's one of my big goals. In fact, I'm already seeing things that can be done better so taxpayers and their rights are protected. We are working on changing, for instance, the Taxpayer Bill of Rights to be more customercentric and getting more stuff on our website so people can self-help. I've been in two other departments of revenue, and it can be a daunting task to be the new person coming in saying, 'You do this why? You've been doing this how long?' But we need to rethink how we do things.

Can you go into more detail about your work on a new Taxpayer Bill of Rights? How will it be different from the current one?

The Taxpayer Bill of Rights that we did have

was aimed at saying what the department would do and explaining its procedures. But on the federal level, the IRS has led the charge, through Nina Olson, to make the bill read from the taxpayer's perspective: the right to be informed, to have an appeal, to know where to go [for assistance]. And that's what we'd like to have here. ... It is a way for taxpayers, if they think their rights are being impaired, to say that and talk to our office. We will have criteria on our website, along with a form that can be mailed or faxed. If you look at the IRS's [taxpayer bill of rights], it is very similar in that it is from the perspective of the taxpayer. ... Our bill of rights includes the right to be informed, to know what your exemptions are and how your property is assessed and valued—things along those lines.

What has been the most surprising thing about being a taxpayer advocate since coming into the position?

I think the complexity of the property tax is the most challenging thing. Several people have contacted me and asked some very common sense questions, and I try to explain the property system that New York City has inherited, what it is they're doing, how it was created, and walk people through the complexity. I have two advanced degrees and I can explain everything, but it's a real challenge. Still, it has to be done, and we're not going to give up. But I didn't expect how difficult it would be to explain the complexity.

What role will CPAs play in your new office? Do you plan to take primarily a legal approach, or is there an accounting angle as well?

One role I think accountants will play is with helping me identify and brainstorm changes on systemic problems. That's something I'm really looking forward to. We have a web page on the Department of Finance website where anyone can submit what they think is a systemic problem, and I'm really hoping that's [the feedback] I'll get from the accounting community.

The other value they'll serve is trying to identify for me complex processes that could be simplified. I've gone to a lot of different professional groups, [including] the NYSSCPA, and I think it will be very useful to have that cross-fertilization. But one of the things I'm hoping I can encourage CPAs to do is provide me the pro bono hours. For exam-

ple, we have a case where there's a building that's facing foreclosure and the owners are very low income, and they don't even know where to begin figuring out what they do or don't owe, so I was very pleased to contact the CPA Society, and they're looking to see if they can get a forensic accountant to look at this.

These are the kinds of things that CPAs can help with—freeing up the office to do some of the thornier, systemic problems. I hope we can have a partnership in the future.

What kind of reactions has the rest of the department, as well as the municipal government as a whole, had to the presence of this new position and the work it does with them?

In terms of outside the department, that has yet to be seen. ... We're capturing a lot of information on a lot of cases, so [I can envision collaborating with] housing and preservation and development. It could be tenant organizations, et cetera. We're still trying to find our way here, but we're hoping to collaborate with them.

Within the department, the response has been pretty good. I'm kind of surprised. I have to say that's a function of the leadership and message the commissioner has delivered throughout the agency, which is that we're not going to do business as usual; we're going to really try to be fair and transparent, efficient and customercentric, and everyone has gotten that message. I think the challenge is—and this is seen in both departments I've worked in before—a lot of times, the employees see the pathology of taxes, they see everything that goes wrong and they get pretty jaded, so trying to help them see the people who are hurt along the way can help, maybe, reorganize or rethink how they deal with customers.

What is the biggest misconception that people within tax administration have about how best to effectively manage taxpayers?

I think part of the problem is people who work in departments of revenue over a period of time become so accustomed to terminology and to process that they no longer question. And I think that's the biggest challenge. I'm the one who translates for the finance department what the taxpayer is saying, and then I go to the taxpayer and say, 'This is really what the rule is and what they're trying to say,' and I can do this because I have a

foot in both camps. People, though, get so accustomed to concepts, to processes, that they don't often reflect whether they still follow what they should be doing because you get used to doing it. So, you need to step back and say, 'Wait a second, do you know this hardship here—maybe there is a better way to do this.' I've seen employees be mostly receptive, and I think this reflects well on the commissioner who came in to make space within this agency to have employees rethink things.

Conversely, what is the biggest misconception taxpayers have about how taxes work in New York City?

A lot of people think there's no ability to change things. They come in thinking this is just one big bureaucracy and they'll do what they want to do, and I'm a little person and nothing will happen. That's something we're really trying to get people to shed because everyone should be able to come in and get questions answered. In the tax administration world, there's a term, "responsive regulation," which was first done in Australia. The idea is to think of issues as a pyramid: For the largest amount of people at the bottom, just a few tweaks or giving out some information is often enough to keep voluntary compliance, but the higher up you go, the more resistance you encounter. You save enforcement for the top of the pyramid, where [there are] people who you can't help, and that's where you'll need all your tools, but the bulk of people should be able to be helped to stay compliant.

I think fairness comes with transparency. If I'm a homeowner and I think it's unfair my house is valued one way and my neighbor's is valued at less, one way to address that is to give a person inquiring all the information they need on how that other person's house was valued. In the property tax area especially, there are exemptions and approaches where two [seemingly] similarly situated properties have two different tax burdens, so when you explain the layers that go into it, it can help people understand, and perhaps say, 'I understand it's not that you don't like me or my property, it's that the other property has other conditions.' Likewise, this is also a way for that person to say, 'Wait, you're saying comparable values, but did you look

See Newsmaker, on page 7

Society Awards: Which CPAs met the profession's gold standard this year?

BY NEREIDA GOMEZ
NYSSCPA Manager, Committees

Certified public accountants throughout New York state give generously of their free time to better their profession and to assist with com-

munity causes and projects in the public interest. The NYSSCPA recognizes these volunteer and professional commitments through an awards program designed to highlight outstanding service and to recognize professional development. The following awards are presented each year to

qualified CPAs who are Society members:
Arthur J. Dixon Public Service Award
 Recognizes CPAs who have a demonstrated history of public service and volunteerism for a charitable, community or civic organization. This award celebrates the

quality of, and dedication to, philanthropic service and the CPA's overall contribution to building and fostering community.

See NYSSCPA Awards, on page 5

2016 NOMINATION FORM FOR NYSSCPA AWARDS

Please indicate the award you are nominating an individual for:

- Arthur J. Dixon Public Service Award
- NYSSCPA Distinguished Service Award
- Dr. Emanuel Saxe Outstanding CPA in Education Award
- Outstanding CPA in Government Award
- Outstanding CPA in Industry Award

PERSONAL

Candidate's Name _____

Home Address _____

Home Telephone _____

Hometown/College Newspapers (Please list for publicity purposes in the event the nominee wins) _____

Society Member Since _____

EMPLOYMENT

Firm _____

Title _____

Address _____

Telephone _____ Number of Years _____

Firm _____

Title _____

Address _____

Telephone _____ Number of Years _____

EDUCATION

School Major, Degree, Year:

1 _____

2 _____

3 _____

Community, Charitable and Government Activities

(To be answered if nomination is for Arthur J. Dixon Public Service Award)

1) Organization _____

Position _____

Describe Responsibilities _____

Number of Years _____

Elected Volunteered Appointed

2) Organization _____

Position _____

Describe Responsibilities _____

Number of Years _____

Elected Volunteered Appointed

3) Organization _____

Position _____

Describe Responsibilities _____

Number of Years _____

Elected Volunteered Appointed

Special Considerations - IMPORTANT

In 1,000 words or less, highlight the nominee's qualifications and outstanding service and contributions to the profession as they relate to the award you are nominating for.

*(Attach separate sheet of paper.)

For the Arthur J. Dixon Public Service Award only, highlight the nominee's contribution to the community.

SOCIETY AND CHAPTER ACTIVITIES

NYSSCPA Chapter _____

Committees (Statewide and/or Chapter) _____

Offices Held _____

Other Contributions of Note to the Society _____

Other Significant Items to Support Nominations _____

NOMINATOR

Name _____

Address _____

Office Phone _____

Signature _____

Society praises proposed changes to CPA exam

BY CHRIS GAETANO
Trusted Professional Staff

The AICPA is rolling out a new exam in 2017, giving the accounting profession an opportunity to better assess a candidate's professional judgment and written communication skills—two assets that firm leaders require of new recruits in accounting's globally competitive market. The cost of the test is also expected to increase, by \$40 overall—\$20 for each section that will require another 30 minutes of test time needed to accommodate these changes.

The NYSSCPA is supportive of the proposed changes; however, it urged the institute in a recent comment letter to more aggressively test these skills in the revised exam. The NYSSCPA is also recommending that the AICPA's Board of Examiners reconsider the 18-month time frame in which candidates have to pass the test's four parts, calling the current requirement "burdensome."

The comment letter, published on Nov. 25, was authored by the Society's CPA Exam Task Force, chaired by **Richard E. Piluso**, an NYSSCPA past president and a former member of the AICPA's Board of Examiners. The task force was composed of Society members representing various practice areas, including higher education, accounting, auditing and ethics, along with input from two CPAs who recently passed the exam.

The revised exam, as proposed, would retain the existing four-section structure (AUD, BEC, FAR and REG), but the exam will better test and assess what the AICPA calls "higher order cognitive skills," such as critical thinking, problem solving, analytical

ability and professional skepticism. To this end, the new exam will place additional emphasis on task-based simulations, including those in the BEC section, which previously had none at all.

The Society supports this measure, but is urging the AICPA's board to go further, "with a greater emphasis on analysis and evaluation and a lesser emphasis on remembering and understanding and applications." It noted that evaluation skills still represent less than 4 percent of the exam in the proposal, all of which are contained in the AUD section. The Society emphasized how important those particular skills are in today's CPA world and suggested the board include them across all four parts of the exam.

The task force made a similar observation regarding the revised exam's written skills assessment—that it represents less than 4 percent of the exam and would continue to be tested in only the BEC section—but it would like to see written communication skills tested in all four parts of the test. "For many years poor communication skills have been an issue identified by the profession as a deterrent to success," the task force wrote.

"We believe it is necessary to give a greater weighting to these skills."

The AICPA's exposure draft notes that writing skills are tested only in the BEC section, but said expanding that type of assessment to other parts of the test would be too costly and time-consuming.

The revised exam would also, for the first time, include a feature that may seem small compared to the other proposed changes, but may be a reason for test takers to celebrate—replacing, by 2018, the generic spreadsheet application on the exam with Microsoft Excel, the application on which the candidates probably trained and that most CPA firms already use. The exposure draft noted, though, that candidates will not be tested on their ability to use Excel.

The Society lauded this proposal, saying this change should have been made a long time ago. It added that, in fact, it should be done right now, saying that "2018 is not soon enough." So poor is a candidate's current user experience of the generic software, said the Society, that "test takers find it easier to use external calculators and code hard numbers into the spreadsheet."

Overall, though, the Society agreed with the proposed changes.

"From my personal standpoint, having known what the AICPA does and goes through every few years to make sure the exam is relevant, I ... thought they did a great job," said Piluso.

Task force member **Amanda L. Sexton**, who passed the exam in 2009, also applauded the AICPA's effort to revise the exam in order to better reflect the practice environment for today's CPA.

"I felt [then] that the information tested on the exam was applicable and relevant," she said, reflecting on how the profession has evolved so quickly in only six years. "Critical thinking and analysis are even more important in today's environment with developments in technology. Technology has made such a difference in what goes into the jobs [of] new staff people and newly licensed CPAs, so having that foundation will really help the profession."

The NYSSCPA's comment letter can be found on the Society's website at nysscpa.org.

cgaetano@nysscpa.org

Section	Remembering and Understanding	Application	Analysis	Evaluation
AUD	30%–40%	30%–40%	15%–25%	5%–15%
BEC	15%–25%	50%–60%*	20%–30%	–
FAR	10%–20%	50%–60%	25%–35%	–
REG	25%–35%	35%–45%	25%–35%	–

*Includes written communication.

Source: Exposure Draft: "Maintaining the Relevance of the Uniform CPA Examination," AICPA

NYSSCPA Awards

Continued from page 4

NYSSCPA Distinguished Service Award

Salutes CPA members who have distinguished themselves as Society leaders through model service within the NYSSCPA and the profession. The award celebrates those who have demonstrated outstanding dedication to and have made a remarkable impact upon the Society and the profession through endeavors such as inspirational service in leadership positions in the NYSSCPA, the development of future leaders of the Society and the profession, educational or publication efforts, public service and other activities.

Dr. Emanuel Saxe Outstanding CPA in Education Award

Pays tribute to the outstanding contribution by CPAs who have dedicated their life's work to accounting education. These indi-

viduals have demonstrated a passion for and commitment to the profession by providing an educational foundation for future generations of CPAs. This award acknowledges excellence in teaching and a contribution to and promotion of the accounting profession.

Outstanding CPA in Government Award

Applauds outstanding service by CPAs who have dedicated their professional careers to government assignments. As public servants, these CPAs have distinguished themselves by their exemplary contribution to the increased effectiveness of their government organization or agency, as well as by creating value, leading by example, championing new solutions, inspiring others and promoting the CPA as the premier professional designation in government.

Outstanding CPA in Industry Award

Commends outstanding service and professional development in industry. This award recognizes industry CPAs who have made significant contributions to their business or industry by creating value, leading by example, championing new solutions, inspiring others and promoting the CPA as the benchmark of professional designations in industry.

Nominations

The form on page 8 can be used to nominate a CPA Society member for any of the above awards. Please indicate on the form the award you are nominating an individual for. A separate sheet should be attached to adequately highlight the qualifications and contributions of the nominee, particularly as they pertain to the award. An effective nomination is complete and sufficiently detailed. **Individuals cannot nominate themselves.**

Nomination forms can also be found on the Society's website at www.nysscpa.org.

All completed nomination packages should be postmarked or delivered to the NYSSCPA, 14 Wall Street, New York, N.Y. 10005, Attn: Nereida Gomez, by Jan. 29, 2016. For the Arthur J. Dixon Public Service Award only, highlight the nominee's contribution to the community.

Award winners will be announced at the Society's Annual Election Meeting and Dinner in May 2016. The committee will notify the award winners and their nominators so they can make arrangements to be present at the dinner.

Questions

For more information, please contact Nereida Gomez at 212-719-8358, 800-697-7272, or ngomez@nysscpa.org.

Is your tax client a keeper?

BY SUZANNE M. HOLL, CPA

Clients aren't the only ones who need to think about year-end tax planning. Now is a good time for CPAs to screen tax clients and decide whether they are worth keeping. If the answer is no, year-end client screening will give the client enough time to find another preparer, and the firm will be more confident in the clients it chose to retain when busy season begins.

Client screening is excellent practice management as well as risk management, in that the screening process can be used to identify less desirable clients that may be keeping a CPA firm from developing the client base it wants. The process requires evaluating all potential clients, and re-evaluating all current clients on a regular basis, at least annually. Any changes that might affect the professional relationship should be evaluated to help ensure that the firm is comfortable with its clients and is avoiding situations that could escalate into crises.

Use the following checklist to spot some of the red flags that may indicate that it's time to disengage from certain clients:

Difficult behavior

Some clients may pay on time but are rude to staff and make unreasonable demands, or they may return phone calls but complain excessively, threaten to sue or are generally obnoxious, creating turmoil for the firm and its staff. Is this type of client worth keeping?

Difficult behavior may be an indication of a failing business, financial problems, substance abuse or other personal issues. Uncovering the source of the problem might help, but it's important to take swift action to remedy the situation or disengage before the situation worsens.

Withheld information

When a client does not provide requested information, carefully consider the problem. Is it due to sloppy recordkeeping or is the client deliberately withholding information? If it looks deliberate, be cautious, especially if urged by the client to proceed without having proper documentation. Repeated delays could even be the result of unethical or illegal activity.

Changes in a client's business

Changes in a client's business may lead the client in a direction that causes the firm to reconsider the relationship. A client may, for example, buy a business that requires work the firm is not qualified to perform. Or a startup may grow and decide to go public, and the firm might not be in a position to perform the public work. Such changes may alter the professional relationship and could result in a situation that causes the firm to disengage.

Changes in the firm

When the firm itself changes, the client base should be reviewed to determine whether or not the existing clients still make a good fit. For example, the loss of a partner with expertise that other partners don't have will require a decision by the firm regarding continued service to the former partner's clients. The firm may decide that it no longer wants to continue performing a particular type of work, or it may decide to grow its practice in a new direction.

Potential conflicts of interest

Consider all client situations carefully in order to spot potential conflicts of interest, which may affect the firm's objectivity or independence—even if the firm is not engaged to do attestation work. Examine potential or actual conflicts of interest from a broad point of view, considering the client's perspective as well as those of other stakeholders such as owners, investors, partners, beneficiaries and spouses. Troublesome scenarios can include a partnership breakup, a failed investment, bankruptcy, a trust, merger, divorce or any event that can create opposing or disappointed factions.

Disengagement

When the firm decides to disengage, it should seek to terminate the relationship professionally and formally, in writing. A disengagement letter should always contain clear statements, a description of the work and a list of any due dates or filings. Provide ample lead time before any of the client's deadlines in order to better protect the firm. The client need not feel antagonized in any way. Effective disengagement can leave the client feeling that the firm has acted in the best interests of both parties.

Communication is a key factor in any CPA-client relationship, and staying informed and in control will better safeguard the firm. In the end, client screening and disengaging are good practice management, and performing the processes skillfully and professionally will help minimize liability and grow the practice.

Suzanne M. Holl, CPA, senior vice president of loss prevention services at Camico (www.camico.com), has more than 18 years of experience in Big Four public accounting and private industry. She provides Camico policyholders with information on a wide variety of loss prevention and accounting issues.

For information on the Camico program, call Camico directly at 800-652-1772, or contact: (Upstate) Reggie DeJean, Lawley Service, Inc., 716-849-8618, and (Downstate) Dan Hudson, Chesapeake Professional Liability Brokers, Inc., 410-757-1932.



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11 Society board seats up for grabs

Continued from front page

submissions for the director as a chapter representative board positions for the Mid Hudson, Northeast, Queens/Brooklyn, Rockland and Utica chapters. These board positions are for three-year terms beginning June 1, 2016. If you are interested in submitting a nomination for the chapter representative board position, please first contact the respective chap-

ter president. Their contact information is available at the NYSSCPA Chapters Center. Members who want to submit another member for nomination are asked to confirm that the candidate is willing and able to serve before doing so.

Board member eligibility

In order to be eligible to serve in these positions, per the Society's bylaws, a member

must—

- be a CPA member of the NYSSCPA for at least five continuous years and
- have at least two years of service either on a statewide committee, a chapter executive board or a combination of both.

The Society's bylaws are available for review at NYSSCPA Bylaws. Submissions must be received by the NYSSCPA by 5 p.m. on Jan. 7, 2016. Please

submit all nominations to nominations@nysscpa.org. If you have any questions about the nominations process, please contact NYSSCPA Public Affairs Manager Robert Busweiler at 212-719-8385 or rbusweiler@nysscpa.org.

Newsmaker

Continued from page 3

at these other properties? Maybe they're not comparable.' So, they help the department be more fair, in turn. I think it's very important to help our taxpayers understand how things are done, so the fairness issue will really be part and parcel with transparency.

What kind of relationship do you envision having with the preparer community? What role can preparers play?

Access is one role. Anyone can call my office, get ahold of me, on behalf of their clients, so we will be helping taxpayers and any other person having a problem to help figure out the best way to navigate the department. But, again, I think the biggest benefit for practitioners is letting me know where they think things need to be changed at the department. Some things maybe we can't do administratively, where it needs a legislative fix, but in general, I hope we can partner with various professional groups and receive their proposals for positive change.

What is a major issue you hope to tackle over the long term?

The largest issue is something that, within the department, we can't fix, and that's the structure of the property tax. I think there is a need to look at the structure, but that is a political question that must be decided by the council or New York state. What I want to see is something systemic—everyone should have the same opportunities. But short of that, I think a lot of people just don't understand it—they don't get how property is valued, they don't understand how exemptions work. An informed taxpayer will be a happier one because they're the ones who can say, 'I understand what is going on and this is wrong.' OK, let's have that conversation—vs. 'I don't understand what's going on,' and then it's harder to help them.

You've written extensively on advocating for taxpayers, particularly low-income taxpayers (I'm thinking in particular about your book, *Advocating for Low Income Taxpayers: A Clinical Studies Casebook*). To what degree, do you think, is your previous research and writing applicable to your current position?

Well, it was a great training ground because, through that work, I've seen soft spots in revenue departments and have a sense of how far they can go administratively. So, I'm taking that knowledge here and trying to use that to get those soft spots worked on internally so I can better advocate for low-income taxpayers. I think the greatest value I got out of that was truly understanding how difficult it is for most people—especially people with mental health challenges, language differences, any type of disability—in navigating a mammoth organization. This work helped me understand how important it is for, internally, people to be trained and skilled in working with these populations.

Similarly, you've also testified before the IRS Oversight Board on effective customer service. Do you think the things you talked about during your testimony are applicable to New York City tax matters?

Absolutely! I'm a big subscriber to what I call the "nudge": The idea is that you can't possibly have enough resources in any kind of government to enforce *everything*, but you can push people in one direction or another, and, many times, people will take that path because it really is something that is common sense or something easy for them to do. Agencies like the Department of Finance can go a long way using that. My undergraduate area was in behavioral economics, and I love to say the problem with classical economics is there's no rational consumer, no completely rational person at all. So, I think the advantage is for an agency to understand the general irrational actions by taxpayers and figure out how you can take that and

move them to voluntary compliance. That's something I want to try to investigate while I'm here.

What was the last really good book you read?

One of the challenges I came in with was trying to get a handle on co-ops and condos. So a good book, which I recommend to anyone, was done by Peter Eisenstadt [*Rochdale Village: Robert Moses, 6,000 Families, and New York City's Great Experiment in Integrat-*

ed Housing], which was about one of the first large-scale co-ops built in South Jamaica [Queens]. The initial thought of why this co-op would be different was it was seen as an opportunity to, amid desegregation, integrate housing, and it's sad because the story is that, in the beginning, it really was that, but ... it didn't end that way. It's a fascinating look at history and co-ops and New York City politics.

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Society committees — membership's best kept secret

NYSSCPA committees offer a platform where Society members have the opportunity to tap into a wealth of knowledge, impact the profession, network with their peers and enhance their skills.

By responding to exposure drafts from regulatory agencies and issuing comment letters, committee members working together were able to effect changes in Form 990 extension rules and provide logical focus on accounting standards for small enterprises. Those are just some of the many achievements and influence that committees attain.

Still not sure? Don't take our word for it. Here's what your colleagues have to say:

"From monthly meetings with colleagues specifically working within my industry, to online Web discussions, the Society gathers our state's thought leaders in one place and allows each of us to learn from one another. Membership however, is what you make of it. I urge you to check out the NYSSCPA's website and sign up for a committee."

—*Candice R. Meth, chair, Not-for-Profit Organizations Committee; vice chair, Public Sector Oversight Committee*

"NYSSCPA committees are a great resource for keeping abreast of technical developments, and provide the Society with the specialized knowledge that members need. Through committees, I've connected with professionals in my practice area that I call

on when I need to bounce a problem or idea off someone. Most of the Society conferences are organized by committees, and the Society's technical hotline calls are answered by committee volunteers."

—*Michael Rudegeair, member, Professional Ethics, Estate Planning, Personal Financial Planning, and Trust and Estate Administration committees*

"I would strongly recommend any NYSSCPA member to join a committee of their preference. There are many benefits to committee work.

"The interaction with peers and other professionals provides an experience and education that cannot be obtained through a classroom, CPE or within one's current work environment. The opportunity to meet and understand the perspective of governmental agency personnel is invaluable when this information is taken back to the workplace and implemented into day-to-day routine.

"The opportunity to take on leadership roles provides one with the confidence and exposure for career advancement that might not otherwise be available."

—*Michael L. McDonald, current member and past chair, C Corporations Committee*

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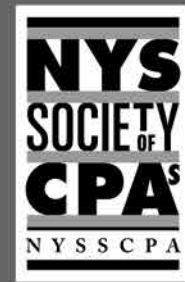
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To join a committee, contact Nereida Gomez, Manager, Committees, at ngomez@nysscpa.org or 212-719-8358.



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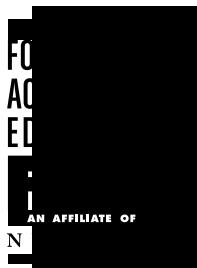
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Continued from front page

programs. It defines nano-learning in this way: “A tutorial program designed to permit a participant to learn a given subject in a ten-minute timeframe through the use of electronic media (including technology applications and processes and computer-based or web-based technology) and without interaction with a real time instructor.”

Under the proposal, the 10-minute, nano-learning modules would count for one-fifth of a credit hour—or .20 credits—provided the CPA completes a qualified assessment afterward. The program, as a whole, would need to be at least 10 minutes in total, including both the lesson itself and the subsequent assessment.

Nano-learning courses could be taken by themselves, or through another format recognized in the proposal called “blended learning.” Blended learning allows for courses that incorporate different educational methods, such as lectures or simulations; delivery methods, such as live groups or self-study; levels of guidance, such as subject matter-led or group/social learning; and scheduling, whether it be synchronous or asynchronous. So, a series of lectures delivered over the Internet and worked on asynchronously would count as blended learning, as would a live workshop supplemented with a self-study program that includes various readings and a group discussion on a collection of nano-learning modules, guided by a subject matter expert.

The NYSSCPA, however, had some reservations about the concept and how effective such lessons could be in maintaining a CPA’s professional competence, which is the goal of the proposed standards in the first place.

While acknowledging the growing popularity and use of the format, the NYSSCPA, in a recent comment letter issued by the Society’s Foundation for Accounting Education’s (FAE) Board of Trustees, cautioned against allowing CPAs to rely on such courses for the bulk of their professional development.

With this in mind, the Society asked that the AICPA and NASBA consider “limiting the number of nano-credits that may be earned by a participant,” as “we believe that if true education is desired, too many credits earned exclusively through a nano format may not meet the Joint Committee’s ultimate objective, which is to educate and maintain the professional competence of a CPA practitioner.”

At the same time, it also asked that NASBA and the AICPA broaden the criteria for when a nano-learning credit can be earned. As it is now, credit can only be earned through the use of electronic media without any interaction from a real-time instructor. The Society wondered why credit should

only be awarded through this strict format. Why not, for example, through conducting research reviewed by a competent professional or subject matter expert, or through a live self-study program? The Society urged the NASBA and AICPA to consider these alternatives.

Not that a live instructor is necessary in all cases—while the exposure draft proposes that a subject matter expert be available to facilitate and take questions during recorded presentations for the lesson to count for CPE credit, the Society wondered why this was the case. It suggested that instead of having to have someone around in real time, perhaps the expert could be available via email instead, which the Society felt accomplished the same goal.

“As written, it appears the objective is to be certain that the participant understands the subject matter presented in a recorded presentation and has any questions answered. Therefore, whether a question is answered immediately (live) or at a reasonable future time through email prior to issuance of a certificate of completion, using email should not make a difference in the ultimate outcome of the presentation,” said the Society.

The Society felt that certain terms that are used when describing blended learning, such as “social learning,” however, could stand to be clearer, as could a number of other terms used throughout the document. While the exposure draft did have a glossary at the beginning, the Society believed that some of the terms were “unclear and may be interpreted or applied differently by different individuals.”

Overall, though, the Society expressed support for the main objective of keeping CPE standards relevant, as these are the bedrock on which a CPA’s competence rests.

“We believe that education and the maintenance of professional competence by CPAs are critical to upholding the trust we have duly earned and enjoy in the public domain. We believe that continuing education is a lifelong process essential to remaining competent and relevant in our ever-changing world, and that such education be obtained in the most appropriate manner,” said the Society.

cgaetano@nysscpa.org



CHAPTER NEWS

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BY MATTHEW P. BRYANT

Rochester Chapter President

A few years ago, when **Michael Desmond** was chapter president, our board and committees voted to establish our chapter's NextGen Committee. Today, I am happy to report that several of those NextGen Committee members have gone on to join and even chair other chapter committees. **Jordan Fritz** is an excellent example of this—Jordan is now our chapter's president-elect. So I've seen firsthand that our NextGen program works, and it has been awesome to watch.

In an effort to fully integrate our NextGen members with the chapter at-large, we organize events that allow current NextGen members to meet our board and committees. Once such event was our Oct. 20 euchre tournament at Rohrbach Brewing Company, organized by **Michelle Staebell**. Participants

entered the tournament as individuals and were able to play with a new partner every few hands. It was a wonderful networking event, and all who attended had a good time.

More than 200 regional high school students attended the Rochester Chapter's World of Accounting event on Nov. 13, organized by committee chair **Harry Howe**. Students participated in mock interviews, toured the accounting offices of Mengel Metzger Barr & Co., and were introduced to recent college graduates working in the accounting profession, as well as accountants in industry and government. I would like to thank **Cheryl Yawman** for leading the mock interview sessions, and **Michelle M. Cain** and Mengel Metzger Barr & Co. for once again welcoming World of Accounting students to the firm, which is one of the highlights of the day.

Nationally renowned spreadsheet expert

Bill "Mr. Excel" Jelen shared his skills at the Burgundy Basin Inn on Nov. 10, in an event we cosponsored with the Institute of Management Accountants (IMA). More than 100 attendees could choose between basic and advanced Excel courses, and all participants left with Mr. Jelen's book, *Slaying Excel Dragons*, to continue their Excel studies at home. Thank you to CMA Kimberly Foreman, president of the IMA Rochester chapter, for her extensive efforts in organizing the event.

Other successful chapter activities include the Taxation Committee's Nov. 20 Rochester Tax Institute, scheduled by **Anthony Sandonato** and keynoted by New York State Department of Economic Development Commissioner Howard Zensky. Cosponsored with the Monroe County Bar Association, the meeting offered attendees a full

day of CPE on several tax topics presented by local CPAs and lawyers. **Antoinette Spina's** presentation on multistate tax considerations on Dec. 15 at Midvale Country Club gave members a valuable end-of-year update that outlines the rules government auditors use to determine which state has nexus based on the business transaction. Thank you to Citizens Bank for sponsoring the session, which allows us to keep CPE costs low. One last thank you to **Michael Doody** and EFPR Group for hosting this year's Business and Industry Conference.

We are always looking for feedback on our events and suggestions for future ones. Please email me directly with your comments, and I will share them with our committee leaders.

mbryant@pharmasmart.com



MATTHEW P. BRYANT
Rochester Chapter President

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Suffolk Chapter plays Santa to Long Island's kids

By CHRIS GAETANO
Trusted Professional Staff

What began 21 years ago as a small effort undertaken by a few dedicated young CPAs is today one of the largest Christmas toy collections on Long Island. In 1994, the NYSSCPA Suffolk Chapter spent a few days before Christmas gift-wrapping the 10 boxes full of toys and games they had collected for the Toys for Tots program; this year, the chapter collected 140 boxes worth of toys, requiring days of wrapping and an 18-wheeler truck to cart them away.

"The strength and growth of this drive is a testament to the hardworking folk who participate in our NextGen Committee and the

many other volunteers who give of their time and resources, especially during the holidays when those become a commodity," said Suffolk Chapter President Felix Russo. "Each year the bar gets reset at a higher level, and each year, the Suffolk Chapter manages to surpass it."

The drive began on Nov. 4 at the offices of Sheehan and Co., where volunteers wrapped cardboard collection boxes, which were then dropped off at dozens of businesses across Long Island that served as collection points for toys and games. Collections continued until Dec. 7, at which point volunteers convened again to wrap the presents before members of the U.S. Marine Corps picked them up on Dec. 11.

The chapter's participation in the Toys for Tots drive started as a service project under-

taken by what was then called the Young CPAs Committee, and headed up by the committee's chair, Cynthia Barry. Wanting to get members more involved with the community, she decided upon the toy drive at the suggestion of one of the partners in her office. Two decades and thousands of collected toys later, Barry is a former chapter president who continues to coordinate the toy drive every year.

"[Her] commitment to the Toys for Tots program is beyond words," Russo said. "Having started ... 21 years ago, and to still put forth the efforts needed today is a true example of a leader."

For Barry, Toys for Tots has become a gift not only for the Long Island kids who benefit from the program, but also for the chapter itself.

"I truly love the cause, as it serves to bring the magic of the holiday season to children that may otherwise not receive anything during the holidays," she said. "[And] I enjoy the camaraderie in working on the drive with my colleagues and friends that I have met over the years. It is an event that brings so many of us together each year with such a wonderful purpose."

Even though the Young CPAs now call themselves NextGen, they remain integral to this annual effort, said Amanda Sexton, NextGen committee member and Suffolk Chapter vice president.

"It's a truly amazing event," she said, "and is one of the events that make our chapter feel like a family."

cgaetano@nysscpa.org

SI's revamped Annual Tax Conference continues success in second year

BY PATRICK MONACHINO
Staten Island Chapter Tax Committee Cochair

For the past two years, the Staten Island Chapter has applied a more proactive approach with the planning of its Annual Chapter Taxation Conference. This planning has resulted in an increase of attendees as well as an overall successful conference

each year. In fact, we received feedback from participants who expressed that it might have been our most successful conference ever.

A total of 65 Staten Island tax pros attended this year's conference, which included federal and state tax updates from the New York State Department of Taxation and Finance and the New Jersey Division of Taxation, Education and Outreach, as well as an especially

interesting session on how to best navigate—and when to collect—Social Security benefits.

I would like to give my sincere thanks to my colleague and friend, Cynthia Scarinci, who went above and beyond to secure the College of Staten Island recital hall as our location. I would also like to thank Staten Island Chapter Board members and Anthony Maltese, cochair of the Staten Island Chapter

Tax Committee and chair of the Sponsorship Committee, for helping to secure sponsors and speakers for the conference. Last and certainly not least, I would like to thank Lelia Dickenson, the NYSSCPA's chapter liaison, for providing much-needed support in coordinating conference registration, our speakers and their presentation materials.

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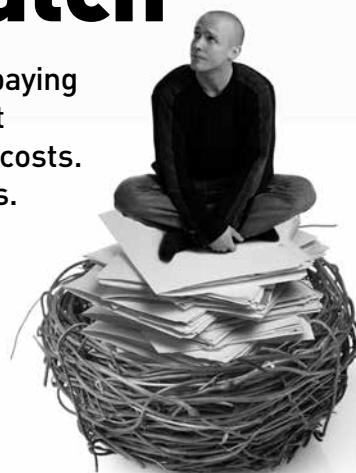
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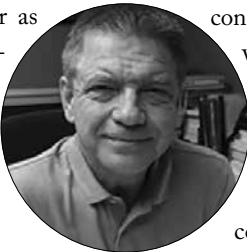
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NextGen makes our future bright

BY BRUCE ZGODA
Buffalo Chapter President

I heard a great saying the other day: "You can never be wrong by doing what is right." As I continue my year as president, I am constantly reminded that CPAs are held to a higher standard, so just remembering that responsibility should makes it easy for us to do what is right.



BRUCE M. ZGODA
Buffalo Chapter President

I was privileged to attend Hamburg and South Park School District's Junior Achievement Stock Market Challenge on Nov. 19, coordinated by one of our own new members, Jim Gram-kee. Seeing these high school students perform was awesome, to say the least. They so inspired me that I immediately volunteered to teach a class to these future financiers. There are always opportunities for the profession to support our young leaders of tomorrow, you just have to seek them out.

Chris Learman, our treasurer, continues to create community in the Buffalo Chapter through the Day After Club, a valuable resource for smaller firms, which offers assistance with succession planning, cyber security, efficiency methods and many other small-firm specific issues.

Ed Arcara, Pat McGrath and Patricia Johnson, all past presidents, but members who continually share their knowledge with me and the rest of the organization. One thing you learn as a member is that there is

always a great person who is willing to make sure you become successful in what you do.

Our November meeting was held just days before Thanksgiving where we welcomed many new faces who are excited to contribute to the chapter in a big way. If these new recruits are our future leaders, then our future is bright. I'd like to thank Christie Adamczak, our NextGen Committee chair, for continuing to come up with new ideas for our young CPAs and is also putting in extra time in recruitment. Another November success for the chapter was our Not-for-Profit CPE session on Nov. 18. Thank you to Sarah Hopkins for coordinating it.

December is a very busy planning month for us all as we serve our clients and get ready for another tax season, but it also Christmas, which I hope will be shared with your families and loved ones. As the year comes to a close, I want to thank everyone who has touched my life in some way--fellow chapter members, my colleagues, and of course, friends and family. I could not do my job without you. God bless you and Merry Christmas to you all. Remember to be thankful for what you have, and not ungrateful for what you don't. If we have our health and are loved, what more do we need?

Bmz4848@aol.com

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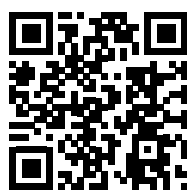
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CPA ROUNDTABLE

Should small firms invest in cybersecurity insurance?



RONA POCKER | Financial and Regulatory Risk Management Consultant, Turnaround Risk Management, Inc., Manhattan

I think before even thinking about insurance, you need to understand the nature and types of cyber risks you're exposed to. The Office of the Comptroller of the Currency has a new tool on its website that can help you with that. What you're doing is assessing the inherent risk profile: the amount of risk posed, types of risk, volume, complexity, reliance on third-party vendors, etc. You should also assess the cybersecurity controls you already have in place, both in terms of technology and procedures. Once a firm has made that assessment, you're in a much better position to make a determination as to whether or not insurance is worthwhile. It may be that the insurance doesn't cover the nature of the risk, it may be too costly given the probability of occurrence, or it may not be an appropriate insurance program.

Policies are not one-size-fits-all either. You could buy insurance based on very narrow aspects, or you could buy insurance based on a very broad assessment. Because of this, it's important to understand what risks you're ultimately exposed to, as well as assess the controls you already have in place to mitigate risk. None of us lives in a zero-risk environment, so the question is, even for a small firm, "What exposure is there?"

ronapocker@yahoo.com



JOHN P. FODERA | Partner, EisnerAmper, Long Island

Companies should, at a minimum, try to get some quotes and find out what the insurance would cost them. At the end of the day, I think it's much more important to have your written information security program and your training and your client programs in order to mitigate the risk. Still, insurance can go a long way in covering that risk, but you should take a look at the benefits you'd get from having it. If a firm's considering it, the best thing to do is get quotes from different carriers—they're not all the same. One thing to consider is whether you're getting what you pay for, so a firm needs to consider the kind of benefits it would get from having that type of insurance: What does it cover, how does it align with the work you do, and what sort of terms will they want? Still, I don't think you can really generalize. There have been a lot more breaches happening, and the kind of information CPA firms have is getting more valuable to hackers. But you really have to do a thorough evaluation to find out where you are in terms of risk and what your appetite for it is, and then see if you're going to accept the risk; if you want to do some kind of risk transfer,

which would be an insurance policy; or put stronger protocols in place to mitigate it.

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THOMAS J. SONDE | Management Consultant, SilverRoad Solutions Chair, NYSSCPA Technology Assurance Committee, Manasquan, N.J.

If you're the victim of a cyberattack, it's going to be a lot more complex for you than in a big firm because you don't have the resources, personnel and financial perspective. You won't have a large legal department or IT department—maybe you have a guy who's kind of IT. But overall, you have fewer resources, so your needs are actually greater than a larger firm. While I understand that costs can be very high, the impact of being hacked can be huge, even for a small firm, and it's very easy to get hacked—if they can hack into the Pentagon, they can hack into a local CPA firm. Without insurance, what are you going to do then? Even if you're talking about a CPA firm with four or five partners, you can have some pretty substantial clients with a lot of valuable information, and so your exposure could be enormous. Big or small, a CPA firm should get an insurance policy, and a good one too—part of my understanding of insurance is that they will force you to do things that will protect you a bit—maybe not prevent an attack, but at least force you to have a plan for what happens when you do. You may think it's costly, but wait until your client data is lifted and see how costly that can be.


tsonde@silverroad.net

MARK MARTINELLI | Executive Vice President and Chief Audit Executive, Synchrony Financial, Stamford, Conn.

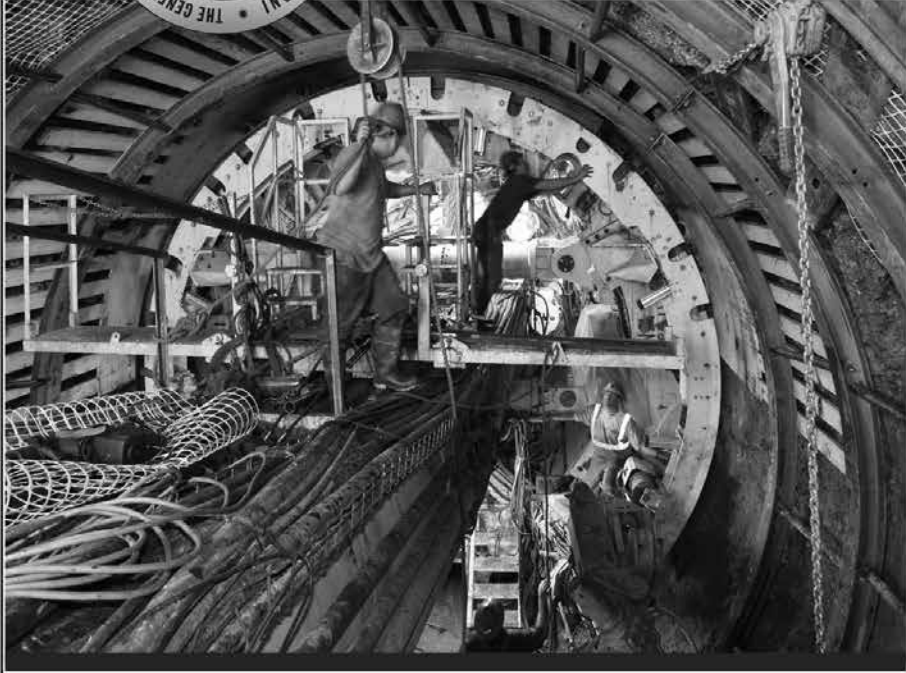
For large- and medium-sized firms, cybersecurity insurance is a must. For smaller firms, say less than 10 individuals, I would certainly do some research on what the price of getting it would be. The challenge, though, is this is not a time-tested insurance. You get insurance on your house, on malpractice liability—these are areas with pretty well-established norms. With cyberinsurance, there is still some level of gray—say a CPA firm is broken into because a vendor it uses had a breakdown in controls. All the tax information from your clients that came in through that vendor is stolen. Does your insurance apply? There's a lot of gray area here because it hasn't really been court tested, which makes researching the policies available and making sure you deal with a reputable firm all the more important.

If a firm does decide to get insurance, I would go to a specialist for a policy versus a more general insurance company. This is because you can describe to them the type of firm you have and the risks you've assessed, and in turn, they can give you an idea of what type of more tailored insurance would be appropriate, almost like a cafeteria plan. So you say, "Fine, I'll take the basic plan and third-party vulnerability." Since this field hasn't gone through legal testing yet, I absolutely would take a tailored approach. Of course, this means you're also going to have to do regular assessments of your processes and vulnerabilities. You have bright people who, nonetheless, just install McAfee and think that's all they need. You're going to need someone to come in to make sure you have the software and hardware you need. Whether or not you take insurance, though, don't make the mistake of thinking, "We're a small firm—who could want my data?" Client data can be used in a large variety of ways, and, if you think about it, it's easier to get it from a smaller firm than a bigger one.

mark.martinelli@synchronyfinancial.com



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\$124\184

12/10

Construction Contractors: Critical Accounting, Auditing, and Tax Issues in Today's Environment

Learn why construction accounting and financial reporting are so complex, and discuss the relationship between the contractor and the surety.

AC/3, AU/3 35637611

Surgent McCoy CPE LLC

\$249\374

12/10

The Tactical CFO: Make Your Business Processes Work for You

Come share ideas with experienced CFOs that will allow you to improve your department's performance in four key areas.

AC/2 35650611

Executive Education Inc.

\$249\374

12/14

IFRS Standards: Financial Reporting in a Global Environment

This course will help you gain a core competency in IFRS, as the acceptance and adoption of IFRS grows.

AC/8 35609611

AICPA

\$249\374\219\344

12/15

FAE's Accounting and Review Through Case Studies 2015

Through extensive use of case studies, you will learn how to apply the rules of SSARS, including the new requirements associated with the issuance of SSARS 21.

AC/8 35138612

Foundation for Accounting Education

\$249\374

12/16

Forensic Accounting: Investigative Practices

This course dives into the skills and analytical practices required of the best forensic accountants by teaching you how to provide expert witness testimony.

AC/8 35607611

AICPA

\$249\374\219\344

12/16

Real Estate Conference

AC/1.5, SK/2, T/4.5 35555611

Foundation for Accounting Education

\$335\460

12/23

FAE's Accounting and Auditing for Private Companies Update 2015

Keep on top of the changes that affect your private company clients in this comprehensive overview.

AC/4, AU/4 35114614

Foundation for Accounting Education

\$299\424

12/30

FAE's Accounting and Auditing Boot Camp

Join Renee Rampulla, CPA, as she focuses on the latest updates in accounting developments.

AC/4, AU/4 35111615

Foundation for Accounting Education

\$249\374

AUDITING

12/2

Exempt Organizations Conference

AU/3, T/5 35507611

Foundation for Accounting Education

\$335\460

12/2

FAE's Auditing Update 2015

Receive real-time overviews of new and exposed auditing guidance, along with practical application of that guidance.

AU/4 35112614

Foundation for Accounting Education

\$124\184

12/2

FAE's Compilation and Review Update 2015

Real-time discussion and tools designed to help you better perform compilation and review engagements.

AU/4 35113615

Foundation for Accounting Education

\$124\184

12/4

Preventing and Detecting Identity Theft

Learn how to protect yourself and your clients from identity theft.

AU/8 35210611

AICPA

\$249\374\219\344

12/9

Combating Fraud: Turning Vulnerability to Victory Every Day

Learn about what factors contribute to fraud, and how to reduce the overall risk of it.

AU/8 35606061

Surgent McCoy CPE LLC

\$249\374

12/10

Construction Contractors: Critical Accounting, Auditing, and Tax Issues in Today's Environment

See course listing under Accounting.

12/17

Common Frauds and Internal Controls for Revenue, Purchasing, and Cash Receipts

Learn how to establish a cost-effective system of controls to reduce your organization's exposure while maximizing profits.

AU/8 35287611

AICPA

\$249\374\219\344

12/22

FAE's FASB Industry Update

Real-time information about current and emerging accounting guidance and developments.

AU/8 35196612

Foundation for Accounting Education

\$249\374

12/23

FAE's Accounting and Auditing for Private Companies Update 2015

See course listing under Accounting.

12/30

FAE's Accounting and Auditing Boot Camp

See course listing under Accounting.

ETHICS

12/3

FAE's Tax Ethics and Tax Practice in the 21st Century

This course focuses on the ethical standards in tax practice for CPAs.

E/4, T/4 35620614

Foundation for Accounting Education

\$249\374

12/11

FAE's Ethics Update 2015 for Members in Business

Gain a basic understanding of the fundamental concepts underlying your ethical responsibilities and increase your awareness of critical standards and regulations. The course focuses on NYS Education Law, Rules of the Board of Regents, Regulations of the Commissioner of Education, and the rules and regulations of the AICPA and the SEC.

E/4 35277614

Foundation for Accounting Education

\$124\184

12/11

FAE's Ethics Update 2015 for Public Practice

Gain a basic understanding of the fundamental concepts underlying your ethical responsibilities and increase your awareness of critical standards and regulations. The course focuses on NYS Education Law, Rules of the Board of Regents, Regulations of the Commissioner of Education, and the rules and regulations of the AICPA and the SEC.

E/4 35277613

Foundation for Accounting Education

\$124\184

12/19

FAE's Ethics Update 2015 for Members in Business—Weekend Webcast

Gain a basic understanding of the fundamental concepts underlying your ethical responsibilities and increase your awareness of critical standards and regulations. The course focuses on NYS Education Law, Rules of the Board of Regents, Regulations of the Commissioner of Education, and the rules and regulations of the AICPA and the SEC.

E/4 35277617

Foundation for Accounting Education

\$124\184

12/19

FAE's Ethics Update 2015 for Public Practice—Weekend Webcast

Gain a basic understanding of the fundamental concepts underlying your ethical responsibilities and increase your awareness of critical standards and regulations. The course focuses on NYS Education Law, Rules of the Board of Regents, Regulations of the Commissioner of Education, and the rules and regulations of the AICPA and the SEC.

E/4 35277616

Foundation for Accounting Education

\$124\184

SPECIALIZED KNOWLEDGE

12/14

FAE's Business Writing for CPAs

Learn to quickly and efficiently translate your thoughts into a clear, concise message designed specifically for your target audience.

SK/8 35206611

Foundation for Accounting Education

\$249\374

12/15

MBA in a Day!

This course will help CPAs to develop a complete business finance and management background.

SK/4 35648644

Surgent McCoy CPE LLC

\$249\374

12/16

Real Estate Conference

See course listing under Accounting.

12/21

The 21st Century Director: Ethical and Legal Responsibilities of Board Members

This seminar discusses the legal and ethical responsibilities of directors, and the special responsibilities of audit committee members.

SK/8 35470611

Executive Education Inc.

\$249\374

TAXATION

12/2

Exempt Organizations Conference

See course listing under Auditing.

12/3

FAE's Tax Ethics and Tax Practice in the 21st Century

See course listing under Ethics.

12/3

Social Security, Medicare, and Prescription Drug Retirement Benefits: What Every Baby Boomer Needs to Know Now

This course provides tax and financial planning professionals with information on the Social Security system and the strategies clients will need in dealing with it.

T/8 35650611

Surgent McCoy CPE LLC

\$249\374

12/7

Fiduciary Income Tax Returns—Form 1041 Workshop with Filled-in Forms

This course is designed to help participants understand the core concepts of trust and estate return income tax preparation.

T/8 35616611

Surgent McCoy CPE LLC

\$249\374

12/8

Annual Tax/Plenary Conference

T/8 35616611

Foundation for Accounting Education

\$335\460

12/14

FAE's Individual Taxation: Review and Update for Experienced Practitioners

Get ready for the busiest time of the year.

T/8 35637612

Foundation for Accounting Education

\$249\374

12/15

Trust and Estate Taxation Conference

T/8 35608611

Foundation for Accounting Education

\$335\460

12/16

Real Estate Conference

See course listing under Accounting.

12/17

Intermediate Core Tax Issues in S Corporations

This program utilizes a case study approach to apply federal tax rules to S corporation clients.

T/8 35616612

Surgent McCoy CPE LLC

\$249\374

12/21

Effective and Efficient Senior-Level Review of Individual Tax Returns

This course will give both new and seasoned reviewers additional and advanced procedures via a multitude of checklists.

T/8 35678611

Surgent McCoy CPE LLC

\$249\374

12/22

Surgent's Guide to Understanding the Passive Activity Rules in 2015

Learn what you need to know about determining whether you materially participate in any trade or business.

T/4 35641611

Surgent McCoy CPE LLC

\$124\184

12/22

Surgent's Guide to Understanding the Net Investment Income Tax in 2015

Understanding the implications of the tax is critical to comprehensive tax planning for individual clients.

T/4 35644611

Foundation for Accounting Education

\$124\184

12/28

Tax Forms Boot Camp: LLCs, Partnerships, and S Corporations

The course provides a comprehensive understanding of the preparation of both S corporation and partnership/LLC tax returns, along with the underlying laws and regulations.

T/8 33256611

Surgent McCoy CPE LLC

\$249\374

12/29

Preparing Individual Tax Returns for New Staff and Paraprofessionals

This course will train new staff accountants, data processing employees, para professionals, and bookkeepers to prepare a complicated federal individual income tax return.

T/8 35642611

Surgent McCoy CPE LLC

\$249\374

12/29

Pass-Through Entities: Advanced Tax Issues

This program is designed for the CPA who is well grounded in the basics of Subchapter K and Subchapter S who wants to learn how to deal with some of the more complex issues.

T/8 35618611

Nichols Patrick CPE, Inc.

\$249\374

12/29

Taxation for Individuals Living Abroad

Learn about the tax issues facing U.S. citizens living overseas and foreign nationals living in the United States. Explore tax issues related to cross border employment, business, and investment activities.

T/8 35251611

AICPA

\$249\374\219\344

12/30

Current Federal Tax Developments

This one-day course covers the latest developments in federal taxation, with an emphasis on real-world applications.

T/8 35605612

Nichols Patrick CPE, Inc.

\$299\424

12/30

International Taxation

Get a solid understanding of international tax terminology and regulations that apply to a U.S. entity involved in global operations, or to a foreign entity doing business in the United States.

T/8 35690611

AICPA

\$299\424\269\394

FOR JANUARY 4, 2016, THROUGH JANUARY 28, 2016

BUFFALO**TAXATION**

1/14

FAE's Individual Taxation: Review and Update for Experienced Practitioners

Get the latest updates on major tax forms for 2015, along with other vital information.

T/8 21637681

Buffalo/Niagara Marriott

Foundation for Accounting Education

\$299\424**MANHATTAN/BRONX****ACCOUNTING**

1/14

38th Annual Nonprofit Conference

AC/2.5, AU/2.5, SK/3 25550611

New York Marriott Marquis at Times Square

Foundation for Accounting Education

\$385\510**AUDITING**

1/14

38th Annual Nonprofit Conference

See course listing under Accounting.

SPECIALIZED KNOWLEDGE

1/14

38th Annual Nonprofit Conference

See course listing under Accounting.

TAXATION

1/6

Sales Tax Nuts and Bolts

Addresses the application of New York's sales and use tax rules to New York and out-of-state businesses with customers in New York, as well as the most common audit issues and some tricks and traps for the unwary.

T/2 27500602

FAE Learning Center

Foundation for Accounting Education

\$65\90

1/19

Partnership Taxation Conference

T/8.5 25614611

New York City Bar Association

Foundation for Accounting Education

\$385\510

1/20

FAE's 2015 Individual Tax Return Preparation Boot Camp

Get the latest in the updates to major tax forms for 2015, along with other vital information.

T/8 31640611

FAE Learning Center

Foundation for Accounting Education

\$299\424

1/20

Taxation of Financial Instruments and Transactions Conference

T/8 25623611

New York City Bar Association

Foundation for Accounting Education

\$385\510

1/21

Tri-State Taxation Conference

T/8 25961611

FAE Learning Center

Foundation for Accounting Education

\$335\460

1/28

International Taxation Conference

T/8 25610611

New York City Bar Association

Foundation for Accounting Education

\$385\510

1/27

Handling an Audit—Soup to Nuts

Provides an overview of the issues that practitioners face in a New York tax audit.

T/2 27500601

FAE Learning Center

Foundation for Accounting Education

\$65\90**NORTHEAST****TAXATION**

1/8

FAE's Individual Taxation: Review and Update for Experienced Practitioners

Get the latest on tax strategies, revenue rulings, court decisions, and changes to state and federal forms.

T/8 21637641

Albany Marriott

Foundation for Accounting Education

\$299\424**ROCHESTER****ACCOUNTING**

1/7

38th Annual Nonprofit Conference

AC/2.5, AU/2.5, SK/3 25550671

RIT Inn & Conference Center

Foundation for Accounting Education

\$355\480**AUDITING**

1/7

38th Annual Nonprofit Conference

See course listing under Accounting.

ETHICS

1/12

FAE's Tax Ethics and Tax Practice in the 21st Century

This course focuses on the ethical standards in tax practice for CPAs.

E/4, T/4 21620672

Holiday Inn Rochester Airport

Foundation for Accounting Education

\$299\424**SPECIALIZED KNOWLEDGE**

1/7

38th Annual Nonprofit Conference

See course listing under Accounting.

TAXATION

1/12

FAE's Tax Ethics and Tax Practice in the 21st Century

See course listing under Ethics.

1/13

FAE's Individual Taxation: Review and Update for Experienced Practitioners

Get the latest on tax strategies, revenue rulings, court decisions, and changes to state and federal forms.

T/8 21637672

Holiday Inn Rochester Airport

Foundation for Accounting Education

\$299\424**SUFFOLK****TAXATION**

1/5

FAE's Individual Taxation: Review and Update for Experienced Practitioners

Get the latest on tax strategies, revenue rulings, court decisions, and changes to state and federal forms.

T/8 21637622

Melville Marriott Long Island

Foundation for Accounting Education

\$299\424**SYRACUSE**

1/11

FAE's Individual Taxation: Review and Update for Experienced Practitioners

Get the latest on tax strategies, revenue rulings, court decisions, and changes to state and federal forms.

T/8 21637652

Doubletree Hotel (formerly the Wyndham)

Foundation for Accounting Education

\$299\424**WESTCHESTER****TAXATION**

1/6

FAE's Individual Taxation: Review and Update for Experienced Practitioners

Get the latest in the updates to major tax forms for 2015, along with other vital information.

T/8 21637632

Doubletree Hotel Tarrytown

Foundation for Accounting Education

\$299\424**WEBCASTS****ACCOUNTING**

1/14

38th Annual Nonprofit Conference

AC/2.5, AU/2.5, SK/3 35550611

Foundation for Accounting Education

\$285\410**ADVISORY SERVICES**

1/4

Fraud and Embezzlement: Risk Management Strategies

Guidance regarding preventing, detecting, and responding to potential and suspected fraud incidents.

AD/2 35700612

Foundation for Accounting Education

\$65\90

1/7

Comprehensive Defensive Documentation Techniques for Today's CPA

Includes some important "do's and don'ts" related to effective defensive documentation, as well as jury standards.

AD/2 35700613

Foundation for Accounting Education

\$65\90

1/11

Ethical Dilemmas from a Risk Management Perspective

Covers the CPA's role as "protector," and the role ethics plays in managing a firm.

AD/2 35700614

Foundation for Accounting Education

\$65\90

1/25

Common Defficiencies in Peer Review

Learn loss prevention skills and techniques, jury standards, and common liability issues.

AD/2 35700616

Foundation for Accounting Education

\$65\90

1/28

Risk Management Tips from an A&A Perspective

Current trends, assessing risk, risk management techniques, and New York State DOE rules.

AD/2 35700617

Foundation for Accounting Education

\$65\90**AUDITING**

1/14

38th Annual Nonprofit Conference

See course listing under Accounting.

1/26

Nonprofit Going Concern Issues

Understand the factors that threaten a nonprofit entity, including organizational and financial red flags.

AU/1 35111657

Foundation for Accounting Education

\$45\70

1/26

OMB Single Audit Basics Under the Uniform Guidance

Provides an overview of the Single Audit, up to the determination of major programs.

AU/2 35111656

Foundation for Accounting Education

\$65\90**TAXATION**

1/6

Sales Tax Nuts and Bolts

Addresses the application of New York's sales and use tax rules to New York and out-of-state businesses with customers in New York, as well as the most common audit issues, and some tricks and traps for the unwary.

T/2 37500602

Foundation for Accounting Education

\$65\90

1/19

Partnership Taxation Conference

T/8.5 35614611

Foundation for Accounting Education

\$335\460

1/20

Taxation of Financial Instruments and Transactions Conference

T/8 35623611

Foundation for Accounting Education

\$285\410

1/20

FAE's 2015 Individual Tax Return Preparation Boot Camp

Get the latest in the updates to major tax forms for 2015, along with other vital information.

T/8 35640611

Foundation for Accounting Education

\$249\374

1/21

Tri-State Taxation Conference

T/8 35961611

Foundation for Accounting Education

\$285\410

1/27

Handling an Audit—Soup to Nuts

Provides an overview of the issues that practitioners face in a New York tax audit.

T/2 37500601

Foundation for Accounting Education

\$65\90

1/28

International Taxation Conference

T/8 35610611

Foundation for Accounting Education

\$285\410

Small Business Owner?



Workers' Compensation?
Independent Contractor Status?
Department of Labor Penalties?
Wages - Hours - Overtime Issues?
Unemployment Insurance Taxes?

Do You Have Any of These Issues?

New York State is going back as many as SIX YEARS & assessing major penalties for the above subjects. This happens when the employer has classified people as Independent Contractors with individuals treated as self-employed or because of a lapse in coverage.

Our work also includes performing a *Basic Analysis* of the circumstances prior to lodging the appropriate appeal. This examination is conducted without any charge.

Arnold Standard represents you before the **NYS Workers' Compensation Board**, **NYS Department of Labor** and **US Department of Labor**, to settle assessments and penalties which have been imposed – for a fraction of the original amounts.

We manage the entire process through the appeal phase with the Department. Our record in this area is excellent, and there are no up front costs, because we are only paid if we win your case. **We prevail in ALL of our cases!**



ARNOLD STANDARD COS.
COST CONTROL SERVICES

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1-800-645-6800