GAO gives facelift to government audit standards, clarifies key points

By CHRIS GAETANO
Trusted Professional Staff

In July, the U.S. Government Accountability Office (GAO) released its latest revision of Generally Accepted Government Auditing Standards (GAGAS)—also called the Yellow Book because the physical document’s cover is literally yellow—which supersedes the 2011 version. Yellow Book standards are used for audits of governmental agencies, usually on the federal level, as well as for audits of the private entities that contract with them. The 2018 revision is effective for financial audits, attestation engagements and reviews of financial statements for periods ending on or after June 30, 2020, and for performance audits beginning on or after July 1, 2019.

Susan M. Barossi, chair of the NYSSCPA’s Government Accounting and Auditing Committee, said that the major difference between the 2011 and 2018 versions involves presentation. The GAO reorganized chapters into a revised format that differentiates between requirements and application guidance related to those requirements.

The Education Committee proposed the change in July 2017 in response to an internal review that found that 50 percent of CPAs were not in compliance with their ethics CPE requirement. The board identified four root causes: sponsors that were not approved by the New York State Education Department to offer ethics CPE; behavioral ethics courses that were not approved for ethics CPE; out-of-state courses that were taken by CPAs but not licensed in the outside state; and confusion over the old triennial registration cycle vs. the current three-year calendar-year CPE cycle.

The Education Committee proposed the change in July 2017 in response to an internal review that found that 50 percent of CPAs were not in compliance with their ethics CPE requirement. The board identified four root causes: sponsors that were not approved by the New York State Education Department to offer ethics CPE; behavioral ethics courses that were not approved for ethics CPE; out-of-state courses that were taken by CPAs but not licensed in the outside state; and confusion over the old triennial registration cycle vs. the current three-year calendar-year CPE cycle.

The Society has voiced its objection to the changes, both in a commentary and a letter to the GAO.

NYSSCPA President Jan. C. Herringer presents a speech at the Accountants Club of America’s Annual Meeting on Oct. 25, on the topic, “The CPA’s Role as the Business World’s Conscience.” During the meeting, NYSSCPA Past President J. Michael Kirkland was installed as the new president of the Accountants Club of America. See page 2 for an excerpt from Herringer’s speech.

Ethics CPE regulatory changes set to take effect in 2020

By RUTH SINGLETON
Trusted Professional Staff

While acknowledging that the NYSSCPA is opposed to the changes, the New York State Board for Public Accountancy has approved regulatory language implementing new ethics continuing professional education (CPE) requirements. New York-licensed CPAs will be required to complete two credits of ethics CPE every year, rather than the current four credits every three years. In addition, two out of six credits every three years will have to include a New York state-approved ethics course, while the other four can be in a variety of ethics topics, including behavioral ethics. Currently, all four credits must be in a New York state-approved course. The changes will apply to registrations ending on or after Jan. 2, 2020, but because of a delay in new regulations going before the Board of Regents for approval, there is a possibility that the changes will go into effect later than that.

“We honestly believe this is a constructive change,” said Priscilla “Penny” Z. Wightman, the board’s Education Committee chair, at its Oct. 24 meeting, after noting the Society’s objection. “It’s a perfect time to make that change, in the long run, in terms of management of CPE compliance; two hours of ethics every year would satisfy the requirement.” With the approval of all but one member, the board voted to implement the regulatory language as drafted by the Education Committee.

The Education Committee proposed the change in July 2017 in response to an internal review that found that 50 percent of CPAs were not in compliance with their ethics CPE requirement. The board identified four root causes: sponsors that were not approved by the New York State Education Department to offer ethics CPE; behavioral ethics courses that were not approved for ethics CPE; out-of-state courses that were taken by CPAs but not licensed in the outside state; and confusion over the old triennial registration cycle vs. the current three-year calendar-year CPE cycle.

The Society has voiced its objection to the changes, both in a commentary and a letter to the GAO.

Continued on page 3
The CPA’s role as the business world’s conscience

Jan C. Herringer

On Oct. 25, I gave a speech at the Accountants Club of America titled, “The CPA’s Role as the Business World’s Conscience.” Because the speech examines some fundamental principles about the CPA profession, I think it’s worth sharing with you, the NYSSCPA membership. What follows is a shortened version of that speech, touching on its major themes.

Our profession is built on a foundation of professional ethics and independence standards that support our unique role to protect the public interest. I think we can view the Code of Professional Conduct as being built into the profession to support our roles. We will see how it supports our responsibility in a broader perspective that we may have not recognized before.

One important principle explains that, as CPAs, we have a responsibility to work in the public interest. The accounting profession’s public consists of clients, credit grantors, government, employers, investors, the business and financial community, and others who rely on the objectivity and integrity of CPAs to maintain the orderly functioning of commerce. And it is this reliance that imposes a public interest responsibility on CPAs. According to the Code, the public interest is defined as the collective well-being of the community of people and institutions that the profession serves.

Over the past few months, we have seen something that has never happened: the trillion-dollar company. First Apple and then, shortly after, Amazon. One trillion dollars. If these companies were nations, they would be among the largest economies on earth. Individual businesses now have a level of influence among the largest economies on earth. Investors are increasingly demanding more of corporations. A growing number of investors, including pension funds, are now demanding that companies produce sustainability reports. This is the kind of long-term thinking that the profession should be doing.

But all this requires that you don’t ask certain questions—questions about the sustainability of a particular business model that considers, measures and monitors all capital inputs or streams. Such capital streams include manufacturing, social/relationship, intellectual and natural streams. We don’t often consider these indirect capital streams for many reasons; perhaps they are too hard to measure or perhaps it is easier to kick the can down the road.

While some may say that failing to measure or at least consider all capital streams is not in the public interest, it is really much worse: It is unprofitable. We are in a changing world, and we must change with it. Investors are increasingly demanding more of corporations. A rising number of business professionals who have come to understand that we should not be saddling 21st century companies with 20th century thinking are focusing on questions of sustainability and integrated reporting.

CPAs have recognized the benefits of corporate social responsibility, as evidenced by the rising number of firms with sustainability practices. It’s a reflection of a growing awareness that companies draw value from many places, not just its financial and manufacturing capital. It’s becoming more obvious that there is a strong business case for socially and environmentally responsible corporations because, each day, we grow more aware of how business decisions reverberate well past their initial scope.

Just as business professionals are awakening to the value of corporate sustainability, so too are they becoming aware of the value that diversity and inclusion bring. We’re a long way from the ’Mad Men’ era, as evidenced by the status as a BDO partner and NYSSCPA president. Yet, even within our own ranks, we still have a long way to go. Despite the profession now being majority-female in firms of every size, women remain underrepresented in firm leadership. (And on that note, I again encourage you all to attend the Women’s Leadership Forum that the Society is presenting on Jan. 18. You can register at nysscpa.org/wlf19.)

If we expect to have vibrant, profitable businesses into the 21st century, ones capable of meeting the challenges of this rapidly changing world, the prescription seems clear: Corporations must expand their understanding of the world and their impacts upon it beyond just profit and loss or earnings per share, and they must make a commitment to a diverse and inclusive workplace at all levels of the hierarchy.

For businesses to thrive and not merely survive, we need to understand: What’s beyond today? Our conception of the future must go beyond the next fiscal quarter and move into the kind of world we aim to create for future generations. This is the kind of long-term thinking we need.

president@nysscpa.org
addition, the GAO either removed supplemental guidance from the appendix of the 2011 revision or incorporated it into the individual chapters of the new version. She compared the process to the codification of Generally Accepted Accounting Principles in 2009, which similarly reorganized and clarified already-existing standards into a single document.

“What it’s become is a how-to manual,” she said. “It more truly defines what’s right or wrong regarding the preparation.”

Not that there are only structural changes. The new edition did come with some substantive changes, too.

One change is a specific definition for waste—the act of using or expending resources carelessly, extravagantly or to no purpose. Importantly, waste can include activities that do not include abuse. It does not necessarily involve a violation of law. Rather, waste relates primarily to mismanagement, inappropriate actions and inadequate oversight.

Another change is actually less of a change and more of a clarification of what the standards mean when they refer to independence. The new standards clarify that preparing financial statements from a client-provided trial balance—an accounting report that lists the balances in each of an organization’s general ledger accounts—or from underlying accounting records, generally creates significant threats to auditors’ independence. Auditors preparing such statements should document the threats, as well as the safeguards applied in order to eliminate and reduce those threats to an acceptable level, or they should decline to perform the service.

Barossi noted that the 2018 revision brings the Yellow Book auditing standards more into alignment with commercial auditing standards, which have incorporated independence considerations as the norm for years. Most audit organizations, whether engaging private or government entities, had already been operating with this assumption in mind. Barossi said that this clarification will mostly affect those firms that haven’t yet incorporated independence considerations—mainly governmental practice units in very small firms that have been both preparing financial statements and conducting audits for the same client.

John F. Georger Jr., a member of the Government Accounting and Auditing Committee, said that these revisions mirror a recent change that the American Institute of Certified Public Accountants (AICPA) made to its own ethics standards, further demonstrating the Yellow Book’s continuing alignment with commercial standards.

“The AICPA changed its ethics standards [in 2017]. Prior to the AICPA change, the preparation of financial statements and conducting audits for the same client. The AICPA has changed its standards, now saying you have to look at the organization and make sure you are independent and consider it a non-attest service, and therefore you have to address threats to independence to that service,” he said.

He added that the independence standards also concern documentation, so that the main change would be that firms that perform both the financial statement preparation as well as the audit need to document how they are working to overcome independence threats.

The latest edition of the Yellow Book also has new peer review standards requiring that audit organizations comply with their respective affiliated organizations’ peer review requirements and GAGAS peer review requirements. Additional requirements are provided for audit organizations not affiliated with recognized organizations. Georger said that while peer review, as many CPAs understand it, generally involves other CPA firms, this was not always the case before.

“One of the confusions over the Yellow Book, especially to us CPAs, was we have this bias that the word ‘auditor means CPA,’ he said. “But … a lot of state auditor organizations perform state audits, and are subject to peer review, but they don’t need it done by a CPA firm; state auditors will use associations of state auditors; county auditors will use county auditor organizations.”

Under the new standards, the recognized affiliated organizations include the AICPA, the Council of the Inspectors General on Integrity and Efficiency, the Association of Local Government Auditors, the International Organization of Supreme Audit Institutions and the National State Auditors Association. Any audit organization not affiliated with one of these organizations should, instead, set out to meet the minimum GAGAS peer review requirements discussed in paragraphs 5.66 through 5.94 of the Yellow Book.

Despite these changes, both Barossi and Georger said that the new standards will make little difference in how they perform their work, as the main changes presented in the new Yellow Book—the parts concerning peer review and independence—were already standards they were following. Barossi did acknowledge, however, that having fresh standards will be good for educating clients.

“It’s good … when speaking to clients, to explain something,” she said. “It’s always good to refer to something that is fresh, especially if a client wanted you to prepare the financial statements and you feel there would be an independence issue.”

cgaetano@nyscpa.org

Yellow Book
Continued from page 1

Ethics CPE
Continued from page 1

ment letter issued last December and in a conference call between members of its Professional Ethics Committee and members of the state accountancy board, which took place on Oct. 17, 2018. The Society’s position is that adding two more hours every three years does not address the root causes of noncompliance cited by the board, and that there are better ways of ensuring compliance, such as increased communication by the public accountancy board and clarification of terminology.

The regulatory language approved by the public accountancy board on Oct. 24 will appear in Section 70.9(b)(3) of the Regulations of the Commissioner of Education: “For each registration ending on or after January 2, 2020, a registered licensee who is not affiliated with a CPA firm shall document the threats to independence that may exist if state audits, [and] are subject to peer review, but they don’t need it done by a CPA firm; state auditors will use associations of state auditors; county auditors will use county auditor organizations.”

Although the Society has argued that CPAs are not going to be more ethical with six rather than four hours every three years, he said, “Two hours every year of your CPE has to be ethics, and we will do that.”

Wightman addressed the Society’s concern about inadequate communication regarding the registration process, asking, “Are we clear about what ethics registration is? Are we making that information accessible enough?”

Jennifer Winters, executive secretary for the state board of accountancy, responded, “We did put a separate listing of ethics providers on our website.” (That list can be found at op.nysed.gov/prof/cpa/rpt_sponsors.pdf)

“We are willing to make any other additional changes because we are informed we don’t have plain-language information,” she added, noting, “We do have a whole slew of FAQs.”

Winters also addressed an ongoing delay in regulatory changes getting to the Board of Regents for approval. She explained that there is only one full-time attorney in the State Education Department’s Office of Counsel reviewing regulatory changes, and that regulations approved by the board in late 2016 are still pending. Those changes were to Board of Regents Section 29.10 (concerning professional conduct in the practice of public accounting). If that delay continues and the board of Regents doesn’t approve the ethics CPE changes before 2020, they will not go into effect until a later year.

D. Edward Martin, another board member, also addressed the Society’s objections.

Looking for Accounting Talent?
WAHVE Accounting is an ideal solution when you can’t find accounting talent, long term or short term, full-time or part-time.

WAHVE Accounting is an innovative contract staffing solution that matches retiring accounting professionals to fill your staffing needs.

Save time and money on:
• Recruiting, hiring, and training.
• HR functions, overhead & turnover.

EMAIL: sales@wahveaccounting.com
Or CALL: (646) 807-4372
LEARN MORE AT: www.wahve.com

www.trustedprofessional.com  |  The Trusted Professional  |  December 2018

D. Edward Martin
- HR functions, overhead & turnover.
- Recruiting, hiring, and training.
Year in review: timeline of significant events in 2018

1 JANUARY
- Jan. 1, 2020. The New York Legislature passed a $168 billion budget that, among other things, includes several measures meant to mitigate the impact of the new $10,000 cap on state and local tax (SALT) deductions brought about by the federal Tax Cuts and Jobs Act. Also relevant to New York CPAs was what was not in the budget: the lawmakers approved legislation that would have allowed non-CPAs to own a minority stake in a New York CPA firm.

2 FEBRUARY
- Feb. 20. NYSSCPA Board member Craig T. Goodman dies

3 MARCH
- March 25. Society objects to ABV credential for non-CPAs. The NYSSCPA, in a comment letter, voiced its deep concern over the recent decision by the American Institute of CPAs (AICPA) to open the Accredited in Business Valuation (ABV) credential to finance professionals in general, not just to CPAs. In the letter, drafted by members of the Business Valuation Committee, the Society decreed the negative impact the decision will have on the value of the credential and on CPAs who possess it.

4 JUNE
- June 24–30. COAP 2018: another successful year introducing high school students to accounting At five college campuses throughout New York state, high school students of color attended multiday immersion programs introducing them to accounting, courtesy of the NYSSCPA’s Career Opportunities in the Accounting Profession program. This year’s locations were: COAP Adelphi University, on the Garden City campus; COAP Mid Hudson, at the State University of New York (SUNY) at New Paltz; COAP Rochester Institute of Technology; COAP Syracuse; and COAP Westchester Community College.

5 JULY
- July 15–17. A focus on future of CPA profession at Society’s Leadership Conference At its 2018 Leadership Conference, the NYSSCPA strove to ensure that Society leaders throughout the state remain unified on its major goals and messaging—especially its role in future-proofing the CPA profession.

6 AUGUST
- Aug. 12. Society hosts delegation from China The NYSSCPA hosted a delegation of Chinese business professionals from Jinan, the capital city of Shandong province. Their visit included lectures and discussions on the United States’ international control and enterprise risk-management frameworks.

7 SEPTEMBER
- Sept. 28. Society objects to the Accounting Profession project (AP) The NYSSCPA, in a comment letter, voiced its deep concern over the recent decision by the American Institute of CPAs (AICPA) to open the Accredited in Business Valuation (ABV) credential to finance professionals in general, not just to CPAs. In the letter, drafted by members of the Business Valuation Committee, the Society decreed the negative impact the decision will have on the value of the credential and on CPAs who possess it.

8 OCTOBER
- Oct. 15–17. A focus on future of CPA profession at Society’s Leadership Conference At its 2018 Leadership Conference, the NYSSCPA strove to ensure that Society leaders throughout the state remain unified on its major goals and messaging—especially its role in future-proofing the CPA profession.

9 NOVEMBER
- Nov. 9. Budget deal ending government shutdown includes tax extenders The federal government briefly shut down for the second time this year, as the deadline for approving a budget deal to keep it funded was held up by Sen. Rand Paul (R-Ky). The bill ending the shutdown extends numerous soon-to-be-expired tax provisions through 2017.

10 DECEMBER
- Dec. 31. SourceMedia survey finds 34 percent of women in accounting say they experienced sexual harassment, according to SourceMedia survey

11 JANUARY
- Jan. 1, 2020. The New York Legislature passed a $168 billion budget that, among other things, includes several measures meant to mitigate the impact of the new $10,000 cap on state and local tax (SALT) deductions brought about by the federal Tax Cuts and Jobs Act. Also relevant to New York CPAs was what was not in the budget: the lawmakers approved legislation that would have allowed non-CPAs to own a minority stake in a New York CPA firm.
**Year in review: timeline of significant events in 2018**

**OCTOBER**

- **30** Fed rolls out proposed changes to Volcker Rule
  - The Federal Reserve proposed changes that would relax some of the requirements of the Volcker Rule, which Congress instituted in the wake of the financial crisis to prevent banks from engaging in proprietary trading and from owning or controlling hedge funds or private equity funds. The Fed extended the comment period deadline from Sept. 17 to Oct. 17 and has not yet finalized the changes.

**AUGUST**

- **9** Raytheon wins $5B contract
  - Raytheon Co. wins a $5 billion contract awarded by the Air Force to provide missile defense systems.

**SEPTEMBER**

- **21** AICPA's Melcanon calls for a radical change to the audit
  - Barry C. Melcanon, president and CEO of the American Institute of CPAs (AICPA), said that the profession needs an entirely new approach to audits. During a speech at the spring meeting of the AICPA’s Governing Council, he called on audit industry leaders to embrace emerging technologies such as blockchain and cognitive computing.

**OCTOBER**

- **28** House passes ‘Tax Reform 2.0’
  - The House of Representatives approved three bills that make up the package colloquially known as “Tax Reform 2.0,” which is intended to make technical corrections and lock in most of the provisions in the Tax Cuts and Jobs Act that had been previously set to eventually expire. The Senate has not voted on the bills.

**NOVEMBER**

- **15** Pentagon undergoes first comprehensive audit
  - The first-ever comprehensive audit of the Pentagon has resulted in the auditors saying they were unable to obtain sufficient and appropriate audit evidence to provide a basis for an audit opinion, due to issuing disclaimer of opinions on the general and capital funds for all major military branches.

**DECEMBER**

- **5** Accounting standards change prompts Berkshire Hathaway to report $1.1 billion net loss
  - Berkshire Hathaway Inc. reported a $1.1 billion net loss that it attributed mainly to accounting changes on how unrealized gains and losses on stock investments are reported. At issue, specifically, is the Financial Accounting Standards Board’s standard known as ASU 2016-01, Recognition and Measurement of Financial Assets and Financial Liabilities.

**21** AICPA’s Melcanon calls for a radical change to the audit

- **21** AICPA’s Melcanon calls for a radical change to the audit
  - Barry C. Melcanon, president and CEO of the American Institute of CPAs (AICPA), said that the profession needs an entirely new approach to audits. During a speech at the spring meeting of the AICPA’s Governing Council, he called on audit industry leaders to embrace emerging technologies such as blockchain and cognitive computing.

**24** Dodd-Frank rollback signed into law

- **24** Dodd-Frank rollback signed into law
  - President Donald Trump signed into law a bill rolling back many of the protections installed by the Dodd-Frank Act in the immediate aftermath of the 2008 economic crisis. The legislation exempts many financial institutions from several of the more stringent regulations previously placed upon them.

**MAY**

- **26** NYC Dept. of Finance sends out erroneous late notices; sends correction letters
  - A member on the NYSSCPA’s Exchange forum reported that the New York City Department of Finance has been sending notices to some clients, stating that their unincorporated business tax filings—or extensions—were late, even when they were actually filed on time. In response, Phillip J. London, then chair of the New York, Multistate and Local Taxation Committee, contacted the Finance Department, and found that these notices were sent out in error.

**APRIL**

- **17** IRS payment site crashes on Tax Day
  - The amount of money Americans spent on accounting services rose by $1 billion between 2016 and 2017, according to Bloomberg. As of the fourth quarter of 2017, Americans had spent $44 billion on accounting, tax preparation, bookkeeping and payroll services, versus $42.8 billion in the fourth quarter of 2016. Averaged out, this means about $135 per person.

**House passes bipartisan bill for first major IRS overhaul since 1998**

By a vote of 414-3, the House of Representatives approved legislation that would, if implemented, be the first major overhaul of the IRS since 1998. The bill, called the Taxpayer First Act, was described as an effort to modernize the agency and “return the IRS back to its service-first mission.” The bill was referred to the Senate Committee on Finance and has not proceeded further.

- **28** Excellence in Accounting Scholarship recipients announced
  - The NYSSCPA, through its Moynihan Scholarship Fund and its Foundation for Accounting Education (FAE), awarded Excellence in Accounting Scholarship Fund and its Moynihan Scholarship Fund—nearly double the amount raised last year.

**3** IRS begins releasing guidance on the Tax Cuts and Jobs Act

The IRS released proposed guidance for the provision of the Tax Cuts and Jobs Act that allows for 100 percent depreciation on qualified property. Later on in August, the IRS released proposed guidance on the 20 percent deduction for pass-through entities, as well as guidance that, if implemented, would effectively nullify the use of charitable contributions to get around the $10,000 cap on state and local tax deductions in the law.

- **29** FASB update addresses cloud computing service contracts
  - The New York State Board of Public Accountancy board approved regulatory language implementing ethics CPE changes.

**24** Public accounting board approves regulatory language implementing ethics CPE changes

- **24** Public accounting board approves regulatory language implementing ethics CPE changes
  - The New York State Board for Public Accounting approved regulatory language implementing new ethics CPE requirements. New York-licensed CPAs will be required to complete two credits of ethics CPE every year, rather than every four every three years. In addition, two credits every three years must include a New York state-approved ethics course. The change will apply to registra-

**3** IRS issues guidance on food and entertainment deductions

- **3** IRS issues guidance on food and entertainment deductions
  - While the Tax Cuts and Jobs Act effectively eliminated most business tax deductions for entertainment, the IRS released new guidance outlining the cases in which deductions for business meals could still apply.

**11** NYSSCPA hosts Cannabis Conference

- **11** NYSSCPA hosts Cannabis Conference
  - The New York State Department of Taxation and Finance has said it is investigating allegations of hundreds of millions of dollars worth of tax fraud by the Trump family that the New York Times detailed in a major investigation.

**21** FICO scoring system to get an upgrade next year

- **21** FICO scoring system to get an upgrade next year
  - The traditional FICO scoring system is going to get a makeover next year, as the Fair Isaac Corporation, which calculates the hallowed credit score for consumers, announced plans to introduce the UltraFICO in 2019, which is meant to account for a wider variety of financial activity. The move is meant to expand access to credit for those whose traditional FICO score might not be sufficient.

**25** NYSSCPA President Jan C. Herringer was the featured speaker at the Accountants Club of America’s Annual Meeting

- **25** NYSSCPA President Jan C. Herringer was the featured speaker at the Accountants Club of America’s Annual Meeting
  - Jan C. Herringer was the featured speaker at the Accountants Club of America’s Annual Meeting. Herringer said that the future of the accounting profession is challenged by changes in technology, regulatory issues, and emerging technologies such as blockchain and cognitive computing.
By CHRIS GAETANO
Trusted Professional Staff

Lilly Ledbetter, who will present a speech on transforming workplace culture at the NYSSCPA’s Women’s Leadership Forum on Jan. 18, 2019, made headlines when she took her employer, Goodyear Tire & Rubber Company, to court over 18 years, eventually winning relief when the U.S. Supreme Court ruled against her.

That law provides that each discriminatory paycheck, rather than the original decision to discriminate, resets the 180-day limit to file a claim. Since then, Ledbetter has been a passionate advocate for women in the workplace, particularly where it concerns pay transparency and equality. She took the time to talk to The Trusted Professional about the current state of affairs for professional women, as well as their ongoing challenges.

The following Q&A has been edited for length and clarity. (For more information about the Women’s Leadership Forum, see page 10.)

Compared to the time when you were a manager at Goodyear, how would you assess the current state of women in the workplace today, from what you have been able to observe? Where do you see real progress being made?

I've seen real progress through the Ledbetter case and all the fallout from it. This woke the country up, woke a lot of people up around the world, and it has made a difference in a lot of companies, a lot of states. Not near enough yet, but much progress has been made. One of my most recent experiences was being in New Jersey when the governor there signed the equal pay law, which also included a lot of other benefits in the state for women, as well as their ongoing challenges. The following Q&A has been edited for length and clarity. (For more information about the Women’s Leadership Forum, see page 10.)

Over the years, we have seen firms implementing all kinds of programs and initiatives to address the sorts of issues you faced at Goodyear. In your view, which interventions have tended to be the most successful, and which ones are usually dead ends?

A lot of companies will put in programs and procedures that could work beautifully, but they never do anything about it, they don't follow through, they don't enforce. In my case, in the early '80s, the company went to what they called a pay-for-performance system, where we were supposed to be evaluated annually. I've often heard, “Are you doing well or you should improve here?” Or “That was a great job, and this is where you're at, and this is where your pay is based, what your raises are based on.” Well, I was there almost 20 years and I had three evaluations during those 20 years, and those only came about when they were having a salaried layoff. So this is what I've seen: They put into place a program to make sure things are better, but they don't measure or follow through, and the program gets worse.

To what degree is the onus on the individual to “lean in” and advocate for herself, and to what degree is it on the organization to change policy or culture?

It's a lot [on the companies], especially at large companies. And when the large companies do it and when the smaller companies, individually owned companies, see it work so beautifully, then they will start following suit. And that's what we need because the shortchanging has gone on for so many years. What I learned—not only in my case and experience—was how shortchanged so many people are. And this affects your retirement. That's what upset me so much when I saw the difference [in salary] in the company I worked for. They said, “If you discuss your pay, you will not work here,” so no one ever discussed their pay, and I had no way of knowing. I never had any idea what anyone else got, and had no way of finding out because it was never published. If [employees] have the knowledge they can work with, they can do something about their pay, they have a choice.

Firm-level policies, such as family leave or child care, are one thing. Cultural issues, such as thinking someone taking family leave is less loyal to the organization, or that child care is some special privilege, are another. How much of the problem can be addressed through firm policies and how much can only be addressed through cultural changes?

I still believe that policy, especially with a large corporation, directs a lot of it and controls most of it, but the culture part is there because, for so many years, women and minorities were not put into managerial or top positions, and now it is still front-page news when a female is promoted or gets a top job, especially in a Fortune 500 company. I tell college girls today that there are so many trailblazing opportunities for each of you, because there are so many places women have not been.

How much of this problem is generational? Do you think things will improve as older leaders retire and younger ones take the reins?

I heard a prominent person giving a talk say that until women raise their sons to respect women and their decision making, [progress] will never happen. I've given this a lot of thought. But when I speak to groups, the men understand it, the men get it, and that's one thing that helped the Ledbetter bill—the fact that men understood. And I go places and talk, and men come out of the audience and they say, “I've got three daughters, two granddaughters”; they get up and talk about their wives and daughters and mothers. When I go to lobby and testify for the bill, I go to offices and meet with the staff, and sometimes, there'd be young male lawyers, and when I'd share my story, in five minutes, tears would run out of their eyes, and they'd talk about their mothers working two jobs to send them to law school. They get it.

One of the big challenges to solving the problem is convincing people that there is a problem at all. That there is pervasive discrimination in our society—and our organizations—is still something certain people will dispute. In general, how have you successfully convinced skeptics that discrimination in the workplace is a problem that must be addressed?

This is my favorite question. When they tell me it's a myth, I say, “Do the math.” You pick out any three women or minority persons you want, and compare their pay to their co-workers. Or even just pick one out! Do the math! It’s there!” And they just don’t want to face it. They really don’t want to face it because it is a major problem, a stumbling block for this country. It affects the education of our youngsters; it affects our health. The females have got to have equal pay. It’s not a myth.

What advice would you give to a woman facing discriminatory treatment in the workplace today?

I still believe in the chain of command. You go to your immediate superior and discuss it with them, and if that doesn't work, depending on company structure, you might need to go to the HR department or you might need to go over your immediate supervisor’s head to the next level. I've often found, in large corporations, that generally works better, since most HR departments don't have a lot of power to change anything. If that doesn't work, you still today have the [Equal Employment Opportunity Commission], but when you go to them, you still have to have some proof—everybody that complains is not a case, and definitely not a federal one, so it takes documentation. I've learned, through the years, that diaries kept off-workplace—making notes when you get home or after hours—they stand up in court. If you can get people to testify on your behalf, that’s a big plus. Find someone you can trust, who will help you and guide you, and share information.

I didn't have a computer in the early '80s; when I went to work for Goodyear, I didn't even have a cellphone, but times have changed a lot. Young people today can Google, and they can go online and see what the rate is for, say, a CPA in Atlanta, Ga., and the cost of living there and what the near-base salaries usually start at, and they can check other companies. They can check 50 miles or 100 miles down the road and see what they’re paying—they’ve got all this information at their fingertips.
Preparing for data conversions

By JOEL LANZ, CPA/CITP, CFF, CISA, CISM, CISSP, CFE

Change is difficult. Changes in business strategies, policies, processes, controls and relationships with customers provide the opportunity both to reimagine the business and to relaunch it toward success. But change, if not appropriately executed, can also damage the business and, in extreme cases, cause it to close or fall into bankruptcy. Change can be internally driven—resulting from strategic planning activities or the introduction of new products. It can also be imposed by outside entities, forcing organizations to upgrade service delivery, product offerings or technology solutions. In response to new technologies, CPAs frequently participate in selecting a new system and implementing the system through conversion of the old system’s data. An organization often needs to perform a data conversion when it implements a new system or updates an existing one.

Enterprise risk managers consider conversion a high-risk business activity due to the impact it can have on historical records, as well as the potential it has to uncover other problems that can affect ongoing operations and any new service-delivery activities anticipated from the implementation of the upgrade or new system.

Customization increases risk

Fortunately, many accounting systems have modules that can help simplify the conversion process. And generally, these modules have been tested through hundreds of conversions and work relatively well. However, challenges exist if the organization has modified—or customized—its old system or plans to do so in the future. Such customizations may require the modification of tables storing the data, and thus, “preprogrammed” conversion modules provided by the system vendors may not function as intended.

Another unintended result of customization that can increase risk arises when, due to weaknesses or lack of system features in the old system, data was classified or used in a manner that differs from the established documentation. For example, if the old system could not accommodate one particular product of a client, the client might have used a code intended for a different product. If the new system is able to accommodate both products, the conversion may fail because employees forgot to let the system integrate.

Conversions provide new opportunities

Although challenging, conversions provide the opportunity to streamline business operations and enhance services to clients. With appropriate management of the risks, organizations will be positioned to deliver better value to their stakeholders.

Determined accuracy and completeness of data

The reconciliation of balances from the old system to the new is perhaps the most popular control for ensuring the accuracy and completeness of converted data. In addition to reconciling total dollar amounts and items counts, organizations should generate financial statements and key managerial reports from the new system and reconcile them to information from the old.

Some organizations will also ensure that the converted data is clean by reperforming activities relating to data cleansing, as defined above.

“Prior to actual conversion, the organization should test conversion activities in a simulated environment. Although this practice may be somewhat more expensive, it is better to identify issues before the actual conversion, as the cost of an early remediation will be lower than that of a remediation ... after a conversion has altered the production environment.”

Joel Lanz, CPA/CITP, CFF, CISA, CISM, CISSP, CFE, is the sole proprietor of Joel Lanz, CPA PC, and a visiting assistant professor at SUNY College at Old Westbury. He is a member of the NYSSCPA Technology Assurance Committee and the CPA Journal Editorial Advisory Board.
Responding to pressure to provide CPA-to-lender ‘comfort’ letters

By SUZANNE M. HOLL, CPA

At times, CPAs come under fire from banks and other lenders pressing them to provide assurances regarding their clients’ financial strength. Many CPAs have shared their frustrations and concerns with Camico regarding veiled threats from aggressive brokers and lenders alleging that their clients will not qualify for a loan without receiving a letter from the CPA supporting the client’s loan qualifications. Some brokers have even suggested that the client should seek a “more cooperative” CPA. Tempting as it may be for CPAs to comply with such requests, providing the requested assurances could put CPAs and their licenses at significant risk. First, CPAs may face the risk of falling below professional standards if they don’t adhere to AICPA Professional Standards. Interpretation 1, “Responding to Requests for Reports on Matters Relating to Solvency,” Concept Common to All Attestation Engagements: Attestation Interpretations of Section 105, AT-C Section 9105, paras .01–.11, prohibits CPAs from providing any level of assurance that an entity is, or will continue to be, solvent.

Another risk is that lenders may allege that CPAs misrepresented their clients’ creditworthiness, should their clients later default on the loans. In some claims situations, lenders have alleged that CPAs were negligent and misrepresented their clients’ self-employment status, financial condition or creditworthiness.

Use professional judgment

The creditworthiness dilemma is a balancing act—CPAs need to carefully evaluate the risks associated with complying with these requests. For example, since professional standards do not require CPAs to provide any letters to third parties, they need to balance the risks of saying “no” (e.g., losing the client or being sued by the client, should the loan fall through) against the risks of saying “yes” (e.g., not meeting the profession’s standard of care or becoming a “deep pocket” target for the lending institution, if the client later defaults). The following examples of requests provide some ideas on how to traverse the delicate balance of mitigating risks while managing client and third-party expectations.

Request No. 1: Verification of tax information/employment

Financial institutions often send forms directly to a prospective borrower’s CPA, requesting verification of tax information, employment or self-employment, and/or assurances that the client’s business or owner will not be affected by the contemplated loan. Typically, the form is short and already filled out, and it calls for the CPAs response and signature verifying the information provided. Camico strongly encourages CPAs to be cautious when considering these requests.

After the client has provided the CPA with appropriate written consent, Camico encourages CPAs to draft a letter in response to the form (instead of signing it) that clearly identifies:

• the scope and limits of the services rendered to the client;
• the responsibility of the financial institution to exercise its own due diligence, and to perform procedures and tests that the lender deems appropriate in determining whether to extend credit; and
• the limited responses (which should be facts, as opposed to judgments) to the questions posed on the form that are relevant to the client, stating that these answers are based solely upon the information shared by the client and were not audited or otherwise verified.

In order to avoid potential privity issues, this letter should also clearly state that the CPAs response is not intended to establish a client relationship with the financial institution. Camico provides a sample response letter for this type of scenario to its policyholders.

Request No. 2: Telephone verification

Another type of request that adds even more exposure to CPAs comes from the so-called “Underwriting Quality Control” divisions of large financial institutions, asking CPAs to provide verbal confirmations regarding their clients’ self-employment and/or other assurances regarding their clients’ financial information. We recommend letting the caller know that professional standards regarding client confidentiality prohibit CPAs from discussing their clients with the caller over the phone. CPAs should request that the financial institution put any questions it may have in writing and, if the CPAs receive written client consent to respond, they will address the inquiries in writing as they deem appropriate, given the scope and limitations of the services they have provided.

Additional sample letters that can be tailored as appropriate, if written responses are considered necessary, are available to Camico policyholders. CPAs should consider sending a letter or an email acknowledging the request and reiterating that no assurance was given during the conversation. This is excellent defensive documentation from later allegations that could suggest otherwise.

Request No. 3: Confirm information on a previously issued lender letter

CPAs should be wary, if ever contacted after the fact by a third party requesting that they confirm client information previously provided to the lender on behalf of their client. These individuals may work for a mortgage insurance company or other organization as investigators trying to build a fraud case against a borrower who has defaulted on a loan. CPAs have no professional obligation to respond to these requests, and they would breach client confidentiality if they responded to them without written client consent. We strongly recommend that CPAs not sign or make any statements in writing, over the phone or in person, to requests of this nature. Also, such calls typically suggest that the loan was selected at random, but the loans are typically nonperforming loans.

Tips when responding to these requests

Before CPAs tailor their own response letters, they should remember the following:

• Be sure to obtain the client’s written consent before disclosing tax return information. A sample form for this purpose is available to Camico policyholders.

• The letter should be simple and clear.

• Document only facts and the services that the CPA has performed. Refrain from speculating on future events (e.g., forecasting future income or contingencies) and avoid making conclusions not supported by the services performed for the client (i.e., a CPA should not make assurances regarding the accuracy or completeness of the information provided, unless the scope of the services enables the CPA to provide such assurances).

• Do not provide any form of assurance regarding matters of solvency.

• Avoid using words that expand—rather than narrow—the CPA’s responsibilities.

Tips for educating clients

It’s also important to inform clients about these issues so that they understand what information CPAs can and cannot provide. Camico encourages CPAs to take these steps:

• Have a conversation with the client regarding the scope and limits of the services the CPA performed.

• Clarify for the client what the CPA can and cannot provide under the scope and limits of the services rendered.

• Explain that professional standards prohibit the CPA from providing assurance regarding the client’s financial position when the requisite scope of services hasn’t been performed.

• State that professional standards for CPAs prohibit them from offering any form of assurance regarding matters of solvency.

Following these guidelines early on in a relationship is ideal, because the client or financial institution often gives CPAs little or no time to educate their client about the issues after they make their requests.

Suzanne M. Holl, CPA, is senior vice president of loss prevention services with Camico (www.camico.com). With more than 28 years of experience in accounting, she draws on her Big Four public accounting and private industry background to provide Camico’s 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 Dan Hudson, Chesapeake Professional Liability Brokers, Inc., 410-757-1932.
GENNARO J. FULVIO, New York, N.Y., was admonished by the NYSSCPA, effective June 27, 2017, under the provisions of NYSSCPA bylaws Article XII–Professional Conduct and Disciplinary Proceedings, Section 5. Automatic Discipline. The action was based on the Public Company Accounting Oversight Board’s (PCAOB) findings. Through an “Offer of Settlement,” and without admitting or denying the alleged findings, the PCAOB censured Fulvio, based on violations of PCAOB rules and standards in connection with the engagement quality review for the audit and examination engagement for a broker-dealer. The PCAOB restricted Fulvio’s activities on any audit, as defined in the PCAOB’s order. Further details can be found on the PCAOB’s website, at pcaobus.org/Enforcement/Decisions/Documents/105-2017-029-Fulvio.pdf.

KENNETH S. WERNER, New York, N.Y., was suspended from membership for two years, effective June 27, 2017, under the provisions of NYSSCPA bylaws Article XII–Professional Conduct and Disciplinary Proceedings, Section 5. Automatic Discipline. The action was based on the Public Company Accounting Oversight Board’s (PCAOB) findings. Through an “Offer of Settlement,” and without admitting or denying the alleged findings, the PCAOB barred Werner from being an associated person of a registered public accounting firm, based on repeated violations of PCAOB rules and standards in connection with the audit and examination engagement for a broker-dealer, and for improperly altering audit documentation and failing to cooperate with a Board inspection. Werner has the right to file a petition for reinstatement after two years from the date of the PCAOB’s order. Further details can be found on the PCAOB’s website, at pcaobus.org/Enforcement/Decisions/Documents/105-2017-029-Fulvio.pdf.

CHRISTOPHER J. CHALAVOUTIS, Carle Place, N.Y., was expelled from membership, effective Aug. 29, 2018, under the provisions of NYSSCPA bylaws Article XII–Professional Conduct and Disciplinary Proceedings, Section 5. Automatic Discipline. The action was based on a final judgment of conviction in the case of United States of America v. Christopher Chalavoutis, in which Chalavoutis pleaded guilty to violating Title 18 U.S.C. Section 1956(a)(b)(b); 1957(d)(1)—Conspiracy to Commit Money Laundering, which is a crime punishable by imprisonment for more than one year.

THOMAS JONES, East Islip, N.Y., was suspended from membership for two years, effective Oct. 9, 2018, as a result of an investigation alleging a potential disciplinary matter with respect to his performance of professional services on the audit of the financial statements of an employee benefit plan as of and for the year ended Dec. 31, 2013. Based on information from the Department of Labor’s E-fast website, along with a review of the financial statements, certain workpapers and other relevant documents, there appeared to be prima facie evidence of violations of Rule 201–General Standards; Rule 202–Compliance with Standards; Rule 203–Accounting Principles; and Rule 501, Interpretation 501-5–Failure to Follow Requirements of Governmental Bodies, Commissions, or Other Regulatory Agencies, of the NYSSCPA’s Code of Professional Conduct. Without admitting or denying the alleged violations, Jones agreed to forgo any further investigation of the matter, and waived his rights to a hearing.

In accordance with the directives as outlined in the settlement agreement, Jones agrees to complete 38.5 hours of specified CPE within 12 months of the effective date of the agreement. He agrees to hire an outside party to perform a preissuance review of the reports, financial statements and working papers on two audits performed by him for one year from the date a reviewer has been approved or until completion of the CPE. The reviewer will report quarterly on his progress in complying with the agreement. Six months after completion of the preissuance reviews, he must submit a list of the highest level of engagements that he performed in the six-month period following the date he completed the preissuance reviews. One engagement will be selected for review.

Jones will be required to provide an attestation immediately, then every six months for a period of three years, that he is no longer performing employee benefit plans audits. In the event Jones returns to performing such work, he will be required to complete 38.5 hours of CPE in the area of employee benefit plans. He agrees to hire an outside party to perform a preissuance review of the reports, financial statements and working papers on all employee benefit plans audits performed by him for one year from the date the reviewer has been approved. The reviewer will report quarterly on his progress in complying with the agreement. Six months after completion of the CPE, he must submit a list of the highest level of engagements that he performed in the six-month period following the date he completed the preissuance reviews. One engagement will be selected for review. Thirty days after returning to such work, he agrees to provide evidence that his firm has submitted an application to join the AICPA Employee Benefit Plan Audit Quality Center.
Society to present Women’s Leadership Forum on Jan. 18

By RUTH SINGLETON
Trusted Profession Staff

While women are entering the accounting profession in increasing numbers, a recent study by the American Institute of CPAs (AICPA) revealed that they represent only 22 percent of partners at CPA firms. That study, the “2017 CPA Firm Gender Survey,” concluded that implementing formal advancement programs is an effective way to bring women into the leadership pipeline. As way of spotlighting such programs, the NYSSCPA will present its first Women’s Leadership Forum on Jan. 18, 2019, at the Midtown Loft & Terrace in Manhattan.

The theme of the forum is transforming workplace culture, and sessions will focus on topics including pay equity, the importance of mentoring, the path to the C-suite and work-life integration. Keynote speakers will be Lilly Ledbetter, who took her battle for pay equity to the Supreme Court and then to Congress, and Michelle Meyer-Shipp, the chief diversity officer at KPMG LLP.

The intended audience is women and men of all ages and career stages. While the focus is on accounting, professionals working in other fields can also benefit from attending.

The program will begin with a welcome and introductory remarks by NYSSCPA President Jan C. Herringer, followed by Meyer-Shipp’s keynote address, “State of Women in the Accounting Profession.” The morning sessions will consist of two panel discussions: “Making Your Case: How to Get the Pay and Recognition You Deserve,” moderated by Nadia-Maria C. Matthie, and “The Difficult, Rewarding Search for Work-Life Integration,” moderated by Rumbi Bwerinofa-Petrozzello.

A networking lunch will follow, featuring W. Brad Johnson, a professor of psychology at the U.S. Naval Academy and the author of Athena Rising: How and Why Men Should Mentor Women, one of the 25 books that everyone should read by Inc.com and TED Speakers.

Kicking off the afternoon will be a panel discussion, “The Path to the C-Suite: Achieving Success for Yourself and Others,” moderated by Holly Gagnon, followed by one on “Making Mentoring Work,” moderated by Thalia S. Smith.

Ledbetter will present the second keynote address, “Transforming Workplace Culture: My Story,” in which she will tell the inspirational tale of how her equal-pay lawsuit led to the passage of the Lilly Ledbetter Fair Pay Act of 2009. (See article, page 6.)

Following closing remarks by Herringer, attendees can gather for a networking cocktail reception on the terrace.

For a complete schedule of events and to register, go to nysscpa.org/wlf19.

rsingleton@nysscpa.org

Accounting Career Fair set for Jan. 25

In the market for a new job? On Jan. 25, 2019, the NYSSCPA will host an Accounting Career Fair at its offices at 14 Wall Street. The event is open to members in transition, new CPAs, CPA candidates and students. Attendees will have direct contact with top hiring managers from New York CPA firms. Exhibitors will include Buchbinder Tunick & Company LLP; PKF O’Connor Davies, LLP; UHY; Untracht Early LLC; and WithumSmith + Brown, PC.

The Career Fair is free to NYSSCPA members and $50 for nonmembers. For more information and to register, go to nysscpa.org/careerfair19.

2018 AICPA Leadership Academy

John W. Hermus, a manager at Sheehan & Company and president-elect of the NYSSCPA’s Suffolk Chapter, recently graduated from the 2018 Leadership Academy presented by the American Institute of CPAs (AICPA). Hermus was one of 41 promising young CPAs from around the country who attended a rigorous four-day program intended to inspire, nurture and empower the next generation of CPA leaders. The AICPA Leadership Academy takes place in an interactive workshop setting that gives participants access to advanced leadership training, networking activities and presentations from some of the profession’s top thought leaders. This year’s event was held in Durham, N.C., in October.
NYSSCPA seeks proposals from CPA firms with experience auditing nonprofits

Request for Proposal

The New York State Society of Certified Public Accountants and Combined Entities
Audit and Tax Engagements
Fiscal Years Ending 2019–2022

The New York State Society of Certified Public Accountants (“NYSSCPA” or “Society”), a 501(c)(6) organization, and its Combined Entities seek proposals from CPA firms with experience auditing not-for-profit membership organizations of comparable size and complexity to perform audits for each of the fiscal years 2019–2022. The NYSSCPA and its Combined Entities have annual budgeted revenues of approximately $14 million. The audit engagement for the Combined Entities includes the NYSSCPA; the Foundation for Accounting Education, Inc. (“FAE”), a 501(c)(3) organization; the Moynihan Scholarship Fund, Inc., a 501(c)(3) organization; and the Political Action Committee (“PAC”).

The engagement includes the following tax filings: NYSSCPA 990, NYSSCPA 990-T, NYSSCPA CT-13, FAE 990 and FAE Char 500, Moynihan Scholarship Fund, Inc. 990 and Char 500, and possibly PAC 1120-POL. Interested firms should submit proposals for the audit of the Combined Entities and for the preparation of tax returns. The fiscal year-end for all entities is May 31.

The NYSSCPA Audit Committee requests management letters documenting not only internal control recommendations, but also any additional organizational recommendations identified during the engagement, including any based upon the audit firm’s experience with other similar organizations.

Proposals should contain the following information:

- Experience of the firm conducting audit and tax engagements(s) for membership organizations of the appropriate size and complexity
- A list of references comprising similar current or recent clients, contact names, and phone numbers. References should be for engagements on which at least one key member of the team being proposed for the NYSSCPA audit has recently worked.
- An outline of the planned staffing of the engagement, including the experience level of staff to be assigned, and résumés of partners and managers
- A brief description of the approach expected to be used to conduct the audit, as well as planned timing and any other information relative to the planned work that the committee might find useful
- The ability of the firm to meet our reporting timetables
- A copy of the report and letter of comment from the firm’s most recent peer review, and the results of the most recent PCAOB inspection, if any. If a letter of comment was not issued, please so indicate.
- A four-year-term fixed price, including total fees and expenses for each year, assuming that the engagement continues with no unexpected significant changes in the accounting, reporting, or audit requirements. Fees and expenses should be detailed as follows: Combined Financial Statement Audit, NYSSCPA tax returns, FAE tax returns, Moynihan Scholarship Fund tax returns, and PAC tax returns.

Proposals are due by 4:00 PM Eastern Time on Friday, January 18, 2019. The Audit Committee will plan to make its recommendations identified during the engagement, including any based upon the audit firm’s experience with other similar organizations.

Proposals should be addressed to the attention of Patrick Payano, CFO, NYSSCPA, 14 Wall Street, 19th Floor, New York, NY 10005, ppayano@nysscpa.org, and simultaneously and electronically to Michael M. Todres, Audit Chair, at mtodres@nysscpa.org.

Proposals will be submitted to the Board of Directors for its approval following the evaluation process. Late proposals will not be accepted. The Audit Committee will plan to make its recommendations to the Board of Directors for its approval following the evaluation process.

Financial Statement Audit Fieldwork Commencement
Mid-July

Presentation to Audit Committee
End of Month August, Early September

Tax Returns: All Information Related to Tax Returns Provided
Mid-February

Finalize, Complete, and Present Tax Returns to Audit Committee
April

Don’t miss this year’s 41st Annual Nonprofit Conference, led by prominent leaders in the industry taking on critical topics of the day including—

- Update on the Revenue Recognition Project, as well as Grants and Contributions Projects
- Annual Update on Legal Issues for New York State Nonprofits
- Insight into Issues Most Relevant to Nonprofits in Today’s Environment
- Implementation Tips on the OMB Uniform Guidance

Space is limited, so register today to ensure your spot!

THANK YOU TO OUR SPONSORS

SPONSOR AND EXHIBITOR OPPORTUNITIES AVAILABLE
For more information, contact Allison Zippert at allison.zippert@mci-group.com or call 410-564-1971.

nysscpa.org 8 CPE CREDITS

To register, visit nysscpa.org/nonprofit19 or call 800-537-3635
SOCIETY AWARDS: CALL FOR NOMINATIONS

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 community 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 CPAs’ overall contribution to building and fostering community.

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.

NYSSCPA Outstanding CPA in Education Award
Pays tribute to the outstanding contribution by CPAs who have dedicated their life’s work to accounting education. These individuals 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 13 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 specific award. An effective nomination should be complete and sufficiently detailed. Individuals cannot nominate themselves.

Nomination forms can also be found on the Society’s website at nysscpa.org/awards19.

All completed nomination packages should be postmarked or delivered to the NYSSCPA, 14 Wall Street, 19th Floor, New York, N.Y. 10005, Attn: Nereida Gomez, by Jan. 31, 2019. 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 Moynihan Scholarship Fund Gala in May 2019. The Awards Committee will notify the winners and their nominators so that 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.

When they count on you to protect what matters most

No matter how much we plan for a bright tomorrow, the future always remains uncertain. If your loved ones ever find themselves in dire circumstances, are you prepared to step up?

Through the NYSSCPA Member Insurance Program, you can make sure you’re there for them when they need you most.

Rise to the occasion
Visit nysscpainsurance.com/protect to learn more or start your application process.
To speak directly with an insurance specialist, call 800.342.6501.

They’re counting on you.
## 2019 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

### 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 Nomination

### Education

**School Major, Degree, Year:**

1. ________________________________________________________________
2. ________________________________________________________________
3. ________________________________________________________________

### Employment

**Firm**

**Title**

**Address**

**Telephone**

**Number of Years**

**Firm**

**Title**

**Address**

**Telephone**

**Number of Years**

### 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**

**Education**

**School Major, Degree, Year:**

1. ________________________________________________________________
2. ________________________________________________________________
3. ________________________________________________________________

### Nominator

**Name**

**Address**

**Office Phone**

**Signature**
WOMEN’S LEADERSHIP FORUM —
Transforming Workplace Culture

JANUARY 18, 2019
Midtown Loft & Terrace, NYC
(Also Available as a Webcast)

This all-new conference explores how you and your organization can achieve a more balanced, inclusive and profitable business. Hear from ordinary people who are achieving extraordinary outcomes, including—

- Michele C. Meyer-Shipp, Esq., Chief Diversity Officer, KPMG LLP
- Lilly Ledbetter, Plaintiff in Ledbetter v. Goodyear Tire & Rubber Co.
- W. Brad Johnson, PhD, co-author of Athena Rising: How and Why Men Should Mentor Women

PLUS

Achieve Your Personal and Professional Resolutions:

- Women in the C-Suite
- Work-Life Integration
- Mentoring

The Women’s Leadership Forum welcomes men and women to come and be inspired by leading change agents. This January 18, chart your path to success!

Register at nysscpa.org/wlf19 or call 800-537-3635

Board of Directors nominations
Continued from page 2

gallaghm@stjohns.edu; Rockland Chapter: Lenore C. Sanchez, at lsanchez@gkgcpa.com; Utica Chapter: Maria Suppa, at msuppa@aidrc.com

The Nominating Committee will meet Thursday, Jan. 10, to deliberate and interview potential candidates. To serve on the Board, one must be a CPA member of the NYSSCPA for five continuous years and have at least two years’ service either on a statewide committee, a chapter executive board or a combination of both. For the full criteria that members must meet to serve on the Society’s Board, refer to the Society’s bylaws at nysscpa.org/bylaws. In addition to these bylaw requirements, the Nominating Committee is required to operate within the framework of bylaw-permitted, Board-approved protocols that can be found at nysscpa.org/protocols.

If you have additional questions about the nominations process, please contact NYSSCPA Director of Professional and Technical Resources Ernest Markezin at ejmarkezin@nysscpa.org or call 212-719-8303.

The Nonprofit Experts

For over 27 years, JMT has worked exclusively with nonprofits helping them deliver their missions. With over 2000 nonprofit clients nationwide, and over 1000 in the NYC metro area, we are the proven technology experts at helping you improve operations, manage grants more effectively, and remain in compliance.

At JMT, your mission is our mission.

Accounting
ERP and Financial Management
Human Capital Management
Payroll
Expense Management
Budgeting & Forecasting
Compliance
Grant Management
Systems Integration
Managed Services
System Selection & Implementation
On-going support

To set up an initial consultation and learn more about how JMT can help your organization: Call Laura Willis, our NY Solutions Consultant at 646.492.8300, or visit our website at www.jmtconsulting.com
Speakers explore what corporate form is better, in wake of new tax law: C corp or pass-through

By CHRIS GAETANO
Trusted Professional Staff

The Tax Cuts and Jobs Act has overturned previous assumptions about whether a business is better off operating as a pass-through entity or as a C corporation, and created a new set of circumstances on which to base such a decision. A pair of speakers at the Foundation for Accounting Education’s Business and Industry Conference on Oct. 17 explored the advantages and disadvantages of each choice, in the wake of these changes.

Speaking at the Society’s Wall Street headquarters, attorneys Andrew D. Oppenheimer and William S. Turkovich, senior associates at Hodgson Russ LLP, said that, when it comes to the question of which type of entity is better, the answer is, “it depends.”

“There are no across-the-board answers,” said Turkovich. “It’s really necessary to model it out and take [the companies’] circumstances [into account]. You could have two similar businesses and, based on what they intend to do in the future and how they spend their money, the outcome might be different for both. That’s what we’ve really learned.”

Oppenheimer said that his firm attempted to do an analysis of which choice would let a client end up with more cash in the end. Assuming an entity decides to go the pass-through route and has access to the full 20 percent deduction, the client in question would have an effective tax rate of 29.6 percent in the end (given personal income tax rates), versus an effective 39.8 percent rate. When this is kept in mind, it turns out that income and pay that second level of deferral, if you were to distribute out all of the individual personally, ... after 20 years, "on a general high level, after 20 years, that entity qualifies for the full 20 percent deduction, as the deduction cannot be applied to income from most service businesses, consulting, and celebrity endorsements or the like. If you have multiple lines of business, and one gets retained as a flow-through and the other is converted to a C corp, ... that is something to consider...."

—William S. Turkovich, senior associate, Hodgson Russ LLP

Opportunities

We listen to you, so we can help you bring your plan to life.

CLA EXISTS TO CREATE OPPORTUNITIES

Investment advisory services are offered through CliftonLarsonAllen Wealth Advisors, LLC, an SEC-registered investment advisor 01-3736 | ©2018 CliftonLarsonAllen LLP

646-475-8336 | CLAconnect.com

WEALTH ADVISORY | OUTSOURCING | TAX AND CONSULTING

The new Section 1202, as a part of their strategy. Under Section 1202, if a corporation disposes of stock that is treated as qualified small business stock, suddenly viable. While this measure was instituted permanently in 2014, the previous corporate tax rate offset much of the benefit of doing so. With the new rate, combined with increasing the exclusion to 100 percent of gain from the earlier 50 percent, more tax planners have been looking into this once-obscure code section as a part of their strategy.

Under Section 1202, if a corporation disposes of stock that is treated as qualified small business stock, it can exclude gain up to $10 million or 10 times the tax basis that existed at the time the stock was issued. This, explained Oppenheimer, is very attractive to business clients, if they qualify. That, though, can be a big “if.” The stock must be issued by a domestic C corporation with no more than $50 million of gross assets at the time of issuance, the corporation must generally use at least 80 percent of its assets in an active trade or business, the stock must have been issued after Aug. 10, 1993, and it must be held by a noncorporate taxpayer who acquired it on original issuance and held it for more than five years. In addition, certain types of businesses are barred, such as specified service businesses, banking, insurance, financing, leasing, investing, farming, oil and gas investments, and hotels, motels and restaurants.

Furthermore, there’s virtually no guidance on this provision, and so there’s the risk that further regulation might change this consideration. “There’s basically no guidance on it. There are brief regulations that aren’t helpful on the gray areas, so there are definitely a lot of unknowns with it, and the question of whether people qualify for 1202. ... [So there is] the question of whether they will use regulatory authority to shut down what they see as abusive,” said Oppenheimer, adding, “We think it’s getting so much attention now that if the Treasury thinks this is abuse, we expect them to do something.”

Oppenheimer noted that another risk concerning choice of entity is that the provisions they discussed may be modified or repealed if control of Congress or the president changes over to the Democrats. (He spoke before the midterm elections, when Democrats won back control of the House, effective January 2019.)

All of these complications, joked Turkovich, are why “we’re putting on weight and not sleeping.” However, he did describe something that his own firm has been exploring: a hybrid approach that sidesteps entity choice questions by saying, effectively, “both at once.”

“If you have multiple lines of business, and one gets retained as a flow-through and the other is converted to a C corp, ... that is something to consider as well, especially if one trade or business does not qualify under 199A,” he said. “Drop that into a C corp, get the deferral, and have your flow-through entity up top give you the benefit of cash on top, so you don’t need to tap into the earnings of the other line of business. Same thing if you owned real estate and were performing a nonqualifying business: Put that in a C corp, and put the real estate outside of it.”

cgaetano@nysscpa.org
Welcome, new NYSSCPA members!

The following list includes the NYSSCPA’s new members from October 2017 to September 2018, and the chapters to which they belong.

**ADIRONDACK**
- Allison Barnes
- Kristina Bennett
- Leah Bishop
- Lance Brunell
- Margan Brunelle
- Catherine Gregory
- Tanya Hartley
- Laura Ladu
- Sean Mear
- Robert Mihal
- Larissa Rospitrak
- Robert Swen
- Lynn Wadleigh

**BUFFALO**
- Tyler Adams
- Amy Ballachino
- Jeremy Bartula
- Kevin Basta
- Michael Beckwith
- Alexis Chreatham
- Catherine Clough
- Michael Covy
- Caitlyn Croft
- Eric Demsko
- Katelyn Dennis
- Tiffany Dentice
- Jacob Everhart
- Christopher Finnegan
- Matthew Fischer
- Lindsey Fritsch
- Kyle Gawronski
- Amanda Gombos
- Carly Harker
- Lanying Huang
- Michael Huber
- Donald Hymer
- Matthew Ingham
- Griffin Jankowski
- Soyoung Jeong
- Heath Jerabek
- Meghan Kasperek
- Kurtney Keys
- Joseph Klimek
- Michele Kline
- Daniel Lukaszonas
- Derek Marks
- Samantha Martineau
- Brent Masich
- McKenna Maycock
- Sujoyoush Mehmoodovic
- Alex Menz
- William Mistretta
- Jennifer Mooney
- Jennifer Morey
- Joshua Morrissey
- Vinicius Moura
- Amanda Norton
- Nicholas Ortiz
- Emily Pavelski
- Charles Pezzino
- Susan Phelps
- Cristin Priester
- Kristy Redding
- Christen Reid
- Kristen Robillard
- Rebecca Rodriguez
- Kaylee Russell
- Matthew Ryberg
- Cortney Sadlak
- Anna Schifferle
- Andrea Schilacci
- Jasmine Shabazz
- Aaron Sharno
- Haley Sittniewski
- Cristi Staples
- Kelley Staub
- Madison Stavish
- Karl Strauss
- Alexis Terrelli
- Brett Thompson
- Angela Vacanti
- Elizabeth Vealey
- Justin Wild
- Kevin Zhong
- Robert Zielinski

**MANHATTAN/BRONX**
- Noah Altoblo
- David Abrams
- Saiva Advani
- Isaac Agemefra
- Marzana Ahmed
- Konstantin Aksayan
- Alla Aleva
- Marlon Altoe
- Alesia Anishychyk
- Melissa Asaf
- Jeffrey Ashendorf
- Jacob Assaraf
- Anna Ariq
- Gaspar Azambuja
- Starlynn Baex
- Ross Barbakoff
- Matthew Barber
- Victor Barkalov
- Mark Batliner
- Ashish Batra
- David Beck
- Sophie Zussman Belisha
- Yinpin Benon
- Stephanie Berman
- Gabrielle Bijou
- Judy Billingsoa
- Naomi Blakeman
- Louis Blard
- Ian Bloom
- Elou Bobby
- Jeffrey Borchert
- Laura Borden
- Ryan Boyce
- Michael Brady
- Christopher Brandes
- Brooke Brantham
- Timothy Brook
- Michael Brophy
- Kathleen Bruen
- Erasmo Bruno
- Adrian Bryant
- Anthony Buzzo
- Richard Cagnozza
- Courtney Cain Morey
- Daniel Camaj
- Malick Camara
- Nicole Canales
- Joel Capellan
- Medina Carabott
- Westley Castiloo
- Jessica Cepeida
- Marie Cernovota
- Anooj Chakamaka
- Aini Chen
- Caroline Chen
- Peiji Chen
- Shian Chen
- Yan Jing Chen
- Rahul Chhibber
- Adam Chntuck
- Zaya Cho
- Mario Christian
- Rodman Chryler
- Kyu Hyun Chun
- Andrew Chung
- Rita Chung
- William Clare
- Katherine Cody
- Peter Cohen
- Shannon Cohen
- Ayal Cohn
- Christopher Colyer
- Ana Conaway
- Matthew Connelly
- Deven Conner
- Thomas Cordts
- Monica Cortes
- Carmen Cuevas
- Jay Culing
- Noelle Curbeol
- Milton Cynrte
- Dominiam DaCosta
- Sara D’Argostino
- Jephthah Dais
- Anthony D’Anna
- Mohamed Da-Silva
- Thomas Davies
- Brett Davis
- Daniel Dawson
- Gene Deertz
- Marizla Delanay
- Marissa Deliaguroi
- Ryan Devlin
- David DiFusco
- Michael Di Mascio
- Lydiamila Dimond
- Lea DiPerra
- Maria Di Pietrantonio
- Julie Dusch
- Jose DiIa
- Adam Ditsky
- Emmanuel Dizon
- Mengxing Dong
- Leigh Dong
- Megan Doyle
- Judah Drillick
- Eitan Dror
- Judson Ducatel
- Kayan Dufesnes
- Deloris Dunk-Vickers
- Alvin Edwin
- Sean Egan
- Farid El Boray
- Samantha Ephraim
- Ian Ernst
- Rotem Eshed
- Christopher Falco
- David Falk
- Rachel Falor
- Rachel Fang
- Thomas Farrelly
- Josh Felius
- Ruisin Feng
- Xinyi Feng
- Christine Fenske
- Frank Ferrara
- Anthony Ferraro
- Helen Festa
- Michael Fields
- Diannya Figuerio
- Michael Finkelstein
- Dillon Flughton
- See Ni Fong
- Jennifer Fora
- David Frankel
- Leigh Fugger-Smith
- Katerina Gaebel
- Leonid Gaf
- Olga Galkina
- Lindsey Galgast
- Inna Garnek
- Allison Gershon
- Chayamon Ghoopprasert
- Kristen Giaicos
- Dinh Giang
- Billy Gilbert
- Matthew Giovine
- Ryan Glasco
- Angela Gocaj
- Erich Goetz
- Jeffrey Goldberg
- Jay Alex Andre Goldfine
- Jeremy Goldstein
- Elyssa Gonzalez
- Louis Goodman
- Allison Goodrich
- Jeanne Goudet
- Mikhail Gryatser
- Devorah Greenfield
- Steven Gregory
- Ryan Griffin
- Miroslaw Grzesiak
- Gaurav Gurung
- Julie Guyl
- Derek Haley
- Rachel Han
- Laura Hanley
- Teresa Hansen
- William Harrington
- Jacqueline Harris
- Josh Haslach
- Reena Hossokar Amrute
- James Henderson
- Daniel Herman
- Michael Hicks
- Eric Hillman
- Aaron Holtzman
- Ronald Honka
- Jason Hoo-Fatt
- Joshua Horowitz
- Daniel Horowitz
- Tengchuan Huang
- Yu Huang
- Efrin Hula
- Nazifa Humayun
- Neil Huang
- Genevieve Hyldek
- Matthew Hyman
- Christine Iannuzzi
- Nabeel Iqbal
- Joseph Jankoski
- Jessica Jara
- Bertronn Jean-Louis
- Stefanie Jedra
- Brian Jenkins
- Mateo Jimenez
- Helena Johnson
- Daniel Jorge
- Janique Joseph
- Thomas Kaim
- Laurence Karagulian
- Jens Kaufmann
- Spencer Kay
- Richard Keenan
- Balla Keita
- Robert Kelly
- Moussa Khabby-Hasbani
- Sangeeta Khemlani
- Frank Kiepura
- Jeehye Kim
- Samuel Kim
- Patrick Kiss
- Carola Knoll
- Erik Kopelman
- Matthew Krantz
- Lance Kravitz
- Justin Kuczynski
- Igor Kumits
- Alecsandra LaBossiere
- Paul Lachman
- Vincent Lai
- Hiu Ying Joyce Lam
- Yingchien Lai
- Aaron Lang
- Robert Langleston
- Victor Le
- Rayaa Lebron
- Jussel Ledesma
- Crystal Lee
- Jaeho Lee
- Joan Lee
- John Lee
- Yuen Yee Lee
- Ben Lehmann
- Ruoya Leng
- Erica Lennon
- Stefanie Levit
- Denise Lewis
- Bin Li
- Karen Li
- Tianyang Li
- Ping Lin
- Qin Lin
- Jeffrey Ling
- Elinor Litwack
- Chen Liu
- Ruosing Liu
- Marc Logan
- Richard Long
- Margaret Lopez
- Olusegun Michael Lorenkian
- Tua Lu
- Lindita Lustaj
- Paige Lustbader
- Zheng Ma
- Bryant Macaraeg
- Annehbeh Mahmood
- Valerie Makarenko
- Tip Mallick
- Helen Mangoan
- Tulisdaat Mangar
- Matthew Marino
- Kimberly Martinez
- Jhon Paul Masiong
- Samuel Maxfield
- Michael McCabe
- Chara McGill
- Kelsey McGinn
- Lizabeth McGrath
- Anne Mcguinness
- Adham McGuire
- Thomas Millman
- Patrick McNamara
- Natesha McNell
- Shannon McNulty
- Richard Adade Mensah
- Milos Micunovic
- Susan Migliaccio
- Moses Moisseyev
- Aizhan Moldakunova
- Judy Montreuil
- Francisco Moreira
- Joseph Morello
- Jeffrey Morgenstern
- Pei Leng Moroto
- Ilen Morrison
- Victoria Moss
- Dulcinia Murin
- Hideo Nakaura
- John Nash
- Luis Naupari
- Jose Navarro
- Christopher Ndwe
- Lauro Luna Neto
- Erenik Nezaj
- Angela Ng
- Terry Nigan
- Cant-Tai Nguyen
- Niki Nguyen
- Sherwin Ninnan

Continued on page 17
New members

<table>
<thead>
<tr>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rakel Sanchez</td>
</tr>
<tr>
<td>Nataly Sanchez</td>
</tr>
<tr>
<td>AbdelRahman Saleh</td>
</tr>
<tr>
<td>Althea Nurse</td>
</tr>
<tr>
<td>Andrew OStraeger</td>
</tr>
<tr>
<td>Anna Suattara</td>
</tr>
<tr>
<td>Aroosa Owusu</td>
</tr>
<tr>
<td>Nicholas Paccione</td>
</tr>
<tr>
<td>Roanna Pascher</td>
</tr>
<tr>
<td>Nisha Patel</td>
</tr>
<tr>
<td>Sherey Patel</td>
</tr>
<tr>
<td>Brian Pecker</td>
</tr>
<tr>
<td>Daniel Perez</td>
</tr>
<tr>
<td>George Pilipich</td>
</tr>
<tr>
<td>Isabel Pimentel</td>
</tr>
<tr>
<td>Angela Pittro</td>
</tr>
<tr>
<td>Christine Poh</td>
</tr>
<tr>
<td>Anthony Porco</td>
</tr>
<tr>
<td>Craig Pressman</td>
</tr>
<tr>
<td>Sean Prince</td>
</tr>
<tr>
<td>Marna Proscia</td>
</tr>
<tr>
<td>Killian Quallo</td>
</tr>
<tr>
<td>Mark Quinn</td>
</tr>
<tr>
<td>Devin Radziweicz</td>
</tr>
<tr>
<td>Raghaeothanthsingh</td>
</tr>
<tr>
<td>Manoji Ravajini</td>
</tr>
<tr>
<td>Jeffry Ramirez</td>
</tr>
<tr>
<td>Sunilla Ramsarran</td>
</tr>
<tr>
<td>Anton Rayestsky</td>
</tr>
<tr>
<td>Laura Raymond</td>
</tr>
<tr>
<td>Mary Reynolds</td>
</tr>
<tr>
<td>Kevin Rhodes</td>
</tr>
<tr>
<td>Daniille Riccobono</td>
</tr>
<tr>
<td>Gregory Richards</td>
</tr>
<tr>
<td>Jeffrey Richman</td>
</tr>
<tr>
<td>Hugh Rinaldi</td>
</tr>
<tr>
<td>Josse Rivero-Robles</td>
</tr>
<tr>
<td>Andew Rodgers</td>
</tr>
<tr>
<td>Juan Rodriguez</td>
</tr>
<tr>
<td>Amanda Rogers</td>
</tr>
<tr>
<td>Jennifer Roman</td>
</tr>
<tr>
<td>Miguel Romero</td>
</tr>
<tr>
<td>Marko Rooney</td>
</tr>
<tr>
<td>Tiffany Roque</td>
</tr>
<tr>
<td>Theressa Rose</td>
</tr>
<tr>
<td>Gary Rosen</td>
</tr>
<tr>
<td>Judah Rosenbaum</td>
</tr>
<tr>
<td>Corey Rosenhal</td>
</tr>
<tr>
<td>Gregory Rosica</td>
</tr>
<tr>
<td>Jason Ross</td>
</tr>
<tr>
<td>Fionnuala Ruane</td>
</tr>
<tr>
<td>Brendan Ryan</td>
</tr>
<tr>
<td>Virginia Rybecky</td>
</tr>
<tr>
<td>Kevin Sachs</td>
</tr>
<tr>
<td>Bryan Saffas</td>
</tr>
<tr>
<td>Rom Daryl Sagaraydoro</td>
</tr>
<tr>
<td>Hisako Saito</td>
</tr>
<tr>
<td>John Salata</td>
</tr>
<tr>
<td>AbdelRahman Saleh</td>
</tr>
<tr>
<td>Nataley Sanchez</td>
</tr>
<tr>
<td>Rafael Sanchez</td>
</tr>
<tr>
<td>Avanti Sandhir</td>
</tr>
<tr>
<td>Nicholas Sanfandino</td>
</tr>
<tr>
<td>Carlos Santiago</td>
</tr>
<tr>
<td>Danielle Schwartz</td>
</tr>
<tr>
<td>Kirsten Schweppe</td>
</tr>
<tr>
<td>Deena Seelenfreund</td>
</tr>
<tr>
<td>Joseph Segal</td>
</tr>
<tr>
<td>Eugene Serman</td>
</tr>
<tr>
<td>Amanda Servedio</td>
</tr>
<tr>
<td>Jareed Shafritz</td>
</tr>
<tr>
<td>Marina Shah</td>
</tr>
<tr>
<td>Adrian Shanks</td>
</tr>
<tr>
<td>Lauren Shepherd</td>
</tr>
<tr>
<td>Niko Showkineen</td>
</tr>
<tr>
<td>Qarriy Si</td>
</tr>
<tr>
<td>David Silverstein</td>
</tr>
<tr>
<td>Mariia Simonow</td>
</tr>
<tr>
<td>Roberta Sokorz</td>
</tr>
<tr>
<td>Jamie Springberg</td>
</tr>
<tr>
<td>James Statler</td>
</tr>
<tr>
<td>Marissa Stavropolous</td>
</tr>
<tr>
<td>Andre Sterley</td>
</tr>
<tr>
<td>Faye Strobel</td>
</tr>
<tr>
<td>Bi Qing Su</td>
</tr>
<tr>
<td>Yue Su</td>
</tr>
<tr>
<td>Ira Suss</td>
</tr>
<tr>
<td>Orena Sutherland</td>
</tr>
<tr>
<td>Samuel Swenson</td>
</tr>
<tr>
<td>Christopher Tacciariello</td>
</tr>
<tr>
<td>Siew Fong Tng</td>
</tr>
<tr>
<td>Jonathan Tang</td>
</tr>
<tr>
<td>Terence Tang</td>
</tr>
<tr>
<td>Elizabeth Tao</td>
</tr>
<tr>
<td>Denpu Tapia</td>
</tr>
<tr>
<td>Paul Taylor</td>
</tr>
<tr>
<td>Tracey Thomas</td>
</tr>
<tr>
<td>Keystone Thompson</td>
</tr>
<tr>
<td>Richard Tiggia</td>
</tr>
<tr>
<td>Jeffrey Tischler</td>
</tr>
<tr>
<td>Macy Tsui</td>
</tr>
<tr>
<td>Yuna Tsui</td>
</tr>
<tr>
<td>Isabel Tseng</td>
</tr>
<tr>
<td>Caruh Patricia</td>
</tr>
<tr>
<td>Lauren Ursaki</td>
</tr>
<tr>
<td>Joseph Uske</td>
</tr>
<tr>
<td>Dazon Von Wyk</td>
</tr>
<tr>
<td>Anthony Vargas</td>
</tr>
<tr>
<td>Tamiko Vaughan</td>
</tr>
<tr>
<td>Patrick Vernon</td>
</tr>
<tr>
<td>Priyanka Vg</td>
</tr>
<tr>
<td>Nidon Vilotijevic</td>
</tr>
<tr>
<td>Deana Wagner</td>
</tr>
<tr>
<td>Matthew Wallack</td>
</tr>
<tr>
<td>Aaron Wang</td>
</tr>
<tr>
<td>Bin Wang</td>
</tr>
<tr>
<td>Rhoda Wang</td>
</tr>
<tr>
<td>Samantha Wang</td>
</tr>
<tr>
<td>Michael Wixman</td>
</tr>
<tr>
<td>Madeline Weiss</td>
</tr>
<tr>
<td>Edward Weissman</td>
</tr>
<tr>
<td>Robert Wenzel</td>
</tr>
<tr>
<td>Jason Wielkortz</td>
</tr>
<tr>
<td>Andew Willette</td>
</tr>
<tr>
<td>Dena Williams</td>
</tr>
<tr>
<td>Lindsay Wing</td>
</tr>
<tr>
<td>Crystal Wong</td>
</tr>
<tr>
<td>Karen Wong</td>
</tr>
<tr>
<td>Mimi Wong</td>
</tr>
<tr>
<td>Sze Wing Jenny Wong</td>
</tr>
<tr>
<td>Todd Wood</td>
</tr>
<tr>
<td>Alexander Wright</td>
</tr>
<tr>
<td>Chuanqi Li</td>
</tr>
<tr>
<td>Huan Yang</td>
</tr>
<tr>
<td>Lilian Yang</td>
</tr>
<tr>
<td>Yara Yomolchnika</td>
</tr>
<tr>
<td>Burton Ye</td>
</tr>
<tr>
<td>Kingsley Yip</td>
</tr>
<tr>
<td>Christopher Young</td>
</tr>
<tr>
<td>Jason Yourman</td>
</tr>
<tr>
<td>Daniel Yu</td>
</tr>
<tr>
<td>Lidy Yu</td>
</tr>
<tr>
<td>Peiyi Yuan</td>
</tr>
<tr>
<td>Bing Zheng</td>
</tr>
<tr>
<td>Haoyong Zhou</td>
</tr>
<tr>
<td>Kent Zhou</td>
</tr>
<tr>
<td>Anna Zhuravlova</td>
</tr>
<tr>
<td>Jacqueline Zienna</td>
</tr>
<tr>
<td>Robert Zimmer</td>
</tr>
<tr>
<td>Zizi Zumon</td>
</tr>
<tr>
<td>MID HUDSON</td>
</tr>
<tr>
<td>Nadezda Adame Milanov</td>
</tr>
<tr>
<td>Michael Adamski</td>
</tr>
<tr>
<td>Charles Aldrich</td>
</tr>
<tr>
<td>Dino Alexander</td>
</tr>
<tr>
<td>Kelly Alfonso</td>
</tr>
<tr>
<td>Ryan Aricco</td>
</tr>
<tr>
<td>Bryan Baulsir</td>
</tr>
<tr>
<td>John Bellucci</td>
</tr>
<tr>
<td>Brett Boland</td>
</tr>
<tr>
<td>Tanya Bramble</td>
</tr>
<tr>
<td>Leslie Brown</td>
</tr>
<tr>
<td>Vincent Buono</td>
</tr>
<tr>
<td>Jonathan Callan</td>
</tr>
<tr>
<td>Dylan Copeland</td>
</tr>
<tr>
<td>Edward Cunsimskey</td>
</tr>
<tr>
<td>Andrew Darling</td>
</tr>
<tr>
<td>Elera Dyer</td>
</tr>
<tr>
<td>Eric Flores</td>
</tr>
<tr>
<td>Sharon Freestone</td>
</tr>
<tr>
<td>David Gasparri</td>
</tr>
<tr>
<td>Michael Geertz</td>
</tr>
<tr>
<td>Jean Gervais</td>
</tr>
<tr>
<td>Christopher Grevas</td>
</tr>
<tr>
<td>Stefan Guergo</td>
</tr>
<tr>
<td>Kaitlyn Hartmann</td>
</tr>
<tr>
<td>Lauren Henry</td>
</tr>
<tr>
<td>Gary Klopchin</td>
</tr>
<tr>
<td>Adam Korol</td>
</tr>
<tr>
<td>Evan Laput</td>
</tr>
<tr>
<td>Maryanne Martinck</td>
</tr>
<tr>
<td>Trauqueline McDonald</td>
</tr>
<tr>
<td>Jake Mechanic</td>
</tr>
<tr>
<td>James Morriseoe</td>
</tr>
<tr>
<td>Laura Newhall</td>
</tr>
<tr>
<td>Jonathon Pettit</td>
</tr>
<tr>
<td>Sarah Poons</td>
</tr>
<tr>
<td>Ketly Poplaski</td>
</tr>
<tr>
<td>Andrew Porr</td>
</tr>
<tr>
<td>Patricia Priest</td>
</tr>
<tr>
<td>Cameron Rabe</td>
</tr>
<tr>
<td>Travis Rask</td>
</tr>
<tr>
<td>Alice Reilly</td>
</tr>
<tr>
<td>John Ritzel</td>
</tr>
<tr>
<td>Bianca Rostran</td>
</tr>
<tr>
<td>Ivan Rubel</td>
</tr>
<tr>
<td>Ian Strange</td>
</tr>
<tr>
<td>Stephen Suppo</td>
</tr>
<tr>
<td>Charles Tar</td>
</tr>
<tr>
<td>Ross Trapani</td>
</tr>
<tr>
<td>Down Vranjesievec</td>
</tr>
<tr>
<td>Alexandra Weiteier</td>
</tr>
<tr>
<td>Thomas Zupan</td>
</tr>
<tr>
<td>NASSAU</td>
</tr>
<tr>
<td>Russell Alexis</td>
</tr>
<tr>
<td>Nicholas Backmann</td>
</tr>
<tr>
<td>Bridget Baran</td>
</tr>
<tr>
<td>Michael Baran</td>
</tr>
<tr>
<td>Liam Beck</td>
</tr>
<tr>
<td>Johnny Belizaire</td>
</tr>
<tr>
<td>Kathleen Berkery</td>
</tr>
<tr>
<td>Hal Berman</td>
</tr>
<tr>
<td>Steven Bogue</td>
</tr>
<tr>
<td>James Boyl</td>
</tr>
<tr>
<td>Andrea Brodile</td>
</tr>
<tr>
<td>Jacqueline Burke</td>
</tr>
<tr>
<td>Melissa Buronduke</td>
</tr>
<tr>
<td>Robert Busweater</td>
</tr>
<tr>
<td>Matthew Buzzo</td>
</tr>
<tr>
<td>Alexander Caliman</td>
</tr>
<tr>
<td>Steven Callahan</td>
</tr>
<tr>
<td>Jorge Cano</td>
</tr>
<tr>
<td>Mike Castagnaro</td>
</tr>
<tr>
<td>Thomas Cerulli</td>
</tr>
<tr>
<td>Amy Cheng</td>
</tr>
<tr>
<td>Victoria Ciampo</td>
</tr>
<tr>
<td>Anthony Cinquegrana</td>
</tr>
<tr>
<td>Geraldine Clahar</td>
</tr>
<tr>
<td>Latisha Costa</td>
</tr>
<tr>
<td>Richard D’Rozario</td>
</tr>
<tr>
<td>Peter Del Re</td>
</tr>
<tr>
<td>Nick D’Elia</td>
</tr>
<tr>
<td>Giovanna DiFiore</td>
</tr>
<tr>
<td>Donna DiSchlafi</td>
</tr>
<tr>
<td>Dina Dreyfuss</td>
</tr>
<tr>
<td>James Duer</td>
</tr>
<tr>
<td>Carolee Finer</td>
</tr>
<tr>
<td>Kim Feustel</td>
</tr>
<tr>
<td>BrieAnne Ficarca</td>
</tr>
<tr>
<td>Mario Fini</td>
</tr>
<tr>
<td>Nancy Gaudie</td>
</tr>
<tr>
<td>Lukas Gaun</td>
</tr>
<tr>
<td>Marina Getzman</td>
</tr>
<tr>
<td>Alan Goldberger</td>
</tr>
<tr>
<td>Michael Goldman</td>
</tr>
<tr>
<td>Michelle Greco</td>
</tr>
<tr>
<td>Mark Hasman</td>
</tr>
<tr>
<td>Adrian Hernandez</td>
</tr>
<tr>
<td>Elizabeth Jacobsohn</td>
</tr>
<tr>
<td>Norman Jantine</td>
</tr>
<tr>
<td>Murtlu Kayanarman</td>
</tr>
<tr>
<td>Jaspreet Kaur</td>
</tr>
<tr>
<td>Christopher Koliias</td>
</tr>
<tr>
<td>Alena Kondoskai</td>
</tr>
<tr>
<td>Laurence Kraemer</td>
</tr>
<tr>
<td>Eric Saras</td>
</tr>
<tr>
<td>Eric Lei</td>
</tr>
<tr>
<td>Robert Liberto</td>
</tr>
<tr>
<td>Lynn Linderman</td>
</tr>
<tr>
<td>Carmen Martina</td>
</tr>
<tr>
<td>Samir Murti</td>
</tr>
<tr>
<td>Theresa Mattei</td>
</tr>
<tr>
<td>Keith McGowan</td>
</tr>
<tr>
<td>Demetri Mihalatos</td>
</tr>
<tr>
<td>Keith Miller</td>
</tr>
<tr>
<td>Andrew Minimr</td>
</tr>
<tr>
<td>Michael Morelli</td>
</tr>
<tr>
<td>Maxine Morgan</td>
</tr>
<tr>
<td>Seth Morris</td>
</tr>
<tr>
<td>Thomas Mullady</td>
</tr>
<tr>
<td>James Murphy</td>
</tr>
<tr>
<td>Robert Nadler</td>
</tr>
<tr>
<td>Jeffrey Nanes</td>
</tr>
<tr>
<td>Gohar Naya</td>
</tr>
<tr>
<td>Juliaine Nedelka</td>
</tr>
<tr>
<td>Rachelle Neuerth</td>
</tr>
<tr>
<td>Wentong Ng</td>
</tr>
<tr>
<td>Edward O’Dellay</td>
</tr>
<tr>
<td>Daniel O’Leary</td>
</tr>
<tr>
<td>Judy Olsen</td>
</tr>
<tr>
<td>Sean O’Neill</td>
</tr>
<tr>
<td>Jessica Ong</td>
</tr>
<tr>
<td>Teejah Osho</td>
</tr>
<tr>
<td>Philip Palladino</td>
</tr>
<tr>
<td>Louis Panariello</td>
</tr>
<tr>
<td>Victor Parbat</td>
</tr>
<tr>
<td>T. Renee Parker</td>
</tr>
<tr>
<td>Jay Parmar</td>
</tr>
<tr>
<td>Alba Penado</td>
</tr>
<tr>
<td>Carla Pineda</td>
</tr>
<tr>
<td>Michael Plactere</td>
</tr>
<tr>
<td>Anthony Ponzini</td>
</tr>
<tr>
<td>Danielle Ponzini</td>
</tr>
<tr>
<td>Alyssa Popov</td>
</tr>
<tr>
<td>Aleza Ramdass</td>
</tr>
<tr>
<td>Mike Riis</td>
</tr>
<tr>
<td>Frederick Robinson</td>
</tr>
<tr>
<td>Alany Rodriguez</td>
</tr>
<tr>
<td>Joseph Rolston</td>
</tr>
<tr>
<td>Melissa Rosse</td>
</tr>
<tr>
<td>Michael Rossetti</td>
</tr>
<tr>
<td>Vincent Rubino</td>
</tr>
<tr>
<td>Catherine Ruboglo</td>
</tr>
<tr>
<td>Jessy Ruiz</td>
</tr>
<tr>
<td>Safetou Russell</td>
</tr>
<tr>
<td>Jennifer Santianello</td>
</tr>
<tr>
<td>Christopher Sauvage</td>
</tr>
<tr>
<td>Stephen Seifio</td>
</tr>
<tr>
<td>Adina Schiffer</td>
</tr>
<tr>
<td>Alexandra Schindler</td>
</tr>
<tr>
<td>Michael Schmidt</td>
</tr>
<tr>
<td>Brittany Schoening</td>
</tr>
<tr>
<td>Ernest Schultz</td>
</tr>
<tr>
<td>Tani Shag</td>
</tr>
<tr>
<td>Gissela Shatara</td>
</tr>
<tr>
<td>Alphonse Siciguno</td>
</tr>
<tr>
<td>Matthew Simeone</td>
</tr>
<tr>
<td>Lawrence Smith</td>
</tr>
<tr>
<td>Marc Sonnenberg</td>
</tr>
<tr>
<td>Barry Sorkin</td>
</tr>
<tr>
<td>Rebecca Sorkin</td>
</tr>
<tr>
<td>Casey Stephens</td>
</tr>
<tr>
<td>Scott Sternlieb</td>
</tr>
<tr>
<td>Duke Sun</td>
</tr>
<tr>
<td>Maurizio Tallini</td>
</tr>
<tr>
<td>Jackin Tarricone</td>
</tr>
<tr>
<td>Tung-Ie Tei</td>
</tr>
<tr>
<td>Kristen Walsh</td>
</tr>
<tr>
<td>Bruce Wernick</td>
</tr>
<tr>
<td>Richard Wolbrom</td>
</tr>
<tr>
<td>Bing Yi Yu</td>
</tr>
<tr>
<td>Haiyu Zhao</td>
</tr>
<tr>
<td>Lin Zhong</td>
</tr>
<tr>
<td>Christopher Zingalli</td>
</tr>
</tbody>
</table>

NORTHEAST

Jessica Blaha
Arthur Caccamo
Douglas Campbell
Brittany Carrier
Kevin Crowley
Dawn Doherty
Shuxin Dunavin
Jaclyn Emo
Ali Gruett
Grey Laniewski
Lauren Ligreci
Faustina Lombardi
Robert Lombardo
Joshua Mabey
Brian Mancioci
Margaret Marr
Thomas McCauler
Jessica McCullens
Marcie Meddaugh
Kristin Michelini
Donetta Morse
Alyssa Nash
Eri Needy
Nai Ngo
Brian Smith
Lisa Smith
Ryan Smith
Spiegel
Stephanie Stano
Katie Stott
Joseph Ullman
Brandon Valvo
Sarah Van Buren
Michael Varney
Jessica Zarecki

QUEENS/BROOKLYN

Walid Abdulrehman
Philip Adikenakis
Sedat Akbas
Charles Alexander
June Allison-Gray
Thomas Andrews
Meredit Barana
Mohammad Basheer
Aaron Bertham
Edward Beylin
Samantha Borden
Andrew Bristow
Natalia Brown
Yichen Cai
New members

Continued on page 17

Cristian Campos
Jeet Chakravarti
Salim Chalouh
Qin Chen
Yan Chen
Eddie Cheung
Andrew Cho
Edward Chung
Andria Clarke
Dorella Coffie
Matthew Cosenza
Benjamin Cooper
Zayra Correa
Joseph Danylik
Oren Dayan
Emmanuel Alfred
Dela Cruz
TingYi Dong
Daniel Donnarumma
Elizaveta Dosuanski
Giuseppe Ebarilli
Eugenie Fernandez
Paul Gallagher
Omar Gooden
Monique Grey
Steve Gross
Manny Haber
Monique Grey
Sevan Hackikoglu
Yulia Holden
Matthew Hong
Than Hay
Yiyu Huang
Gale Illit-Lowe
Mathew Interrante
Emmanuel Jacobs
Esther Jacobs
Jida Kabaheh
Daniel Kaplan
Ira Kavaller
Shumli Kendall
Kevin Kerrigan
Imran Khan
Daniel Kirsanov
Natalie Klopfer
Eva Knapik
Chela Knight
Nitan Lavi
Sophia Lee
Evelyn Lema
Shaull Levy
Kelvin Li
Ruobing Lin
Xueyan Lin
Jin Lu
Jun Ma
Kristi Ma
Kristie MacBridge
Alex Martinez
Eliahou Massihraelian
Vivica Melaian
Caro Mena
Frank Mignone
Artur Mikhailov
Carlos Morales
Ahmed Moustafa
Muneshwar Naraidoo
Binyamin Pinhas
Tracy Pollocka
Joseph Preval

Lorenzo Providence
Qiang Qian
Daniel Quarshie
Sonya Rocwil
Gary Rosenberg
Shawn Roytkab
Veronica Ruiz
Liliana Sanzio
Deborah Sanusi
Idowu Sanusi
Nazeela Sattaur
John Schmuck
Vishyprreet Sembhi
Perry Shandal
Wen Shi
Bhikshun Shresha
Harmanpal Singh
Triy Soe
Anna Stortz
Moshe Strick
Rafal Taraska
Diloon Tenshalla
Linda To
Karishma Tuknel
Maymun Uddin
Danielle Valentine
Norma Villalba
Angela Wallace
Serena Wang
Morryth Williams
Amanda Willis
Tony Wong
Stephanie Wu
Weiqian Xia
Yu Wu
Yanbing Xia
Living Yang
ChengCheng Ye
Kimberly Yee
Chiaming Yong
Yi Zhang
Bingjian Zheng
Daniel Zheng
Jacqueline Zito
Yiran Ye
Jinxia Zhao
Zachary Farrell
Jeffrey Fenskin
Mark Flint
Mollie Gilmer
Rachel Gluckman
Thomas Grammatico
James Green
William Green
Brandon Henry
Timothy Johnson
Ryan Kesel
Marc Lattanzi
Xavier LaVigne
Zachary Legters
FengDong Lin
Allison Ludlow
Paige Mason
Michelle Mattick
Kristina McCann
Morgan McDowell
Colin McKelvey
Jordan Meagher
Drake Miller
Brooke Montfalcone
Ashley Mortimer
Eric Mrozek
Christophe Ntkirurimana
Ryan O’Connor
Shannon Ozkum
Laurel Parrilli
Timothy Pletcher
Mark Purcell
Aaron Ritter
Alaina Romocki
David Schantz
Tyler Sullivan
Michelle Talarczyk
Jasmine Ulger
Danni Wang
Rebekah Ward
Andrew Wells
Jeremy Weston
Yiran Ye

ROCHESTER
Jennifer Abbott
James Ambalvaran
Dylan Ashley
Peter Barilla
Luciarose Barone
Rawl Bautista
Daniel Beyer
Rebecca Boyd
Emma Brune
Christopher Cahill
Emily Callahan
Bianca Cammillieri
Christopher Cappetta
Scarlette Chan
Wanli Chao
Gennisin Renee Cleare
Emily Coates
Joseph Conway
Joseph Cronin
Michael DeBaldis
Austin DeRiddler
Basyan Fan

SOUTHERN TIER
Justin Ash
Marie Blouin
Emilie Chang
Taylor Clark
Zachary Cole
Ernest Colon
Robert Davis
Matthew DePalmio
Matthew Ehrets
Adelia Grannis
Samantha Jordan
Katie Kain
Christopher Parsons
Gena Raptisarti
Brianna Ruchel
Matthew Swan
Heather Van Zile
Kristina Zaharakos

STATEN ISLAND
Saif Abdalla
Enrico Bawar
Nicolle Bianco
Jennelly Burgos
David Capoifar
Jessica Chagoun
David Ejigio
Jessica Gordon
Tama Kanamo
Zachary Koop
Marie Landi
Joseph Maggio
Jesus Malvaes
Jamie Monachino
Jordan Ortrandono
Maria Palumbo
Diego Peroncino
Nicole Reyes
Jared Savino
John Vento
Emma Wabrowetz

SUUFFOLK
Francesca Alegre
Michael Almes
Ian Alpert
Joe Alvarez
Prisel Alvarez
Christopher Angotta
Maria Arruana
Alexa Atlas
Andrew Bentivegna
Karolina Barn
Jeffrey Bischof
Tatiana Blandin
Evan Bogucki
Stephan Broderick
Karla Cabera
Liming Cao
Kristin Carozza
Koryne Cleare
Kevin Colgan
Patrick Corser
Thomas Coyle
Miranda D’Angelis
David Dellavalle
Joseph DeMartinos
Natalia Diaz
Christopher Dilone
Dion Fernandez
Michelle Fritz
Thomas Funkhouser
Melissa Gillespie
Heather Graham
Brittany Gravano
Michael Grimm
Lea Gross
Pamela Guencay
Khondaker Haque
Alice Hillgardner
Donte Jobcik
Christopher Irrazabal
Maria Josefina Jacinto
Denik Jahn
Elena Jayne
Kadia John
Raed Jumaid
Kevin Karpowich
Yong Wu Kim
Mike Kowarcz
Robert Krone
Joseph Lampitok
Daniel Lilly
Curtis Lin
Justin Lorio
Jeremy Macffe
Carl Magliulo
Eldred Maresco
Steven Martinez
Andrew Merhige
John Milito
Alyssa Molano
Gabriela Monge
Keith Montante
Brendan Nelson
Daniel Palmer
Joseph Paparella
Conor Reilly
Nicholas Riccardo
Karissa Rotunno
Brandon Saravisky
Stephen Schumann
Joseph Sidoti
Kirsten Smith
Evac Sunhshine
Samantha Swanson
Sara Szczechna
Theresa Tascarella
Edward Tracy
MaryJane Undiandeye
Anthony Viscozo
Steven Virolo
Janice Wied
Leasia Williams
Carmen Wang
Rui Zhang

SYRACUSE
Benjamin Atkinson
Kurt Behrend
Alexander Blaise
Cayce Bremaier
Mary Buckley
Shangwen Cai
Mackenzie Chase

WESTCHESTER
Edward Ajohad
Donnell Anderson
Victoria Avalos
Lawrence Bahe
David Bigelow
Dominick Brown
Louis Calvert
Jesse Canete
Kathleen Casella
Michael Cavato
Jonathan Chudy
Shawn Cobb
John Culhane
Jean D’Agostino
Christopher Davis
Sheila De Rosa

Continued on page 19
New members

Stephanie Dos Santos
William Egan
Robert Elliott
Steven Falkowitz
Suzana Felizardo
David Fisher
Jennifer Freih
Gokul Ganapathy
Mark Garofalo
Douglas Gilinsky
William Harms
Clement Henry
Jerrin John
Christopher Kennedy
Paskaj Khola
Debbie Knight
Kevin Loiselle
Karen Machado
Emily Magnus
Leza Marko
Zulma Munoz
Carina Oliveira
Diane Perilli
Kelly Pintado
David Powers
John Reuther
Lisa Saviano
Jessica Savocchi
Alexa Schachinger
Sarah Secret
Brian Smith
Jeffrey Stern
Pamela Stoller
Melissa Strauss
John Vittoria
Tameka Walters
Eric Wang
Vincent Waters

OUT-OF-STATE
Tyler Adams
Suraj Olusegun Adedayi
Joseph Agovino
Ji Young Ahn
Akintunde Akindele
Joseph Alale
Iris Avena
A V Seshadri
Vijay Bhat
Ashish Bhatnagar
Debrah Bishop
Rajendra Bisht
Akintunde Akindele
Ji Young Ahn

For a list of 40-year anniversaries, go to nysscpa.org/anniversaries
What was your biggest professional challenge in 2018?

JOHN E. MARKERT | Senior Audit Manager | East Syracuse

Our practice works with a lot of not-for-profits, and so we’ve been devoting a lot of time this year to implementing the ASU 2016-14 standard (Presentation of Financial Statements of Not-for-Profit Entities), which became effective for years beginning after Dec. 15, 2017. Right now, all our not-for-profit clients will be subject to the new reporting format outlined in the standard, as well as new footnote disclosures that will need to be inserted. So I’ve been making sure that all our financial statements and footnote disclosures conform to the new format. It doesn’t sound like much, but this is not something you want to be doing in February. If you had only one financial statement to change, it’s not a big deal, but if you have to change 30, well, that becomes a much bigger job. All these presentations have to be retrospective, so it’s not just getting the current year right, but going back and restating the prior year, also.

CHARLES J. WEINTRAUB | Partner | Staten Island

This year, I went from being a sole proprietor to—a merger with another firm—a partner. I felt this was a good move, particularly where it concerned overhead costs, but at the same time, it can take a little getting used to. One example was switching to new tax software. When you’ve spent the past 20 years using one system, switching to another is almost like picking up a new language as you learn the ins and outs of processes that, until now, had been almost like muscle memory. The training definitely helped, but making the transition was still a challenge that was very difficult at first. Still, I’ve figured it out just in time, as next year we’re going to start doing a lot of projection work with our clients as a result of the new tax law. Over the next few months, we’re going to start [meeting with] our clients for year-end analysis and see how they can best take advantage of new programs like the 20 percent pass-through deduction.

ROBERT J. HUETHER | Audit Senior Associate | Melville

The biggest challenge I dealt with was a client adopting the new revenue recognition standard. Fortunately for us, it’s a software industry client that is already on a contract-based accounting system, so management is already very familiar with some of the concepts and clauses that exist within the company’s contracts that would be impacted by the new standard [which involved identifying and fulfilling performance obligations in customer contracts]. What we had to do was go back and re-review those contracts to identify any new performance obligations, rights of return or other material rights that might impact revenue, whether at a point in time or over time. The client also implemented a new enterprise resource planning system that assists in the tracking of performance obligations and the calculation of revenue under the new standard. There were many challenges that are inherent in any implementation, including making sure all the systems were interfacing properly and making sure the data was measuring what would be expected. As the company adopted the new standard using a modified retrospective approach, the changeover produced a material impact on its retained earnings. Although challenging, adoption of the new revenue standard has been an invaluable learning experience for me, and it provides a lot of great opportunities for CPAs now and into the future.

AISHA TORRENCE | Associate Vice President | Manhattan

The big challenge is never seeming to have enough hours in the day to do everything you want to get done, especially when it comes to a rapidly changing environment like mine. I work for a voluntary provider organization that supports people with intellectual and developmental disabilities. One of the things we dealt with was a regulatory mandate that is meant to reduce conflicts of interests with Medicaid service providers. This mandate involved the transition of Medicaid Service Coordination services from provider agencies into separate entities statewide. It wasn’t really clear when this process would start, until the state suddenly announced a July 1 deadline in March—which led to a lot of disruption.

In addition, the 2018 tax reform calls for an Unrelated Business Income Tax (UBIT) on qualified transportation fringe benefits and parking facilities. Tax-exempt organizations are now required to pay UBIT on the pretax employee contributions for qualified transportation costs. We have over 5,000 employees who live and work in the five boroughs. This represents one of many unfunded mandates that voluntary organizations must comply with to serve the public.
Nassau Events

**Nassau Chapter Specifics on the New Tax Law**
*When:* Dec. 13, 5:30–9 p.m.
*Where:* RXR Executive Park, 68 South Service Road—Lower Level, Melville
*Cost:* $40 members; $50 nonmembers
*CPE:* 3 (taxation)
*Course Code:* 29036925
*Register online or call 800-537-3635*

**Nassau Tax Update**
*When:* Dec. 14, 8–10 a.m.
*Where:* Deloitte, 2 Jericho Plaza, Jericho
*Cost:* $10 per person
*Course Code:* 29036915
*Register online or call 800-537-3635*

**Nassau Chapter CPA Ethics Update**
*When:* Jan. 9, 2019, 5:30–9 p.m.
*Where:* Chateau Briand, 440 Old Country Road, Carle Place
*Cost:* $75 member; $125 nonmember
*CPE:* 2 (ethics)
*Course Code:* 42032915
*Register online or call 800-537-3635*

**Nassau/Suffolk Joint Event**

**Joint Nassau/Suffolk Chapter Annual Networking Event**
*When:* Jan. 31, 2019, 6–9 p.m.
*Where:* The Fox Hollow, 7725 Jericho Turnpike, Woodbury
*Cost:* $80 per person
*Course Code:* 45030907
*Register online via PayPal*

**Queens/Brooklyn**

**Queens/Brooklyn Chapter Holiday Networking Party**
*When:* Dec. 13, 6–8:30 p.m.
*Where:* Bowlero, 60-10 34th Ave., Woodside
*Cost:* $30 members; $45 nonmembers

**Course Code:**
- 45160904
  - Register online or call 800-537-3635
- 29075905
  - Register online or call 800-537-3635
- 29081909
  - Register online or call 800-537-3635

**Rockland**

**Marriage, Divorce and the Family Business**
*When:* Jan. 7, 2019, 6–9 p.m.
*Where:* DoubleTree by Hilton, 425 East Route 59, Nanuet
*Cost:* $75 members; $90 nonmembers
*CPE:* 3 (specialized knowledge)
*Course Code:* 29175904
*Register online or call 800-537-3635*

**Staten Island**

**Staten Island CPA Ethics Update**
*When:* Jan. 15, 2019, 6–9 p.m.
*Where:* Cielo Ristorante, 1435 Hylan Blvd., Staten Island
*Cost:* $75 members; $90 nonmembers
*CPE:* 3 (ethics)
*Course Code:* 29075905
*Register online or call 800-537-3635*

**Staten Island CJA & Section 199A**
*When:* Jan. 15, 2019, 6–9 p.m.
*Where:* Cielo Ristorante, 1435 Hylan Blvd., Staten Island
*Cost:* $30 per person
*CPE:* 3 (taxation)
*Course Code:* 29075905
*Register online or call 800-537-3635*

**Suffolk**

**Suffolk Chapter CPA Ethics Update**
*When:* Dec. 18, 6–8 p.m.
*Where:* Irish Coffee Pub, 131 Carleton Ave., East Islip
*Cost:* $50 members; $75 nonmembers
*CPE:* 2 (ethics)
*Course Code:* 42082913
*Register online or call 800-537-3635*

**Annual GAAP Update**
*When:* Dec. 19, 8–10 a.m.
*Where:* Empire National Bank, 1707 Veterans Highway, Islandia
*Cost:* free
*CPE:* 2 (accounting)
*Course Code:* 29081909
*Register online or call 800-537-3635*

**A busy fall, capped off by the Holiday Mixer, in the spirit of giving**

By MARI A. PETROLLESE
Mid Hudson Chapter President

The Mid Hudson Chapter had a busy few months this fall. We held our annual End of Summer Membership Celebration on Sept. 8 at Chadwick Lake Park in Newburgh; thank you, Denise L. Finney and Noelle DeLuca, for organizing this fun event for our chapter members and their families. On Oct. 22, we held our 28th Annual Golf Outing at Otterkill Country Club in Campbell Hall for the benefit of the National Purple Heart Association; a special thanks to Thomas N. DiGiovanni and Thomas D. Weddell for running this event, and to all sponsors that made this event possible.

On Oct. 28, the chapter held its Banker, Attorney and CPA Networking Event at the Grandview in Poughkeepsie, with Julia Pimsleur as guest speaker. Julia has been featured on “Today,” and CNBC, and in Bloomberg Businessweek, The Wall Street Journal and The New York Times as well as Forbes. She established herself as founder/CEO of Little Pim, the leading language teaching system for young children. Her experience raising millions in angel and venture capital led her to create fundraising bootcamps and inspired her to write her book, Million Dollar Women. Thank you to Judith Papo, Steven Engels, all committee members, sponsors and Julia for this successful event. Pictured at right are chapter members Noelle DeLuca, Valerie Torres and Denise Finney.

On Nov. 1, the chapter held its annual A&A Update at the Powelton Club in Newburgh; thank you, Michelle S. O’Reilly, Kathryn A. Seckler and committee members for running this event. On Nov. 15, the chapter held its Ethics & Professional Issues Update at the Powelton Club in Newburgh. On Dec. 5, the chapter held its Holiday Mixer at the River Grill in Newburgh. During this event, the chapter presented toy donations to the Toys for Tots Marines, along with a $520 donation from funds raised at the Banker, Attorney and CPA Event. In addition, the chapter presented a $2,500 check to two National Purple Heart Hall of Honor recipients from funds raised at the Golf Outing. A special thanks to Noelle DeLuca and Valerie Torres, co-chairs of the Chapter’s Next Gen Committee, for organizing the Holiday Mixer; this was a great opportunity to get into the holiday season spirit and be thankful for all our blessings. Last, but not least, on Dec. 6 the chapter held its annual Tax Update at the Powelton Club in Newburgh; a special thanks to Paul Rafanello for running this event.

Thank you to chapter board members, volunteers, sponsors and speakers for your time and valuable contributions to our profession.

Nothing would be possible without your participation and dedication.

Have a wonderful, safe, healthy and happy holiday season and best wishes for 2019!

mariap@info-byte.com
Seeking feedback from members in order to enhance chapter value

By LENORE SANCHEZ
Rockland Chapter President

The NYSSCPA has 15 chapters statewide, with each chapter acting as an extension of the Society. You may ask, “What benefit will I gain from participating?” Ask a Rockland Chapter board member, and you might hear, “What do you want out of it?” Our willingness to listen may come as a surprise, but even more amazing is our readiness to implement change that will personally and professionally benefit you. The board of the Rockland Chapter recognizes our responsibility to serve its members and is seeking your feedback.

We are your gateway to the Society and the accounting profession. We aim to keep you current on issues affecting the profession, and to help build your network and advance your career. We are also committed to helping you obtain the education you need to grow and keep you up to date with new accounting standards and regulations. To provide our members the utmost value, our Survey Committee compiled a list of 10 questions that, together, will provide the board with essential information. We are requesting a response from each member; a few minutes of your time will tell us what you need so we can enhance your experience as member of the Rockland Chapter. You should have received the survey twice by email and once by mail—if you haven’t, please contact me.

The Chapter held its Annual Town Hall Meeting and Ethics Update on Nov. 1, generously sponsored by Ulster Savings Bank. We were honored to host NYSSCPA President Jan C. Herringer, and President-Elect Ita Rahilly, who spoke about the issues having the greatest impact on New York state CPAs and associated industries. The Professional Issues Update included an overview of the NYSSCPA’s proposed legislative agenda for 2018–2019 and how members can help shape it, newly released information from the AICPA and more! Other special guests joining us were Foundation for Accounting Education Trustees President Kevin Matz, and Darryl Jackson, director of member relations, who delivered an update on member benefits. Finally, we were privileged and thankful to once again have Debbie A. Cutler present the ethics CPE course.

November served as Education Outreach Month for our chapter. Board members visited with students at St. Thomas Aquinas College in Sparkill, as well as students at Dominican College in Blauvelt. It was refreshing to encourage and promote the profession, share our varied and diverse career experiences, as well as give insight as to the current climate of the industry.

With New York state’s recent requirements in connection with sexual harassment prevention policies the Rockland Chapter held a CPE seminar on Dec. 4, presented by Kevin Doherty of Greenwald Doherty, LLP. Those who attended gained a wealth of knowledge and know the necessary steps to take in order to be in compliance with the new law.

The board is excited to be partnering with the Westchester Chapter to offer a two-day tax seminar including topics such as federal income tax; trustate tax; New York sales tax; Medicare planning; long-term care planning; tax reform; international tax; and more. The first part of the conference was held on Nov. 2. Day two, scheduled for Monday, Dec. 17, at the Doral Arrowwood in Rye Brook, is sure to be as educational and enlightening. There is still time to sign up for the second day, as day one is not a prerequisite.

We will be kicking off the New Year with a joint event. We are partnering with the Rockland Bar Association and Rockland Women’s Bar Association for a panel discussion on Marriage, Divorce and the Family Business. There will be a lively discussion of “truth is stranger than fiction,” including a story of a family business gone wrong, highlighting the accounting, family law and business law issues. This CPE event is being held on Monday, Jan. 7, 2019, at the DoubleTree by Hilton in Nanuet, and is generously sponsored by People’s United Bank. It has come to our attention that not all members are receiving information from the Rockland Chapter. Please check to see that your NYSSCPA member profile is set up to receive electronic communications from the Rockland Chapter and the NYSSCPA. If it is not set up, please visit www.nysscpa.org, and log in via the button on the top right of the site. If you have any problems, please call the Society at 1-800-9169-7272 and ask for website assistance.

For those of you who want to receive more up-to-date timely information, please also consider registering for the NYSSCPA Exchange, where you can receive daily or weekly email digests that are centered around fellow members’ questions, interests and information postings. To register for the Exchange use the blue “Exchange” link on the main NYSSCPA website to log in and then use the “settings” button to select your status and sign up for email notifications; “Daily Digest” is one of the most popular choices.

I look forward to seeing new and familiar faces at our upcoming events. Please visit our home page at nysscpa.org/membership/chapters/rockland to learn about and register for future events. Feel free to contact me with any questions, comments or suggestions.

Looking ahead to several exciting events in the New Year

By MICHAEL R. HERZ
Westchester Chapter President

As we approach the year-end holiday season, the Westchester Chapter is well into its programming throughout all its committees. In November, we held several well-attended events: our Recruitment Night on Nov. 1; the first of our two tax conferences on Nov. 2; our wine tasting/networking event on Nov. 8; our Legislative Breakfast on Nov. 13; the Accountants in Industry Committee session on cybersecurity on Nov. 14; and the Ethics Update session on Nov. 27.

Upcoming, we have our second tax conference on Monday, Dec. 17, at the Doral Arrowwood in Rye Brook; the Accountants in Industry Committee CPE session on Wednesday Jan. 16, 2019, at the office of Skadden Arps in White Plains, featuring a business insurance update; and the Managing Partners’ Breakfast on Wednesday, Jan. 23, at The Renaissance Hotel in West Harrison. All board and committee members are encouraged to attend. The newly reorganized Accounting and Auditing Committee is putting together a program for Tuesday, May 7, and the Sponsorship Committee is actively working to develop sponsorships in coordination with each of the committee chairs.

I have begun reaching out to all the committee chairs to ask them to consider which of their committee members might be a good fit to step up and take on leadership roles as assistant chair. This effort should result in generating fresh faces with committee experience and the willingness to serve on the board, so that the board has its own succession plan in place. I hope to provide further positive updates on this initiative as the year continues.

I wish everyone a joyous and healthy holiday season.

michaelbherz@gmail.com
### FOR JANUARY 1, 2019, THROUGH MAY 31, 2019

#### MANHATTAN/BRONX

<table>
<thead>
<tr>
<th>Event</th>
<th>Date</th>
<th>Location</th>
<th>Fee</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>41st Annual Nonprofit Conference</td>
<td>1/17</td>
<td>TKP New York Conference Center</td>
<td>$279/$379</td>
<td>See course listing under Accounting.</td>
</tr>
<tr>
<td>Accounting Six Pack: Hot Topics in Financial Reporting</td>
<td>1/2</td>
<td>Baruch College</td>
<td>$279/$379</td>
<td>See course listing under Accounting.</td>
</tr>
<tr>
<td>Women’s Leadership Forum—Transforming Workplace Culture</td>
<td>1/14</td>
<td>New York Marriott Marquis</td>
<td>$249</td>
<td>See course listing under Advisory Services.</td>
</tr>
<tr>
<td>Emerging Trends Conference</td>
<td>1/18</td>
<td>TKP New York Conference Center</td>
<td>$279/$379</td>
<td>See course listing under Accounting.</td>
</tr>
<tr>
<td>Federal Individual Income Tax Update</td>
<td>1/31</td>
<td>TKP New York Conference Center</td>
<td>$279/$379</td>
<td>See course listing under Accounting.</td>
</tr>
<tr>
<td>Taxation</td>
<td>1/31</td>
<td>TKP New York Conference Center</td>
<td>$279/$379</td>
<td>See course listing under Accounting.</td>
</tr>
</tbody>
</table>

#### ACCOUNTING

<table>
<thead>
<tr>
<th>Event</th>
<th>Date</th>
<th>Location</th>
<th>Fee</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>41st Annual Nonprofit Conference</td>
<td>1/17</td>
<td>TKP New York Conference Center</td>
<td>$279/$379</td>
<td>See course listing under Accounting.</td>
</tr>
<tr>
<td>Accounting Six Pack: Hot Topics in Financial Reporting</td>
<td>1/2</td>
<td>Baruch College</td>
<td>$279/$379</td>
<td>See course listing under Accounting.</td>
</tr>
<tr>
<td>Women’s Leadership Forum—Transforming Workplace Culture</td>
<td>1/14</td>
<td>New York Marriott Marquis</td>
<td>$249</td>
<td>See course listing under Advisory Services.</td>
</tr>
<tr>
<td>Emerging Trends Conference</td>
<td>1/18</td>
<td>TKP New York Conference Center</td>
<td>$279/$379</td>
<td>See course listing under Accounting.</td>
</tr>
<tr>
<td>Federal Individual Income Tax Update</td>
<td>1/31</td>
<td>TKP New York Conference Center</td>
<td>$279/$379</td>
<td>See course listing under Accounting.</td>
</tr>
<tr>
<td>Taxation</td>
<td>1/31</td>
<td>TKP New York Conference Center</td>
<td>$279/$379</td>
<td>See course listing under Accounting.</td>
</tr>
</tbody>
</table>

#### ADVISORY SERVICES

<table>
<thead>
<tr>
<th>Event</th>
<th>Date</th>
<th>Location</th>
<th>Fee</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>41st Annual Nonprofit Conference</td>
<td>1/17</td>
<td>TKP New York Conference Center</td>
<td>$279/$379</td>
<td>See course listing under Accounting.</td>
</tr>
<tr>
<td>Accounting Six Pack: Hot Topics in Financial Reporting</td>
<td>1/2</td>
<td>Baruch College</td>
<td>$279/$379</td>
<td>See course listing under Accounting.</td>
</tr>
<tr>
<td>Women’s Leadership Forum—Transforming Workplace Culture</td>
<td>1/14</td>
<td>New York Marriott Marquis</td>
<td>$249</td>
<td>See course listing under Advisory Services.</td>
</tr>
<tr>
<td>Emerging Trends Conference</td>
<td>1/18</td>
<td>TKP New York Conference Center</td>
<td>$279/$379</td>
<td>See course listing under Accounting.</td>
</tr>
<tr>
<td>Federal Individual Income Tax Update</td>
<td>1/31</td>
<td>TKP New York Conference Center</td>
<td>$279/$379</td>
<td>See course listing under Accounting.</td>
</tr>
<tr>
<td>Taxation</td>
<td>1/31</td>
<td>TKP New York Conference Center</td>
<td>$279/$379</td>
<td>See course listing under Accounting.</td>
</tr>
</tbody>
</table>
**PENALTIES? ASSESSMENTS?**

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

---

**Do You Have Any of These Issues? Can Help!**

**NYS DOL UI DIVISION** – Manufacturer assessed $212K for UI taxes after exiting PEO. Arnold Standard results: UI refund of $135K; UI Reserve Account Balance positive $204K. UI Tax Rate lowered from 9.5% to 2.1% on $2MM of annual taxable payroll. **Savings in excess of $600,000.**

**US DOL WAGE & HOUR DIVISION** – Distributor assessed in excess of $575K for alleged wage and hour violations. Arnold Standard results: Assessment lowered significantly. **Savings in excess of $300,000.**

**NYS WCB** – Homeowner with Domestic Worker assessed penalty of $50,000. Arnold Standard results:
Settled for $2,500.
**Savings of $47,500.**

**NYS WCB** – Construction firm assessed penalty of $83,000. Arnold Standard results:
Settled for $3,500.
**Savings of $79,500.**

---

Call Bob Arnold or Bob Arnold, Jr.
55 Front Street, RVC, NY 11570 | P: 516.678.3300 • F: 516.678.1515
www.arnoldstandard.com