

The HLB logo consists of the letters 'HLB' in white, bold, sans-serif font, set against a dark blue square background. The background of the entire page is a photograph of a man with a beard and glasses, wearing a blue shirt and green overalls, kneeling in a garden and working with soil. He is wearing gloves and holding a small plant. In the background, there are green plants, some with yellow fruit, and a blurred house.

insight

HLB
International
Autumn 2017

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■ What's happening in the network

As one of the leading global accountancy networks, HLB International has continued its growth with the addition of these new member firms.

New members

Cayman Islands
Berman Fisher
 - based in George Town

Palestinian Ruled Territories
Palestia
 - based in Ramallah

China
CAC CPA LLP
 - based in Beijing

Switzerland
Veco Group
 - based in Lugano

Hexin LLP
 - based in Jinan

Uganda
Jim Roberts & Associates
 -based in Kampala

Ethopia
TMS Plus PLC
 - based in Addis Ababa

Equatorial Guinea
BER Chartered Accountants
 - based in Malabo

Anniversaries



HLB Consultores Morán Cedillo Cía. Ltda.
 Ecuador, 24 years



CONCEITO
 Portugal, 35 years



HLB Dr. Stückmann und Partner mbB
 Germany, 85 years

Top of the tax



Hazlewoods win at British Accountancy Awards

Friday 13 October proved not to be so unlucky for Hazlewoods, the Gloucestershire based accountants and business advisers, who picked up 'Tax Team of the Year' at the British Accountancy Awards 2017.

The awards, which took place at the London Hilton on Park Lane, are regarded as the industry's most prestigious accolades and are recognised as the national mark of excellence in the UK accountancy sector.

Having previously Nick Haines, Partner and Head of Hazlewoods Tax team said: "What a year 2017 has been, first winning 'Best Tax Team in a Regional Firm' and now this, 'Tax Team of the Year'. I could not be prouder of the

team for all the hard work they put in, every day, which makes winning these awards possible and well deserved." won the award in 2015, Hazlewoods were up against some stiff competition in the likes of Ernst & Young and Smith & Williamson amongst others, but the team's hard work and ability to take complex issues and turn them into simple solutions for their clients stood out for the judges.

Hazlewoods tax videos have been of particular interest to judges in this year's awards and are a great example of how the team can take a tough topic and turn it into something light-hearted and relevant for their clients and the public.



Nomination for the Exact Cloud Award

HLB Van Daal & Partners belongs to the top 6 nominated offices for the Exact Cloud Award 2017 in the Netherlands. This award is the election for accountants and administrative offices that drive innovation and cooperation with their customers to high levels. By participating in the election, HLB Van

Daal & Partners shows that they're at the forefront of the changing accountancy subject. They are proud of the nomination, but obviously hope for a final place! On November 15, the winners will be announced during Exact Live 2017.



■ Latest News

Green Hasson Janks win IAB Award



Green Hasson Janks, our member firm in Los Angeles, were recently announced as the winner of the International Accounting Bulletin Awards 'Communications Campaign of the Year - Single Firms' category. The award recognised the work of a communications/marketing/brand ambassadors team across the whole range of accountancy stakeholders (firms, professional bodies, federations, standard-setters,

regulators, etc). Green Hasson Janks were acknowledged to have contributed to making successful a campaign that, while being relevant, excelled in the way it had been communicated.

HLB members Guru & Jana, Bernard Mawala from HLB Mekonsult, Donella Wilson and Leon Janks from Green Hasson Janks were also finalists at this year's awards.

German Desk Meeting

Bové Montero y Asociados held their annual German Desk meeting in Barcelona that brought together 23 professionals from their offices in Barcelona, Madrid and Palma de Mallorca. The objective of the session was to boost team work and "think out of the box" to come up with new actions that help to reinforce the German Desk positioning and attract new clients.

The one-day workshop combined business analysis, group activities and brainstorming sessions. Bové Montero y Asociados has a strong and solid German Desk formed by 30 professionals that is integrated across all offices and departments. 80% of the firm's professional activity is centered in advising clients from German speaking countries.



Brighter Thinking for Law Firms published

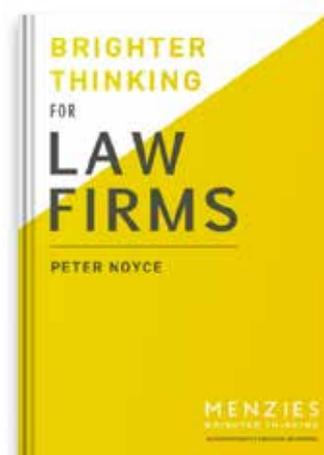
A new one-stop practical guide for the forward-thinking law firm has been published courtesy of HLB UK member firm Menzies LLP. Featuring the hot topics of the moment to the challenges to overcome, it contains all you need to know, from those in the know.

Compiled and co-authored by Peter Noyce, partner and professional services specialist at Menzies LLP, each chapter of Brighter Thinking for Law Firms delivers valuable insights from real experts in their field. The book includes

everything from instilling efficient financial practices to people solutions, thinking internationally and preparing for the legal services marketplace of the future.

"Reading this book was akin to attending a really good law management conference and getting to chat to some key players."

Tony Roe Solicitors
The Law Gazette



NEW RULES



The rules of doing business have changed, say SME owners

The rules of doing business have changed, but are SME owners ready for the challenges that lie ahead? Research by Menzies LLP, reveals that SME owners are focused on what they need to do but there are signs that some could be working too hard or failing to seek the mentoring and specialist support needed to succeed in turbulent times.

Based on a survey of 1,003 SME owners in the UK, three quarters (75%) of respondents said the rules of doing business have changed significantly in the past year and Brexit and other uncertainties mean they were likely to keep changing.

Of the SMEs that believe the rules of doing business have changed, the main observation is that competitor activity has become more intense and there is a constant need to 'stay one step ahead' (43%). Other key observations include a belief that important business decisions have become more data driven (39%) and a need to keep track of regulatory changes (38%). Smaller businesses, with fewer than 50 employees believe the most significant changes

over the past year are increased competitor activity and a shifting regulatory outlook, whereas larger businesses, with more than 50 employees, believe that business decisions are more data driven and there is less time to weigh up the pros and cons. Start-up businesses are also aware that business decisions have become more data driven over the past year.

With more changes on the agenda, the majority of SME owners (88%) know they could be facing diverse risks in the year ahead and the biggest challenge will be predicting future market demand. The top five risk factors identified by SME owners were cash flow difficulties; geopolitical uncertainty; breaks in supply; a lack of resources (management time and skilled people) and difficulties accessing finance. Only 9% of start-up businesses believe there is no obvious risk to their business model in the year ahead.

The majority of SME owners (53%) claim to be happy with their work life balance. However, on closer questioning, the picture is more

ambiguous. A third (37%) of SME owners admitted finding it difficult to switch off and enjoy their downtime and one in five (20%) described their work life balance as 'out of control'. Worryingly, a quarter of the latter didn't think this was a problem.

There are other indications that SME owners may be feeling stretched and lack the support they need to realise their business potential. The majority of SME owners (64%) report that they lack access to support and feel they are running their business alone, on average, more than twice a week.

The research shows that there is a gap when it comes to the support available to UK SMEs. Whereas start ups and more mature businesses are finding the support they need, some early stage businesses could be falling in the gap. Better signposting to mentoring and other business support services may be required.

To read the full report visit:
www.menzies.co.uk/sme-benchmarking-report-2017/

Perspectives



Interview Mark Koziel

Could you tell us your name and job title?

Mark Koziel, CPA, CGMA, Executive Vice President, Public Accounting Association of International Certified Professional Accountants

How long have you worked with the AICPA?

11 years

What is AICPA doing internationally?

In June, 2016, the AICPA and the Chartered Institute of Management Accountants (CIMA) asked members to consider the creation of a new international association in which both organizations would join together to further the profession. That vote overwhelmingly passed and January 1, 2017 the Association of International Professional Accountants came to be.

The Association builds on the strengths of both organizations and is focused on driving a dynamic accounting profession globally. It represents 650,000 members and students in 179 countries, and provides the network and influence for the profession to have an even broader reach in international advocacy.

There has been a lot of discussion around the need of ensuring new talent enters the profession. What has been your experience of options available for students searching for the best route into the profession once they graduate? What is the AICPA doing to help students?

The AICPA has a long history of working with universities to ensure there is a robust pipeline of

accounting talent entering the profession. According to a recently released report from the AICPA, there are more students enrolled in U.S. undergraduate accounting programs than ever before. There is a lot of competition for accounting jobs and students have more options than ever before as the profession continues to expand and redefine its scope.

We want to make sure accounting students understand the ever-expanding options available to them after graduation. The AICPA's ThisWayToCPA.com website provides them with resources and guidance as they enter the profession. This helps the AICPA meet our goal of ensuring qualified accounting graduates are earning their CPA license after graduation. We firmly believe that having 'CPA' after their name is the best way for recent graduates to differentiate themselves to their employers- regardless of whether they're in public accounting or management accounting. And updates to the CPA Exam have focused on expanded testing of the higher order skills like analytic ability and problem solving to ensure that newly licensed CPAs have the skill set that firms and employers are looking for.

And on the firm side we're working on a number of programs that help firms provide recent hires with the resources and support they need to pursue their CPA license.

What are your views on the perceived differences between networks and associations?

It depends on who's asking. I get many calls from U.S. firms searching for a change or searching for their first ever international network or association. In these conversations, firms struggle with their perception of how much risk and reward are shared in a network. It's important for networks to properly explain the extent to which stakeholders share risk at the international level. If a network member in one country gets sued, is my firm at risk? That's a question the network has to appropriately answer to help differentiate.

If international clients are asking about the difference, it's all about perceived quality. Letting a client know the rigorous process the

network goes through in selecting member firms and assuring quality is the key differentiator.

What do you believe are the biggest challenges of the profession in the USA?

I don't think challenges in the USA are much different than that of other parts of the world. Relevance is the critical factor, and if we don't look at disrupting our services, the profession as a whole could become irrelevant. It's not like the profession hasn't gone through disruption before and reacted quite well. The issue this time is the speed of disruption. Past disruption happened over decades. Today disruption is happening much more rapidly. Case in point. The iPhone is only 10 years old. A few years later, Apple launches the first ever tablet. Initial reviews said the iPad was a neat toy but would never have any business application. I challenge you to go into any shopping center and not find a tablet within a stone's throw. Technologies coming at us at hyperspeed today include bot technology, artificial intelligence, blockchain and others. Are we ready? The challenge will be not only implementing these technologies, but keeping standards and services up to date to make sure the profession serves what the market is looking for.

The Association has been busy keeping up with these issues by developing new assurance services for cybersecurity, and sustainability, providing a new delivery system for financial statements with Rivio.com, looking at new tools in audit and assurance services and deepening thinking around integrated personal services, with more work in integrating tax with wealth preservation and financial planning.

Finally, on the management accounting front, we're challenging ourselves on the future of finance, and what that will look like for organizations, and we're creating a framework for members to use to rethink organizational business models. The issue here is our profession is not alone. Many organizations that employ our members, and are clients of your network, need to rethink their business model to serve customers into the future.



emerging trends

A close-up photograph of a person's hands holding a basket filled with fresh vegetables. The basket contains several red cherry tomatoes, a large green zucchini, a green bell pepper, and a whole brown onion. The background is dark and out of focus, showing the person's blue long-sleeved shirt and their hands. The text is overlaid on the center of the image.

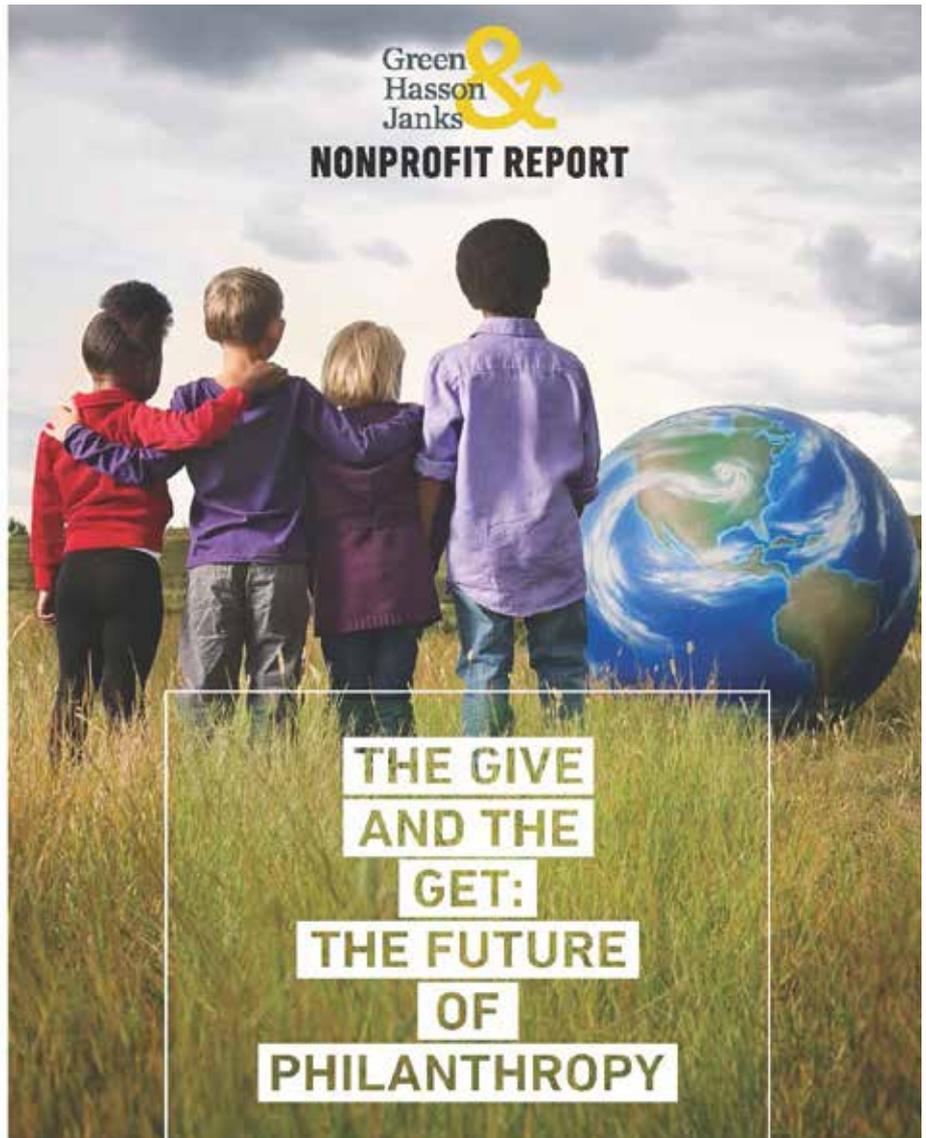
Annually, Green Hasson Janks publishes industry whitepapers based on surveys, research and interviews with thought leaders that highlight emerging trends and provide insight into the nonprofit, food and beverage and entertainment and media sectors.

Perspective

The 2017 Nonprofit Whitepaper, *The Give and the Get: The Future of Philanthropy*, (released at the firm's 2017 Nonprofit Conference) takes a look at the current nonprofit landscape and the state of equity in the sector. The report shares ideas on pressing issues that impact the future of public charities and private foundations. Even in an uncertain political climate, one philanthropic priority remains constant — the desire to create lasting, meaningful impact.

With changing government priorities and uncertain future funding, there is an expectation that many grantmakers will play a different role than they have in the past — going beyond traditional grantmaking. At the same time, there is an expectation that grantees will increase their advocacy and capacity building efforts. For this year's whitepaper, Green Hasson Janks explored this new world of philanthropy with esteemed subject matter experts.

This exploration would not be complete, however, without considering equity. A shared definition of equity is elusive, since it goes beyond diversity, inclusion, or equality; however, our subject matter experts have shared their insights and provided examples of an equity focus in action.



2017 Nonprofit Conference and Whitepaper Release: Green Hasson Janks Partner and Nonprofit Practice Leader Donella Wilson discusses equity in nonprofits with panelists (L to R) Faye Washington (President and Chief Executive Officer at YWCA Greater Los Angeles) and Fred Ali (President and Chief Executive Officer at the Weingart Foundation).



2017 Food and Beverage Forum and Whitepaper Release: Green Hasson Janks Partner and Food and Beverage Practice Leader Donald Snyder discusses sustainability practices with panelists (L to R) Caue Suplicy (Founder/Chief Executive Officer at Barnana), Amelia Winslow (Director of Operations/Project Management at Health-Ade Kombucha) and Jeff Durbin (Chief Financial Officer at Gavina Coffee).



The 2017 Food and Beverage Whitepaper, Future of Food: Meeting Consumer Demands with Sustainable Resources, (released at the firm's 2017 Food and Beverage Forum) explores how consumers are driving resource trends that are shaping the food and beverage industry. We asked a cross-section of food industry executives about their views on social responsibility and sustainability.

Within the food and beverage industry, social responsibility is clearly perceived as an important value, with 77 percent of our survey respondents reporting that they have changed or added products based on consumer sustainability concerns. In addition, our subject matter experts, quoted throughout this whitepaper, overwhelmingly felt that those companies with a commitment to social responsibility do better in the marketplace. This year's survey and subject matter experts agree: People want to do business with organizations that do well by doing good. Socially responsible

organizations are role models, and they are in the right position to attract the best customers and talent.

The 2017 Entertainment and Media Whitepaper, *The Evolution of Profit Participations*, will release October 28. It will dive into how PVOD/ SVOD, technology and globalization is impacting the entertainment landscape. The report sheds light on how streaming media services, technology and globalization have shifted deal structures that ultimately impact profit participations. Please visit GreenHassonJanks.com to view these and other thought leadership pieces.

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About Green Hasson Janks

Founded in 1953, Green Hasson Janks is a Los Angeles-based accounting firm that specializes in nonprofit, food and beverage, entertainment and media and health and wellness companies. Named a "Best Places to Work" by the Los Angeles Business Journal eight times since 2008, Green Hasson Janks is passionate about helping clients and its people #Be-More by focusing on building thriving businesses and creating a better future. The firm works as a business advocate for its clients — providing personalized service and building long-term relationships to help position our clients for the future. Also ranked as a top-20 largest

accounting firm on the Los Angeles Business Journal's Book of Lists, the firm has 14 partners and approximately 150 staff members that serve over 3,000 clients. The firm is a member of the American Institute of Certified Public Accountants (AICPA), the AICPA Governmental Audit Quality Center (GAQC), the California Society of CPAs and the California Association of Nonprofits (CalNonprofit).



Bruce Stanley heads the tax practice in HLB Sheehan Quinn. Here he outlines the tax issues top of mind with his clients.



Business Expansion

Funding business expansion is a key area for clients as they grow their operations. The ability to finance future ventures tax efficiently is a common query and particularly relevant in a recovering economy. The Irish holding company regime offers significant benefits and reliefs, but has to be navigated correctly as there can be unexpected pitfalls. Particular care is required with joint ventures when negotiating terms that provide a tax efficient outcome for both sides. Regulatory prohibition on the incorporation of some professions and the uncertainty around others can be a barrier for growth.

Privacy

Privacy is another concern for many businesses and particularly directors. Legislation now requires certain accounts published with the CRO to include directors' salaries. This is sensitive information for business owners and produces a security risk for high earners that should not be underestimated.

In addition to the publication of salaries, the provision of increased financial information may also impact on the competitive nature of a business. In the past, many companies used a non-filing structure, taking advantage of the ability of unlimited companies to be exempt from submitting accounts

to the CRO. These structures have been adversely impacted by recent EU legislation and in their typical form no longer work. There are solutions to address these queries, but it remains a concern for clients.

Succession

Long term planning is generally based around maximising the value of the business and creating appropriate structures to facilitate a tax efficient exit strategy. The high level of personal tax rates makes corporate structures far more attractive to successful entrepreneurs. Exit strategies often look to capitalise on Retirement Relief or Revised Entrepreneurs Relief. These are capped at €750,000 and €1,000,000 respectively. There are other options, such as utilising trusts or even changing residence, with Portugal being a firm favourite. Due to the high rate of capital taxes and the relatively low thresholds for reliefs, these options are now more frequently explored.

Brexit

The difficulty clients are facing is exacerbated by the ongoing uncertainty around the post-Brexit landscape. Each case is individual and concerns include import and export changes, staffing, logistics, competition, regulatory matters and the impact on current corporate structures. Without knowing exactly

what is going to happen, putting an effective plan in place is a challenge. The first step has been to identify the potential threats, but also the prospective opportunities that may be provided by Brexit and considering the courses of action that could be followed depending on the outcome of negotiations.

General Issues

The complexity of the VAT system is always an issue for clients. For small businesses starting off, and which complete their own returns, mistakes are common. These might not be picked up until 18 months later when their accounts are being prepared. The ever-increasing global nature of businesses means that cross-border VAT issues increase — and add a layer of complication. Employment costs and employer's liability offer another challenge. Hiring external self-employed consultants is the preferred model in many sectors, but an area that is scrutinised by Revenue.

■ **The high level of personal tax rates makes corporate structures far more attractive to successful entrepreneurs**

If the individual is expecting to realise significantly more than the reliefs allow, then alternate strategies may have to be considered or they could end up losing 33% of the their retirement fund in CGT.

Planning for Retirement Tax efficient exit strategies

There are two common tax reliefs used when exiting a business, being Retirement Relief and Revised Entrepreneurs' Relief. The qualifying period for Retirement Relief is 10 years, so it should be part of the long term planning for business owners to ensure that they meet the criteria. Where a family business is run by a husband and wife, the reliefs can be availed of by both as long as they are both owners and meet the conditions. The asset portfolio of a business can also impact retirement relief.

We would recommend that all entrepreneurs consider their exit plan as early as possible. If the individual is expecting to realise significantly more than the reliefs allow, then alternate strategies may have to be considered or they could end up losing 33% of the their retirement fund in CGT.

Termination payments

Tax free lump sums can be paid to exiting employees, including company directors, and can be a nice supplement to retirement planning. Consideration should therefore be given to the cash reserves in the company to fund a termination payment.

Pension funding

Pension funding is often the first piece of planning that tax professionals learn. Funding through a corporate pension scheme is more attractive than through a personal pension plan. Tax free lump sums can be taken from pensions and it is also possible to receive certain pension payments tax free where an individual becomes non-resident. There are different pension products available and each have different rules attached. We would recommend a review of all pension funds for our clients approaching retirement to ensure that their products are appropriate for them.

Succession planning

An important part of any retirement plan is who is going to take over the business. If there is a sale to a third party, how should that be structured? As a once off payment or with an earn-out? Would there be a handover period and how long would this be expected to extend? If there is no third party sale would the business be liquidated and how could value be recognised? If the sale is within the family to the next generation, does the client want to receive full value for the business or would there be a gift element? Does the client want to retain a shareholding or control in the short-term until they're sure

the business is in safe hands? If the client is seeking to extract value from the business but pass it to the next generation, how can this be achieved without burdening them with debt? In a sale to a related party how should the business be valued? Identifying a successor and ensuring that the appropriate structure is in place to facilitate that handover is essential planning.

Asset protection

Asset protection is a key business component once value has been created. This is particularly important where a client is approaching retirement age. Limited liability protects an individual's assets from the company's liabilities, but the business assets of the company are still at risk. This can be mitigated but has to be managed carefully. Protecting what you have built up to date should be of paramount importance to clients approaching retirement.

*Full article published in
Business Plus magazine*

Energy Consulting, HLB International and ACCA discussed global economic developments and opportunities for Russian business abroad



Events

More than 170 Russian top managers gained first-hand information on the US new tax policy introduced by President Trump; on how to work with China; life after Brexit and interactions with Europe during the international seminar of Energy Consulting, a member of HLB International, and ACCA.

The international seminar “Global Economic Trends and International Business of Russian Companies: USA, Europe and China”, organized by Energy Consulting, a member firm of HLB International, and ACCA, a global body for professional accountants, took place on 26 September in Moscow with more than 170 leaders and CFO’s of Russian companies in attendance that either do international business or actively work with foreign partners.

WithumSmith+Brown (USA) Partner Dave Springsteen spoke about “trumponomics” and President Trump’s proposed tax policy. Menzies (UK) Partner Caroline Milton discussed the UK’s potential trade opportunities after leaving the European Union. Association of European Businesses CEO Frank

Schauff stopped on the peculiarities of European companies work in Russia against a background of the drop of foreign direct investments. In his turn, Assistant to the Chief Representative of China Council for the Promotion of International Trade Representative Office (CCPIT) in Russia Qiu Tianchi and Coco Liu, Chief Regional Officer at HLB International, provided information on what should be known before meeting Chinese investors and where to look for Russian business advantages within the framework of the “One Belt, One Road” initiative.

Welcome words were said by Energy Consulting Chairman Mikhail Ponomarev, HLB International Chairman David Stene, HLB International CEO Marco Donzelli and the Head of ACCA Russia Vera Starodubtseva. HLB International partners from Holland, Germany, France, Italy and Cyprus took part as guests.

There were many questions to the Chinese representatives, but also questions on Brexit and how European companies are weathering storms in Russia. Moderator of the seminar and the subsequent discussion was Energy Consulting Partner and HLB Eurasia Leader Gerard Uijtendaal.

Victoria Salamatina, Energy Consulting CEO: “We are happy that

our topic of the global economic developments aroused great interest of the professional community, and our international seminar not only allowed delegates to receive valuable information directly from foreign experts, but became a basis for exchanging opinions. We are going to continue achieving a high level of our conferences.”

Vera Starodubtseva: FCCA, Head of ACCA Russia: “ACCA is the global body for professional accountants. Today at the conference we can see very many ACCA members. We are happy that together with our partners we can provide an access to the international best practices. To understand the work, the prospects of the profession development, it is important to see the picture as a whole, to have examples from both Russian realities and global cases.”

Marco Donzelli, HLB International CEO: “I was personally very honoured to open the seminar organised by Energy Consulting with the participation of ACCA. The event saw attendees from all sorts of companies, backgrounds and nationalities in line with the spirit of diversity we foster every day at HLB. The level of the discussion was very high, and similarly high was the interaction generated by many questions from public. Russia has a primary role within the HLB network.”





HLB Football tournament

The 2017 HLB football tournament was hosted by HLB Germany. Ten teams, from seven different nations, competed during a sunny day in Dusseldorf. After a tough battle the tournament ended with a penalty shootout and HLB Stückmann crowned as winners.

HLB Dr. Dienst & Partner celebrated its 50 year jubilee

On 18 August, more than 350 employees and guests celebrated the 50 year jubilee of HLB Dr. Dienst & Partner in the electoral palace of Koblenz.

Dr. Julia Schneider, shareholder and managing director of Dr. Dienst & Partner called the 50 years existence of the company a true milestone in its history and explained: "For us the jubilee mirrors the symbiosis of tradition and future. After having enlarged the generations within shareholders

we look forward to a prosperous future." Dr. Julia Schneider not only introduced to the audience all partners of the company, but also highlighted its support of the charitable foundation 'Fly & Help'. Its founder, Reiner Meutsch, presented the newly built school in Togo, which was made possible by the donations from Koblenz. Since the beginning of the project in 2014 more than €40,000 was raised thanks to the support of Dr. Dienst & Partner and other sponsors.



HLB Blömer accountants and advisers celebrates its 100-year anniversary

Established in 1917, HLB Blömer accountants and advisers celebrate its 100th anniversary this year. The independent and leading office is located in Nieuwegein (Netherlands) and has been a member of HLB International since 2015. Renowned in the Utrecht region, the firm employs about 80 persons and has over 1,000 clients in 2017. Proud of this achievement, the board celebrated the milestone in the presence of the founder's grandchildren.



■ Events

HLB Stückmann hosts successful client event



HLB Stückmann hosted its conference 'Weltweit am Ball' which welcomed more than 50 clients and targets as well as 14 international German-speaking HLB members.

The event started with an informal get-together at Bielefeld's Legere Hotel, after which HLB Stückmann staff and their HLB colleagues got in the mood for an interesting, varied and enriching conference. One of the main topics was

Brexit with its general circumstances, tax related issues and impact on the world's economy. As a more tax structured conference, topics such as BEPS, employee issues and VAT were presented and discussed among the participants. Again, it was a successful conference showing that HLB member firms are on top of the technical discussion and always looking for solutions, but can also serve their clients around the world.

HFP Steuerberater celebrates 50 years

One of HLB's partner firms in Austria, HFP Steuerberater, celebrated its 50 year anniversary in June 2017. The exceptionally festive venue of this event was the orangery of Schloss Schönbrunn, where both the Trio of HFP as well as the winners of the HFP-Fidelio-Award gave a musical performance. About 320 guests from various countries as well as representatives from HLB Germany, HLB Czech Republic and HLB Slovakia enjoyed this special evening in an international environment.

HFP international tax partner Roland Zacherl commented: "It was a particular pleasure for us having been able to welcome so many clients and long-time business partners from Austria and abroad to celebrate the 50 years anniversary of our company!"

'It was a particular pleasure for us having been able to welcome so many clients and long-time business partners'

International Tax Seminar in Mexico

Mike Criddle, CPA, Partner with Eide Bailly LLP was invited by one of our HLB Affiliate firms to present, "U.S. Tax Implications of Investing in U.S. Property as a Mexican National" in Sonora, Mexico. After the presentation some of the team continued to network and learn from one another.



Eide Bailly attends Global Workforce Symposium

Eide Bailly International Tax Team professionals, Shannon Lemmon (Director of International Tax) and Jared Johnson (Senior Manager) recently attended the Global Workforce Symposium in Chicago, IL.



Hazlewoods announce final amount raised for Sue Ryder Leckhampton Court

Seiler LLP, one of the country's leading advisory, tax, and accounting firms in the high-net-worth space, celebrates its 60th anniversary this year. The firm has chosen to mark this milestone in a unique way: engaging its employees in a year-long giving and volunteering campaign called "60 Ways to Give Back."

"Philanthropy and community service have been a part of our DNA since the founding of the firm," says George Marinos, Seiler LLP's CEO. "If you look at how many of our clients - individuals and businesses - are highly active in philanthropy, it's only natural for us to give back to the community as a way of commemorating our anniversary."

"We've always had a generous, giving culture," comments Lupita McLane, Seiler LLP's director of human resources. "Earlier this year, we had great success with a

month-long team fitness competition with the prizes being gifts to charitable organizations." The firm provided a fitness tracking device to each of its 200+ employees who were then split into six teams. The teams with the highest average daily steps count earned the right to give substantial donations to the charities of their choice. The beneficiaries were organizations focused on health-related matters, children and education, veterans, endangered species and local food banks.

In a clothing drive, the firm collected 33 gently used winter coats for those in need. The firm has plans for more goods drives, such as children's school supplies, and multiple volunteer and team-building events. Throughout the year, Seiler LLP will be tracking its activity with a goal of reaching 60 ways of giving back to local and regional organizations.



Initiatives



Hawsons partner with Endeavour

Throughout June, July and August, staff, managers and partners at Hawsons volunteered with Endeavour, a Sheffield based youth Charity, as part of their newly-launched Corporate Social Responsibility programme.

Endeavour have been working with some of England's disadvantaged, disaffected and forgotten young people for more than sixty years by providing challenges and inspiration to help them rebuild their futures. The organisation has grown over the years to focus not only on literacy and academic development but also outdoor challenge. The aim is to help young people develop the skills they need to thrive in society. The general structure for

young people at the foundations is both academic and practical lessons Monday to Thursday and working in the community on Friday.

The team from Hawsons were helping out at Endeavour's base throughout the summer, taking part in activities such as weeding and planting, constructing a canoe rack, general repairs and painting both the inside and the outside of the building, so it would be ready for the next cohort of students in September.

Graham Booth, Corporate Engagement Manager for Endeavour, had this to say: "It was brilliant having the team from Hawsons come and help out at Endeavour. Groups of volunteers such as these are always

extremely valuable in helping us keep the building maintained, but this was a particularly good group and really hard working."

Simon Bladen, partner at Hawsons, commented on the importance of Corporate Social Responsibility: "By volunteering in the local area, we believe we are making a positive impact in the community of which we are a part, and have enjoyed trying to make a difference. Our staff, managers and partners are excited to be given the opportunity to help such a worthy cause, and we are looking forward to expanding our CSR programme to assist many more charities and good causes within Sheffield, and hopefully beyond."

Forthcoming Events and Conferences

International Conference

Malta
18 – 21 October 2017

Africa Conference

Reunion Island
12-15 November 2017

North American Tax Conference & Caribbean Regional Meeting

Jamaica (Caribbean)
29 November – 2 December

European Planning Meeting

Lisbon (Portugal)
18-19 January 2018

North American Conference

Turks and Caicos
21-24 May 2018

Central-Eastern Europe (CEE) Conference

Budapest (Hungary)
7 – 9 June 2018

Asia Pacific Conference / HLB India Sub-Continent Meeting

Colombo (Sri Lanka)
14 – 18 June 2018

Audit and Tax Conference

Frankfurt (Germany)
4-7 July 2018

International Conference

Singapore
17-21 October 2018

