



 **ANGLIN**
REICHMANN ▲ ARMSTRONG

2022 STATE OF THE FIRM REPORT



Getting Back Out There with Energy & Teamwork

In 2022, we celebrated personal successes for our team members and made strategic business decisions that have primed Anglin Reichmann Armstrong for continued excellent client service and growth. We've had many opportunities to get back out there this year through speaking and training, including our EVOLVE GovCon Growth Summit. Naming Brandon Smith as our managing partner highlights a new era of next-generation leadership built on the strong foundation of our executive team.

We continue to hire and develop our team from within while providing many opportunities to reach out with our expertise and caring attitudes to the clients and communities we serve. It really is an exciting time to imagine the future of our firm, and we look forward to creating it with everyone.

This State of the Firm report provides a brief overview of key accomplishments among our team, our clients and community partners. Thank you for your dedication and enthusiasm to Go Farther here at Anglin Reichmann Armstrong.

Key Accomplishments

- + David Bier promoted to Partner (effective January 1, 2022)
- + Brandon Smith named Managing Partner (effective July 1, 2022)
- + 11 more employees than in 2021; 6 interns; 54 All-Stars
- + Consistent 2022 recognition as a best workplace
- + Continued service outreach to our communities
- + Notable growth in Client Accounting and Advisory Services (CAAS)
- + 30% realized revenue growth in Peer Review
- + 100% retention of Wealth Management clients
- + Relocated the Pensacola team to our downtown office space!
- + Annual Evolve Growth Summit
- + Two accountants passing the CPA Exam to become CPAs!
- + Numerous team promotions and certifications
- + Numerous media mentions, speaking engagements and trainings



BIG NEWS: Our New Managing Partner Brandon C. Smith!

More than 30 years in the making, this announcement marks the next chapter of Anglin Reichmann Armstrong. With Brandon C. Smith becoming our new managing partner and Gary Anglin transitioning to chair of our firm's board of directors, we are moving forward with our strategy for strong team development and client relationships.

Brandon brings experience from IT as well as business/CFO consulting, aligning with our firm's future as a technology-forward and caring professional team. He has built his career at Anglin since 2006, and Brandon credits our administrative team, partner group and department heads for making his first year as MP a smooth one. He wants everyone to feel excited about their future with Anglin, and that's why recruitment and team culture are high on his priority list.

Bring Back the Fun

To keep our team connected and energized throughout the year, we brought back some popular events and activities while introducing some new ones, including the following:

Huntsville

- + Maggie Moo's Ice Cream Truck
- + End of Busy Season Party - Furniture Factory Bar & Grill
- + Anglin Annual Field Day "The Office" Theme
- + Trash Pandas Game (Firm and Firm Family)
- + Tate Farms Pumpkin Patch
- + Anglin's Annual Chili Cook-Off & Pumpkin Carving Contest
- + Thanksgiving Potluck
- + Solutions Services Christmas Party
- + Audit Team Painting Party
- + R&D Refresh & Hot Chocolate Bar
- + Firm Christmas Party
- + Administrative Staff Happy Hour at Prohibition
- + Women Leaders Event at The Ledges Golf Club



Maggie Moo's



Furniture Factory Bar



Trash Pandas Game



Huntsville Christmas Party



Chili Cook-Off



Tate Farms



Furniture Factory Bar & Grill



David Bier, Promoted to Partner

On January 1, 2022, we promoted David Bier to Partner. He first served as our Firm Administrator and is currently the Chief Operating Officer. David will continue to be the COO to oversee firm strategy, growth, succession planning and operational excellence. He is heavily involved in community relations with several organizations and he plays a key role in the CAAS group. We are tremendously fortunate to have David's talent and leadership in the Anglin professional family. Congratulations, David!

Pensacola

- + Mr. Tastee Ice Cream Truck
- + End of Busy Season Party
- + TASTEbuds Ice Cream Truck
- + Anglin's Annual Chill Cook-Off
- + Corporate Tax Team Calendar Exchange
- + Firm Christmas Party
- + St. Patrick's Day Celebration



Mr. Tastee



Mr. Tastee



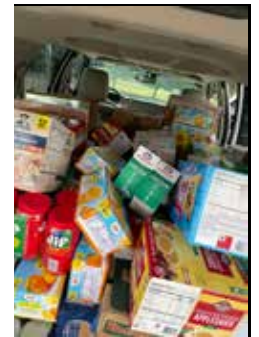
Chili Cook-Off



O.J. Semmes School



Thanksgiving Food Drive



Christmas Party



Christmas Party



Corporate Tax Team Calendar Exchange

Other Significant Events



August 25, 2022 – EVOLVE GovCon Growth Summit

Anglin Reichmann Armstrong and PTAC Florida hosted a government contracting growth summit called EVOLVE. This event connected small, medium, and large companies to discuss government contracting opportunities through networking and educational presentations. The event was held at the Hilton Garden Inn in Ft Walton Beach, Fla. Our 2022 EVOLVE speakers brought a wealth of knowledge, tips, and industry news updates. Many of the speakers were from Anglin as well as from our generous sponsors for the event. The event was well received and we owe tremendous thanks to PTAC, eFAACT, The Catalyst Center, Bank of America, TeCMEN, GovConPay and the Greater Pensacola Chamber for joining us on this adventure!



We are already planning for the 2023 summit, further establishing our brand as synonymous with GovCon solutions. Looking ahead, our Construction group will join Gov/Con as a natural addition to EVOLVE 2023, which will be hosted in Huntsville this time. Co-hosts, The Catalyst Center and ABC of North Alabama are spearheading the event with us, and we have

added even more sponsors. We are beyond excited about the possibilities for this collaboration in these client industries to showcase our partnership and knowledge.



Pensacola – The BIG Move

In late October 2022, our Pensacola office moved to 25 W. Government Street in downtown Pensacola from the firm's original location on Avery Street. With 15,000 square feet, we now have ample space for our future growth, as well as considerable space for events and meetings. The front of the building welcomes visitors with double French doors and a grand foyer. Inside, the building has multiple large conference rooms, a full kitchen, breakroom, and a large, wrap-around balcony that provides great views of downtown. Our private parking lot at the rear of the building, along with four dedicated metered parking spots in the front allow for ample parking. The new location and the building offer everything we need to connect with the community and accommodate our rapid growth in this market. As Partner-in-Charge Ryan Campbell said, "We are excited to be in the heart of downtown Pensacola."



November 30, 2022 - Pensacola Chamber Ribbon Cutting & Open House

Following our move, the Pensacola Chamber held an official ribbon-cutting ceremony at the new location. After the ceremony, we hosted a festive Open House with many community supporters, neighboring businesses, clients, family, and friends joining us to celebrate the occasion. We anticipate many more events and celebrations in our new building, including outdoor events on our wrap-around balcony!



Firm Awards

We are so proud of Anglin’s continued recognition as a top accounting firm and best place to work in 2022. It is only because of our great team and culture that we have reason to boast like this! Thank you.

- + Accounting Today, 2022 Regional Leaders
- + IPA Top 400 Firms
- + Accounting Today, 2022 Best Firms to Work For
- + Pensacola Chamber - 2022 Best of The Bay
- + BBB Torch Award for Ethics 2021 Recipient, received in 2022.
- + 2022 Best Place for Working Parents



BBB Torch Awards



Best of the Bay Recognition



Best Place for Working Parents Award



“I was hired as a seasonal employee, but once I got to know everyone at Anglin and how friendly and pleasant everyone is, I wanted to stay on as a permanent employee. I’ve never felt so appreciated at any workplace throughout my career as I do here.”

– Karen Norton, Client Service Administrator

In the following sections, we will outline our strategic growth, team recognition and development.

Key Strategies for Growth

Anglin continues to experience growth in key niche practice areas. At our annual partner retreat, the focus centered on specific niche growth initiatives for 2022, including:

- + Government Contracting
- + Construction
- + Research & Development Studies
- + Wealth Management Services
- + Peer Review
- + Client Accounting and Advisory Services (CAAS)

Government Contracting

In addition to the EVOLVE Growth Summit, the Government Contracting department continued to partner with community and corporate groups to present training and share our knowledge.

We participated in Deltek ProjectCon in Nashville and Entrecon in Pensacola. We also re-established our partnership with Unanet to support clients considering this solution in the past year.

We hosted several in-person and remote trainings and user group meetings for our clients on topics that included basic software user support, cost submissions and allowability of costs.

We also partnered with The Catalyst Center in Huntsville throughout the year to provide knowledge, feedback and training to those within the government contracting space. More virtual trainings this year broadened the scope of companies we were able to support in 2022.

In Pensacola, we continued to be active leaders with West Florida Defense Alliance (WFDA), with Ryan Campbell, Partner-in-Charge, serving as the Government Contracting Workforce Chair. Ryan was also named an Honorary Commander in the United States Air Force (USAF) through the Pensacola Naval Air Station.

Overall, we worked with our GovCon clients through the Employee Retention Tax Credit (ERTC) process and the impacts that ERTC would have to their rates and contract billings.



Government Contracting team training and fun

"Our assigned accountant is more like a family friend and therapist at this point. She always goes above and beyond to make sure we meet our deadlines, make informed decisions and don't get divorced (it's a family business). Shout out Kandy!"

– Rodney and Maggie Marshall, Current Anglin Client

Construction

The Construction group added several firm members to support growth in this niche. We began research and planning for our first construction-focused event which will fall under the firm’s EVOLVE theme in 2023. We also expanded our involvement in construction trade groups: ABC of North Alabama and the Construction Financial Management Association (CFMA).

Stephen Armstrong serves on the board of directors of ABC of North Alabama and we attended the Excellence in Construction Awards to celebrate multiple client winners. LeAnne Goode participated in the ABC of North Alabama Future Leaders Exchange. LeAnne also joined CFMA, and our group attended several training sessions.

To support our clients, the team gained extensive experience in ComputerEase software.



ABC of North Alabama Excellence in Construction Awards

Research & Development (R&D)

In the early part of 2022, our specialty tax incentive group stayed busy with numerous Employee Retention Tax Credit (ERTC) engagements. Jarot Scarbrough, Kaitlyn Sanderson, Christine Hopkins, Ethan Thomas, Kendall Day, and Hannah Mays helped calculate and claim millions of dollars in tax credits for our clients.

The R&D Tax Credit team continued to grow and assist clients in understanding and claiming the Research Credit. Christopher Cook presented to the Accounting & Financial Women’s Alliance and Institute of Internal Auditors of North Alabama. He was featured on the Catalyst Conversation Podcast and published a second article in R&D World magazine. In the spirit of continuous improvement, Whitney O’Rear and Maggie Douglas did a year-end review of our internal processes and workpapers, resulting in a revamped study process for 2023. Additionally, the R&D niche welcomed Nathan Belgard to the team.



Jarot Scarbrough



Kaitlyn Sanderson



Christine Hopkins



Ethan Thomas



Kendall Day



Hannah Mays

Wealth Management

Wealth Management services continued to flourish in 2022, as it has in prior years with the continued trend of assets under management doubling year after year. Our client retention has consistently remained at 100% despite volatile markets, and the feedback received from our clients is extremely positive.

Stephen Armstrong's leadership in this niche has been instrumental in developing our Wealth Management services alongside our Avantax partners. Stephen is part of the Avantax Advisory Council, a small advisory panel that meets quarterly to discuss best practices, improvement opportunities and overall business growth.

Some of our key success drivers included the following:

- + With the estate tax exemption dropping at the end of 2025, clients are currently trying to take advantage of the tax code today. For those who will be affected even after the exemption drops, we are helping them get safeguards in place in case their estates grow faster than anticipated.
- + We introduced a new level of tax loss harvesting that clients benefited from all year.
- + Over the last year, several Anglin clients have also reduced their fiduciary risk by establishing 401(k) plans for owners and employees.



Avantax Planning Partners, Elevate 2022 Conference



Stephen Armstrong, Dustin Mendenhall (Avantax), and Jeremy Mosteller at the Avantax Elevate Conference



"When I interned at Anglin, I knew it was the best place to begin my career. Everyone truly cares about your life goals, and they celebrate your successes with you. I am thrilled for my future with Anglin!"

- Jordan Eady, Staff Accountant

Peer Review

Peer review services continue to grow, with realized revenue growth of 30% in 2022. We grew the scope of our practice through more consulting and requested CPE by our peer review clients on topics such as risk assessment, ethics and software-specific training. In addition to peer review services we already provide for clients in Alabama, Georgia, and Mississippi, in 2022 we expanded these services to new clients in Texas, Arkansas, Tennessee, and New York.

The entire management team in the audit department was involved in peer review this year and we worked to develop a new client intake process. Meg Hampton performed her first reviews as Review Captain in 2022. We are proud of her efforts to maintain the required CPE and complete additional AICPA training to qualify as our firm's review captain.

For outreach, team members attended the CCH User Conference and Jason Miller was a presenter on CCH Accounting Research Manager (ARM) software. Team members also attended the CPAmerica A&A Conference where Jason Miller and Kavitha Hichkad were discussion leaders on Accounting Software and Current Expected Credit Losses (CECL) respectively.

Client Accounting & Advisory Services (CAAS)

In its first year, the CAAS team effectively doubled by the spring of 2022 as we brought on four additional staff members to service existing and new clients. Our team continually seeks out new and existing applications to leverage technology and optimize automation to meet client accounting needs. The CAAS department now offers services that include outsourced accounting, payroll, bill pay services, and CFO advisory consulting.

Scott Hand is the CAAS Director and leads the department with David Bier, COO. Key team members include Kayla Burgess and Gloria Buice.

"We have used Anglin Reichmann Armstrong for 6 years to manage all transactions for two separate companies. We decided to try outsourcing accounting tasks and it was a great decision and we have benefited tremendously from their knowledge. We highly recommend them!"

- Holly Smith, CAAS client



Meg Hampton and Jason Miller at the CCH User Conference Hurricane Glow Party!



Scott Hand



David Bier



Kayla Burgess



Gloria Buice

Notable Personnel Moves

We congratulate the following team members who were promoted and changed roles in 2022.



Jacqueline Sasser
Manager



Kayla Burgess
Manager



Rebecca Givens
Manager



Christine Hopkins
Supervisor



Elissa Radway
Senior Accountant



Fanny Starzmann
Senior Accountant



Jack Kline
Senior Accountant



John Prince
Senior Accountant



Julie Long
Senior Accountant



Joe Sanders
Billing Manager



David Bier
Promoted to Partner,
Jan. 1, 2022



Brandon Smith
Promoted to Managing
Partner, July 1, 2022



Denise Miles
Named Director of Human
Resources, Oct. 1, 2022



Christopher Cook



Dustin Schaefer

Upcoming Notable Personnel Moves – Effective January 1, 2023



Christopher Cook
Promoted to Partner



Dustin Schaefer
Promoted to Partner



Emily Zirbel
Department Head of Solutions
Advisory Services



Kavitha Hichkad
Department Head of Audit
& Assurance Services



Katherine Castro
Pool Manager & Supervisor
(two separate roles)

Two New Partners Named in 2023

We could not wait to announce the promotion of Chris Cook and Dustin Schaefer to Partner, effective Jan. 1, 2023. They have both been instrumental in the firm's growth, with Dustin leading the tax advisory services group and Chris leading R&D tax credit services.

Chris and Dustin are both examples of the firm's focus on a career development plan for every individual, through a goal setting process and a formal mentor program. These two new partners both started with Anglin as Staff Accountants, found their areas of specialty, and progressed to Partner. Congratulations, Chris and Dustin!

Notable Certifications and Educational Achievements

We congratulate and recognize the following professionals.



Rachel Duplechain

Bachelor of Science in Accounting – graduated summa cum laude.



Javier Castro

QuickBooks® Online Pro Advisor Certification



Hannah Mays

Achieved Certified Public Accountant, May 2022



Jesse Beck

Passed all sections of his CPA Exam, November, 2022

QuickBooks® Desktop Certified

- Amanda Jenkins
- Angela Sparks
- Christina Bethune
- Elena Miller
- Fanny Starzmann
- Joe Sanders
- Kayla Burgess
- Megan Archer

QuickBooks® Online Certified

- Christina Bethune
- Elissa Radway
- Gloria Buice
- Javier Castro
- Katherine Castro
- Kayla Burgess
- Maggie Maxime
- Marissa Hudson
- Megan Archer
- Scott Hand
- Tabetha Helms



"I feel truly lucky to be part of the Anglin family!"

- Rachel Duplechain, staff accountant, former client service administrator before graduation

HR/Recruiting Updates

Anglin stands apart from other firms because of its Pool program. The Pool is a special, Anglin-developed training program that provides our entry-level staff with formal training and hands-on work experience in every department. This base-level training gives our staff knowledge across services and niches and makes for a well-rounded training experience that can be invaluable for their long-term career. Having the opportunity to see what life is like in each department enables our staff to make an informed decision on which area of public accounting best fits their career interests and goals when the Pool training is finished.

2022 New Hires

Megan Archer
 Haley Austin
 Nathan Belgard
 Javier Castro
 Rachel Duplechain
 Emily Edmonson
 Porter Goebel
 Amy Heatherington
 Tabetha Helms
 Marissa Hudson
 Raven Hulsey, CPA, CFE
 Lauren Rattenbury
 Colleen Singles
 Christie Stimpson

2022 Interns

We were excited to have six interns work with us in 2022.

Steven Burford
 Eliza Crowder
 Emily Edmonson
 Christopher Gunner
 Marissa Hudson
 Maggie Maxime



Talent Retention Success

Fanny Starzmann joined Anglin in 2020 as an intern while a student at the University of West Florida. At the time, Fanny was working towards a Master of Accountancy with a tax specialization after graduating from UWF with a BSBA and an MBA. Originally from Sweden, she came to the US as a member of the UWF golf team. In an effort to bring her on as a permanent member of the firm, in 2021 Anglin sponsored her application for an H-1B visa, which she did not receive that year. We reapplied in 2022 and fortunately she finally received the visa! It has been a long road, but we are so happy that Fanny is now a Senior in the Tax Department. "I am grateful and appreciative that Anglin was resilient and went through the process again," Fanny said. "I am thankful that they want to keep me here." Thank you, Fanny!

All-Star Employees

Anglin All-Stars are people who go above and beyond to provide an excellent client experience and go the extra mile in their daily work. As a new feature to our monthly firm-wide meetings, we announce All-Stars of the month. The following individuals were recognized for their all-star efforts in 2022.



Amanda Jenkins
 Manager, Solutions
 Advisory Services



Amanda Langley
 Client Service Administrator



Amy Heatherington
 Receptionist



Andrew Labosier
 Manager, Tax
 Advisory Services



Angela Sparks
 Manager, Tax
 Advisory Services



Arianne Esteve
 Staff Accountant,
 Audit & Assurance



Ashley Essner
 Senior Accountant,
 Tax Advisory Services



Caroline Guinn
 Senior Accountant,
 Tax Advisory Services



Christopher Cook
 Manager, Tax Advisory Services
 (Promoted to partner 1/1/23)



Christian Gunner
 Receptionist



Christina Bethune
 Senior Accountant



Christine Hopkins
 Supervisor, Tax
 Advisory Services



Dan Murillo
 IT Support



David Bier
 COO/Partner



Dustin Schaefer
 Manager, Tax Advisory Services
 (Promoted to partner, 1/1/23)



Elena Miller
 Manager, Solutions
 Advisory Services



Elissa Radway
 Senior Accountant, Solutions
 Advisory Services



Ethan Thomas
 Staff Accountant,
 Tax Advisory Services



Fanny Starzmann
 Senior Accountant, Tax
 Advisory Services



Gloria Buice
 Manager, CAAS



Jack Kline
 Senior Accountant,
 Tax Advisory Services



Jacqueline Sasser
 Manager, Audit & Assurance



Jarot Scarbrough
 Manager, Tax
 Advisory Services



Jerusha Counts
 Supervisor, Solutions
 Advisory Services



Jesse Beck
 Staff Accountant, Solutions
 Advisory Services



Jessica Cassidy
 Manager, Solutions
 Advisory Services



Joe Sanders
 Billing Manager



John Prince
 Senior Accountant, Audit
 & Assurance



Joy Lasseter
 IT Manager



Julie Long
 Senior Accountant,
 Solutions Advisory Services



Kacey Bennett
IT Director



Kaitlyn Sanderson
Senior Accountant,
Tax Advisory Services



Kami Minor
Director of Marketing &
Communications



Karen Norton
Client Service Administrator



Katherine Castro
Senior Accountant, Solutions
Advisory Services



Kavitha Hichkad
Manager,
Audit & Assurance



Kayla Burgess
Manager, CAAS



Kendall Day
Staff Accountant,
Audit & Assurance



Lauren Rattenbury
Staff Accountant, Solutions
Advisory Services



LeAnne Goode
Manager, Audit &
Assurance Services



Luke Kinzer
Partner,
Audit & Assurance



Martina Langford
Workflow Manager



Meg Hampton
Manager,
Audit & Assurance



Megan Van Horn
Supervisor, Tax Advisory
Services



Michelle Jenkins
Partner, Solutions Advisory
Services



Natalie Shannon
Staff Accountant,
Audit & Assurance



Rachel Duplechain
Client Service Administrator



Rebecca Givens
Manager, Tax Advisory
Services



Sonia Santa Cruz
Administrative Staff



Sutton Parker
Senior Accountant,
Audit & Assurance



Tonya Oakes
Client Service Manager



Wendy Tucker
Director of
Staff Development



Whitney O'Rear
Supervisor, Tax Advisory
Services



“Our firm has a one-of-a-kind atmosphere. We work hard to provide excellent client service, and we always celebrate victories.”

- **LeAnne Goode, Audit & Assurance Manager**

Boards and Leadership Positions

We thank the following individuals for using their skills and time to be involved as leaders outside the firm. Your contributions matter to our industry and the communities we serve.

David Bier

Huntsville Botanical Garden - Chair
 Heart of the Valley YMCA - Chair
 Huntsville/Madison County Chamber of Commerce - Director

Michelle Jenkins

Women's Economic Development Council (WEDC), Member, Inducted in 2022.

Gary Anglin

CPAmerica - Board of Directors
 Boys and Girls Club - Board of Directors
 Cyber Huntsville - Board of Directors & Executive Committee
 Alabama Society of CPAs - Chair of Ethics Committee
 Alabama Society of CPAs - Political Action Committee - Board of Directors
 Hudson Alpha Institute for Biotechnology - Professional Advisors Council

Ryan Campbell

West Florida Defense Alliance (WFDA) - Government Contracting Workforce Startup - Chair
 USAF, Pensacola Naval Air Station - Honorary Commander
 United Ministries of Pensacola - Treasurer

Meg Hampton

Big Brothers Big Sisters of Tennessee Valley - Treasurer

Kavitha Hichkad

Friends, Inc. - Board Member
 Hampton Cove Elementary School PTA - Treasurer



Boys & Girls Club - Leaders & Legends event

Kathy Davis

Estate Planning Council of NWFL
 2020 Class Leadership Pensacola (LeaP) with Pensacola Chamber Foundation

Denise Godwin

Estate Planning Council of Northwest Florida, Inc. - Treasurer

Kandy Gardner

WEDC Foundation - Treasurer
 Village of Promise - Treasurer
 Intentional Faith - Treasurer
 The Catalyst - Treasurer
 The Huntsville Rehabilitation Foundation (Phoenix) - Advisory Board

Whitney O'Rear

Women's Economic Development Council - Member
 Rocket City Scholarship Granting Organization - Appointed for Board of Directors in 2022
 Junior League of Huntsville - Member

Jason Miller

Partners in Peer Review Committee - RAB Chair and Vice Chair
 UAH Accounting Advisory Board

Jarot Scarbrough

University of West Florida - Executive Mentor Program
 Pensacola Little Theatre - Board of Trustees
 Stamped Film Festival - Board of Directors and Treasurer

"My company has used Anglin Reichmann Armstrong for over a decade as our external auditor. I highly recommend this firm."

- Brenda Segroves, audit client

Public Relations

Congratulations to the following people who built visibility for their practice and the firm by submitting articles for earned media opportunities in 2022.

Meg Hampton wrote an article for Accounting Today and their Voices feature entitled: "Talent Crisis? Start Talking with Your Current Team." The article was published in AT's digital and print edition. <https://www.accountingtoday.com/opinion/talent-crisis-start-talking-with-your-team>

Meg also published two articles in Business Alabama magazine about Audit Do's & Don'ts: <https://businessalabama.com/guest-column-what-guidance-can-your-auditor-provide-or-not/> and What Your Revenue Isn't Saying About Business Health: <https://businessalabama.com/guest-column-what-your-revenue-isnt-saying-about-business-health/>

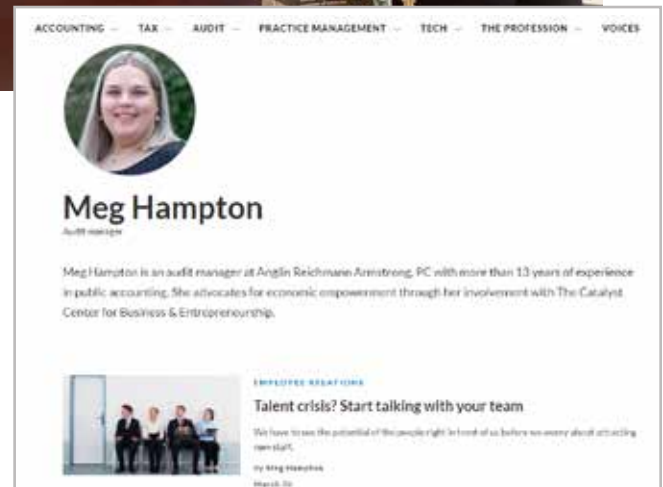
Meg contributed another article to The Catalyst Center newsletter about peer networking.

David Bier published an article in INSIDE Public Accounting's digital edition entitled "Enthusiastic Young Professionals Give Niche Practices Their Power." See page 18: https://www.anglincpa.com/wp-content/uploads/2023/01/IPA-October-2022-Digital_FINAL_Single-Use.pdf

Christopher Cook wrote an article about R&D recordkeeping for government contractors entitled "R&D Tax Credit Enforcement: Save These Records," <https://www.rdworldonline.com/rd-tax-credit-enforcement-save-these-records/>

Chris was also interviewed by The Catalyst Center podcast about year-end planning for R&D: <https://anchor.fm/the-catalyst23/episodes/8-A-Chat-with-Chris-Cook--CPA-with-Anglin-Reichmann--Getting-ready-for-year-end--Lets-talk-RD-tax-credits-els0tjv>

Michelle Jenkins wrote an article for Federal News Network about cost pool considerations for remote and multi-state employees. <https://federalnewsnetwork.com/commentary/2023/01/cost-pool-considerations-for-remote-and-multi-state-employees/>



Accounting Today

R&D tax credit enforcement: Save these records

By Heather Hall | December 15, 2022



By Christopher D. Cook, CPA
Anglin Reichmann Armstrong CPAs and Business Advisors



Christopher Cook, CPA

The Inflation Reduction Act (IRA) allocated \$45.6 billion to the IRS specifically for tax enforcement activities that would include hiring more enforcement agents, providing legal support, and investing in "investigative technology." According to the Congressional Research Service, that is an enforcement funding increase of 69% relative to prior projections.

While it will take some time for the IRS to hire and train more enforcement agents, tax credits claimed now could be retroactively audited in the future. A careful analysis of processes and recordkeeping for the complex but valuable R&D tax credit should be prioritized within organizations.

R&D World

Community Outreach

Giving back to our community is an important part of who we are at Anglin, and a commitment we honor in several ways.

Community Outreach Committee:

The Anglin Community Outreach Committee brings volunteer and giving opportunities to our staff. This happens as needs arise throughout the year, enabling us to help numerous deserving organizations and individuals. 2022 outreach included:

- Hosting five community blood drives
- Yes We Can (excess fruit donation from office fruit trees)
- Toys for Tots holiday toy drive
- Big Brothers Big Sisters of Tennessee Valley
- School Supply Drive
- Kids to Love Christmas Fundraiser
- School Supply Drive (OJ Semmes Elementary School)
- Pensacola Thanksgiving Food Drive

Event & Organization Sponsorships:

The firm supports numerous community fundraisers through sponsorship and participation at events. Attending events with the Anglin group is always a great time and a win-win situation. (See page 23)

Individual Support:

Each staff member is encouraged and supported by the firm to become involved in an organization that is of interest and importance to them. Because of this encouragement, there is an impressive list of community organizations with Anglin staff passionately supporting with their time, knowledge and financial means.

Anglin Serve Day

Serve Day is a favorite day at Anglin where our staff is hands-on out in the community. 2022 was our largest outreach to date, when teams in Huntsville and Pensacola worked with 10 incredible organizations for the day. The dedication of this work day as a serve day shows the firm's commitment to giving back and the importance that is placed on helping others in our community. The organizations the teams worked with in 2022 are:

- 305 8th Street
- North Alabama Food Bank
- Village of Promise
- Lincoln Village
- Huntsville Drumline Percussion & Performing Arts Center
- Manna House
- Greater Huntsville Humane Society Thrift Store
- Kids to Love
- First Stop Homeless
- Pensacola Humane Society



First Stop Homeless - Serve Day



Rebecca Givens, preparing hygiene bags for First Stop Homeless.



305 8th Street, Serve Day



Ft Pikers, Pensacola Beach Clean-Up Day



Village of Promise, Serve Day



Buddy Walk at University of West Florida in support of kids with Down Syndrome.

305 Eighth Street

This team, led by partners Christopher Cook and Michelle Jenkins, assisted with cleaning, organizing toiletries and weekly meal prep.

North Alabama Food Bank

Our food bank team, led by senior accountant Elissa Radway, sorted food and assembled boxes for families, providing more than 687 meals for the community.

Village of Promise

Our team, led by senior accountant Jack Kline, organized closets and the storage unit, moved furniture, decorated and assembled gift baskets for parents during the holiday season.

Lincoln Village

Led by staff accountant Nathan Belgard, our team helped move construction supplies and materials to assist in preparation for the building process.

Huntsville Community Drumline

Brandon Smith, managing partner, and Scott Hand, partner, assembled a team to help clean up landscaping around the building and remove large trees. There may or may not have been some drumming on stumps involved!



Huntsville Community Drumline, Serve Day



Huntsville Community Drumline, Serve Day



305 8th Street, Serve Day



Manna House, Serve Day



Village of Promise, Serve Day



Greater Huntsville Humane Society Thrift Store, Serve Day



Village of Promise, Serve Day



Village of Promise, Serve Day

Manna House

This team, led by staff accountant Kendall Day, planted lettuce for the community in the hydroponic garden.

Greater Huntsville Humane Society Thrift Store

Our Humane Society team, led by client service administrator Karen Norton, helped to organize and help customers at the thrift store.

Kids to Love

This team, led by manager LeAnne Goode, organized the warehouse and worked at the store.

First Stop Inc.

The First Stop Inc. crew, led by manager Rebecca Givens, made fleece blankets and assembled personal hygiene bags, then delivered them to the day center.

Pensacola Humane Society

Our team, led by supervisor Megan Van Horn, helped to clean up the stray cat area of the shelter to prepare for major renovations. They also stopped to play with puppies!



Pensacola Humane Society, Serve Day Kids to Love, Serve Day



Kids to Love, Serve Day



Pensacola Humane Society, Serve Day



Pensacola Humane Society, Serve Day



Pensacola Humane Society, Serve Day



First Stop Homeless, Serve Day



Kids to Love, Serve Day



North Alabama Food Bank, Serve Day

Speaking & Presentations

Our team was invited to speak at several partner organizations and trade groups in 2022. This highlights our knowledge and experience as a firm, but it also honors our highly accomplished individuals. We are proud to support this knowledge exchange in our communities and industries.

The Catalyst Center

- + The Ins and Outs of Cash Flow - Meg Hampton
- + Ins and Outs of Tax Workshop - Dustin Schaefer
- + QuickBooks® - Jessica Cassiday & Michelle Jenkins
- + That's a Wrap: Wrap Rates 101 - Meg Hampton
- + Hidden Figures: Accounting in Government Contracting - Meg Hampton
- + Budgeting for GOVCON - Meg Hampton & Jessica Cassiday

Wolters Kluwer

- + Tips for a Better Peer Review - Jason Miller
- + CCH User Conference - Jason Miller

CPAmerica

- + Marketing Sharing Call: Ramping Up Marketing Efforts Post Busy Season - Kami Minor
- + A&A Conference - Jason Miller
- + A&A Conference - CECL (Current Expected Credit Losses) Break-Out Session - Kavitha Hichkad, co-leader

Anglin/Karki Consulting

- + Costpoint User Group Meeting (On-Site at Anglin)

ASCPA

- + ASCPA Employee Benefit Conference - Jason Miller & Meg Hampton



CPAmerica A&A Conference

M&A Roundtable Event

In October, Anglin hosted an M&A Roundtable that offered a deeper dive into M&A processes, transactions, common challenges, and how to develop a forward-thinking wealth management plan and tax planning strategy. Clients and friends of the firm heard from:

- + Kyle Findlay - Keel Point
- + George Smith - Bradley
- + Vaughn McCrary - Founders Advisors
- + Jeremy Mosteller - Anglin
- + Ronnie Holff - Magnolia River



Autumn Evening, 2022 - Friends, Inc.

Event & Organization Sponsorships

- + HudsonAlpha Foundation - 13th Annual Spring Benefit
- + Leading Ladies Track Sponsor for GOVCON
- + Women Honoring Women
- + Summit on Philanthropy
- + 2022 Railyard BBQ Fest
- + Pensacola Chamber - "State of" Sponsor for the year
- + Kids to Love - Sponsored four children
- + Microwave Dave Music Education Foundation - 8th Annual Microwave Dave Day
- + Pensacola Ice Flyers
- + Entrecon - SCI
- + UNA Beta Alpha Psi Corn Hole Tournament
- + BBB North Alabama Torch Award Luncheon Sponsor
- + Tie the Ribbons - 2022 Luncheon Hudson Alpha Foundation (Table Sponsor)
- + Friends, Inc. - Autumn Evening Fundraiser
- + Stars Dancing for HEALS (HEALS, Inc.)

Our Commitment to Continuous Training

In 2022, we resumed a full slate of internal training and events for our team and others. Thank you to all of our presenters (internal and special guests) who took time to prepare and/or lead this valuable training.

Technical Training

- + Q4 Quarterly Filing Preparation Training – Kathy Davis
- + Basics of Entity Returns – Rebecca Givens & Whitney O’Rear
- + Tax Training & Discussion (multi-state, reviewer best practices, Alabama)
- + Payroll Training – Katherine Castro
- + CCH Answer Connect Training – Whitney O’Rear
- + CCH ARM Training – Jason Miller
- + Tax Overview Training – Rebecca Givens
- + Excel Training – Steve Schickel
- + QuickBooks® Desktop Training – Elissa Radway & Jerusha Counts
- + QuickBooks® Online Training – Kayla Burgess & Katherine Castro
- + GovCon Accounting System Compliance Workshop – Michelle Jenkins & Meg Hampton
- + A&A Updates by Jim Martin
- + eFAACT User Group Meeting – Michelle Jenkins
- + Statement of Cash Flows; Preparation of Analysis Confirmation – Matthew Briggson, CPA (webinar)
- + Personal Property Return Training – Elena Miller
- + Introduction to GovCon – Lauren Rattenbury & Jessica Cassidy
- + FAR 31.205 Workshop – Michelle Jenkins & Elena Miller

Soft Skills Training

- + Professional Communication & Career Development – Wendy Tucker
- + Upstream Academy – Discover New Service Opportunities Through Client Services (Live Webinar)
- + Ethics & Independence – Jason Miller & LeAnne Goode
- + Leadership & the Chick-Fil-A Philosophy – Chuck Rice

Anglin offered more than 9,300 hours of combined Continuing Professional Education and staff training in 2022, with 48% being staff training provided within the firm.

Lunch-n-Learns

- + Avantax Wealth Management – Dustin Mendenhall
- + Employee Retention Credit
- + QuickBooks® Online – Katherine Castro & Kayla Burgess
- + Choice of Entity & Overview of Self-Employment Taxes – Denise Godwin
- + Sales & Use Tax – Solutions Department Presenters
- + Introduction to Trusts – Donna Bloomer
- + GovCon 101 – Elena Miller, Meg Hampton & Amanda Jenkins
- + Building a Budget (Advanced) – Jessica Cassidy & Meg Hampton
- + Tax team trainings – internal and with Lisa McKinney
- + CCH Organizer training

Firm-Specific Training/Events

- + New Hire Onboarding Training
- + Client Service Standards – Luke Kinzer & Jeremy Mosteller
- + Practice CS Training, Scheduling Assistant & New Hire Training – Kami Minor
- + Engagement Training – LeAnne Goode
- + R&D Tax Credit Refresh & Hot Chocolate Bar – Christopher Cook

Onward and Upward in 2023

Looking back, we overcame adversity and guided our clients through some pretty challenging times over the past few years. We have shown great resilience as a team, and it's pretty clear that exciting times are ahead for this firm. Be proud.

We also don't take anything for granted. We enjoyed some positive growth in the past year and we witnessed many All-Stars step up and step out of their comfort zones to support our goals. We are one firm in the Southeast, but our opportunities are broader than that. We can Go Farther to develop people, processes and profits for the future.

Whether we have worked together for years or just met in the past year, we are grateful for our clients and community partners. You make us stronger as a team to deliver innovative solutions and caring relationships. Thank you to everyone for making 2022 the year to get back out there!



Pensacola Humane Society, Serve Day



Leadership Dinner



St. Patrick's Day Potluck in Pensacola



ABC of North Alabama Event



North Florida Associated Builders and Contractors Event



Administrative Professionals Day



Porter and Emma Goebel on their Honeymoon



Audit Team Building at Main Event in Huntsville





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