

2024 WICPA ACCOUNTING & AUDITING CONFERENCE

YOUR SOURCE FOR KEY UPDATES & INSIGHTS ON TIMELY ISSUES

HIGHLIGHTED TOPICS:



ACCOUNTING & AUDITING UPDATE

Hear about the latest relevant current and upcoming changes in GAAP and GAAS as well as realworld practical examples and tips



NEW FEDERAL REQUIREMENT FOR BUSINESSES: BENEFICIAL OWNERSHIP REPORTING 101

Hear directly from a FinCEN representative about information on beneficial ownership reporting and how to comply with the law, including a walkthrough of how to fill out the form, as well as a period for questions



ECONOMIC & FINANCIAL MARKET OUTLOOK: POST-ELECTION PROSPECTS

Find out what the most reliable indicators point to about the economic and financial market outlook, and what that means for us all in 2025-2028

2024 WICPA ACCOUNTING & AUDITING CONFERENCE

CONFERENCE AT A GLANCE

THURSDAY, NOV. 21 WICPA Office & WICPA CPE Livestream

7 – 8 a.m. Registration & Networking Lower Level Foyer

8 – 8:10 a.m. Welcome & Opening Remarks Lower Level Conference Center

8:10 – 9:10 a.m. GENERAL SESSION Economic & Financial Market Outlook: Post-Election Prospects Lower Level Conference Center

9:10 – 9:25 a.m. Networking Break Lower Level Foyer

9:25 – 10:15 a.m. GENERAL SESSION Balancing the Ledger: Recruitment Strategies in the Hybrid Work Era Lower Level Conference Center

10:15 – 10:30 a.m. Networking Break Lower Level Foyer 10:30 – 11:20 a.m. GENERAL SESSION Financial Accounting Update Lower Level Conference Center

11:20 a.m. – 12:05 p.m. Networking Lunch Lower Level Foyer

12:05 – 12:55 p.m. GENERAL SESSION Accounting & Auditing Update Lower Level Conference Center

12:55 – 1:05 p.m. Networking Break Lower Level Foyer

1:05 – 1:55 p.m. GENERAL SESSION Maintaining Ethical Objectivity & Independence Lower Level Conference Center

1:55 – 2:05 p.m. Networking Break Lower Level Foyer

2:05 – 3:05 p.m. GENERAL SESSION New Federal Requirement for Businesses: Beneficial Ownership Reporting 101 Lower Level Conference Center

3:05 – 3:15 p.m. Networking Break Lower Level Foyer

3:15 – 4:15 p.m. GENERAL SESSION Hot Tax Practice & Procedure & Ethics Issues Lower Level Conference Center

4:15 p.m. Closing Remarks & Prize Drawings Lower Level Conference Center



Commercial Bankers, Joel Benz and Avelina Poppoert, at the Wisconsin Institute of CPA's Conference.

Commercial banking means having a trusted partner right here in your neighborhood.

Whether you are getting your businesses off the ground or getting ready to expand, our commercial banking services are here to help you succeed.

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TOGETHER, we have the power to make a difference.

Contributions to the WICPA Political Action Committee (CPAC) and Legislative Involvement Fund (LIF) allows the WICPA to:



Educate lawmakers about the issues impacting Wisconsin CPAs.



Strengthen the voice and visibility of the WICPA and its members.



Ensure a healthy business climate for CPAs and the clients you serve.



Support the election campaigns of candidates who support our issues.

Learn more and make a contribution at **wicpa.org/cpaclif**.

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For more information, visit wicpa.org/MeetingSpaces, or to schedule a tour or reserve space, contact Rachella Fortier at rachella@wicpa.org or 262-785-0445 ext. 4505.





YOU have the opportunity to impact thousands of students and educators in Wisconsin.

Through your contribution to the WICPA Educational Foundation, you can help us reach students and educators in high school and college to create awareness about the accounting profession.

As the end of 2024 draws near and you are thinking about tax planning, consider donating to the WICPA Educational Foundation.

Questions? Contact Tammy J. Hofstede, WICPA President and CEO at

To contribute, visit wicpa.org/EF.

INSPIRE FUTURE ACCOUNTANTS

PROMOTE ACCOUNTING & YOUR ORGANIZATION!

Step up and shape tomorrow's accounting professionals by hosting high school students at your organization. The WICPA Educational Foundation's Accounting Awareness Grants provide funding for high school educators to bring students to you for a presentation or activity to learn more about accounting. By volunteering to host a class, your organization will:



Spark interest in the accounting profession



Strengthen the CPA pipeline with future talent



Showcase your internships & job shadow opportunities





Don't miss the chance to inspire and recruit the next generation of accountants. Get noticed by high school educators now! Learn more at wicpa.org/HighSchoolActivityHost.

SAVE THE DATE!

UPCOMING WICPA CONFERENCES & SPECIAL EVENTS



CONFERENCES

WICPA conferences are your source for key updates and insights on timely issues. As a WICPA member, you can save up to \$150 on registration!

Accounting Technology Conference Tuesday, Dec. 10 WICPA Office & WICPA CPE Livestream

Business & Industry Spring Conference Thursday, March 20, 2025 Brookfield Conference Center & WICPA CPE Livestream

Financial Institutions Conference Tuesday, May 13, 2025 WICPA Office & WICPA CPE Livestream

School District Audit Conference Wednesday, May 21, 2025 WICPA Office & WICPA CPE Livestream

Business & Industry Fall Conference Tuesday, Sept. 9, 2025 Brookfield Conference Center & WICPA CPE Livestream

Not-for-Profit Accounting Conference Tuesday, Sept. 16, 2025 WICPA Office & WICPA CPE Livestream

Tax Conference Monday, Nov. 3 - Tuesday, Nov. 4, 2025 Brookfield Conference Center & WICPA CPE Livestream

Accounting & Auditing Conference Thursday, Nov. 20, 2025 WICPA Office & WICPA CPE Livestream

Technology Conference Thursday, Dec. 4, 2025 WICPA Office & WICPA CPE Livestream

SPECIAL EVENTS

WICPA special events are unique opportunities to connect with fellow members and provide a great way to socialize and have fun!

Bowling Night Thursday, April 24, 2025 New Berlin Ale House

Member Recognition Banquet & Annual Business Meeting Friday, May 9, 2025 Brookfield Conference Center

New CPA Banquet Friday, June 13, 2025 Brookfield Conference Center

Golf Outing Friday, Sept. 19, 2025 Ironwood Golf Course

Virtual Member Orientation

Thursday, Dec. 12, 2024 | Open 8 a.m. Tuesday, March 11, 2025 | Open 8 a.m.

Learn more and register at wicpa.org/orientation.

Registration opens approximately eight weeks prior. For more details about each and to register, visit wicpa.org/conferences and wicpa.org/events.





NOMINATE SOMEONE YOU KNOW FOR AN EXCELLENCE AWARD!

- ★ Accounting Educator
- **★** Accounting Student
- 📩 Business & Management
- ★ CPA in Public Practice

- ★ Community Service
- ★ Distinguished Career
- ★ Diversity & Inclusion
- ★ Woman to Watch

★ Young Professional

Submit your nomination at wicpa.org/awards by Nov. 22, 2024.

Recipients will be announced in January and honored at the Member Recognition Banquet & Annual Business Meeting on May 9, 2025. The individual nominated must be a WICPA member.

8:10 – 9:10 a.m.

Economic & Financial Market Outlook: Post-Election Prospects

Clare Zempel, CFA, CBE, Principal, Zempel Strategic



WICPA Accounting & Auditing Conference

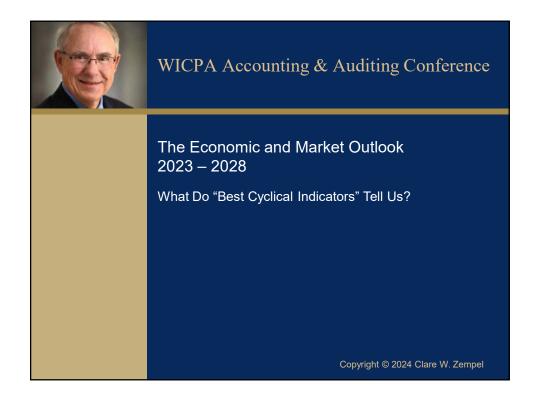
The Economic and Market Outlook 2024 – 2028

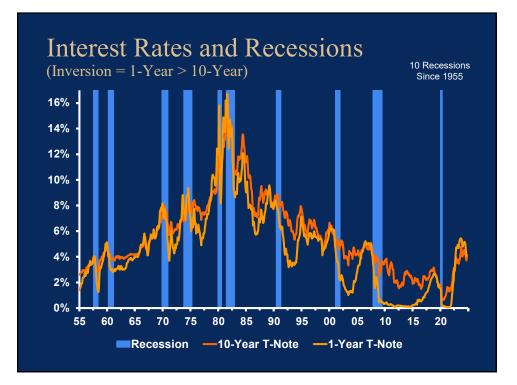
"Soft Landing" Still Most Probable Outcome Imminent Fed Easing Will Support Economic Rebound Political Uncertainties Could Weaken Upturn

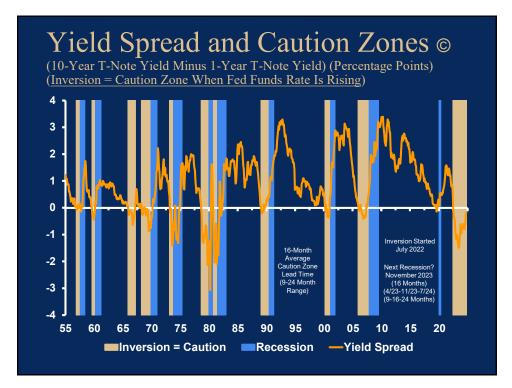
> Clare Zempel, CFA, CBE Economist and Investment Strategist

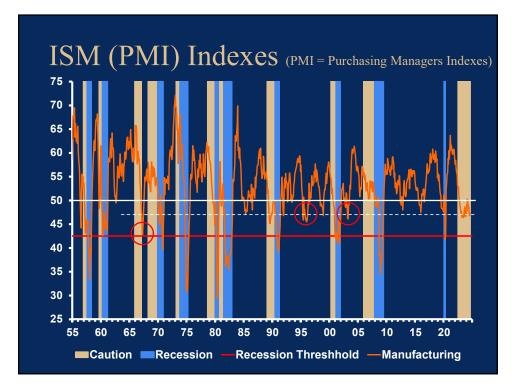
> > WICPA Headquarters November 21, 2024

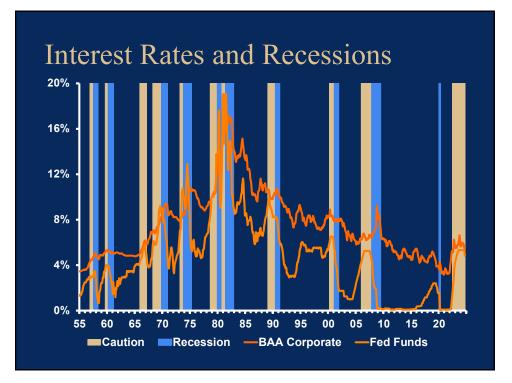
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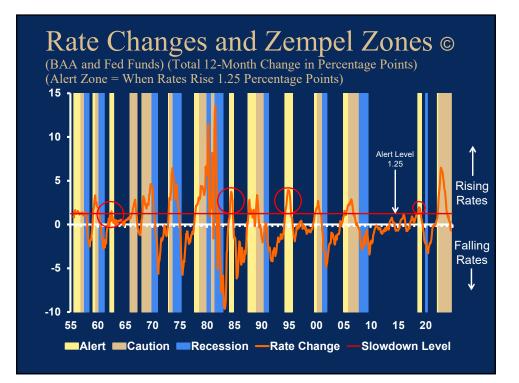


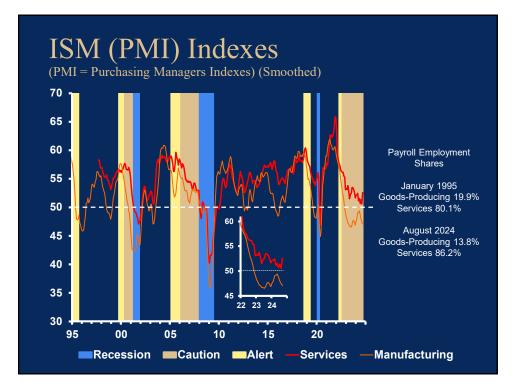


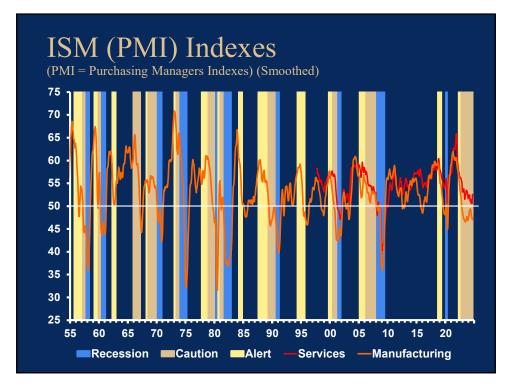










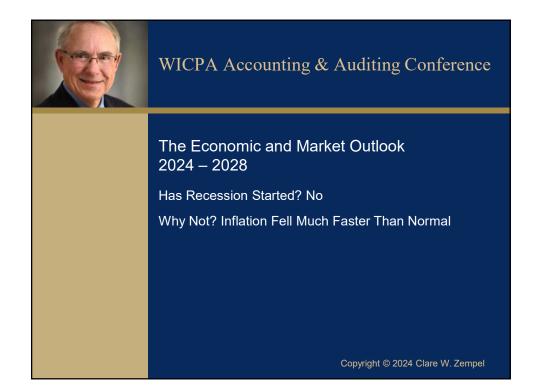


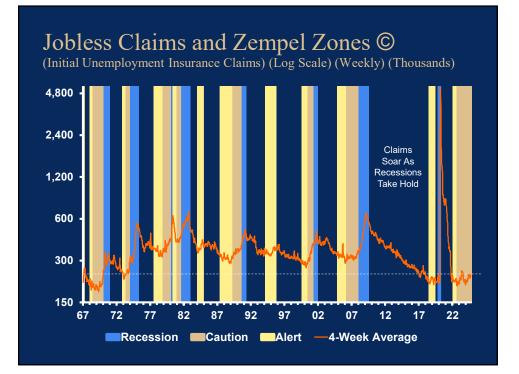


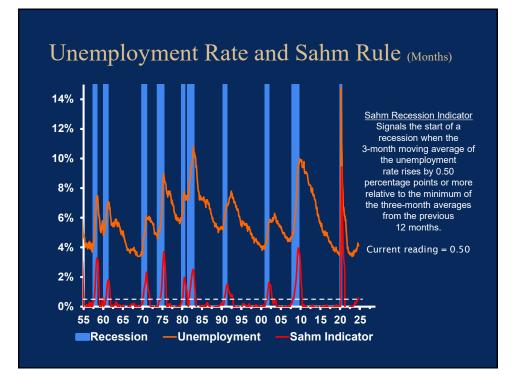


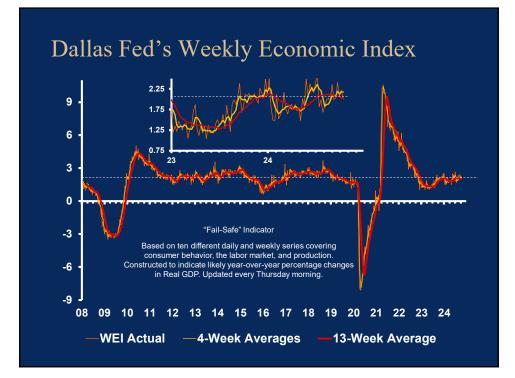
WICPA Accounting & Auditing Conference
The Economic and Market Outlook 2024 – 2028
What Do "Best Cyclical Indicators" Tell Us?
Yield Spread Still Inverted = Recession Risk Not Zero But Lower Energy-Prices Support Expansion And Fed Easing Is Imminent So "Soft Landing" Remains Most Probable Outcome
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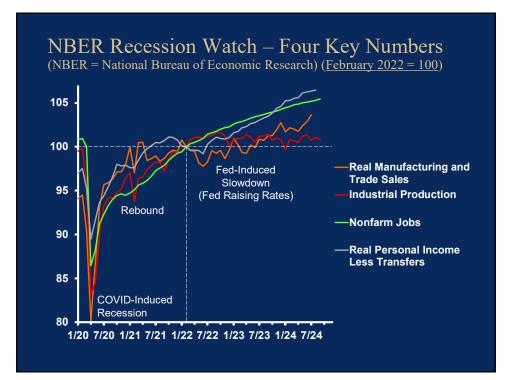


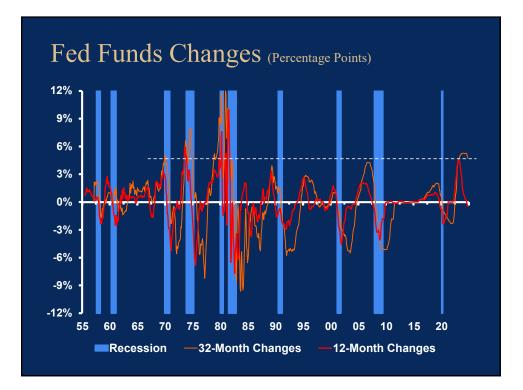


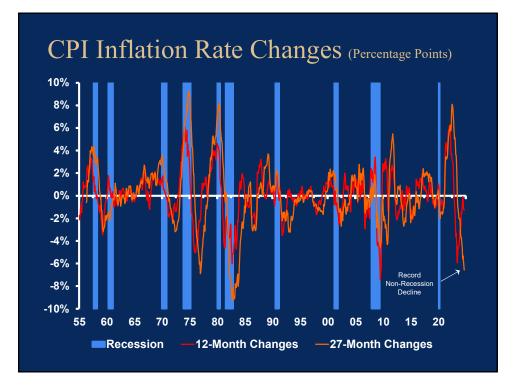


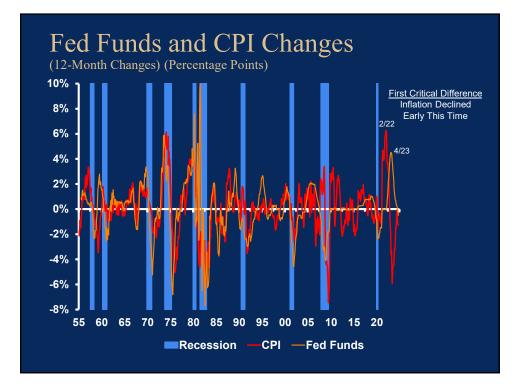


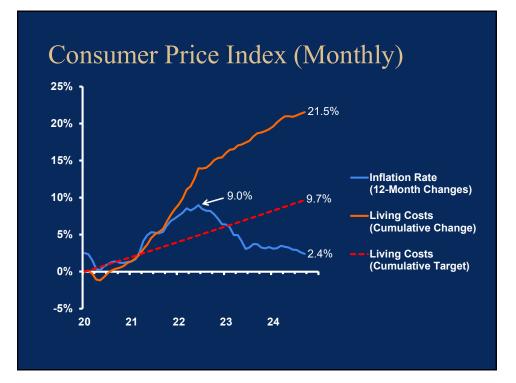


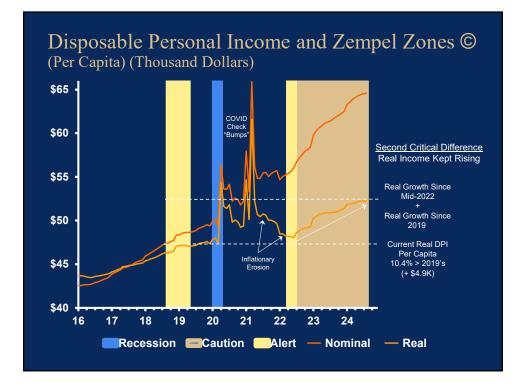




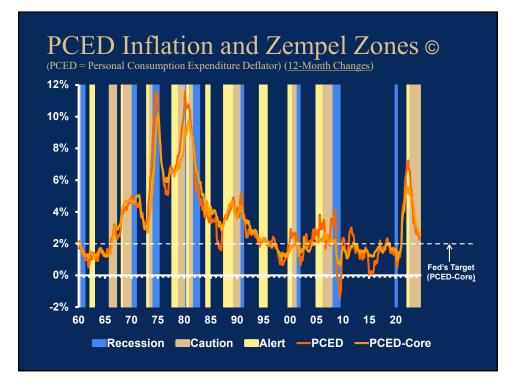


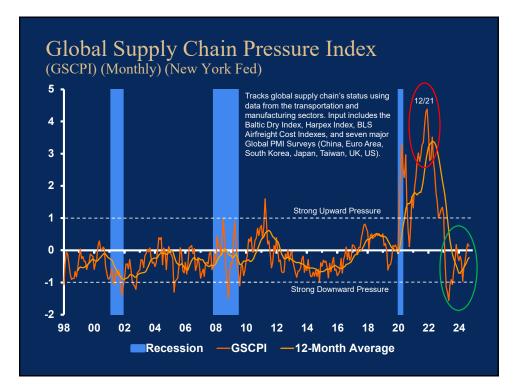


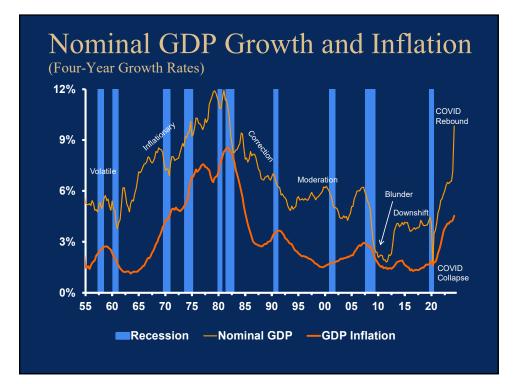


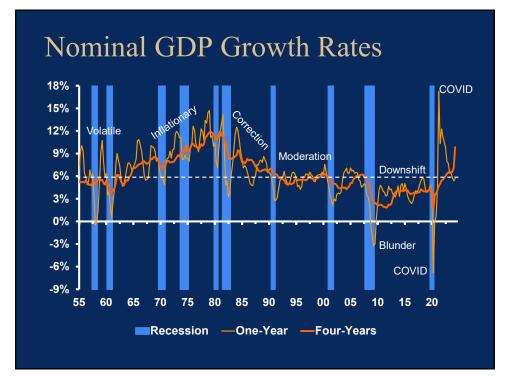


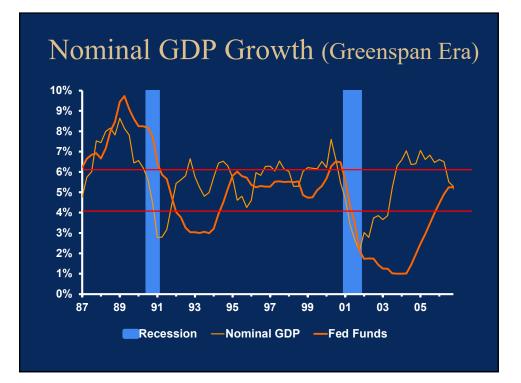
WICPA Accounting & Auditing Conference
The Economic and Market Outlook 2024 – 2028 What Causes Inflation? Why Did Inflation Peak Early? Should Federal Reserve Policy Ease?
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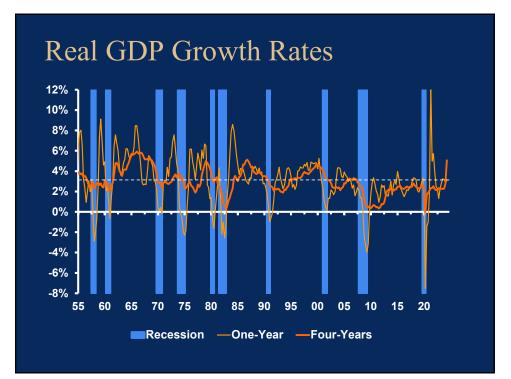


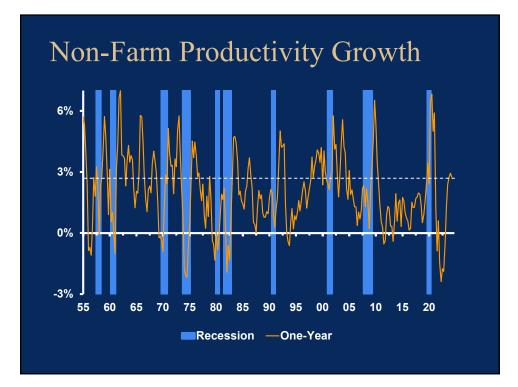


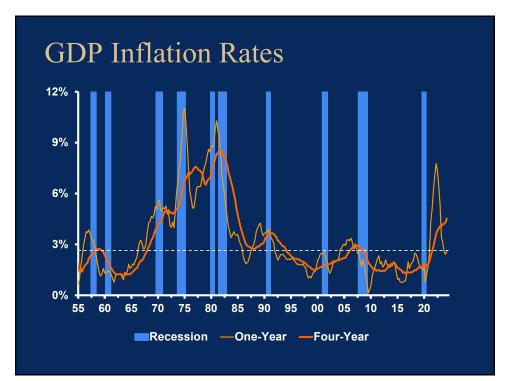


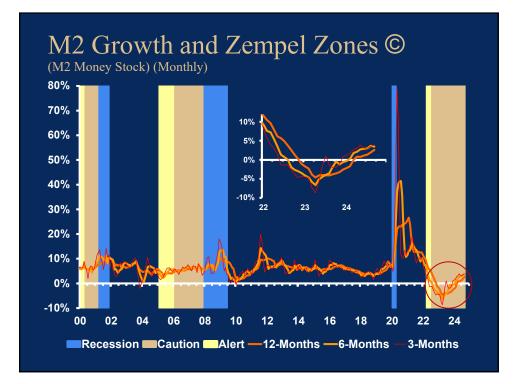


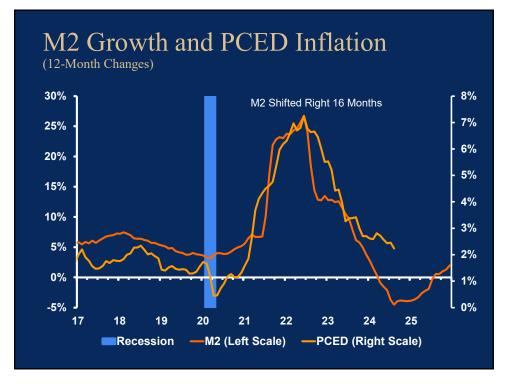


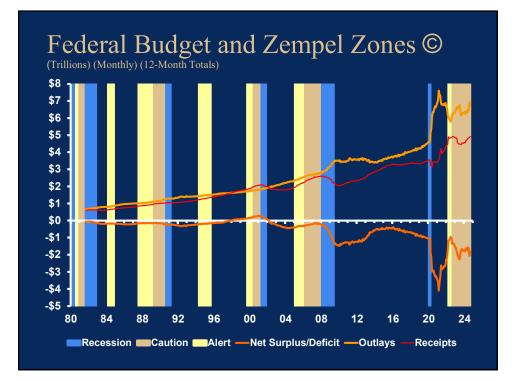


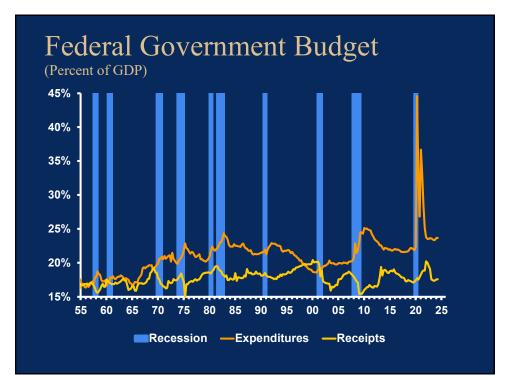


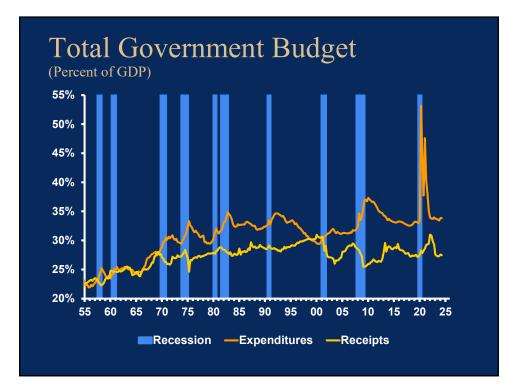


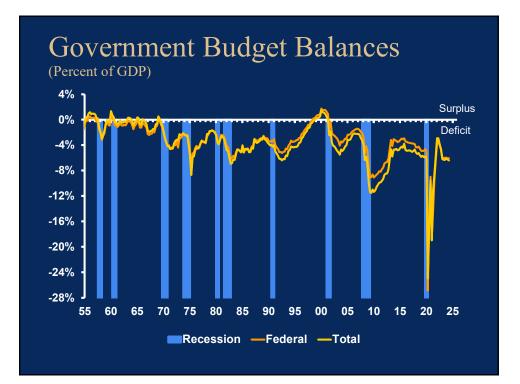


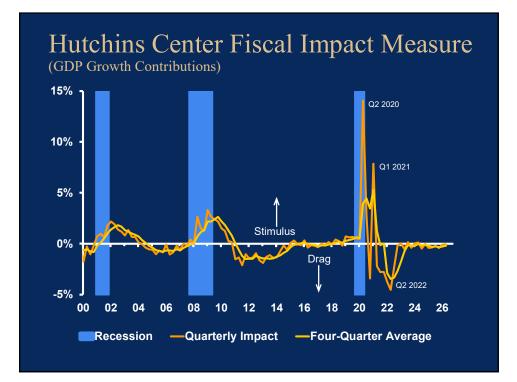


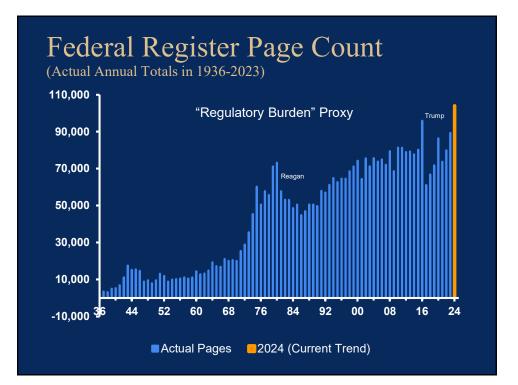






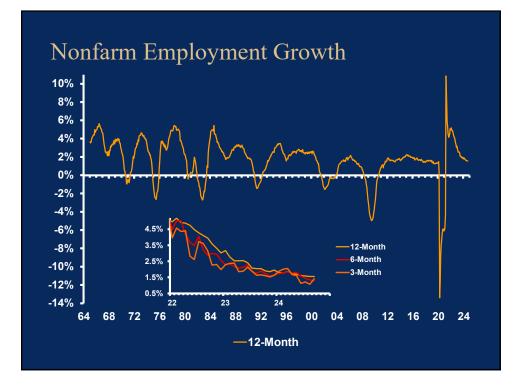


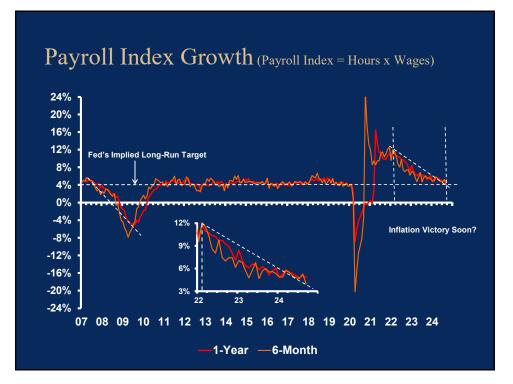


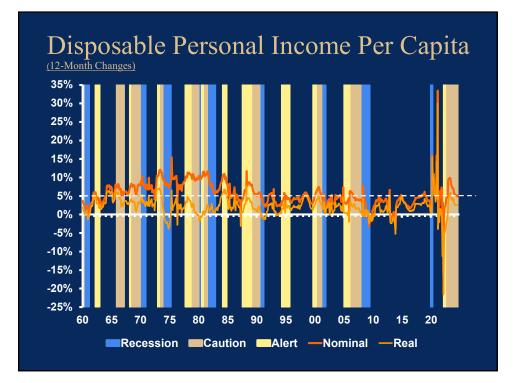


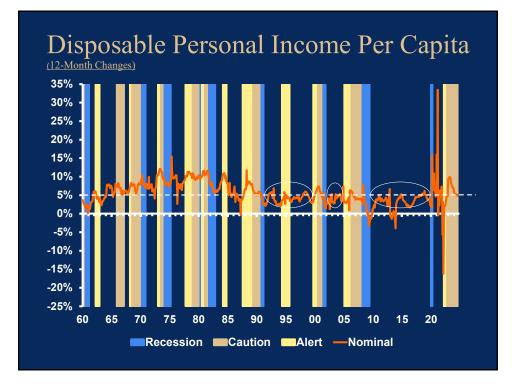


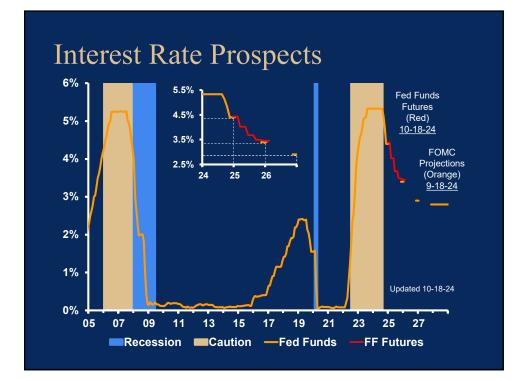




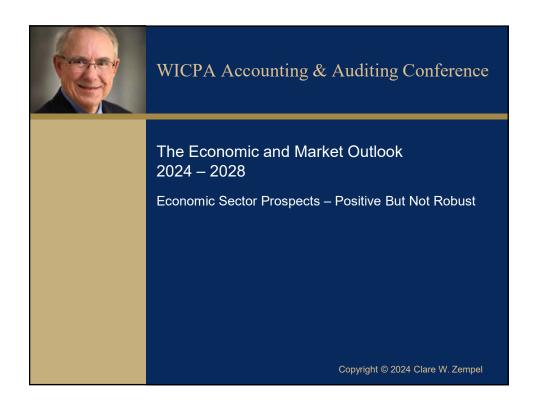


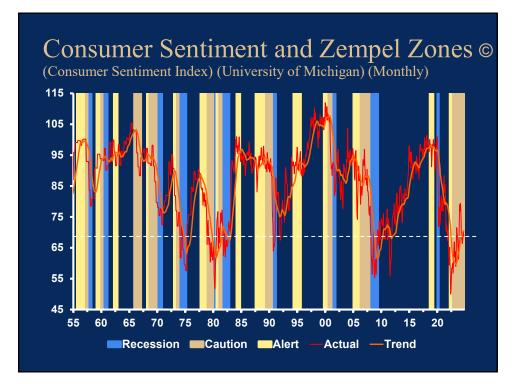


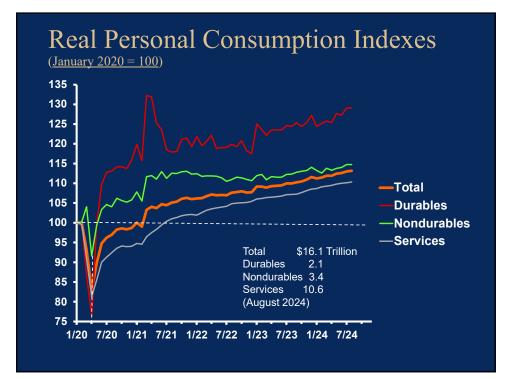


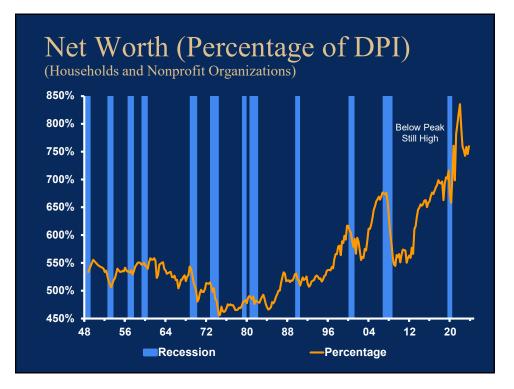


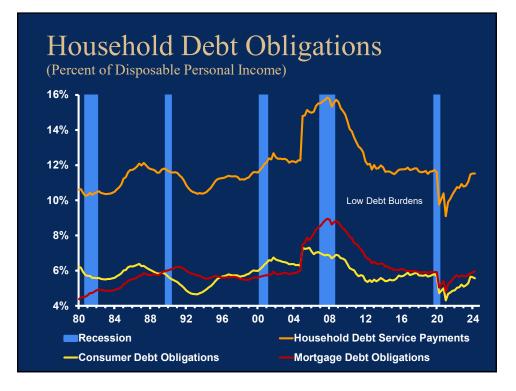
WICPA Accounting & Auditing Conference
The Economic and Market Outlook 2024 – 2028 Inflation Has Peaked – Fed's Target Achievable Soon Monetary Policy Still Restrictive But Ease Is Imminent Fiscal Policy Remains Neutral Moderate Rebound Probable Stronger Rebound Possible If AI's Potential Is Realized Weaker Rebound Possible If Taxes Hiked Sharply
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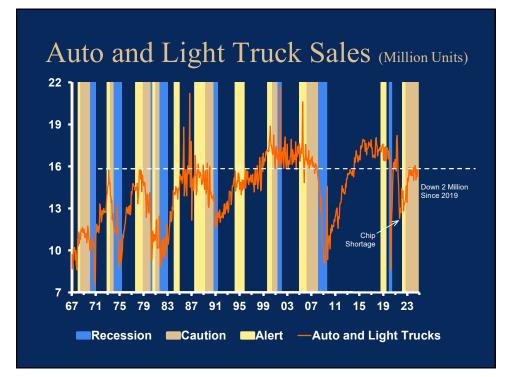






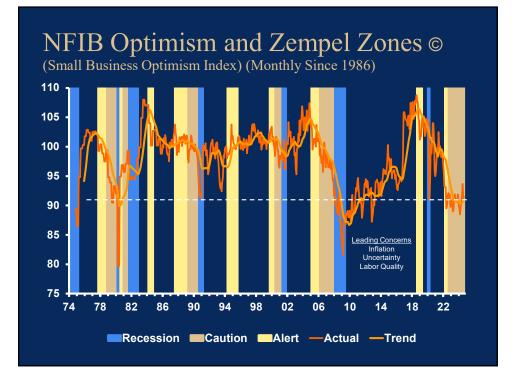


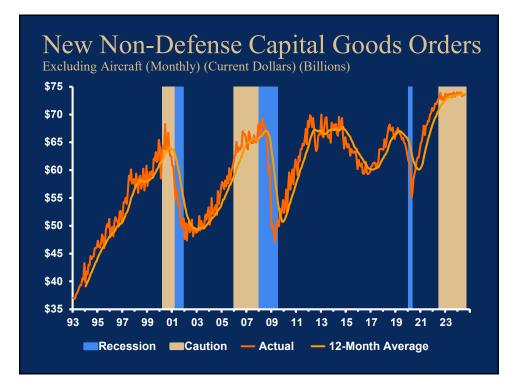


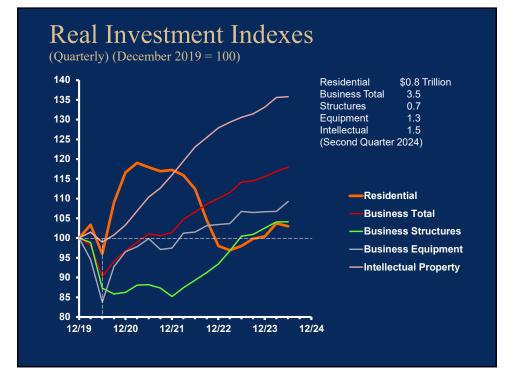


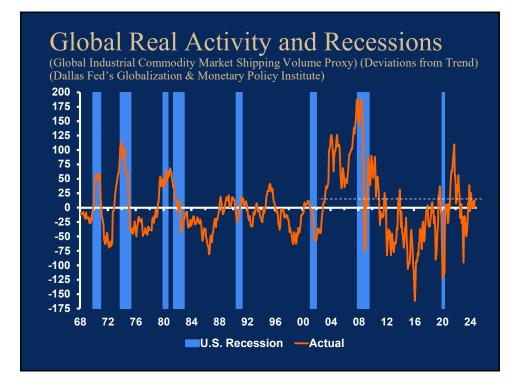




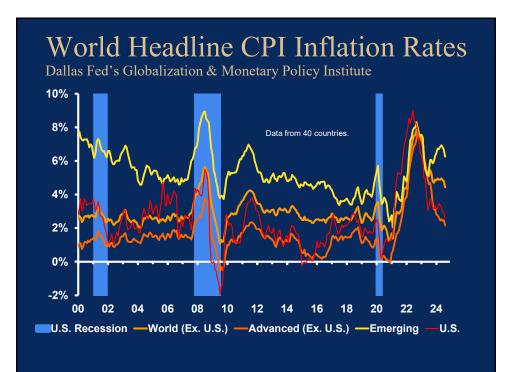


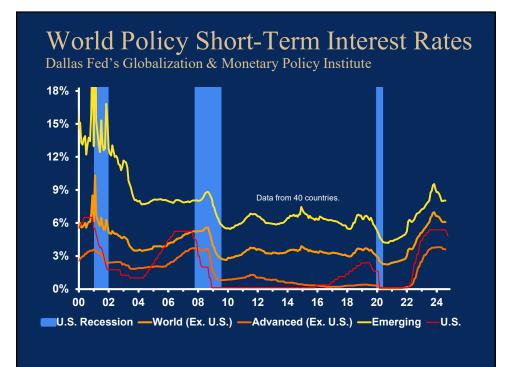


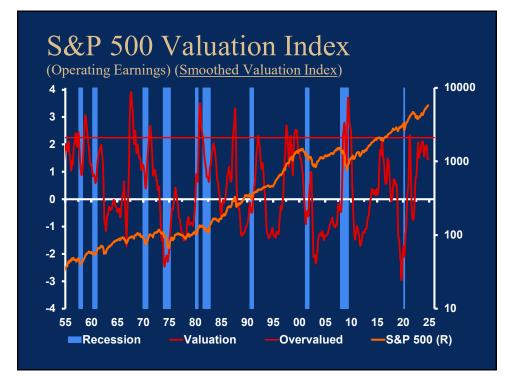


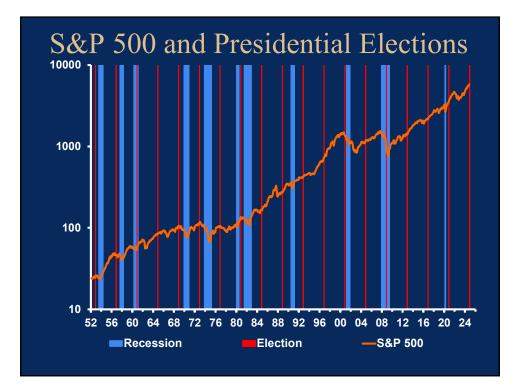


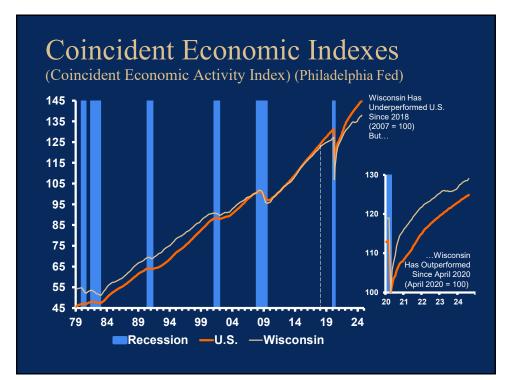


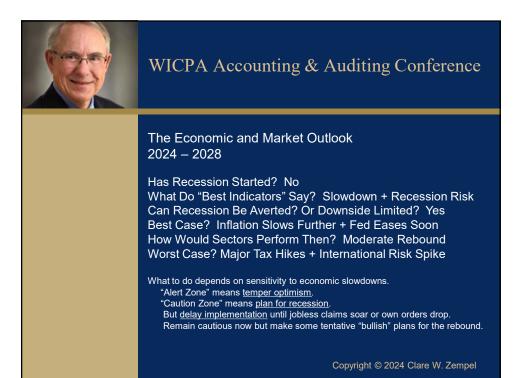














Questions...

Clare W. Zempel, CFA, CBE Zempel Strategic Applied Economics and Financial Market Analysis www.zempelstrategic.com CZempel@ZempelStrategic.com (414) 351-1250 Copyright © 2024 Clare W. Zempel 9:25 - 10:15 a.m.

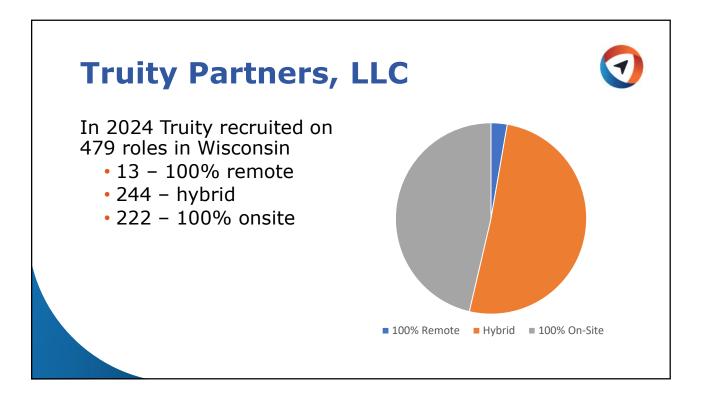
Balancing the Ledger: Recruitment Strategies in the Hybrid Work Era

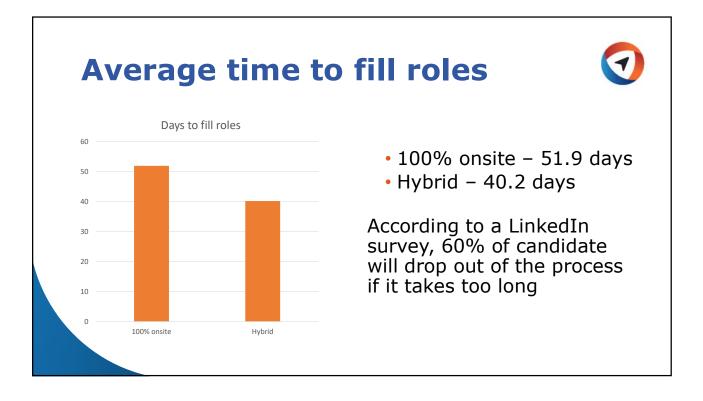
Christine Thome, Senior Recruiter, Truity Partners







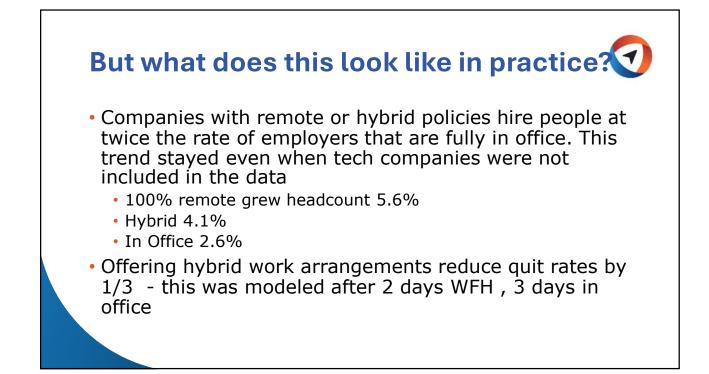


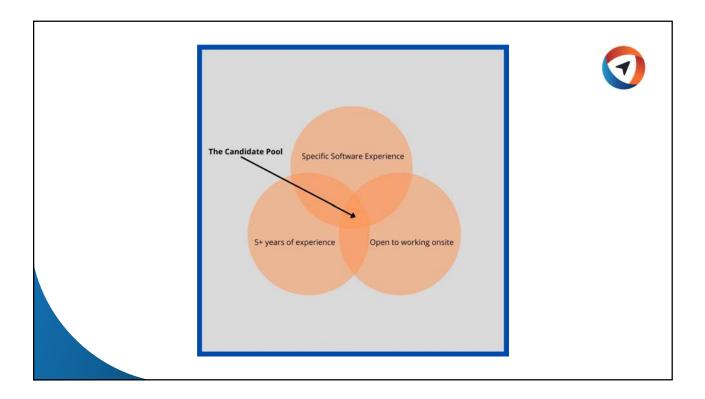


What are accounting professionals looking for?

- Of 8,000 candidates surveyed by Flexjobs, 60% have left or considered leaving a job due to lack of flexibility
- Flexible work arrangements 3rd most important factor when seeking new jobs after salary and work-life balance
- BDO found that 79% of their staff wanted to be able to work from home or have a hybrid model post pandemic









In 2024 these factors were most important to job seeker:

- Compensation
- Flexible work arrangements / work life balance
- Job security



In 2024 these factors were moson important to job seeker:

Compensation

- · Candidates want to see compensation ranges
 - SHRM research indicates more than 80% of U.S. Workers are more likely to consider applying for a position if they pay range is listed in the posting
- 70% of surveyed organizations shared that posting the pay range led to more applications
 - 66% saying the quality of applicants increased
- Remember to include total comp 401k match, spell out insurance benefits, etc.

In 2024 these factors were moson important to job seeker:

Flexible work arrangements / work life balance

- If you don't have a defined hybrid work arrangement, share how your team defines flexibility and work life balance
 - Does everyone have laptops and can employees work from home in the case of inclement weather, if they're sick, or have an appointment?
 - Share what the average number of hours look like for the team
 - Can people flex their start and end time to accommodate family commitments?

In 2024 these factors were moson important to job seeker:

Job Security

- Be transparent share current challenges and how they are being addressed
- Highlight stability indicators – growth, revenue, history of minimal layoffs
- Emphasize career development
- Use specific examples concrete details of projects, initiatives, plans for expansion





Important factors for managing hybrid teams



- Define roles clearly
- Set Expectations
- Promote communication
- Build trust
- Monitor performance



Important factors for managing hybrid teams





Define Roles Clearly

- Clear job descriptions
- Define accountability
- Regular check-ins and reviews
- Clarify hybrid expectations
- Standardize processes

Important factors for managing hybrid teams

Set Expectations

- During the interview process be clear about expectations, reinforce during onboarding, and consistently with the entire team
- Have a clear policy for hybrid work – including working hours and availability
- Clarify if there are responsibilities that will be done in person vs remote



Important factors for managing hybrid teams



Promote Communication

- When in doubt overcommunicate!
- Communicate expectations for "core hours"
- Have norms for response times, keeping calendars updated etc.
- Establish clear channels for communication: email, Teams, calls etc.

Important factors for managing hybrid teams

Build Trust

- Transparent + consistent communication and feedback
- Promoting accountability
- Empower autonomy
- Develop connections with regular check-ins
- Ask for feedback and be adaptable



Important factors for managing hybrid teams



Monitor Performance

- Have clear KPI's outlined
- Do not wait to have conversations if there are performance issues



Hybrid poised to be dominant model

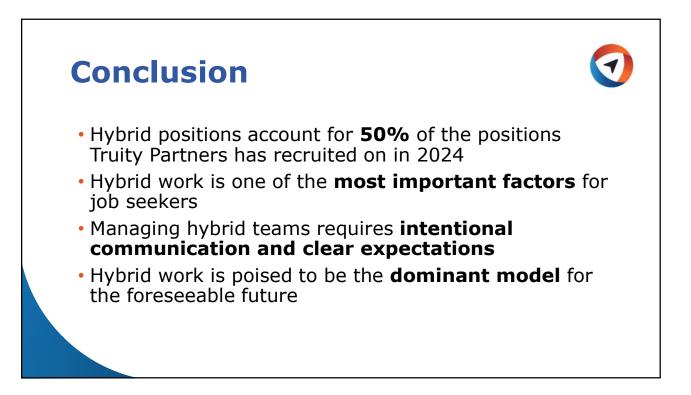
- McKinsey reported 87% of workers would work hybrid model if offered
- Studies show that hybrid work can lead to higher job satisfaction, productivity, and retention



Factors that influence the future of hybrid



- Loss
 Prox
 Mana
 Tech issue
 Emp
 - Loss of company culture
 - Proximity bias
 - Management challenges
 - Technology and security issues
 - Employee burnout / work-life imbalance





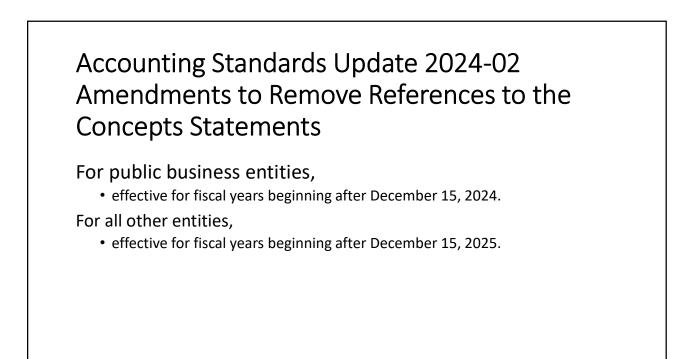
10:30 - 11:20 a.m.

Financial Accounting Update

Joann Noe Cross, PhD, CPA, CMA, CGMA, Emerita Professor of Accounting, UW-Oshkosh

Wisconsin Institute of CPAs Accounting and Auditing Conference

FASB Update Joann Noe Cross



Accounting Standards Update 2024-01 Stock Compensation – Scope Application of Profits Interest and Similar Awards

For Public Business Entities,

• effective for annual periods beginning after December 15, 2024, and interim periods within those annual periods.

For all other entities,

• effective for annual periods beginning after December 15, 2025, and interim periods within those annual periods.

Accounting Standards Update 2024-01

- Adds an illustrative example that includes four fact patterns to demonstrate how an entity should apply the scope guidance to determine how a profits interest award should be accounted for
 - 1. as a share-based payment arrangement (Topic 718) or
 - 2. similar to a cash bonus or profit-sharing arrangement (Topic 710).

Accounting Standards Update 2023-09 Improvements to Income Tax Disclosures

For public business entities,

• effective for annual periods beginning after December 15, 2024.

For all other entities

• effective for annual periods beginning after December 15, 2025.

Accounting Standards Update 2023-09

- Rate Reconciliation
- Income Taxes Paid
 - 1. The amount of net income taxes paid disaggregated by federal, state, and foreign taxes
 - 2. The amount of net income taxes paid disaggregated by significant individual jurisdictions
- Other
 - 1. Income from continuing operations before income tax expense disaggregated between domestic and foreign
 - 2. Income tax expense from continuing operations disaggregated by federal, state, and foreign.

Accounting Standards Update 2023-08 Accounting for and Disclosure of Crypto Assets

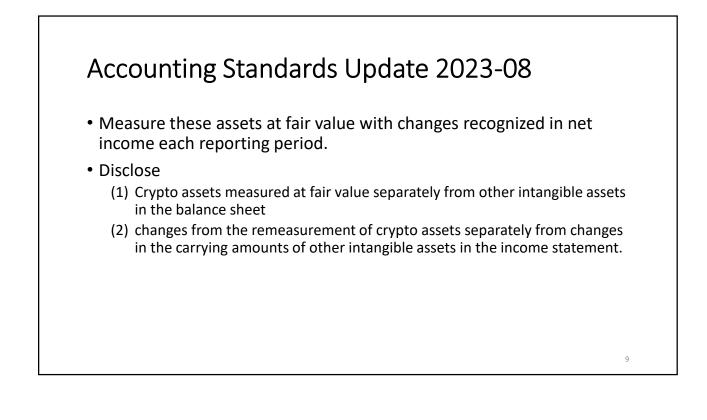
For all entities

• effective for fiscal years beginning after December 15, 2024, including interim periods within those fiscal years.

Accounting Standards Update 2023-08

• Applies to assets that meet all of the following criteria:

- 1. Meet the definition of intangible assets as defined in the Codification
- 2. Do not provide the asset holder with enforceable rights to or claims on underlying goods, services, or other assets
- 3. Are created or reside on a distributed ledger based on blockchain or similar technology
- 4. Are secured through cryptography
- 5. Are fungible
- 6. Are not created or issued by the reporting entity or its related parties.



Accounting Standards Update 2023-08

- Disclose
 - 1. The name, cost basis, fair value, and number of units for each significant crypto asset holding and the aggregate fair values and cost bases of the crypto asset holdings that are not individually significant
 - 2. For crypto assets that are subject to contractual sale restrictions, the fair value of those crypto assets, the nature and remaining duration of the restriction(s), and the circumstances that could cause the restriction(s) to lapse.

Accounting Standards Update 2023-08

• Also disclose:

- 1. A rollforward, in the aggregate, of activity in the reporting period for crypto asset holdings, including additions (with a description of the activities that resulted in the additions), dispositions, gains, and losses
- 2. For any dispositions of crypto assets in the reporting period, the difference between the disposal price and the cost basis and a description of the activities that resulted in the dispositions
- 3. If gains and losses are not presented separately, the income statement line item in which those gains and losses are recognized
- 4. The method for determining the cost basis of crypto assets.

Accounting Standards Update 2023-08

Transition

a cumulative-effect adjustment to the opening balance of retained earnings as of the beginning of the annual reporting period in which an entity adopts the amendments.

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Accounting Standards Update 2023-07 Improvements to Reportable Segment Disclosures

- For Public Business Entities
 - effective for fiscal years beginning after December 15, 2023, and interim periods within fiscal years beginning after December 15, 2024.

Accounting Standards Update 2023-06 Codification Amendments in Response to the SEC's Disclosure Update and Simplification Initiative

- Intended to remove align SEC disclosure guidance with FASB Codification guidance
- SEC is deleting disclosure guidance from Regulation S-X and S-K that overlaps with disclosures required by the FASB codification

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Accounting Standards Update 2023-06 Codification Amendments in Response to the SEC's Disclosure Update and Simplification Initiative

- For entities subject to the SEC's existing disclosure requirements and for entities required to file or furnish financial statements with or to the SEC in preparation for the sale of or for purposes of issuing securities that are not subject to contractual restrictions on transfer, the effective date for each amendment will be the date on which the SEC's removal of that related disclosure from Regulation S-X or Regulation S-K becomes effective, with early adoption prohibited. For all other entities, the amendments will be effective two years later.
- Apply prospectively.

Accounting Standards Update 2023-06

• For all entities, if by June 30, 2027, the SEC has not removed the applicable requirement from Regulation S-X or Regulation S-K, the pending content of the related amendment will be removed from the Codification and will not become effective for any entity.

Accounting Standards Update 2023-05 Joint Venture Formations -Recognition and Initial Measurement

Effective prospectively for all joint venture formations with a formation date on or after January 1, 2025.

Accounting Standards Update 2023-05

- 1. A joint venture is the formation of a new entity without an accounting acquirer. The formation of a joint venture is the creation of a new reporting entity, and none of the assets and/or businesses contributed to the joint venture are viewed as having survived the combination as an independent entity—that is, an accounting acquirer will not be identified.
- 2. A joint venture measures its identifiable net assets and goodwill, if any, at the formation date. The joint venture formation date is the date on which an entity initially meets the definition of a joint venture.

Accounting Standards Update 2023-05

• Initial measurement of a joint venture's total net assets is equal to the fair value of 100 percent of the joint venture's equity. The joint venture is required to measure its total net assets upon formation as the fair value of the joint venture as a whole. The fair value of the joint venture as a whole equals the fair value of 100 percent of a joint venture's equity immediately following formation (including any noncontrolling interest in the net assets recognized by the joint venture).

Accounting Standards Update 2023-02 Accounting for Investments in Tax Credit Structures Using the Proportional Amortization Method

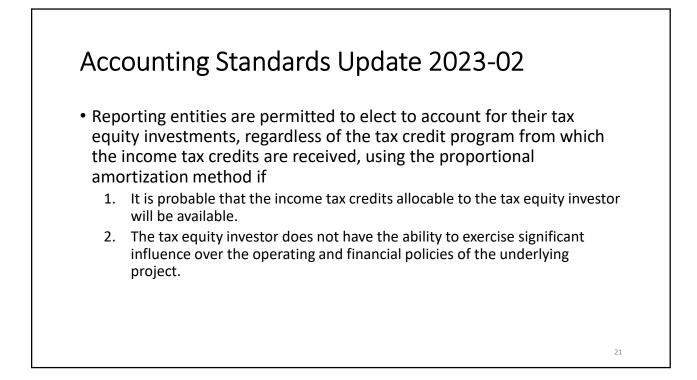
For Public Business Entities,

• effective for fiscal years beginning after December 15, 2023, including interim periods within those fiscal years.

For all other entities,

• effective for fiscal years beginning after December 15, 2024, including interim periods within those fiscal years.

20



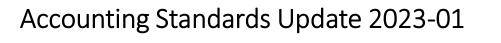


- 3. Substantially all of the projected benefits are from income tax credits and other income tax benefits. Projected benefits include income tax credits, other income tax benefits, and other non-income-tax-related benefits.
- 4. The tax equity investor's projected yield based solely on the cash flows from the income tax credits and other income tax benefits is positive.
- 5. The tax equity investor is a limited liability investor in the limited liability entity for both legal and tax purposes, and the tax equity investor's liability is limited to its capital investment

Accounting Standards Update 2023-01 Common Control Arrangements

Issue 1: Terms and Conditions to Be Considered

- The practical expedient is available to entities that are not:
 - 1. Public business entities
 - 2. Not-for-profit conduit bond obligors
 - 3. Employee benefit plans that file or furnish financial statements with or to the U.S. Securities and Exchange Commission (SEC).
- Use the written terms and conditions of a related party arrangement between entities under common control to determine whether that arrangement is or contains a lease.



Issue 2: Accounting for Leasehold Improvements

- The amendments in this Update affect all lessees that are a party to a lease between entities under common control in which there are leasehold improvements.
- The amendments in this Update require that leasehold improvements associated with common control leases be:
 - 1. Amortized by the lessee over the useful life of the leasehold improvements to the common control group (regardless of the lease term) as long as the lessee controls the use of the underlying asset (the leased asset) through a lease. However, if the lessor obtained the right to control the use of the underlying asset through a lease with another entity not within the same common control group, the amortization period may not exceed the amortization period of the common control group.
 - 2. Accounted for as a transfer between entities under common control through an adjustment to equity (or net assets for not-for-profit entities) if, and when, the lessee no longer controls the use of the underlying asset.

Accounting Standards Update 2023-01 Common Control Arrangements

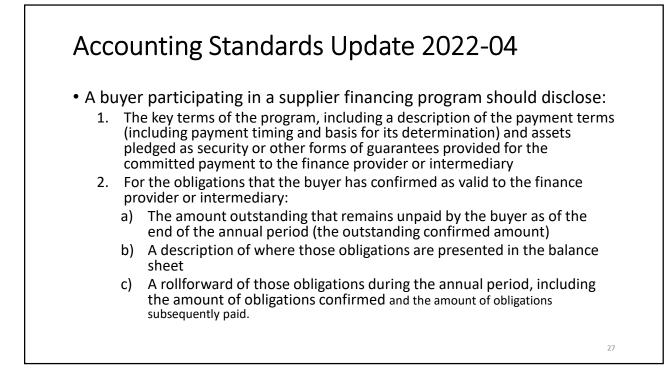
The amendments in this Update for both Issue 1 and Issue 2 are effective for fiscal years beginning after December 15, 2023, including interim periods within those fiscal years.

Accounting Standards Update 2022-04 Disclosure of Supplier Finance Program Obligations

The amendments in this Update are effective for fiscal years beginning after December 15, 2022, including interim periods within those fiscal years,

except for the amendment on rollforward information, which is effective for fiscal years beginning after December 15, 2023.

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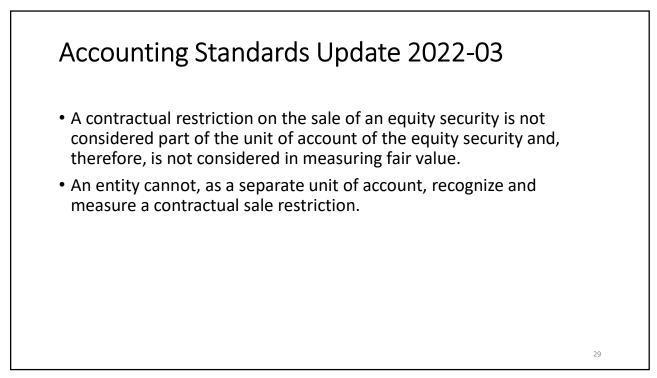


For public business entities,

• effective for fiscal years beginning after December 15, 2023, and interim periods within those fiscal years.

For all other entities,

• effective for fiscal years beginning after December 15, 2024, and interim periods within those fiscal years.





For Public Business Entities,

• effective for fiscal years beginning after December 15, 2022, and interim periods within those fiscal years.

For all other entities,

• effective for fiscal years beginning after December 15, 2023, and interim periods within those fiscal years.

Accounting Standards Update 2022-01

- Expands the current last-of-layer method that permits only one hedged layer to allow multiple hedged layers of a single closed portfolio. To reflect that expansion, the last-of-layer method is renamed the portfolio layer method.
- Expands the scope of the portfolio layer method to include nonprepayable financial assets.
- Specifies that eligible hedging instruments in a single-layer hedge may include spot-starting or forward-starting constant-notional swaps, or spot or forward-starting amortizing-notional swaps and that the number of hedged layers (that is, single or multiple) corresponds with the number of hedges designated.

Accounting Standards Update 2022-01

- Provides additional guidance on the accounting for and disclosure of hedge basis adjustments that are applicable to the portfolio layer method whether a single hedged layer or multiple hedged layers are designated.
- Specifies how hedge basis adjustments should be considered when determining credit losses for the assets included in the closed portfolio.

31

32

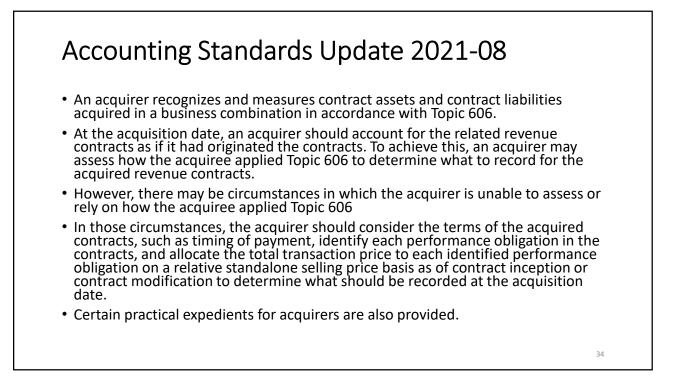
Accounting Standards Update 2021-08 Business Combinations – Accounting for Contract Assets and Contract Liabilities from Contracts with Customers

For Public Business Entities,

• effective for fiscal years beginning after December 15, 2022, including interim periods within those fiscal years.

For all other entities,

• effective for fiscal years beginning after December 15, 2023, including interim periods within those fiscal years.



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12:05 – 12:55 p.m.

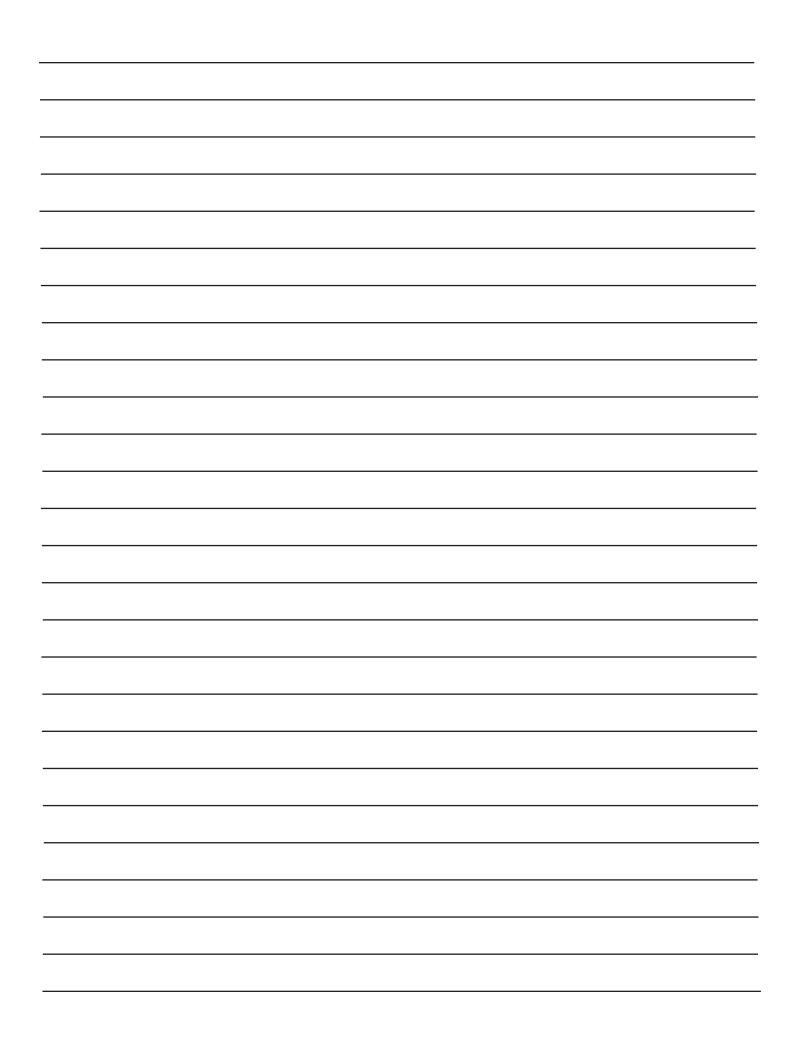
Accounting & Auditing Update

Brad Hermes, CPA, Principal, Audit & Assurance, Sikich





Wisconsin Institute of Certified Public Accountants W233N2080 Ridgeview Parkway, Suite 201 | Waukesha, WI 53188 | wicpa.org



1:05 – 1:55 p.m.

Maintaining Ethical Objectivity & Independence

Kathy Enstrom, MBA, CFE, Director of Investigations, Moore Tax Law Group LLC

Guinevere Moore, JD, Managing Member, Moore Tax Law Group LLC



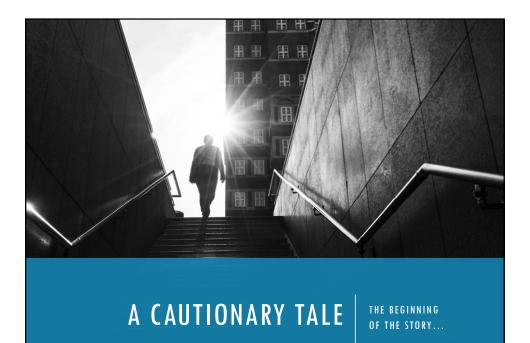
Wisconsin Institute of <u>Certified</u> Public Accountants

MAINTAINING ETHICAL OBJECTIVITY AND INDEPENDENCE

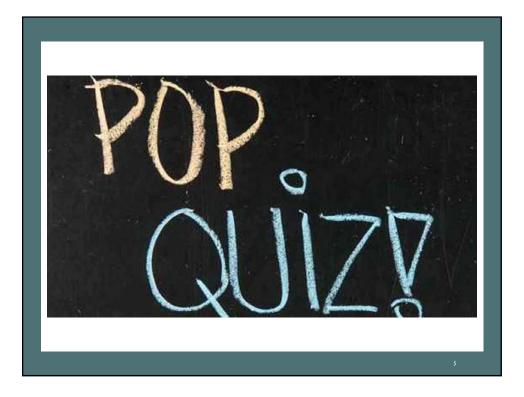
Moore Tax Law Group

Dangers of Getting Too Close to Clients





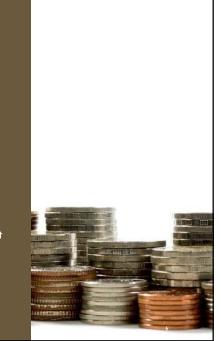
	Moore Tax Law Gro
EARNING OBJECTIVES	5
Review of AICPA Code of Conduct as it and independence	pertains to objectivity
Recognize when independence is wanin	g or compromised.
Understand the ethical requirements for including taking positions on tax returns obligations, and advising the clients acc	, due diligence
Techniques and reminders for saying no recognizing the importance of doing so	
Understand the proper way to respond	to an IRS audit.
Learn the potential civil and criminal co and their clients face for the failure to p file income tax returns.	

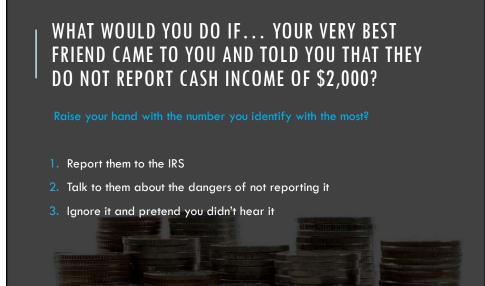


WHAT WOULD YOU DO IF... YOUR PARENT OR CHILD CAME TO YOU AND TOLD YOU THAT THEY DO NOT REPORT CASH INCOME, BUT IT DOES NOT AFFECT THEIR TAX DUE?

Raise your hand with the number you identify with the most?

- 1. Report them to the IRS
- 2. Talk to them about the dangers of not reporting it
- 3. Ignore it and pretend you didn't hear it







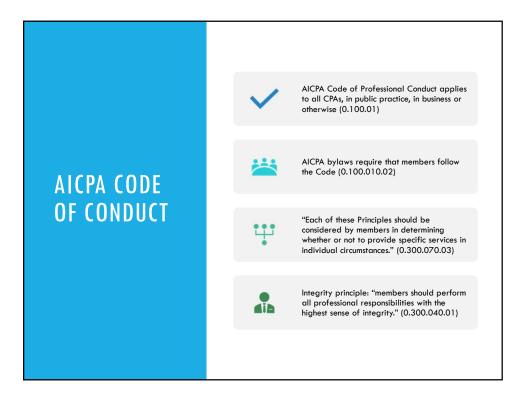
- 1. Report them to the IRS
- 2. Talk to them about the dangers of not reporting it
- 3. Ignore it and pretend you didn't hear it

WHAT WOULD YOU DO IF... YOUR CLIENT ASKED YOU TO CREATE A DOCUMENT SUPPORTING EXPENSES WHICH ASSISTS THEM DURING AN IRS AUDIT?

Raise your hand with the number you identify with the most?

- 1. Tell them no
- 2. If the document is accurate, why not?





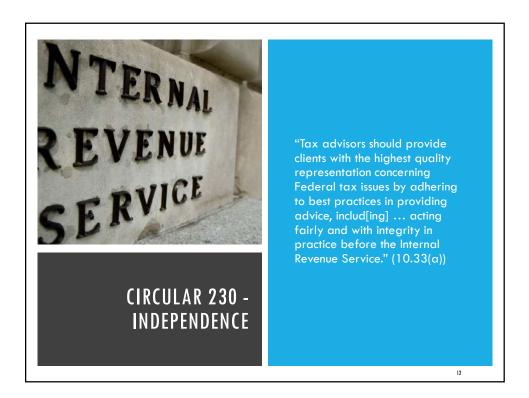
AICPA CODE OF CONDUCT



Objectivity and Independence Principle:

- "A member should maintain objectivity and be free of conflicts of interest in discharging professional responsibilities." (0.300.050.01)
- "Regardless of service or capacity, members should protect the integrity of their work, maintain objectivity, and avoid any subordination of their judgment." (0.300.050.03)

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OBJECTIVITY & INDEPENDENCE

Important to understand situations that compromise your relationship with the client:

Becoming an "insider" to client and/or the business

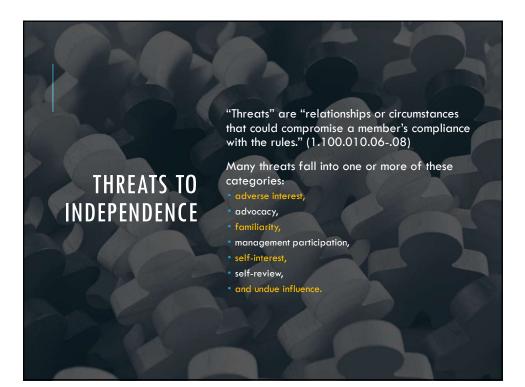
Holding a corporate title and being introduced inside and outside the organization as staff (example: CFO or Controller)

Having a client email address with your name and using that email

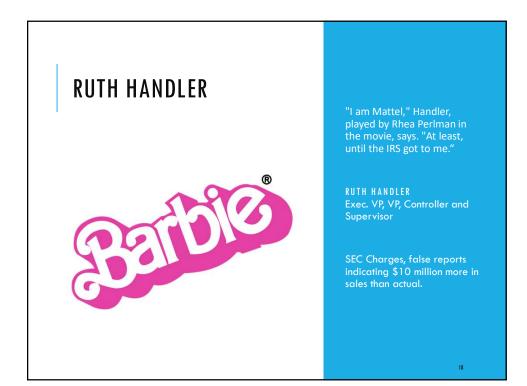
Participating in client events as if you are staff or traveling for the client as staff

Investing in client's business or ventures

Making your client's favorite charities your charities







TYPES OF THREATS

Adverse interest threat (member in business): The threat that a member will not act with objectivity because the member's interests are opposed to the interests of the employing organization, such as when the member has or will charge the employer with violations of law. (2.000.010.09)

Familiarity threat: The threat that, due to a long or close relationship with a client, a member will become too sympathetic to the client's interests, such as when senior personnel have a long association with a client. (1.100.010.12; 2.000.010.11)

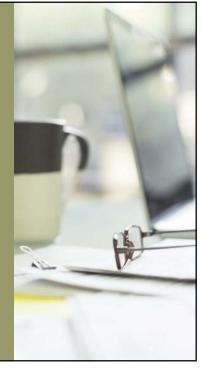
Self-interest threat: The threat that a member could benefit, financially or otherwise, from a relationship with a client, such as when a member relies excessively on revenue from a single client. (1.100.010.14; 2.000.010.12 (member in business eligible for performance bonus))

Undue influence threat: The threat that a member will subordinate her judgment to the client or a third party because of that individual's reputation, aggressive or dominant personality, or attempts to coerce the member. (1.100.010.16; 2.000.010.14; 2.170.010.02, .04 (pressure from superiors to breach the rules, approve expenditures that are not legitimate business expenses))

DOCUMENTATION

Protect yourself:

- All documents must come from client or their organization
- Get all direction and information in writing
- Notify the client in writing if you encounter errors that the client is making in entries or documentation.
- Never create a document even if pressured by client or an advisor to the client, such as lawyer or staff
- Never alter (for example, back date) documents
- Do not assume that you know the law and prepare legal documents for the client





CONTROLLERSHIP SERVICES

Never provide controllership services and tax services to the same client

Controllership services cross the independence line

Refer controllership clients to other professionals for tax and audit services

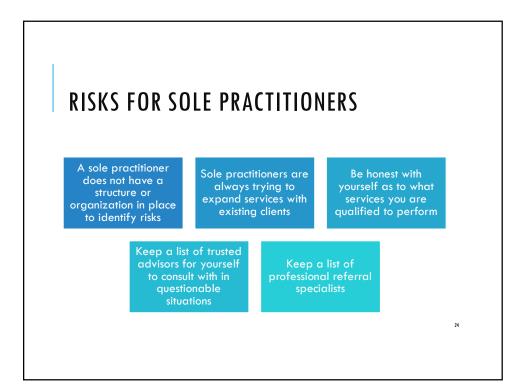
REPRESENTATION RULES TO PRACTICE BY

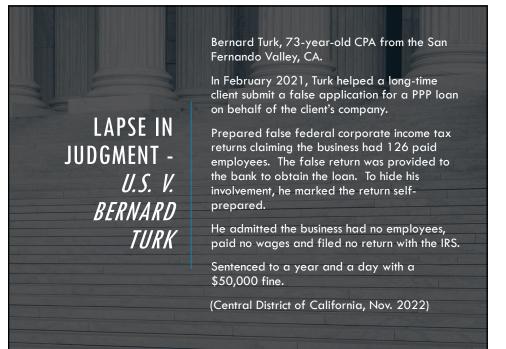
Do not let the client make you the "front person" for them during critical meetings.

Never infer that you know what the client wants.

Never lie or make misleading statements during any audit, but especially a tax audit.

Resist the urge to "help" the client with potential criminal tax issues, you are not a lawyer or a criminal specialist.





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LAPSE IN JUDGMENT -*U.S. V. MARC BERGER*

Marc Berger, CPA, had a 45-year career and was chairman of the board at the mid-size accounting firm of Burr Pilger Mayer.

Berger sentenced to <u>8 months in prison</u> after guilty verdict in a 3-week jury trial for aiding and assisting in filing false tax returns in violation of I.R.C. § 7206(2).

Government Sentencing Memo asked for a significant jail term, arguing "it is likely that CPAs across the United States are committing similar crimes for their clients because they know the IRS has very limited resources."

(Northern District of California, December 2018)



CIRCULAR 230

CONFLICTING INTERESTS

A practitioner shall not represent a client before the Internal Revenue Service if the representation involves a conflict of interest. A conflict of interest exists if—

- The representation of one client will be directly adverse to another client, or
- There is a significant risk that the representation of one client will be materially limited by the practitioner's responsibilities to another client, a former client or a third person, or by a personal interest of the practitioner." (10.29(a))



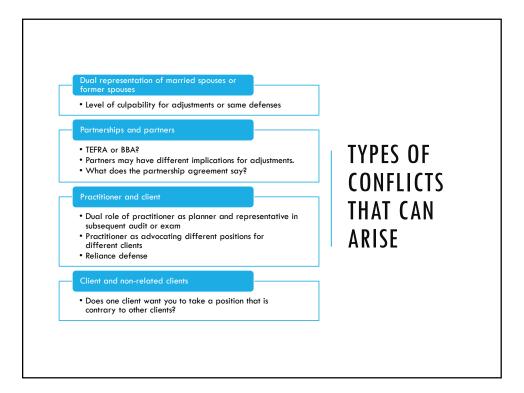
CONFLICT CHECKS

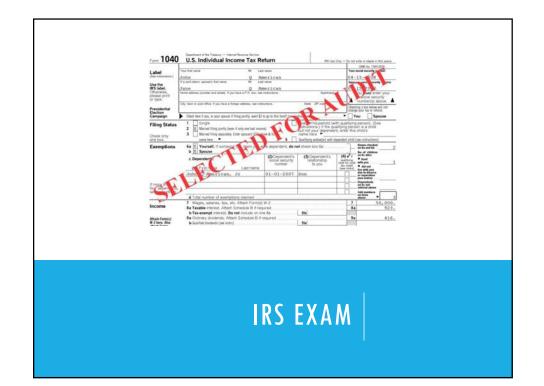
Best practices (and most malpractice insurance policies) require conflicts checks to be done at the beginning of every engagement.

What about after the engagement has been active? Active for many years?

Over the life of an engagement, CPA should perform conflicts checks to ensure that no conflicts of interest have arisen.







COMMUNICATING WITH CLIENTS DURING AN IRS EXAM

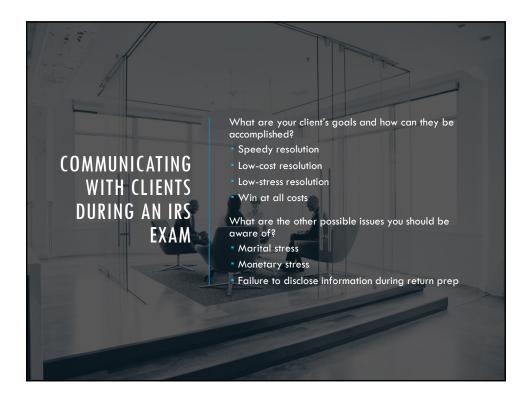
When a client receives notification of an IRS Exam, it is often one of the most terrifying moments they have experienced.

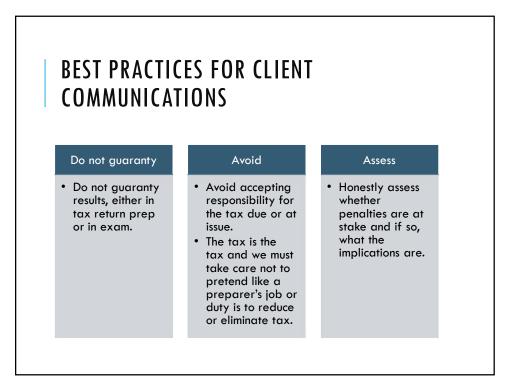
- Am I going to jail?
- How much money will this cost me?
- Will I get divorced?

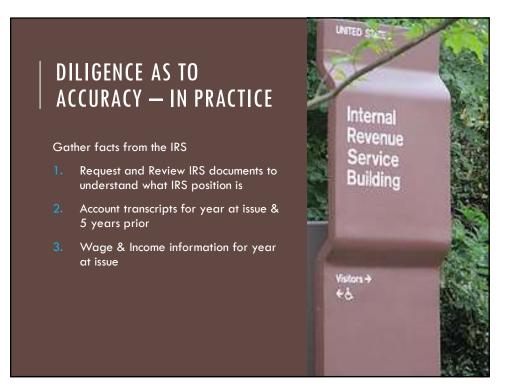
Your response should be:

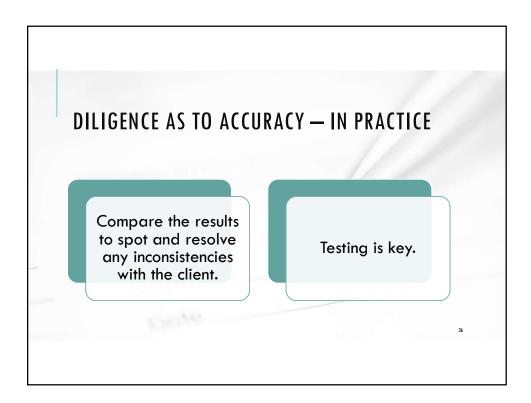
- Immediate
- Measured
- Realistic











PRACTITIONER'S DUTIES IN EXAM SUBMISSION OF DOCUMENTS

§ 10.34 – Standards with respect to tax returns and documents, affidavits & other papers

(b) Documents, affidavits and other papers —

(1) A practitioner may not advise a client to take a position on a document, affidavit or other paper submitted to the Internal Revenue Service unless the position is not frivolous.

(2) A practitioner may not advise a client to submit a document, affidavit or other paper to the Internal Revenue Service —

(i) The purpose of which is to delay or impede the administration of the Federal tax laws;

(ii) That is frivolous; or

(iii) That contains or omits information in a manner that demonstrates an intentional disregard of a rule or regulation unless the practitioner also advises the client to submit a document that evidences a good faith challenge to the rule or regulation.

KNOWLEDGE OF CLIENT'S ERROR OR OMISSION

If you know of or discover an error or omission from any return or other taxrelated document submitted to the IRS, you:

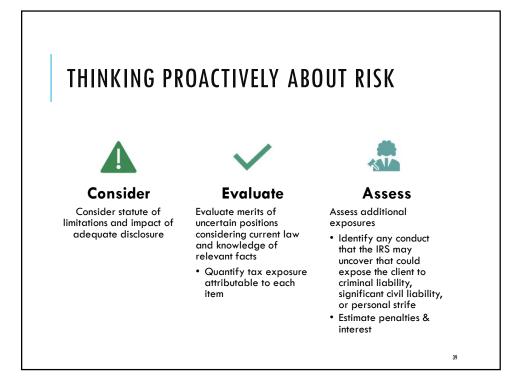
• Must advise the client of the nature of the error or omission

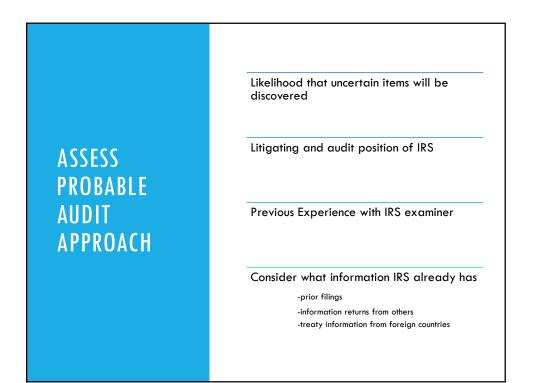
 Must advise the client of the potential consequences of the error or omission under Code or Regulations

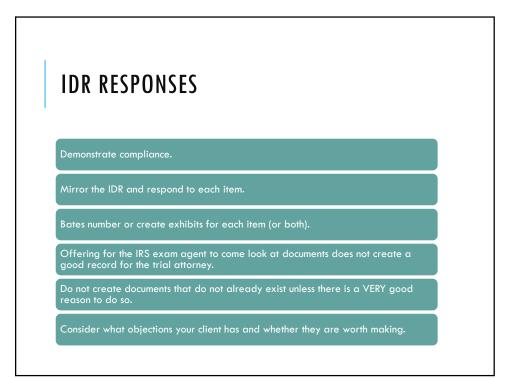
Consider whether an attorney needs to take over to provide attorney-client privilege.

Determine all possible consequences for client under scenarios that include disclosure, no disclosure and "get caught", no disclosure and "don't get caught". Include civil and, if applicable, criminal penalties.

Are you able to continue the representation if the client does not want to disclose? Make sure your client understands.







TAXPAYER INTERVIEW

Does the taxpayer have a Fifth Amendment concern with being interviewed?

Will the taxpayer help or hurt themselves?

Possible to get a list of questions ahead of time?

Is the taxpayer prepared?

Consider recording the interview under IRC § 7521 or, at a minimum, take very careful notes. If you take notes, one person must listen to protect taxpayer rights while the other person takes notes.

SCOPE OF SUMMONS AUTHORITY

If you do not produce documents or your client for an interview, the IRS may summons the information.

Consider scope of summons authority

- United States v. Powell, 379 U.S. 48 (1964)
 - 1. The investigation is conducted pursuant to a legitimate purpose
 - 2. The inquiry is relevant to that purpose;
 - 3. The information sought is not already within the IRS's possession
 - 4. The administrative steps required by the I.R.C. have been followed.
- United States v. Clarke, 573 U.S. (2014)

In summons dispute, taxpayer is entitled to examine an IRS agent when he can point to specific facts and circumstances plausibly raising an inference of bad faith.

Taxpayers need not produce documents that are not within their possession or control





Shifting the Burden of Proof – IRC § 7491

IDR responses and completed taxpayer interviews are key for allowing the taxpayer a chance to shift the burden of proof to the IRS in litigation.

- To shift the burden of proof, the taxpayer must
- Comply with requirements to substantiate any item,
- Maintain all records required and cooperate with reasonable requests by the Secretary for witnesses, information, documents, meetings, and interviews; and
- In the case of a partnership corporation, or trust, have a net worth that does not exceed \$7 million.

Practical implications of moving to shift the burden of proof at trial are rarely that the court will agree to shift the burden, but instead we can introduce evidence showing the flawed nature of the exam.

- Andre

PROS VS. CONS OF DEMONSTRATING COOPERATION

Risk of Fifth Amendment waiver

OK to allow the IRS to summons information from third parties if your client has Fifth Amendment implications, because they will get the info anyway, but your client won't be waiving Fifth Amendment rights.

If you are even thinking about the Fifth Amendment, get a lawyer involved.

Some clients are their own worst enemy / witness for reasons that have nothing to do with the actual tax due or problems with a tax return.

EGGSHELL AUDITS

If your initial review of the facts revealed potential criminal exposure or other significant liability

or

If the auditor's questions raise red flags

or

If the client reveals bad facts at any point,

then

You are in an "eggshell" audit and must practice the art of fulfilling your professional and ethical obligations while minimizing your client's exposure.







FRAUD REFERRAL PROGRAM

IRS Civil can refer a case for Criminal Investigation review and consideration.

All leads must go through a Fraud Enforcement Advisor (the wall between civil and criminal to avoid Tweel issues)

Badges of Fraud must be present in the referral: • Altered documents submitted

- Second set of records
- False statements
- Destruction of records
 Concealment of income sources
- Any other conduct to conceal or mislead

TIMELINE OF CRIMINAL INVESTIGATION

Receive Fraud Referral – accept or decline

Open Criminal Investigation – administrative or grand jury

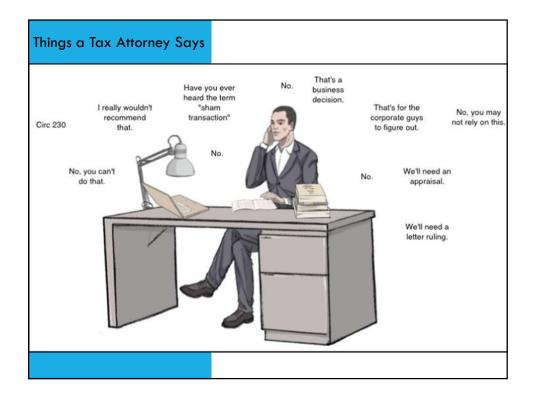
Special Agents gather evidence (subpoena/summons)

Interview subject, return preparer and other witnesses

Prosecution report - reviewed by many levels, including Department of Justice Tax Division

Sent to the U.S. Attorney's Office for charging

50

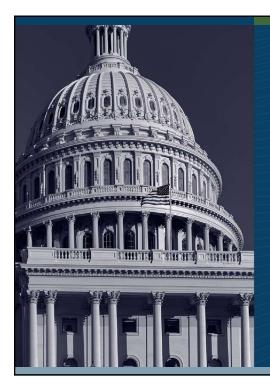


2:05 – 3:05 p.m.

New Federal Requirement for Businesses: Beneficial Ownership Reporting 101

Channing Mavrellis, *Guidance and Outreach Advisor, Beneficial Ownership and Transparency Unit, Financial Crimes Enforcement Network*





What is the Corporate Transparency Act, or CTA?

- The bipartisan CTA, enacted by Congress in 2021, requires many companies doing business in the United States to securely report their beneficial ownership information—basic information about who really owns or controls them—to the U.S. government.
- Many companies are required to report their beneficial ownership information to the Financial Crimes Enforcement Network, or FinCEN, a bureau within the U.S. Department of the Treasury.
- This framework is an important step in stopping the flow of illicit funds that hurt law-abiding small businesses, as well as protecting our economic and national security from bad actors.

2

Beneficial Ownership Reporting Resources

- Effective January 1, 2024, many companies in the United States have to begin reporting information about their beneficial owners, i.e., the individuals who ultimately own or control the company, and their company applicants.
- You can find resources—including a comprehensive compliance guide, FAQs, multimedia content, and more—at www.fincen.gov/boi.



<text>

01: Does my company have to report its beneficial owners?

Domestic Reporting Company: a corporation, limited liability company (LLC), or any other entity created by the filing of a document with a secretary of state or similar office.

Foreign Reporting Company: a corporation, LLC, or other entity formed under the law of a foreign country that is registered to do business in the United States by the filing of a document with a secretary of state or similar office.

Non-Reporting Companies include entities that are not created by filing with a secretary of state, e.g., sole proprietorships and certain trusts.

Exempt Companies include banks, credit unions, tax-exempt entities, public utilities, and certain large companies. The Small Entity Compliance Guide includes a full list of exemptions.



02: Who is a beneficial owner of my company?

- If your company is a reporting company, your next step is to identify its beneficial owners. A beneficial owner is <u>any</u> individual who, directly or indirectly:
 - owns or controls at least 25 percent of the ownership interests of a reporting company;

<u>OR</u>

- exercises substantial control over a reporting company.
- An individual might be a beneficial owner by virtue of their substantial control, ownership interests, or both.

- <u>Ownership Interests</u> Reporting companies are required to identify <u>all</u> individuals who own or control at least 25% of the *ownership interests* of a company.
- Ownership interests include equity, stock, or voting rights; a capital or profit interest; convertible instruments; options or privileges; and any other instrument, contract, or other mechanism used to establish ownership.
- There are several exceptions to the definition of beneficial owner, including a minor child, a nominee, intermediary, custodian, or agent, an employee, an inheritor and a creditor.

The Small Entity Compliance Guide has detailed graphics, checklists, and examples to assist in reporting companies in identifying their beneficial owners.



02: Who is a beneficial owner of my company?

- <u>Substantial Control</u> Reporting companies are required to identify all individuals who exercise *substantial control* over the company.
- An individual exercises substantial control over a reporting company if the individual meets <u>any</u> of four general criteria:
 - 1. The individual is a senior officer;
 - the individual has authority to appoint or remove certain officers or a majority of directors of the reporting company;
 - 3. the individual is an important decision-maker; or
 - the individual has any other form of substantial control over the reporting company.
 - The Small Entity Compliance Guide provides more information about these criteria.

03: Does my company have to report its company applicants?

Domestic/Foreign Reporting Company Created or Registered on or after Jan. 01, 2024.

THEN

Required to Report Company Applicants

Domestic/Foreign Reporting Company Created or Registered **before Jan. 01, 2024**.

THEN

Not Required to Report Company Applicants

Company Applicants are:

- » The individual who directly filed the documents that created or first registered a domestic or foreign reporting company.
- » The individual who was primarily responsible for directing or controlling the filing of the creation or first registration document.



04: What specific information does my company need to report?

- Your reporting company must provide information about
 itself:
 - » legal name
 - » any trade name or any "doing business as" (d/b/a)
 - » complete U.S. address
 - » State, Tribal, or foreign jurisdiction of formation
 - » for a foreign reporting company: State or Tribal jurisdiction of first registration
 - » Taxpayer Identification Number (TIN) or foreign tax ID





04: What specific information does my company need to report?

- A reporting company must provide information about its beneficial owners and company applicants:
- » name
- » date of birth
- » address
- identifying number and issuing jurisdiction from a non-expired driver's license,
 U.S. passport, or an identification document issued by a State,
 local government, or Indian tribe, or a foreign passport (if none of the other document exist); an image of the document must also be provided

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04: What specific information does my company need to report?

- A "FinCEN identifier" is a unique identifying number that FinCEN will issue to an individual or reporting company upon request after the individual or reporting company provides certain required information to FinCEN.
- An individual or reporting company may only receive one FinCEN identifier.
- FinCEN identifiers may be reported instead of certain required information about beneficial owners or company applicants.





05: When and how should my company file its initial report?

The reporting requirement went into effect on January 1, 2024. FinCEN began accepting beneficial ownership information reports on this date.

Initial reports are required for all companies that meet the definition of reporting company and are not exempt from that definition.

Existing Reporting Companies



Reporting companies created or registered to do business in the Unite States before January 1, 2024 must fi by January 1, 2025

Newly Created or Registered Companies



Reporting companies created or registered to do business in the United States in 2024 have **90 calendar days** to file after receiving

creation or registration is effective. Starting January 1, 2025 new reporting companies will have 30 calendar days to file.

05: When and how should my company file its initial report?

- If your company is required to file a beneficial ownership information report, you must do so electronically through a secure filing system.
 FinCEN began accepting beneficial ownership information reports on January 1, 2024.
- FinCEN has published instructions on how to complete the report.
- Sign up for FinCEN Updates or periodically check our website at <u>www.fincen.gov/boi.</u>





Updated Reports

- Required when there is a change to previously reported information about the reporting company itself or its beneficial owners.
- Updated reports are due within <u>30 calendar days</u> after a change occurs.

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06: What if there are changes to or inaccuracies in reported information?

Corrected Reports

- Required when previously reported information was inaccurate when filed and remains inaccurate.
- Corrected reports due within <u>30 calendar days</u> after the reporting company becomes aware or has reason to know of an inaccuracy.

What happens if my company does not report BOI in the required time frame?

FinCEN is working hard to ensure that reporting companies are aware of their obligations to report, update, and correct beneficial ownership information. FinCEN understands this is a new requirement. If you correct a mistake or omission within 90 days of the deadline for the original report, you may avoid being penalized. However, you could face civil and criminal penalties if you disregard your beneficial ownership information reporting obligations.





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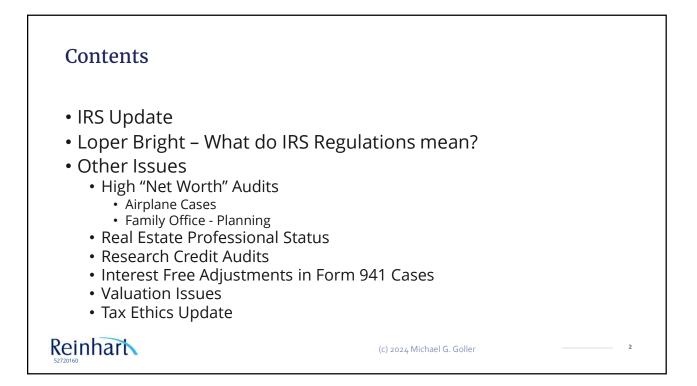
Hot Tax Practice & Procedure & Ethics Issues

Michael Goller, JD, Shareholder & Tax Department Chair, Reinhart Boerner Van Deuren s.c.

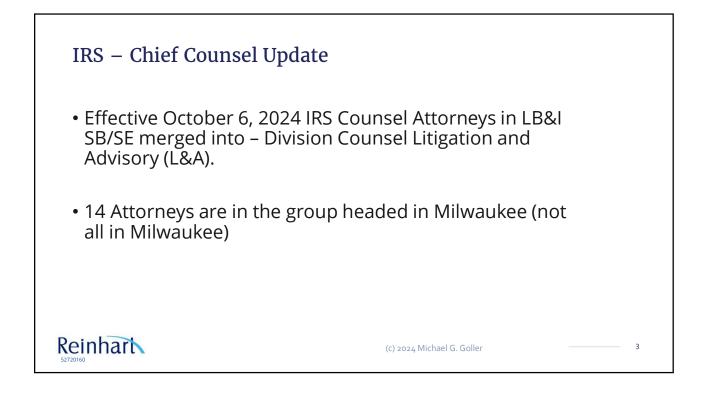
HOT TAX PRACTICE AND PROCEDURE ISSUES

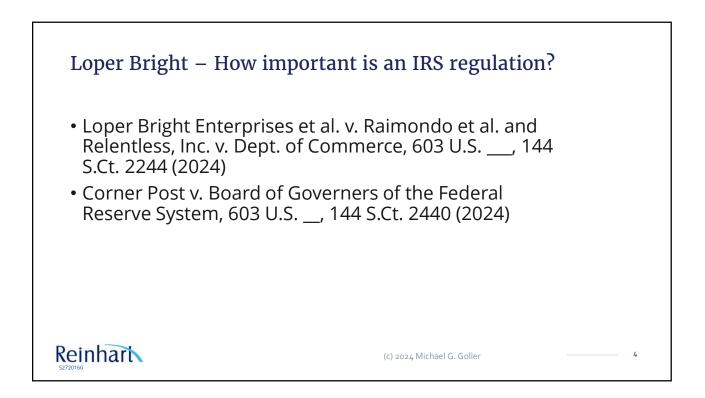
Michael G. Goller, Esq. Reinhart Boerner Van Deuren s. 1000 North Water Street Suite 1700 Milwaukee, WI 53202 414-298-8336 mgoller@reinbartlaw.com

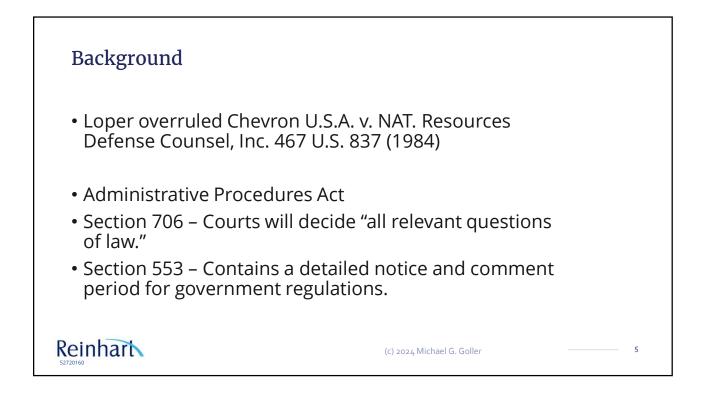
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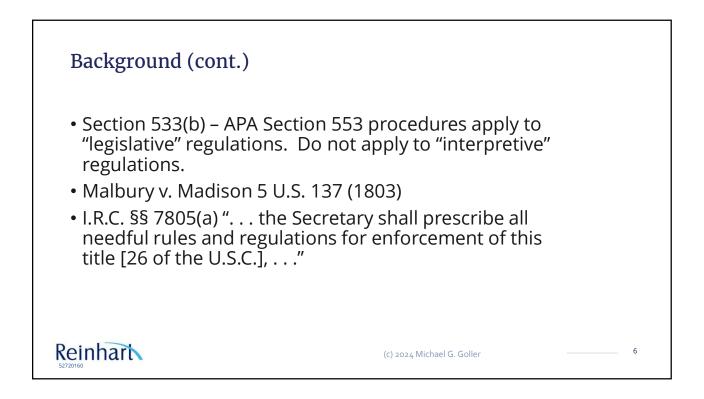


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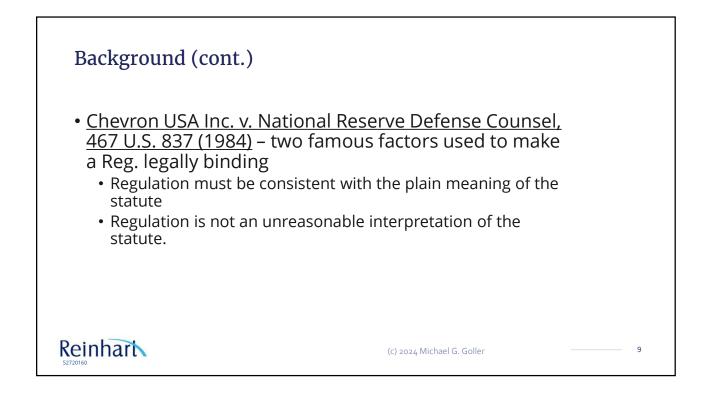
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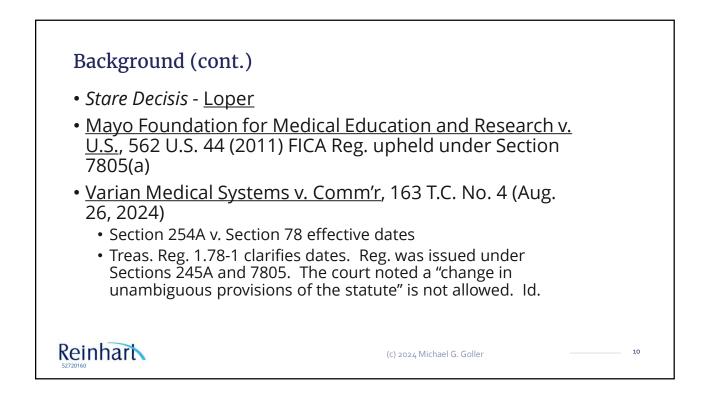
- Loper
- The Administrative Procedures Act (5 U.S.C. §§ 551 et seq.) requires courts to exercise independent judgment when deciding whether an Agency has acted within its statutory authority; courts may not defer to the Agency interpretation of the law simply because the statute is ambiguous.
- <u>Corner Post</u>
- Statute of limitations to challenge regulations starts when there is a harm suffered by virtue of the Reg.

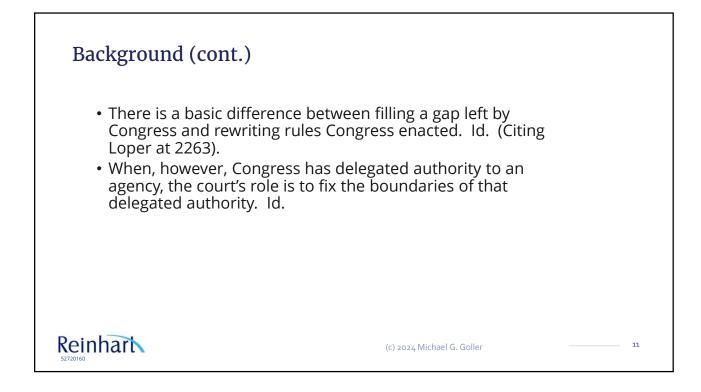
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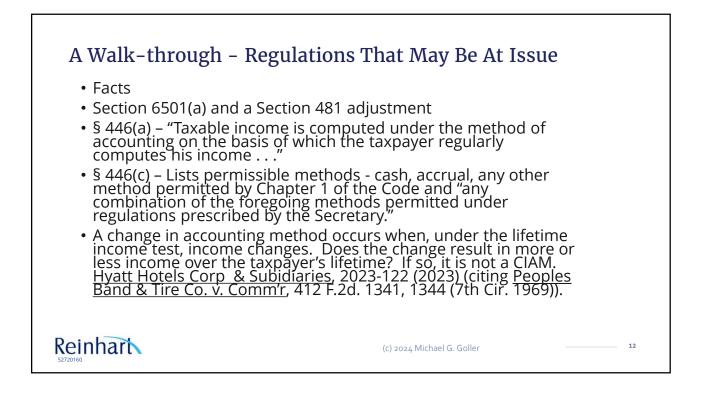
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Relevant Cases
Skidmore v. Swift Co., 323 U.S. 134 (1944) Skidmore Deference - courts will defer to an agency depending on the thoroughness of its consideration, validity of its reasoning, consistency with other pronouncements and all those factors which give it a power to persuage.
The doctrine survives after Loper. Courts may defer to the agency if the agency's interpretation has the "power to persuade." The "best read of a statute is that the agency may well be authorized to exercise a degree of discretion." Loper, Slip. Op. at 12

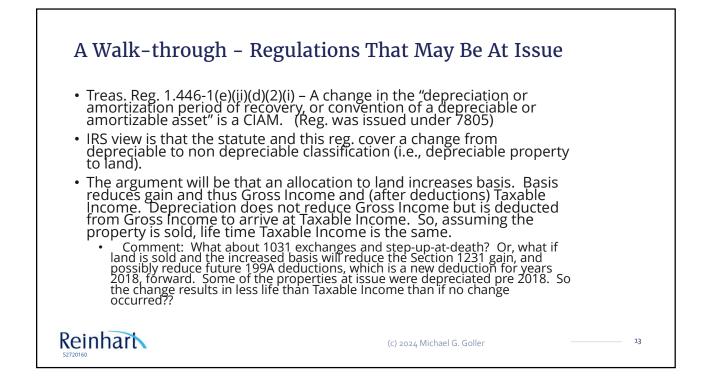
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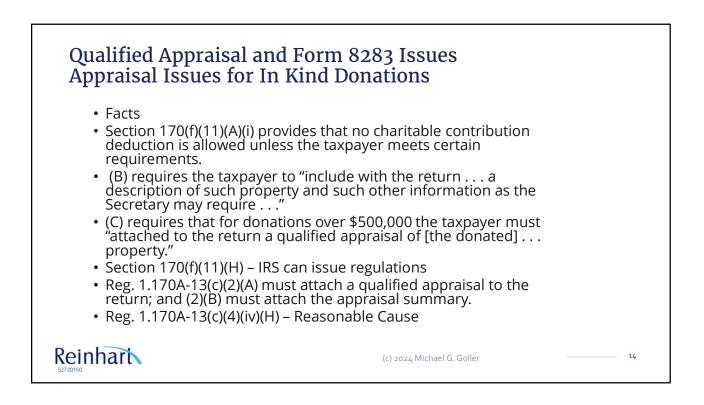


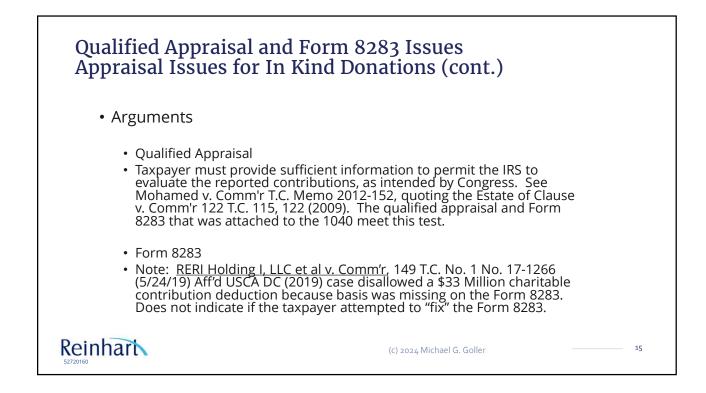


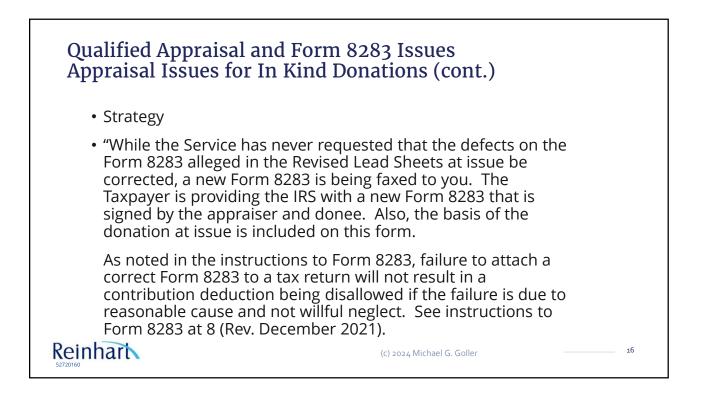


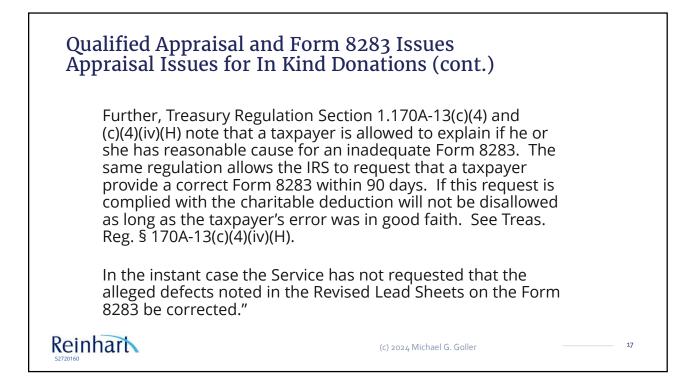


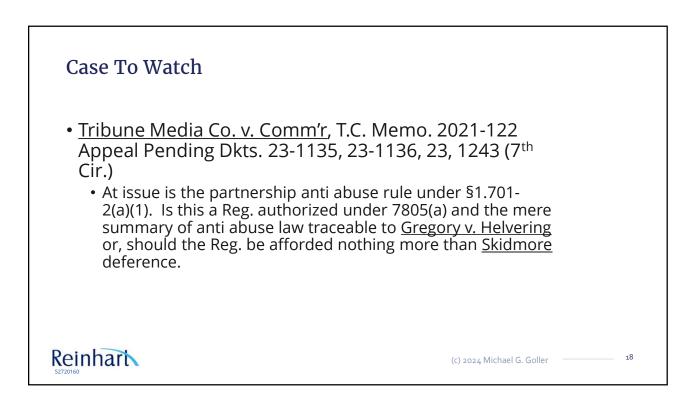


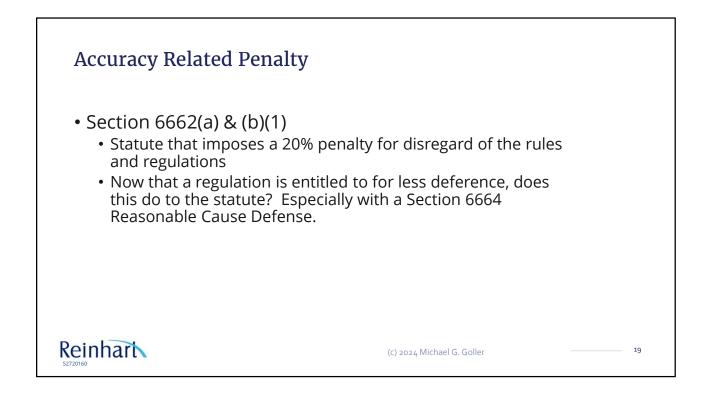


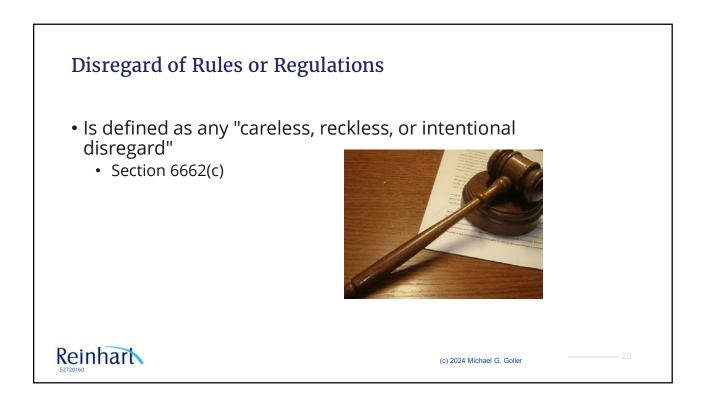


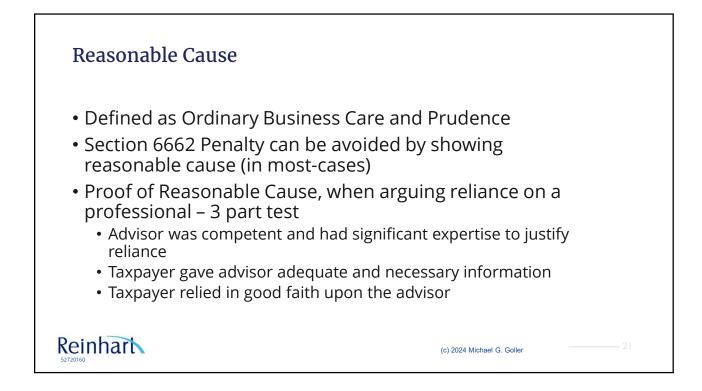


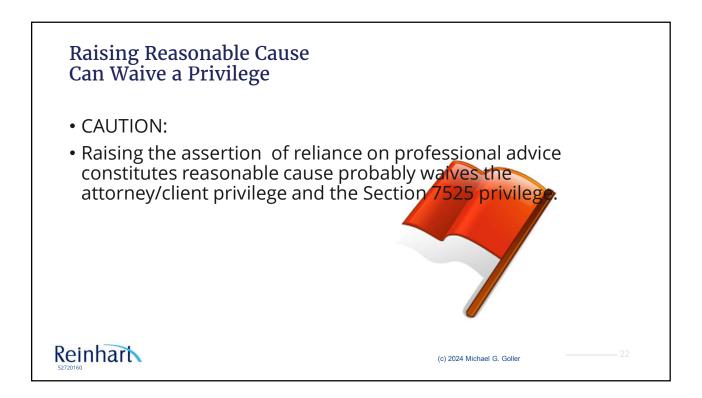


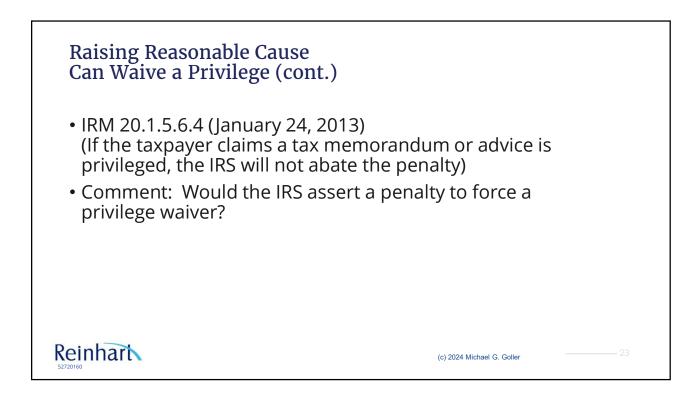


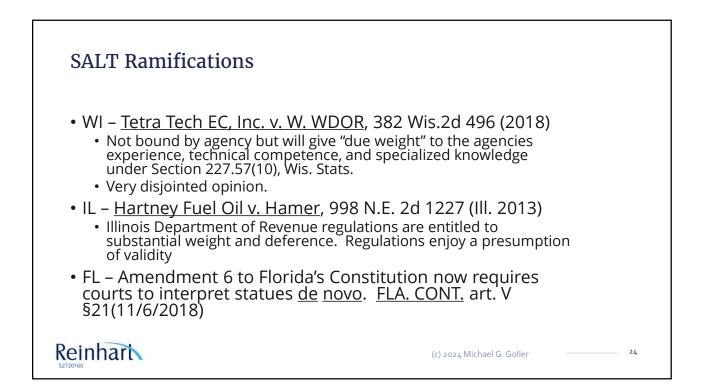


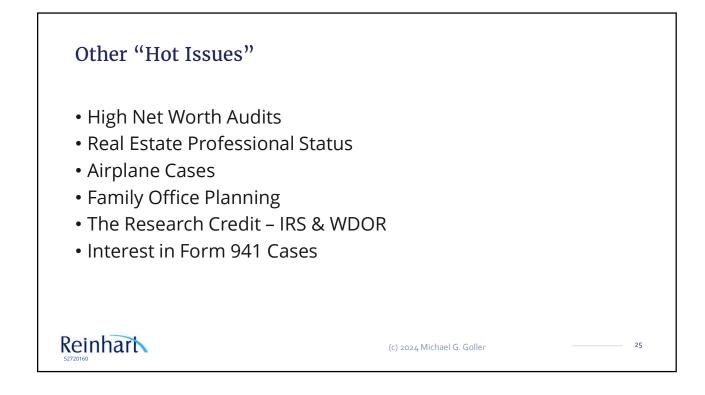


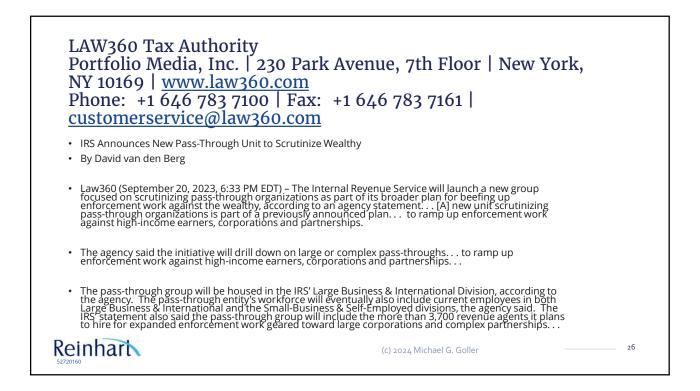












IRS Announces New Pass-Thr Wealthy (cont.)	ough Unit to Scrutinize
 The IRS' strategic plan for the funding increase provided by the Inflation Reduction Act called for expanded enforcement work against large partnerships and said the agency would hire specialized compliance workers and train others to help ensure pass- through entities comply with the law 	
 Greater resources are needed to evaluate the compliance of pass-through entities, especially large and complex ones, and pass-through audit rates dropped because of funding cuts, the agency said [its] the strategic plan. The agency audited 4.4% of pass-throughs in 2010, and the rate dropped to 0.1% in 2017, the most recent year with nearly all audits closed, according to the plan, which was released in April. 	
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