


THE NATURAL STATE OF ACCOUNTING



Issue 9/September 2022

A close-up photograph of several bright pink dahlias in full bloom, with many layers of petals. The flowers are the central focus of the left half of the cover, set against a dark, blurred background.

**Governmental Accounting
Conference**

IRS & DFA Liason Meetings

Emerging CPA Spotlight



Arkansas Society of
Certified Public Accountants

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monthly newsletter,
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Governmental Accounting Conference



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ARCPA Connect is a members only online community forum that is accessible on a desktop and all digital devices. This is a place where ARCPA members may exchange information, ask questions, share ideas, and best practices.

Here are some tips for using ARCPA Connect.

Getting started is easy!

1 Login to ARCPA Connect

You can go directly to ARCPA Connect by visiting <https://connect.arcpa.org/home/> and logging in with your ARCPA website username and password.

You can also log in at <https://www.arcpa.org/> and click "ARCPA Connect" under the News and Resources dropdown.

2 Set (or review) your profile and notification settings:

Click on My Account > My Profile in the grey navigations bar on the left side of the page.

From here you can upload a photo and update your profile information.

3 Participate in discussions:

You can post a discussion in the ARCPA Connect open forum or in other group forums that you belong to.

To post a discussion, enter your topic under "Start a Discussion" (right below the banner).

- Enter the topic of your discussion
- Write your question or comment in the post editing box
- Select where you want to post the discussion, such as Open Forum or one of your group forums.

To reply to posts on ARCPA Connect, click "Reply Privately" to reply only to the person who posted the discussion or click "Reply" to send your reply to everyone in the group.

To participate in groups you belong to of find groups that you can join:

- Go to My Group Pages > My Groups to see the groups that you belong to.
- Go to Find Groups to Join to find specialized groups discussion forums.

We welcome your feedback!

The ARCPA is committed to providing you, our members, with an exceptional experience whenever you connect with us online. We appreciate your feedback on the ARCPA Connect online community. Send your comments to Robin Harris at rharris@arcpa.org.

With ARCPA Connect, you can:

- Read and participate in discussion or start a new one
- Send messages to individuals
- Join and connect with specialized groups
- Participate via email

2022 Conference Schedule

CONFERENCES AND EVENTS

Governmental Accounting Conference

September 1, 2022

ARCPA Conference Center
8 Hours CPE

Early Fee: \$225 M, \$325 NM
**increases \$30 after 8/17/22*

H

Industry, Commerce & Banking Conference

September 22-23, 2022

ARCPA Conference Center
16 Hours CPE

Early Fee: \$275 M, \$375 NM
**increases \$30 after 9/8/22*

H

Arkansas Federal Tax Institute

November 3-4, 2022

ARCPA Conference Center
16 Hours CPE

Early Fee: \$275 M, \$375 NM
**increases \$30 after 10/20/22*

H

Fraud Conference

November 10, 2022

ARCPA Conference Center
8 Hours CPE

Early Fee: \$225 M, \$325 NM
**increases \$30 after 10/27/22*

H

Agriculture Conference

November 16, 2022

Virtual Only
8 Hours CPE

Early Fee: \$250 M, \$350 NM
**increases \$30 after 11/2/22*

H

Indicates Hybrid event; offering in-person and virtual attendance options.

September-October Seminars

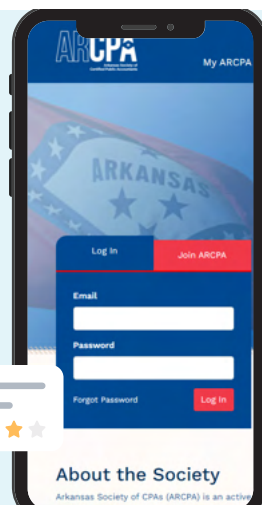
CONFERENCES AND EVENTS

Date	Course Title (Acronym) of Study	Field CPE	Hours	Location	Early Bird Fee	Standard Fee
SEPTEMBER						
27	Accounting and Auditing Update for Small Businesses (SMBZ)	AA	8	VIRTUAL-ONLY	Member \$245** Non-member \$345**	Member \$275** Non-member \$375**
28	Accounting and Reporting for Not-for-Profit Organizations (FSNPO)	AA	8	VIRTUAL-ONLY	Member \$245** Non-member \$345**	Member \$275** Non-member \$375**
29	Advanced Controller and CFO Skills (ACCS)	OT	8	ARCPA	Member \$245** Non-member \$345**	Member \$275** Non-member \$375**
OCTOBER						
20-21	Two-Day Federal Tax Update: Individuals, Corporations & Partnerships (FTU-2DY)	TX	16	VIRTUAL-ONLY	Member \$390 Non-member \$490	Member \$450 Non-member \$550
24	Social Security and Medicare: Planning for You and Your Clients (SSRB)	TX	8	VIRTUAL-ONLY	Member \$245 Non-member \$345	Member \$175 Non-member \$375
24	You Have a SOC 1 Report - Now What? (8:30am-12:00pm) (CL4SOC1)	AA	4	VIRTUAL-ONLY	Member \$165 Non-member \$215	Member \$175 Non-member \$225
24	Preparation, Compilation, and Review Engagements: Update & Review (1:00pm-4:30pm) (CL4COMP)	AA	4	VIRTUAL-ONLY	Member \$165 Non-member \$215	Member \$175 Non-member \$225
25	What Fraud Schemes Exist in Your Organization (FSEO)	AA	8	ARCPA	Member \$245** Non-member \$345**	Member \$275** Non-member \$375**
26	Leases: Mastering the New FASB Requirements (LEAS)	AA	8	VIRTUAL-ONLY	Member \$245** Non-member \$345**	Member \$275** Non-member \$325**
26	Critical Business Risks - Identifying Your Blind Spots (CBRU)	OT	8	ARCPA	Member \$245** Non-member \$345**	Member \$275** Non-member \$375**
31	This Year's Top Tax and Financial-Planning Ideas (8:30am-12:00pm) (IEF4)	TX	4	VIRTUAL-ONLY	Member \$165 Non-member \$215	Member \$175 Non-member \$225
31	Required Minimum Distributions: Compliance and Planning (1:00pm-4:30pm) (RMD4)	TX	4	VIRTUAL-ONLY	Member \$165 Non-member \$215	Member \$175 Non-member \$225

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Protect Your Clients; Protect Yourself

The Internal Revenue Service and the Security Summit partners urge tax professionals to take basic actions to stem the data theft from their offices.

“Protect Your Clients; Protect Yourself — Summer 2022” focuses on a reminder for tax pros to focus on fundamentals and to watch out for emerging vulnerabilities being seen for those practitioners using cloud-based services for their practice. Take a look at the Written Information Security Plan (WISP) in IR-2022-147. Take a look at these Summer 2022 news releases, provided by the Internal Revenue Service:

IR-2022-151

- [Security Summit: Tax pros can help clients battle identity theft risk](#)

IR-2022-147

- [Security Summit releases new data security plan to help tax professionals; new WISP simplifies complex area](#)

IR-2022-144

- [Security Summit: Tell-tale signs of identity theft tax pros should watch for](#)

IR-2022-143

- [Security Summit warns tax pros of evolving email and cloud-based schemes to steal taxpayer data](#)

IR-2022-140

- [Security Summit: Identity Protection PINs provide an important defense against tax-related identity theft](#)

IR-2022-135

- [IRS Security Summit renews warnings for tax pros to guard against identity theft amid continued threats](#)

FS-2022-34

- [Security Summit partners urge tax pros to create plan for data safety](#)



ARCPA CONFERENCE GROUP PRICING

Have multiple people from your firm/company wanting to attend the same conference?

Register three or more people from the same firm/company for the same conference and receive a group discount! To take advantage of the ARCPA's Conference Group Pricing just fax, mail, or email your registration form with the list of attendees. Questions? Please contact Stephanie Tanner at 501-664-8739 or stanner@arcpa.org.

Governmental Accounting Conference	\$15 off / person
Industry, Commerce & Banking Conference	\$25 off / person
Arkansas Federal Tax Institute	\$25 off / person
Fraud Conference	\$25 off / person
Agriculture Conference	\$15 off / person

Group Pricing Terms & Conditions:

- To receive the group discount, all individuals must be registering for the same conference.
- Payment is required with registration to receive the group discount.
- Group discount is only valid for ARCPA Conferences.
- Only ARCPA members may qualify for the group discount.
- Non-members may apply for membership to receive the group discount.
- All individuals must be listed at the time of registration.
- Programs excluded: Educators' Conference



Group Pricing Registration

Conference Name _____

Firm Name _____

Address _____

City _____ State _____ Zip _____

Phone _____ Fax _____ Email* _____

**Payment receipt will be sent to this valid email address*

Employee Information:

Name	Email Address	Fee	Group Discount
1. _____	_____	_____	_____
2. _____	_____	_____	_____
3. _____	_____	_____	_____
4. _____	_____	_____	_____
5. _____	_____	_____	_____
6. _____	_____	_____	_____
7. _____	_____	_____	_____
8. _____	_____	_____	_____
9. _____	_____	_____	_____
10. _____	_____	_____	_____

Subtotals _____

The Early Bird Price applies only when registering at least 14 days prior to the course or conference.

Total Amount Enclosed _____

Group Pricing Terms & Conditions:

- To receive the group discount, all individuals must be registering for the same conference.
- Payment is required with registration to receive the group discount.
- Group discount is only valid for ARCPA Conferences.
- Only ARCPA members may qualify for the group discount. Non-members may apply for membership to receive the group discount.
- All individuals must be listed at the time of registration.
- Programs excluded: End of Busy Season CPE & Fish Fry, Educators' Conference

Cancellation Policy:

Full refund, less a \$10 service charge will be made if notice of cancellation is received at least 60 days prior to the course or conference date. Full refund, less a \$25.00 service charge will be made if notice of cancellation is received between 10 and 60 days prior to the course or conference date. NO REFUND WILL BE MADE IF NOTICE OF CANCELLATION IS RECEIVED LESS THAN 10 DAYS PRIOR TO THE COURSE OR CONFERENCE DATE.

Registration with Payment by mail: ARCPA, 11300 Executive Center Drive, Little Rock, AR 72211-4352

Registration with Credit Card payment:

☐ Master Card ☐ Visa ☐ American Express

FAX: (501)664-8320

PHONE: (501)664-8739 or

WEB SITE: www.arcpa.org

(800)482-8739 in Arkansas

Card # _____ Expiration Date _____

Signature _____

Looking for more CPE?

Webinars and Webcasts

ARCPA partners with several CPE vendors to offer a wide variety of webinars & webcasts throughout the year. To search the listing of webinars & webcasts, visit our Online Course Catalog.

Self-Study

If you enjoy the convenience of earning CPE at your own pace and on your own schedule, Surgent's Self-Study CPE courses are the perfect choice. To browse Surgent's Self-Study courses or to register, please visit the Self Study section of the ARCPA website.

Surgent CPA Packages

Choose which package suits you best and enjoy unlimited access! For complete details or to buy a CPE package, please contact Stephanie Tanner at stanner@arcpa.org

Surgent's Unlimited Webinar Package

ARCPA Member Price: \$425

- Unlimited 2020 access to 1200 live webinars

Surgent's Unlimited Self Study Package

ARCPA Member Price: \$299

- 12 months of unlimited access to 200+ downloadable PDF courses

Surgent's Unlimited Plus Package

ARCPA Member Price: \$595

- 12 months of unlimited access to all live webinars, PLUS unlimited access to all self-study courses

Ways to Save on CPE

Save \$30: Early Bird Discount



Register early and save! To qualify for the Early Bird discount, your registration (with payment) must be received by the ARCPA 14 days prior to the program.

Save \$30: AICPA Member Discount



Are you an AICPA Member? You can save \$30 on all eight-hour AICPA courses! Look for the notation ** on eligible courses.

Save up to \$200: ARCPA Member Discount



ARCPA Members save big on CPE! Members can save \$50 on four-hour CPE, \$100 on eight-hour CPE, and \$200 on sixteen-hour CPE.



The IRS & DFA Want to Hear from You

Share Questions, Comments or Concerns

On Wednesday, October 19, the ARCPA Taxation Committee will host the annual meetings with the Internal Revenue Service and Arkansas Department of Finance and Administration. During these meetings key personnel from both agencies will address issues and concerns.

ARCPA members are encouraged to submit agenda items, favorable comments, problem areas, concerns or issues for discussion at these upcoming meetings.

To submit your feedback for discussion at these meetings, complete the questionnaire by **Friday, September 2**, available online here: www.surveymonkey.com/r/VXLQXBN

Submit your questions, comments and concerns to the IRS & DFA by **Friday, September 2**.

www.surveymonkey.com/r/VXLQXBN

IRS & DFA Liaison Meetings (Virtual) Wednesday, October 19

IRS: 8:30 a.m. - 12:00 Noon

DFA: 12:30 p.m. - 4:30 p.m.

Register now www.arcpa.org



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Call for NOMINATIONS

ARCPA Nominations Committee Needs Your Help!

As directed in Article VIII of the ARCPA Bylaws, the Nominations Committee will begin its work in the coming months to consider recommendations of members for future positions on the ARCPA Board of Directors and for a future appointment to the Arkansas State Board of Public Accountancy (ASBPA). Positions to be considered during 2022 include:

- Vice Chair – serves a four-year term beginning April 1, 2024 (Chair in 2026)
- Secretary – serves a two-year term beginning April 1, 2024
- Treasurer – serves a two-year term beginning April 1, 2024
- Three Directors – serves a three-year term beginning April 1, 2024
- Recommendations for appointment to ASBPA (2023 Governor appointment, term begins in September 2023)

Candidates must be active members of the Society to be considered for a position on the Board of Directors or to be considered for a recommendation to the Governor for ASBPA appointment. The Nominations Committee will make recommendations to the Board of Directors in February 2023 before bringing a final slate of Officers and Directors to the membership for a final vote at the Annual Business Meeting (2023 date TBD).

If you have an interest in serving on the Society Board or the ASBPA, or if you would like to recommend a fellow member for one of these positions, please contact Marsha Moffitt at mmoffitt@arcpa.org. For more information on the nominating process, and for descriptions and responsibilities of Officers and Directors, please refer to the [ARCPA Bylaws](#) and the [ARCPA Leadership Guide & Yearbook](#).



Have you logged in to Connect yet?

Collaborate, socialize, and celebrate with your fellow members via the ARCPA website with Connect- the ARCPA's private community. The Connect platform gives you the ability to find and chat with members from across the state, collaborate within various groups, or quickly ask for advice from this community of more than 2,500 members. If you haven't already done so, take a moment to visit Connect today!

Visit <https://connect.arcpa.org/home/>

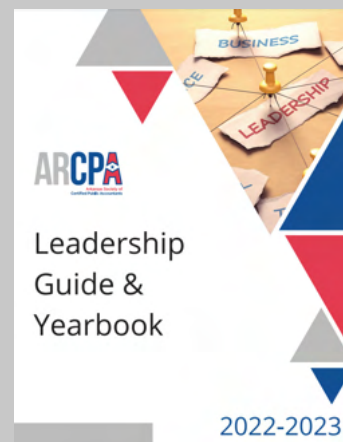
ARCPA Student Education Fund

The Student Education Fund was created by the Arkansas Society of Certified Public Accountants. Its purpose is to “aid, promote, develop, and advance education and research relating to the study, teaching, and practice of accountancy and related allied fields.” The Student Education Fund is principally committed to making scholarships to Arkansas students attending four year colleges and universities in Arkansas.

Each year the Student Education Fund awards scholarships to qualifying accounting majors attending four-year colleges and universities in Arkansas. The Student Education Fund is supported entirely by contributions. It is a 501(c)(3) non-profit corporation, and gifts to the Student Education Fund are tax deductible.

DONATE TODAY!

For more information contact Robin Harris,
rharris@arcpa.org



The Leadership Guide and Yearbook is an informative resource for ARCPA Board Members, Chapters, and Committees.

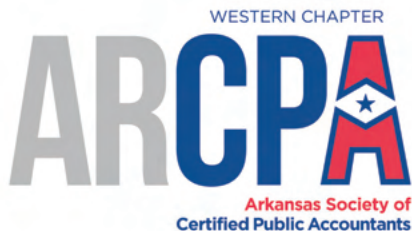
The publication contains information and a list of members serving in leadership roles committees, and chapters of the current year.

View or Download now: www.arcpa.org/publications

To request a printed copy of the booklet, please contact Robin Harris by email to rharris@arcpa.org

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The Western Chapter of CPAs will host a Professional Issues Update Presentation, with presenters Marsha Moffitt, Executive Director and Gina Moran, Chair.

Qualifies for 1 CPE credit hour

Date: September 2nd, 2022

Time: Noon to 1:00 PM

Location: Ameriprise Financial Services, LLC.
3101 Free Ferry Rd Fort Smith, AR 72903-1733
Lunch will be provided; space is limited.

For more information and to RSVP contact
Ross Baldwin, CPA, CFE, CIA, CGMA
Arkansas Legislative Audit
(501) 683-8600 x4453
ross.baldwin@arklegaudit.gov



The DeGray Chapter of CPAs will meet on Zoom on **Tuesday, September 20.**

Presentations will include:

- 1 pm - Jennifer Hermann – HR Compliance
- 2 pm - Wade and Ashley Naramore- LLC's
- 3 pm - Keith Freeman - ALA updates GASB
- 4 pm - Keith Freeman - ALA updates GASB

For additional information or to register to attend, contact Susan Ashmore, CPE Rep.

SAshmore@garlandcounty.org

AICPA Seeking Input on 2024 CPA Exam

Comment period open through September 30, 2022

AICPA recently issued an exposure draft, [Maintaining the Relevance of the Uniform CPA Examination® - Aligning the Exam with the CPA Evolution Licensure Model](#), which presents a proposal for the 2024 CPA Exam. Interested parties may comment on the exposure draft by sending responses by email to practiceanalysis@aicpa.org by no later than **September 30, 2022**.

Interested stakeholders can send an email to practiceanalysis@aicpa.org to comment on the following questions:

- Do the Core Exam Blueprints include the knowledge and skills required of all newly licensed CPAs to protect the public interest?
- Do each of the Discipline Exam Blueprints include the knowledge and skills required of a newly licensed CPA to protect the public interest?

Further details regarding feedback can be found in the exposure draft. For more information on the exam process and other licensure initiatives, visit the [CPA Evolution website](#).

After considering all comments, the final CPA Exam Blueprints should be approved in December 2022 and published in January 2023, with a planned new CPA Exam launch in January 2024.



AICPA®

INCLUDE YOUR FIRM in the 2022-23 GUIDE TO PUBLIC ACCOUNTING

Attention Public Accounting Firms:

We want to help you in your efforts to recruit and hire future staff accountants!

The Arkansas Society of CPAs is preparing its printed **Guide to Public Accounting Firms** for distribution to accounting students at Arkansas' colleges and universities.

The guide will assist students and pre-professionals by providing them a free directory of public accounting firms throughout Arkansas and surrounding cities. This guide will also help public accounting firms gain exposure to students preparing to begin careers in accounting.

The guide will be distributed to the accounting department heads of Arkansas' colleges and universities. Further, each ARCPA student member will receive a personal copy. The guide will also be available for students to view and/or download as a PDF document on the ARCPA website.

To have your firm's information included in the Guide free of charge, please designate **one** person from your firm to complete and return the attached form *no later than* **August 26, 2022**.

Guide to Public Accounting Firms in Arkansas

Please include the information exactly as it appears below for my firm:

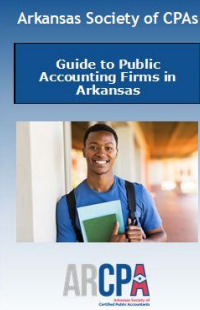
Firm: _____
Address: _____
City/ Zip: _____
Phone: _____
Fax: _____
Website: _____
Firm Contact: _____
Position: _____
Email: _____

Firm Size: Partners _____ Total Staff _____
Accept interns? Yes _____ No _____
Accept entry level applications? Yes _____ No _____

Does your firm have additional offices in other cities, if so, where?

Firm Description: *(Please limit to one short paragraph)* _____

Please return the completed form by *no later than* **August 26, 2022**, to:
Arkansas Society of CPAs, Attn: Robin Harris / Fax: (501) 664-8320 / Email: rharris@arcpa.org



Want Additional Exposure?

Purchase advertising space in the Guide for additional exposure.

Reserve ad space by **August 26**, and submit artwork ad by **August 31**

For more info:
www.arcpa.org/publications

AICPA Endorses Bipartisan, Bicameral Congressional Letter to IRS that Urges Action to Address Backlog Ahead of 2023 Tax Year



Washington, D.C. (August 17, 2022) – Throughout the COVID-19 pandemic, the [American Institute of CPAs \(AICPA\)](#) continuously urged actions by the Internal Revenue Service (IRS) to address taxpayer service challenges worsened by the pandemic. As it stands, the backlog of unprocessed mail, returns and adjustments at the IRS has reached a critical stage that is adversely impacting taxpayers and tax practitioners. On July 11, 2022, the AICPA submitted a [letter](#) to the Department of the Treasury and the IRS calling on them to do more to ensure that taxpayers and practitioners are not subjected to another tax filing season in 2023 with unprecedented inventory levels, which would lead to delays in processing and incorrect notices and penalties. The letter provided proactive steps the IRS could take to reduce the potential for another disruptive and chaotic filing season.

This week, 93 Members of Congress – led by Senators Bob Menendez (D-NJ) and Bill Cassidy (R-LA), and Representatives Abigail Spanberger (D-VA) and Brian Fitzpatrick (R-PA) – signed a bipartisan, bicameral [letter](#) to IRS Commissioner Charles Rettig, endorsed by the AICPA, stating, “...we believe that the IRS must take additional steps to improve customer service issues, decrease processing delays, and work-down the backlog of paper returns and correspondence by continuing the maximum use of overtime and surge teams, as well as the continued suspension of automated notices and collections—which have been critical in reducing pandemic-related tax return and correspondence backlogs. Additionally, the IRS must improve its recruitment and retention efforts to adequately address the backlog and increase levels of taxpayer service.”

The letter from Congress cited a [report](#) by the National

Taxpayer Advocate stating that the paper return backlog increased by 1.3 million from the same point as last year and that the IRS was only able to meet 12 percent of its hiring goals for customer service representatives.

The two letters deliver similar messages to the IRS: Take steps now to reduce the backlog and improve service to taxpayers and practitioners ahead of the 2023 tax season. “It’s important for the IRS to take immediate steps to prevent another stressful and confusing tax season for taxpayers, practitioners and the IRS,” said AICPA Vice President of Tax Policy and Advocacy, Edward Karl. “Until the backlog is truly at a healthy level and the IRS’ service deficiencies are corrected, taxpayers and practitioners will continue to be unfairly and unnecessarily burdened. The common-sense steps that AICPA and Congress have urged the IRS to take now would give the Service some much-needed breathing room ahead of the next filing season.”

About the American Institute of CPAs

The American Institute of CPAs® (AICPA®) is the world’s largest member association representing the CPA profession, with more than 421,000 members in the United States and worldwide, and a history of serving the public interest since 1887. AICPA members represent many areas of practice, including business and industry, public practice, government, education, and consulting. The AICPA sets ethical standards for its members and U.S. auditing standards for private companies, not-for-profit organizations, and federal, state, and local governments. It develops and grades the Uniform CPA Examination, offers specialized credentials, builds the pipeline of future talent and drives continuing education to advance the vitality, relevance, and quality of the profession.

A HISTORY TO BE RECKONED WITH

THE U.S. AND THE HOLOCAUST

A FILM BY **KEN BURNS, LYNN NOVICK & SARAH BOTSTEIN**

PREMIERES SEPT. 18 AT 7 P.M.

Arkansas  **PBS**

+ DON'T MISS THESE EVENTS

SEPT. 8 National Virtual Conversation Event with the Filmmakers **"The Holocaust and Refugees, Lessons for Today"**

SEPT. 15 National Virtual Conversation Event with the Filmmakers **"The Holocaust and Authoritarianism Today"**

Visit myarpbs.org/holocaust for more information on these and upcoming local events

Never miss an update. Scan to sign up.



FUNDING FOR THE U.S. AND THE HOLOCAUST WAS PROVIDED BY: BANK OF AMERICA; DAVID M. RUBENSTEIN; THE PARK FOUNDATION; THE JUDY AND PETER BLUM KOVLER FOUNDATION; GILBERT S. OMENN AND MARTHA A. DARLING; THE ARTHUR VINING DAVIS FOUNDATIONS; AND BY THE FOLLOWING MEMBERS OF THE BETTER ANGELS SOCIETY: JEANNIE AND JONATHAN LAVINE; JAN AND RICK COHEN; ALLAN AND SHELLEY HOLT; THE KORET FOUNDATION; DAVID AND SUSAN KREISMAN; JO CAROLE AND RONALD S. LAUDER; BLAVATNIK FAMILY FOUNDATION; CROWN FAMILY PHILANTHROPIES HONORING THE CROWN AND GOODMAN FAMILIES; THE FULLERTON FAMILY CHARITABLE FUND; DR. GEORGETTE BENNETT AND DR. LEONARD POLONSKY; THE RUSSELL BERRIE FOUNDATION; DIANE AND HAL BRIERLEY; JOHN AND CATHERINE DEBS; LEAH JOY ZELL AND THE JOY FOUNDATION. FUNDING WAS ALSO PROVIDED BY THE CORPORATION FOR PUBLIC BROADCASTING AND BY PUBLIC TELEVISION VIEWERS.

Congress enacts tax and climate bill

By Paul Bonner

Reprinted with permission



The U.S. House of Representatives on Friday approved the [Inflation Reduction Act, H.R. 5376](#), reflecting the Senate's substitution of the original bill with a package of tax credits encouraging conservation and cleaner sources of energy, increased IRS funding, and a number of tax provisions.

The bill, which in its larger, original version was known as Build Back Better, was signed into law by President Joe Biden on Tuesday.

The Senate [approved the amended bill](#) on Aug. 7. Among its tax provisions are a 15% corporate minimum tax, an extension of temporarily expanded eligibility for premium tax credits, and a 1% excise tax on corporations applying to repurchases of their stock. Nontax items include prescription drug pricing reform and other energy-related and transportation measures.

The 220 to 207 vote in the House reflected Democrats' resolve to pass the bill, which was well over a year in the making and whose prospects at more than one point appeared unlikely. Passage came despite fundamental differences among even many Democrats regarding its components.

Both chambers passed the bill under budget reconciliation rules, allowing a simple majority to prevail. In the Senate, its passage was accomplished with a tiebreaking vote by that chamber's president, Vice President Kamala Harris, with no Republican votes. The House vote likewise was strictly along party lines.

The biggest revenue-raising provision in the final version remained the corporate minimum tax, based on financial statement, or "book," income. The tax will apply to only the largest corporations, those with an average of more than \$1 billion in book income for three consecutive tax years, for tax years beginning after Dec. 31, 2022.

Also taking effect starting next year is a tax on stock

buybacks, which is added to the Internal Revenue Code as new Sec. 4501. That provision was added by the Senate after it removed another measure that would have extended the long-term-capital-gain holding period for "carried interests" — partnership interests held in connection with the performance of services — from three years to five.

The bill also amends Sec. 36B to extend through 2025 the rule expanding eligibility for health care premium tax credits to taxpayers whose household income exceeds 400% of the poverty line and changes to the calculation of the applicable percentage of premium assistance amount, both of which were temporarily provided for tax years 2021 and 2022 under the American Rescue Plan Act, P.L. 117-2.

The bill's provisions related to energy include several new credits for clean energy and fuels and clean vehicles and other transportation. The bill also extends a number of temporary existing credits, such as — one important to many homeowners — the Sec. 25C credit for nonbusiness energy property and the Sec. 25D credit for residential clean energy.

The IRS funding provisions included in the bill would raise an estimated \$124 billion in revenue, according to Senate Democrats' [summary of the bill's revenue effects](#). A [Congressional Research Service report](#) tallies those provisions as increasing the Service's budget authority through fiscal 2031 by these functions and amounts:

- Enforcement, by 69% to \$111.7 billion;
- Operations support, by 53% to \$72.9 billion;
- Taxpayer services, by 9% to \$36.8 billion; and
- Business systems modernization, by 153% to \$7.8 billion.

The AICPA submitted comments to Congress on several tax provisions in the bill and plans to submit comments to the IRS on implementation guidance from the legislation.

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WELCOME NEW SOCIETY MEMBERS



The Arkansas Society of CPAs welcomes the following new members. Please take the time to welcome these members and invite them to society and chapter events.

To find members, visit <https://www.arcpa.org/my-arcpa/member-directory>

Learn more about our society and the benefits of membership at <https://www.arcpa.org/>

CPA Members

AMY ALLRED, Triacle Companies, Sallisaw Oklahoma

DANIEL A. CLINE, Arkansas Blue Cross Blue Shield, Little Rock

LEO LIU, Arkansas Insurance Department, Little Rock

MICHAEL C. MEREDITH, Arkansas Legislative Audit, Little Rock

JOSEPH C. THARP, Regions Bank, Rogers

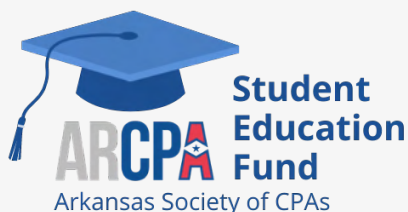
TYLER R. WATSON, Murphy Oil USA, El Dorado

DENISE YEALY, Lane Gorman Trubitt LLP, Dallas Texas

Associate Members

AMIR GRIESS, FORVIS, Little Rock

CHARLES C. ROBERTS, FORVIS, Little Rock



The Arkansas Society of CPAs accepts contributions to the Student Education Fund in memory of deceased members. To submit a memorial contribution, please send the name of the member in whose memory you are donating, along with payment to ARCPA Student Education Fund, 11300 Executive Center Drive, Little Rock, AR 72211-4352. For information, please contact Robin Harris rharris@arcpa.org

IN MEMORIAM

The Arkansas Society of Certified Public Accountants deeply regrets the loss of the following members:

Betty W. Scarborough

Certificate # 1394 (1997)

Retired

Fort Smith

John H. Allen

Certificate # 1017 (1971)

Retired Life

Springdale

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Meet Beth Knipscheer

ARCPA Board Director

We would like to welcome Beth Knipscheer, CPA to our 2022-23 ARCPA Board of Directors. She is a Senior Assurance Accountant for HoganTaylor LLP in Little Rock. She is a native of Conway, AR and an alumnus of Washington University in St. Louis and The University of Central Arkansas.



What is your first experience or favorite memory of your involvement with ARCPA?

Early in my career I had the opportunity to be a part of the Emerging CPAs Committee. We met often and through that committee I met a lot of great people and attended excellent leadership training courses.

What favorite activities/hobbies/volunteerism do you do in your spare time?

Anything with my kids, which lately has been mainly soccer and Cub Scouts.

Best advice for students about becoming a CPA, or taking the CPA Exam?

Find people you love to be around. Always do your best to communicate frequently and clearly with your team, whoever that may be. For the exam, try and focus on it and take it early.

Why did you become a CPA?

I love to problem solve. Also, being a CPA offers many career, learning and growth opportunities.

The ARCPA member spotlight recognizes emerging CPAs 35 and younger who have notable professional achievements, ARCPA accomplishments on the state or chapter level, community contributions and/or dedication to the CPA profession. If you would like to be featured in our member newsletter and social media pages, please contact us at membership@arcpa.org.

Meet Courtney Wilson, CPA



We are excited to spotlight one of our emerging CPA members, Courtney Wilson. She is a Senior Associate for PricewaterhouseCoopers. Wilson has been a member of the ARCPA since April 2022. Wilson is a native of Arlington, Texas and an alumna of The University of Arkansas Fayetteville.

What is your first memory of your involvement with ARCPA?

As a new member, my first experience and involvement with ARCPA is attending the chapter meetings.

What favorite activities/hobbies/volunteerism do you do in your spare time?

In my spare time, you'll find me either reading, playing guitar, or spending quality time with my puppy, Piper.

Best advice for students on taking the CPA Exam?

Believe in yourself! There are going to be times when you don't want to study, but don't give up. Setting a consistent study schedule will help prepare you for success.

Why did you become a CPA?

I chose to become a CPA because having a CPA license opens so many more professional opportunities than not having a CPA license. Becoming licensed felt like a natural progression for my career.

Meet Josh Reaper, CPA



Meet Josh Reaper! Reaper is one of our emerging CPA members. He is a managing consultant for FORVIS (formerly BKD) in Little Rock. He has been a member of the ARCPA since 2018. He is a native of Searcy, AR and an alumnus of Ouachita Baptist University.

What is your first experience or favorite memory of your involvement with ARCPA?

Admittedly I have not been as involved with ARCPA as I probably should have. My most memorable moment was 2018, when I joined the Society.

What favorite activities/hobbies/volunteerism do you do in your spare time?

I serve on the board for Arkansas Healthcare Financial Management Association (HFMA), and I also volunteer with Easterseals Arkansas, serving on the Guardians Board. My wife, Molly, and I have two dogs, Chief and Tucker, that are spoiled rotten. We also really enjoy board games, traveling, hammocking and working out at Orangetheory.

Best advice for students about becoming a CPA, or taking the CPA Exam?

Get it out of the way early and quick! I used Becker as my study material, and I wrote out all of their flashcards by hand. This approach especially helped on the Financial Accounting and Reporting (FAR) section.

Why did you become a CPA?

I added an accounting minor my sophomore year of college and just fell in love with it. It was the perfect amount of math for me, and everything just seemed to make sense. The next semester, I changed my major to Accounting and Business Admin with an emphasis in Finance. Going into public accounting and becoming a CPA seemed like the logical next steps after graduating.



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MEMBERS ON THE MOVE

HCJ CPAs & Advisors Announces Hobbs as New Principal

HCJ CPAs & Advisors PLLC, in Little Rock recently announced the promotion of Nicole Hobbs, CPA. Hobbs will be taking on new responsibilities as a principal.

Hobbs joined HCJ CPAs & Advisors in 2017 as a manager in the firm's tax department. She specializes in nonprofit tax and also works on trusts, small business, and individual taxes. Additionally, Hobbs is a member of the firm's tax committee, the leader of the policies and procedures sub-committee, and the leader of the culture committee.

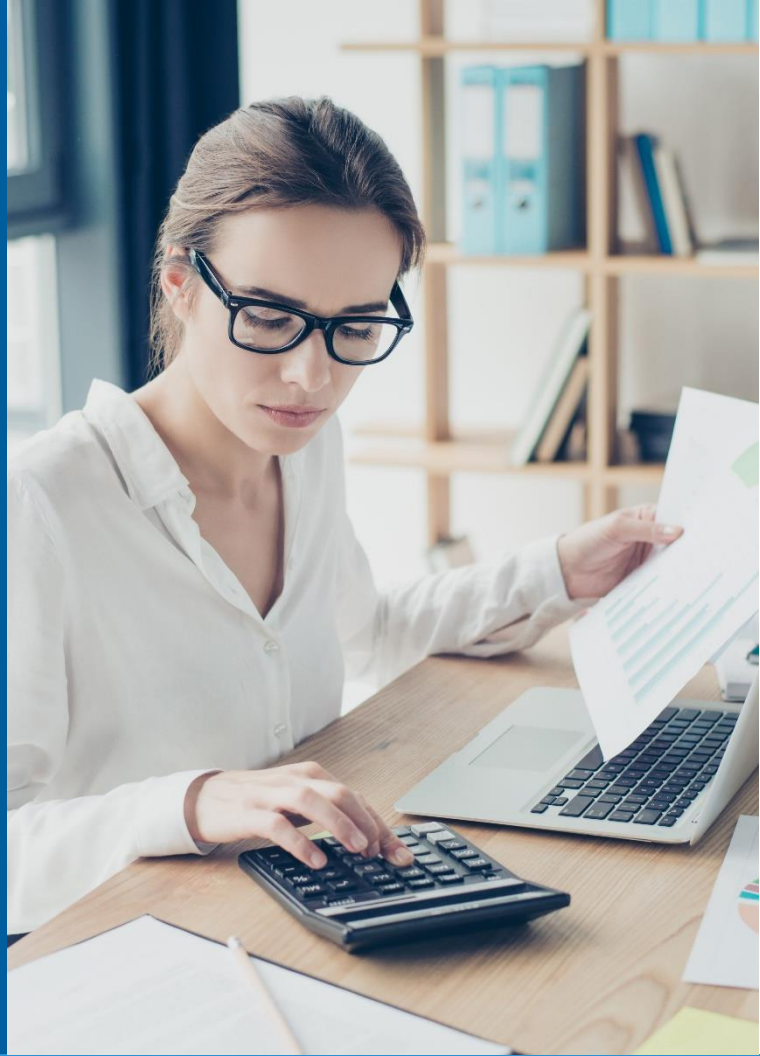
"Nicole's hard work and dedication have earned her this exciting promotion," said Karen Garrett, CPA, Managing Partner of HCJ CPAs & Advisors. "Her enthusiasm for serving her clients and passion for both learning new skills and educating those around her truly makes her stand out. I'm thrilled to congratulate her as she steps into the new role."

A graduate of the University of Central Arkansas, Hobbs holds a Bachelor of Business Administration in Accounting and a Master of Accountancy with an emphasis in tax. She is currently affiliated with the American Institute of Certified Public Accountants (AICPA) and the Arkansas Society of CPAs (ARCPA). Originally from Lonsdale, Arkansas, Hobbs now resides in Little Rock.

About HCJ CPAs & Advisors PLLC

HCJ CPAs & Advisors PLLC was formed by the 2021 merger of Hudson, Cisne & Co., LLP and Jones & Company, LTD. The firm has over 30 years' experience providing accounting, tax, and audit services to closely-held businesses and nonprofit organizations of all sizes. With more staff and four offices throughout Arkansas, HCJ CPAs & Advisors PLLC is able to offer a greater depth of services, including management consulting, retirement plan administration, payroll, sales tax, QuickBooks, outsourced accounting, business advisory, and business valuation. HCJ CPA & Advisors PLLC is an independent member of the BDO Alliance USA. To learn more, visit www.hcjcpa.com.

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ARCPA Supports Beta Alpha Psi

Students from UCA, UA-Fayetteville, and UA-Fort Smith traveled to Orlando, Florida in July for the Beta Alpha Psi annual meeting. Beta Alpha Psi is an honor organization for financial information students and professionals with over 300 chapters internationally. The organization promotes academic excellence, professional development, and responsible practices.



BETA ALPHA PSI

The International Honor Organization for
Financial Information Students and Professionals

Before the meeting started, the students enjoyed an Arkansas BAP Connection breakfast sponsored by the Arkansas Society of CPAs. At the breakfast, students learned about benefits of ARCPA memberships. During the annual meeting, the students networked, provided community service, attended professional development meetings, and participated in multiple competitions.

"Thank you for sponsoring our BAP connection breakfast at our meeting in Orlando. We had a great time getting to connect with other Arkansas accounting students and meeting others from all over the U.S. and abroad. We appreciate having the support of professional organizations like the ARCPA that help make our college experience as future accountants more engaging and beneficial." - Tristen Porter, UCA student

UCA Recognition at the Annual Meeting

- Beta Alpha Psi recognized UCA as a superior chapter.
- Harris Felton, Tristen Porter, and Kaidan Zheng won 1st place in the Best Practices Competition (Art of Engagement Category) by presenting their Resume Escape Room project.
- Daniel Wheeler competed in Project Run With It, a real-world consulting project.
- Dean Michael Hargis received the Outstanding Dean Award.
- Dr. Connie McKnight became a Chapter Advocate for the Southwest Region.

UA-Fayetteville Recognition at the Annual Meeting

- Beta Alpha Psi recognized UA-Fayetteville as a superior chapter.
- Emily Fentress, Regan Kennedy, and Luke Stanford won 1st place in the Best Practices Competition (Art of Change Category) by presenting information on their group tutoring program.
- Joe Solon competed in Project Run With It, a real-world consulting project.
- Dr. Tom Hayes received an Outstanding Faculty Advisor Award.

UA-Fort Smith

- Beta Alpha Psi recognized UA-Fort Smith as a superior chapter.



*Back row: Joe Solon, Austin Disper, Emily Fentress, Luke Stanford, Tristen Porter, Harris Felton, Kaidan Zheng, Daniel Wheeler
Front row: Regan Kennedy, Lea Sappington, Katie Weller, Sarah Rogers*

Congratulations to the new CPAs in Arkansas!

Luis Aguilar
Samuel Atkinson
Taylor Atwell
Daniel Bowie
Justin Boyd
Garrett Brewer
Ivan Burrell
Aric Callaway
Preethi Chandramouli
Grant Childers
Lisa Clay
*Andrew Cook
Ryan Davis
Joseph Elandary

*Cameron Foster
Christopher Gentry
Aaron George
Devin Gilbert
Hwamok Jung
Layne Karhoff
*Annalise Kellner
Abigaile Lejong
Jama Lopez
Kevin Melson
Daniel Meza
Brianna Ogden
Jon Orren
Melanie Peddicord

Matthew Perrin
Jason Porter
Vivek Ranka
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Teddy Sexton
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2022 ARCPA AWARDS

Call for Nominations—by December 30

Each year the Arkansas Society of CPAs conducts an awards program to recognize and honor individual members' accomplishments in various areas of the accounting profession. ARCPA is now seeking nominations for its annual awards. Your input is needed to help us identify these exemplary leaders who may qualify to receive these awards. Nominations for the awards are accepted from the membership. Help us pay tribute to your fellow colleagues for their contributions to education, business and industry, or government, or who are active public service volunteers.

DISTINGUISHED ACHIEVEMENT IN ACCOUNTING EDUCATION

This award recognizes full-time college accounting educators distinguished for excellence in teaching and for prominence in the accounting profession. The nominee should be a recently retired, or current accounting educator at a post-secondary educational institution.

OUTSTANDING CPA IN BUSINESS & INDUSTRY

This award recognizes the achievements of CPAs who work in business and industry who have worked to blend information technology, financial decision making and progressive management techniques, helping his or her business move forward.

OUTSTANDING CPA IN GOVERNMENT

This award recognizes the achievements of individual CPAs employed in federal, state, or local government. Through this award, the ARCPA recognizes an outstanding CPA who strives to promote the CPA designation as the premier professional credential for accounting, auditing and finance professionals in government.

OUTSTANDING EMERGING CPA

This award recognizes a young CPA that is 40 years of age or younger, and/or that has passed the CPA Exam within the last ten years, who has made significant contributions to the accounting profession as well as the community at large. Service on at least one ARCPA committee is required. Exemplary leadership qualities and skills must be demonstrated, as well as volunteer service within the ARCPA, local chapter or community.

PUBLIC SERVICE AWARD

This award recognizes CPAs who have distinguished themselves in public service activities at the local, regional, state or national level, and through this service have reflected credit upon the CPA profession.

PUBLIC SERVICE FOR FIRMS

This award recognizes firms for their public service contributions on the local, state, or national level, to encourage more CPA firms to initiate or increase their community service activities, and reinforce the profession's reputation for commitment to public good.



2022 AWARD NOMINATION FORM

Name of Award: _____

Nominee: _____

Firm or Company of Nominee: _____

Your Name: _____

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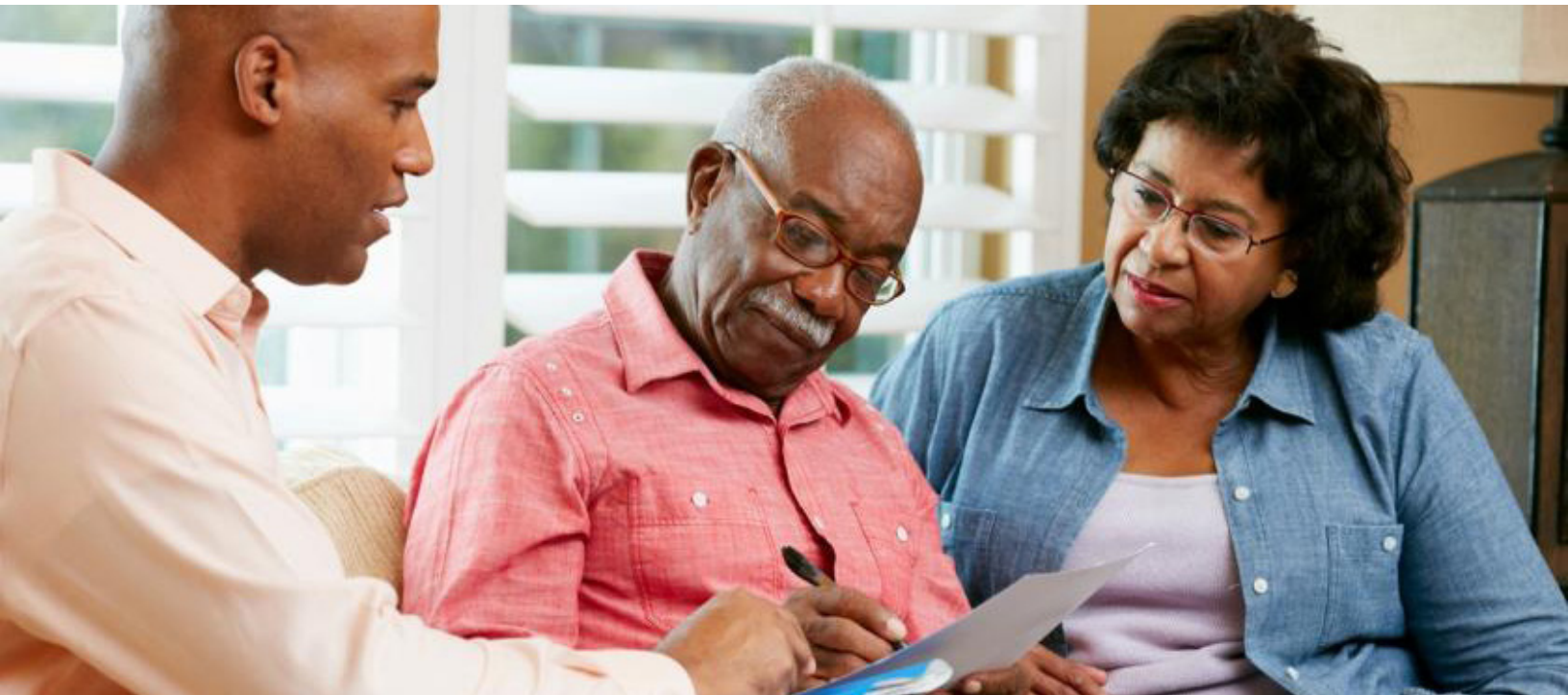
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or [Submit Online](#)

Once we receive the nomination, we will send instructions and a form for listing the nominee's various accomplishments.

Gentle Ways to Persuade Clients to Heed Your Words

Written by Bryce Sanders



Retirement planning could be your client's primary financial planning need. For younger people, retirement seems so far off. For other clients, they may avoid the topic because they feel so far behind. As an accounting professional, how can you bring up the subject, not embarrass your client and give them hope for the future? "Retirement planning" sounds like industry jargon. The term is used so often, clients tend to tune you out. Try repositioning the goal as financial independence. When clients think of retirement planning, it's often in terms of something that happens at age 65 or 70. They go onto Medicare. They collect Social Security. There is a big party at work. They don't go into the office anymore, living off their savings for the foreseeable future.

Financial independence is similar, but much more appealing. Set Medicare and Social Security aside for a moment. Imagine your client, through disciplined saving and wise investments, could reach a time in their life when working becomes a choice, not an obligation? For a person in their 20's, could they see this happening at age 55 or 60? Since they might feel they will live to 100, that can be an attractive goal, something they would work towards achieving.

Now, what about the client further along in their working career that hasn't given much thought to financial planning? They have a 401(k) plan at work. They make the maximum allowed contribution. Maybe they are

starting to get their Social Security projections in the mail. They have some investments in taxable accounts but aren't actually saving much at this time in their life. How do you create a need for retirement planning?

Let us talk a little about creating a need. You aren't "creating" anything. You are uncovering a problem that might not have been on your client's radar previously. Your client now has two choices. They can address the problem or ignore the problem. If they choose to ignore the problem, the problem doesn't go away. Often it gets larger. If you went to your doctor for your annual checkup and they said "I saw something I don't like. We need to do more tests" you know there is a problem. You will want to address it, not ignore it.

Here's the scenario. You talk with your client, asking "Are you confident you will have a comfortable retirement when the time comes?" They give a yes or no answer. If the answer is no, they recognize there is a problem. They might say "Yes, I suppose I am confident I will have a comfortable retirement." You ask another question: "How confident? 100 percent? 50 percent? 20 percent?" They will probably not have an answer and would be open to helping you find one, getting to a probability.

Next, you gather data on their retirement assets and taxable assets. (Hard assets are good to know about too, but they can be difficult to value.) How much do they think they will be spending in retirement, expressed in today's dollars? You have an idea of their after-tax income, since you prepare their tax returns. They might have a number in mind. If they don't or if the number sounds incredibly unrealistic, you can mention retirement spending is often estimated at 80 percent of your pre-retirement income. Fidelity Investments gives a range of 55 - 80 percent.

You will want to use the retirement planning tools known within the financial planning world as Monte Carlo simulations. What they do is take those numbers and gross them up with inflation assumptions (and historic investment return rates) to the point when you would be ready to retire. They also include your future retirement savings, such as your 401(k) and IRA contributions. They assume your withdrawal drawdown rate, which is often considered 4 percent annually. That is your starting point. FYI: If that point is age 65 or greater, Social Security and Medicare are included in the analysis. If not, you would be needing to factor in health insurance, too.

The analysis produces a table, showing your income and drawdown year after year, along with estimated growth in both investments and expenses. If your client has saved well throughout their life, the analysis might have reached age 100 with plenty of assets in reserve.

At the other extreme, your client might have reached the line labeled "age 75" and run out of money! A serious problem has been identified.

The Monte Carlo analysis can also consider extremes: Suppose the stock market has a long run of very good returns? Suppose the opposite happened and returns were poor? How would the client's results be impacted? Are the probabilities of these outcomes based on history? Because inflation is on everyone's mind, you should be able to vary the inflation rate in these calculations too.

Does your client have options? Yes, there is hope. They can choose to work longer, reducing the number of years they spend in retirement and adding additional



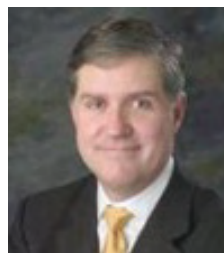
years for retirement saving. They could reduce the dollar amount they are expecting in retirement, meaning they are drawing down their assets at a lower rate. They could also direct more money into savings before they retire in addition to their current, planned retirement savings. They might own hard assets like a vacation

home, which could be sold to provide additional capital, an additional base to produce income.

The composition of their current retirement assets should also be addressed. There are probably few people who have directed their 401(k) savings into cash or cash equivalents yet changing their asset allocation to provide more equity exposure could potentially increase their returns, especially if they are young and can take a long term time horizon. Their tolerance of risk is an important consideration.

Having identified a problem, your client should be receptive to taking steps to address it. The important things to consider are expenses rise because of inflation and some expenses, like health care rise much faster than inflation. It is likely your client needs to take action.

Written by Bryce Sanders



Bryce Sanders is president of Perceptive Business Solutions Inc. in New Hope, Pennsylvania. He provides high-net-worth client acquisition training for the financial services industry.

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3 Tips For Starting A Business

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Starting a business is never straightforward. However, you can help yourself and your clients with these 3 tips for starting a business. Entrepreneurship often comes with some risk, doubt, and fear. However, if you succeed, the rewards of entrepreneurship can be enormous — including creating generational wealth, impacting the world, and leaving an incredible legacy.

In 2018, 15.6% of [American adults](#) were business owners. On top of this, 67.7% of the world's wealthiest people are self-made, and there are [32.5 million small businesses](#) in the United States. So, if you have ever dreamed of building a business, you will be in good company! We will explore ways to overcome the fear so you can start your dream business.

1. Utilize Online Formation For Starting A Business

Online services can guide you through the start-up phase. An online formation service can help you structure your business to ensure you are legally compliant. Above all, working with your accounting professional can confirm the structure best suited to your needs, particularly if the firm has [advisory services](#). The most common entity choice is an LLC, which offers [numerous benefits](#), such as:

- **Tax advantages.** During the start-up phase, you will need tax advantages. Thankfully, an online formation service can help you with the proper structure.
- **Less paperwork.** An online formation service can reduce your paperwork, giving you more free time.
- **Limited liability.** A formation service can protect your assets from creditors if your business faces hardship.

In short, you can complete [LLC registration](#) quickly and efficiently through online services to turn your focus toward all the moving parts.

2. Create a Business Plan

Without a [business plan](#), starting a business is challenging because you will lack strategy. One study of 135 businesses found [companies with business plans](#) perform better than those without. Accounting professionals that provide advisory services can help you with business plans and strategies. Include the following in your plan:

- **A marketing strategy.** Defining your marketing strategy from the onset can save time and money.
- **Financial planning.** Many companies burn through their cash reserves in the start-up phase. A business plan with adequate financial planning is the best way to prevent that.

- **An executive summary.** An executive summary is an overview of the business you want to start; it is essential if you are looking for an investment.

A terrific way to avoid issues is by enabling your company's website or app to manage customer payments. You can avoid hefty credit card fees and give customers peace of mind with a [professional payment system](#). An example of this service is [Corpay One](#). Put this in your business plan from the beginning.

3. Learn Marketing Skills

Marketing is critical to the success of your business. Most importantly, millions of companies fail because their marketing is inadequate. Therefore, it would be best if you created a powerful brand that highlights your brand identity.

Even in the digital age, one of the best branding strategies is creating excellent business cards. Customize your business card with unique text, an eye-catching image, and bright colors to make it stand out. One study shows that [62 - 90% of people](#) make their assessment on colors alone.

Use the 3 Tips to Remove Fear and Start a Business Today

Starting a business will always feel scary. However, there are plenty of resources for people like you. When you tap into online formation, you can save time. With a business plan, you have a clear strategy for the next best steps, and a solid grasp of marketing will help you get your name out there. In conclusion, there has never been an easier time to become a successful entrepreneur.

Other Things to Consider:

- **Read Books.** Business books may further help you overcome the fear of becoming an entrepreneur.
- **Go to networking events.** You can find like-minded people and business mentors at networking events.
- **Check your credit score.** The last thing you want is a low score on your credit report keeping you from getting the funding your business needs.
- **Find investors.** Outside investment can make the start-up phase easier. Find angel investors looking to invest in small companies like yours.



Help Your Clients Plan for Retirement

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5 Tips to Avoid Burnout

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Are you feeling overworked? If yes, you may be experiencing burnout, and these 5 tips to avoid burnout may help. Unfortunately, burnout is a real problem affecting millions of professionals worldwide. Meanwhile, those who work long hours over a prolonged period can burnout. To clarify, we will share more information about burnout. After that, we will provide tips to avoid burnout and help you maintain your sanity at work. Certainly, we have written about this topic before in our article [3 Tips to Beat Work-From-Home Burnout](#). Above all, we continue to be concerned about work-life balance.

What Is Burnout?

Burnout occurs from chronic workplace stress. The World Health Organization (WHO) classifies burnout as an [occupational phenomenon](#) rather than a medical condition. Burnout comes from constant exposure to stressful situations, like job demands and lack of resources. As a result, people who experience burnout lose interest in their jobs and feel demotivated at work.

What Does Workplace Burnout Look Like?

Workplace burnout can be difficult to recognize because it looks like many other medical issues. Symptoms include:

- Fatigue
- Low concentration
- Insomnia
- Irritability
- Lack of interest in hobbies and social activities
- Less drive to perform daily responsibilities
- Feeling of emptiness

Causes of Burnout

According to WHO, time pressure, long work hours, and lack of support are among the [primary causes of burnout](#). For example, burnout happens when we are not given enough freedom to work on our terms. In addition, we want to receive enough professional and moral support to succeed.

In the same vein, many in the accounting profession must always be in control. If we are not, we start feeling frustrated and stressed. This happens at work, where the demands of the job are beyond our own hands. For example, lack of client responsiveness, changing priorities, and urgent deliverables with deadlines trigger frustration. Job stress follows if these same concerns happen repeatedly.

Likewise, lack of support also results in burnout. On the other hand, if there are no clear and consistent goals and scope delineation, frustration, stress, and burnout can set in. For instance, [software engineers](#) are sometimes expected to be project managers while executing coding tasks. They are susceptible to burnout if they are not well-supported while learning [project management](#) and doing deployments on the side.

Consequences of Burnout

Most importantly, a person experiencing workplace burnout might not perform well. They can become irritable and impatient. However, if not managed, burnout can translate to their quality of work. As a result, burnout can impact relationships with clients and customers, affecting the bottom line. Subsequently, burnout can also lead to clinical mental conditions, such as anxiety, panic attacks, or depression.

5 Great Tips to Prevent Workplace Burnout

Our tips below will help you reduce unnecessary work stress and avoid burnout. Certainly, other ideas, including hobbies, meditation, music, diet, and exercise, may work for you.

1. Take Vacations

Take vacations when you need them. You should not feel obliged to work extra hours because of an excessive workload. On the other hand, your boss should not also expect you to be available 24/7. If they do, you will probably end up burning out. So, if your manager does not give you adequate vacation leave, ask for it.

2. Join Support Groups and Networks

According to Frontiers in Psychology research, [support groups help ease burnout](#). Support groups are an excellent avenue for employees to discuss problems and share ideas. These groups offer adequate support and tend to be formed for employees with the same expertise. These could come in the form of communities of practice.

3. Set Some Boundaries

Say no to unreasonable requests. Do not let yourself be pulled into other people's responsibilities. Talk to your partners, managers, or supervisors about getting additional help when your workload becomes unmanageable. Do not hesitate to ask your manager for time off.

4. Learn to Incorporate Technology

Using technology effectively can free you from tedious, repetitive tasks. Tech tools such as project management software, time tracking systems, and document scanners can help organize and streamline your workflow. To learn tech hacks, you may enroll in online boot camps and schools like [App Academy](#), [Flatiron School](#), and [Thinkful](#). Of course, we offer a variety of technology ideas at [k2e.com](#), where we make sophisticated technology understandable to anyone through our [conferences](#), [seminars](#), or on-demand [courses](#).

5. Request for A Flexible Work Arrangement

A flexible work environment is essential to maintain employee productivity and motivation. To avoid burnout, you must look for a work arrangement that prevents burnout. This may come in the form of remote work or flexible work schedules.

Summary

Burnout can affect anyone in any industry. For example, working too much and not allotting time for yourself can lead to burnout. As a result, you can become forgetful, irritable, and unmotivated. These signs indicate that you should take a step back, breathe and recharge, and strategize your approach to work. In addition, we



recognize that part of the great resignation and retirement might be a burnout response. In conclusion, try our 5 tips to avoid burnout above to ensure you will be on your way to a healthier work lifestyle.

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