

From the Board Chair...

I appreciate the opportunity to serve as Chair for the Society! I have been in public accounting for over 30 years, and it has blessed me more than words can say. I am pleased to have this opportunity to give something back to the profession.

I sure did not see my year starting like this. When thinking about what I wanted to accomplish a few months back, I decided one of my main areas of focus would be keeping our members aware of and engaged in the CPA Evolution initiative, which aims to transform the CPA licensure model to recognize the changing skills and competencies required of accounting professionals now and in the future. And then WOW! Here comes COVID-19, and the world changes for everyone. I still have a goal of furthering the mission of the CPA Evolution, but now I am more focused on how our profession can get back to “normal,” which includes people working in the office, performing audits in the field, making presentations in person and having face-to-face meetings with clients and each other. What will the new normal look like for our profession?

Most of our members who perform audits are capable and equipped to work remotely, but questions are being asked daily by our members regarding how to perform an audit and not enter the client’s office, how to observe inventory if you can’t go on site, how to rely on scanned images instead of original source documentation, and many other similar questions that have arisen as a result of the social distancing response to flatten the curve of COVID-19. If you are like me, I have always heard “you must go observe inventory (if material), and you can’t do an audit without being in the client’s office to at least observe the client in their environment.”



We’ve learned with fraud case after fraud case that scanned images are not the most reliable source of audit evidence. The AICPA is coming out with all the answers to these questions and more. Now, more than ever, auditors will have to “think outside the box.”

Our tax professionals find themselves inundated with tax law changes resulting from COVID-19 related legislation and related guidance, both of which are not always clear as to what the new rules are. It seems like the IRS is sending out updates and guidance daily. Regardless of whether you work as a tax professional, an audit professional, or a professional in private accounting, if you are a CPA, then society expects you to understand the disaster assistance programs and the tax law changes that have been implemented in response to

COVID-19. We are expected to understand the CARES Act not only by our clients, but by financial institutions and local governmental entities. Now that a lot of our clients and even our members have received disaster assistance proceeds from the Federal government, we will be expected to assist others in tracking these funds, spending of the funds, and reporting for these funds. And, by the way, this is all happening during what will be the longest tax season in our nation’s history!

As most of you know, our Society recently celebrated our 100th anniversary, which to me shows if anyone can handle the challenges presented by the COVID-19 pandemic, it is us! I think during this time of crisis, our profession will shine!

Wishing you all health and happiness,
Randy Milligan, Chair



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Certified Public Accountants

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**DON'T
FORGET!**

*Membership dues for
the 2020-2021 year
are due by May 31st!*

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GET PUBLISHED

If you are interested in submitting a column or feature to *The Natural State of Accounting* monthly newsletter, please submit to membership@arcpa.org.



Announcing New Flat Rate Discounts on Shipping

ARCPA and UPS took the guesswork out, and put the easy in. Members now have access to new and improved flat rate pricing with savings of 45% on Domestic Next Day/Deferred, 25% on Ground Commercial / Residential and up to 50% on additional services. In addition, members can take advantage of UPS Smart Pickup® service for free.

Open a new account, or if you are already taking advantage of our UPS savings program, re-enroll and apply the new discounts to your existing account by visiting: www.savewithups.com/arcpa or call 1-800-MEMBERS (1-800-636-2377), M-F 8 a.m. – 5 p.m., ET.

*Visit www.savewithups.com/arcpa for specific services and discounts.

40th
Annual

Accounting & Auditing Conference



August 13-14, 2020



This Event has Moved!

*Sign up now for the
A&A Conference held at the
ARCPA Conference!*

**Early Registration Fee: Members \$275 | Nonmembers \$375
(Expires 7/30/2020)**

***Be on the lookout for conference
topics and speakers!***

**ARCPA "End of Busy Season"
CPE & Fish Fry**

May 9, 2020
ARCPA Conference Center
CPE Hours: 7

Brochure
Coming
Soon

Cancelled

[Register Now](#)

CPE & Fish Fry: \$100 Includes CPE & Fish Fry for ARCPA Member, plus fish fry for one guest.
Fish Fry ONLY: \$30 Per Person

Educators' Conference

May 13, 2020
Virtual
CPE Hours: 7

Brochure
Coming
Soon

[Register Now](#)

Registration Fee: \$100

Leadership Conference

May 22, 2020
Hot Springs Convention Center -
Hot Springs, AR
CPE Hours: 7

Brochure
Coming
Soon

Cancelled

[Register Now](#)

Deadline to make hotel reservation is April 20th!

FREE for all ARCPA Officers, Directors, Ex-Officio Directors, Chapter Officers and Representatives, and Committee Members for 2020-2021.

Technology Conference

June 22-23, 2020
Virtual
CPE Hours: 16



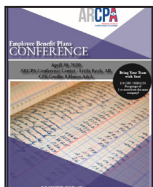
[Register Now](#)

Member Fees:	Non-member Fees:
\$460 Early Fee	\$660 Early Fee
\$490 Standard Fee	\$690 Standard Fee

(early fee expires 06/08/20)

Employee Benefit Plan Conference

Date Change: August 5, 2020
ARCPA Conference Center
CPE Hours: 8



[Register Now](#)

Member Fees:	Non-member Fees:
\$225 Early Fee	\$325 Early Fee
\$255 Standard Fee	\$355 Standard Fee

(early fee expires 7/22/20)

Accounting & Auditing Conference

Date Change: August 13-14, 2020
ARCPA Conference Center
CPE Hours: 16



[Register Now](#)

Member Fees:	Non-member Fees:
\$275 Early Fee	\$375 Early Fee
\$305 Standard Fee	\$405 Standard Fee

(early fee expires 7/30/20)

Industry, Commerce & Banking Conference

October 22-23, 2020
 ARCPA Conference Center
 CPE Hours: 16

Brochure
 Coming
 Soon

[Register Now](#)

Member Fees:		Non-member Fees:	
\$275	Early Fee	\$475	Early Fee
\$305	Standard Fee	\$505	Standard Fee

(early fee expires 10/08/20)

**Two-Day Federal Tax Update:
 Individuals, Corporations & Partnerships**

October 29-30, 2020
 Wyndham Riverfront - Little Rock
 CPE Hours: 16

Brochure
 Coming
 Soon

[Register Now](#)

Member Fees:		Non-member Fees:	
\$520	Early Fee	\$720	Early Fee
\$550	Standard Fee	\$750	Standard Fee

(early fee expires 10/15/20)

EQUIP Conference

November 5, 2020
 ARCPA Conference Center
 CPE Hours: 8

Brochure
 Coming
 Soon

[Register Now](#)

MEMBER ONLY EVENT

Registration Fee: \$130

Fraud Conference

November 13, 2020
 ARCPA Conference Center
 CPE Hours: 8

Brochure
 Coming
 Soon

[Register Now](#)

Member Fees:		Non-member Fees:	
\$275	Early Fee	\$375	Early Fee
\$305	Standard Fee	\$405	Standard Fee

(early fee expires 10/30/20)

Agriculture Conference

November 18, 2020
 Embassy Suites - Jonesboro, AR
 CPE Hours: 8

Brochure
 Coming
 Soon

[Register Now](#)

*Deadline to make hotel
 reservations is October 27th!*

Member Fees:		Non-member Fees:	
\$250	Early Fee	\$350	Early Fee
\$280	Standard Fee	\$380	Standard Fee

(early fee expires 11/04/20)

Governmental Accounting Conference

November 20, 2020
 ARCPA Conference Center
 CPE Hours: 8

Brochure
 Coming
 Soon

[Register Now](#)

Member Fees:		Non-member Fees:	
\$225	Early Fee	\$325	Early Fee
\$255	Standard Fee	\$355	Standard Fee

(early fee expires 11/06/20)

**Arkansas Federal
Tax Institute**

December 3-4, 2020
Double Tree Hotel- Little Rock, AR
CPE Hours: 16

[Register Now](#)

*Deadline to make hotel
reservations is November 2nd!*

Member Fees:	Non-member Fees:
\$300 Early Fee	\$500 Early Fee
\$330 Standard Fee	\$530 Standard Fee

(early fee expires 11/19/20)

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! See discount details per conference below. 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.

The following discount is applied when three or more people from the same firm/company register for the same conference:

Employee Benefit Plans Conference:	\$10 off / person
Accounting & Auditing Conference:	\$25 off / person
Technology Conference:	\$50 off / person
Industry, Commerce & Banking Conference:	\$25 off / person
Two-Day Federal Tax Update:	\$50 off / person
EQUIP Conference:	\$10 off / person
Fraud Conference:	\$25 off / person
Agriculture Conference	\$15 off / person
Governmental Accounting Conference	\$15 off / person
Tax Institute:	\$25 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

JUNE-AUGUST Seminars

Date	Course Title (Acronym)	Field of Study	CPE Hours	Location	Early Fee	Standard Fee
June						
09	Audits of 401(k) Plans (AFKP)	AA	8	VIRTUAL-ONLY	Member \$245** Non-member \$345**	Member \$275** Non-member \$375**
10	Forensic Accounting Investigative Practices (FAIP)	AA	8	VIRTUAL-ONLY	Member \$245** Non-member \$345**	Member \$275** Non-member \$375**
11	Construction Contractors: Accounting & Auditing (CAAT)	AA	8	VIRTUAL-ONLY	Member \$245** Non-member \$345**	Member \$275** Non-member \$375**
16	Revenue Recognition: Mastering the New FASB Requirements (INRR)	AA	8	VIRTUAL-ONLY	Member \$245** Non-member \$345**	Member \$275** Non-member \$375**
17	Financial Reporting for Not-for-Profit Entities (8:30am-12:00pm) (CL4NFPF)	AA	4	VIRTUAL-ONLY	Member \$165 Non-member \$215	Member \$175 Non-member \$225
17	Annual Update for Governments and Not-for-Profits (1:00pm-4:30pm) (CL4GNAU)	AA/GOV	4	VIRTUAL-ONLY	Member \$165 Non-member \$215	Member \$175 Non-member \$225
18	The New Yellow Book: Government Auditing Standards, 2018 Revision (YBRV)	AA/GOV	8	VIRTUAL-ONLY	Member \$245** Non-member \$345**	Member \$275** Non-member \$375**
24	Annual Update for Controllers (SKSB)	OT	8	VIRTUAL-ONLY	Member \$245** Non-member \$345**	Member \$275** Non-member \$375**
July						
21	Audit/Essentials - Impact on Modern Accounting (BLKC4)	AA: 2 OT: 2	4	Little Rock, ARCPA Conference Center	Member \$165 Non-member \$175	Member \$215 Non-member \$225
22	Reviewing Pass-Through Tax Returns: What Are You Missing? (RPTR)	TX	8	Little Rock, ARCPA Conference Center	Member \$245** Non-member \$345**	Member \$275** Non-member \$375**
23	Annual Update and Practice Issues for Preparation, Compliance And Review Engagements (CORU)	AA	8	Little Rock, ARCPA Conference Center	Member \$245** Non-member \$345**	Member \$275** Non-member \$375**
28	Internal Control and COSO Essentials for Financial Managers, Accountants and Auditors (ICDAD)	AA	8	Little Rock, ARCPA Conference Center	Member \$245** Non-member \$345**	Member \$275** Non-member \$375**
29	Governmental and Not-For-Profit Annual Update (GNAU)	AA/GOV	8	Little Rock, ARCPA Conference Center	Member \$245** Non-member \$345**	Member \$275** Non-member \$375**
30	Not-For-Profit Financial Reporting: Mastering the Unique Requirements (NFPF)	AA	8	Little Rock, ARCPA Conference Center	Member \$245** Non-member \$345**	Member \$275** Non-member \$375**
August						
6	The Changing Role of the Controller: Advancing from Tactical to Strategic (8:30am-12:00pm) (CL4COBP)	OT	4	Little Rock, ARCPA Conference Center	Member \$165 Non-member \$175	Member \$215 Non-member \$225
6	Change the Way You Work: Success as a Virtual CFO (1:00pm-4:30pm) (CL4VCCO)	OT	4	Little Rock, ARCPA Conference Center	Member \$165 Non-member \$175	Member \$215 Non-member \$225
12	U.S. GAAP: Review for Business & Industry (FASBI)	AA	8	Little Rock, ARCPA Conference Center	Member \$245** Non-member \$345**	Member \$275** Non-member \$375**



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		_____	_____
Total Amount Enclosed		_____	_____

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

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: FAX: (501)664-8320 PHONE: (501)664-8739 or
 MasterCard Visa American Express WEB SITE: www.arcpa.org (800)482-8739 in Arkansas

Card # _____ Expiration Date _____

Signature _____

REGISTER NOW

Wednesday, May 13, 2020

17TH Annual

ACCOUNTING EDUCATORS CONFERENCE

VIRTUAL by LIVE WEBCAST

Offering 7 Hours CPE—including 1 hour General Ethics

Presented by Arkansas Society of Certified Public Accountants

This event provides a forum for accounting educators at Arkansas' two and four-year colleges and universities to meet with their peers to hear discussion on current topics, future trends, and teaching strategies, and to share ideas and concerns.

Sessions will include:

An Overview of Best Practices in Accounting Education from Research and Masters Teachers

Cynthia E. Bolt, Professor, Baker School of Business, The Citadel, Charleston, SC

Data Analytics for Accountants

Dr. Lyle M. Rupert, Hendrix College, Conway, AR

CPA Exam and Proposed New Path to Licensure

Joe Maslott, Senior Technical Manager, Content Management, American Institute of CPAs (AICPA)

Engaging Students in Active Learning

Cynthia E. Bolt, Professor, Baker School of Business, The Citadel, Charleston, SC

Innovative Ways to Bring Ethics Into the Class

Alfonzo D. Alexander, Chief Ethics and Diversity Officer of National Association of State Boards of Accountancy (NASBA) and President of NASBA's Center for the Public Trust

Small Group Breakouts for Online Issues, Research, Academic Dishonesty, Principles Class Issues

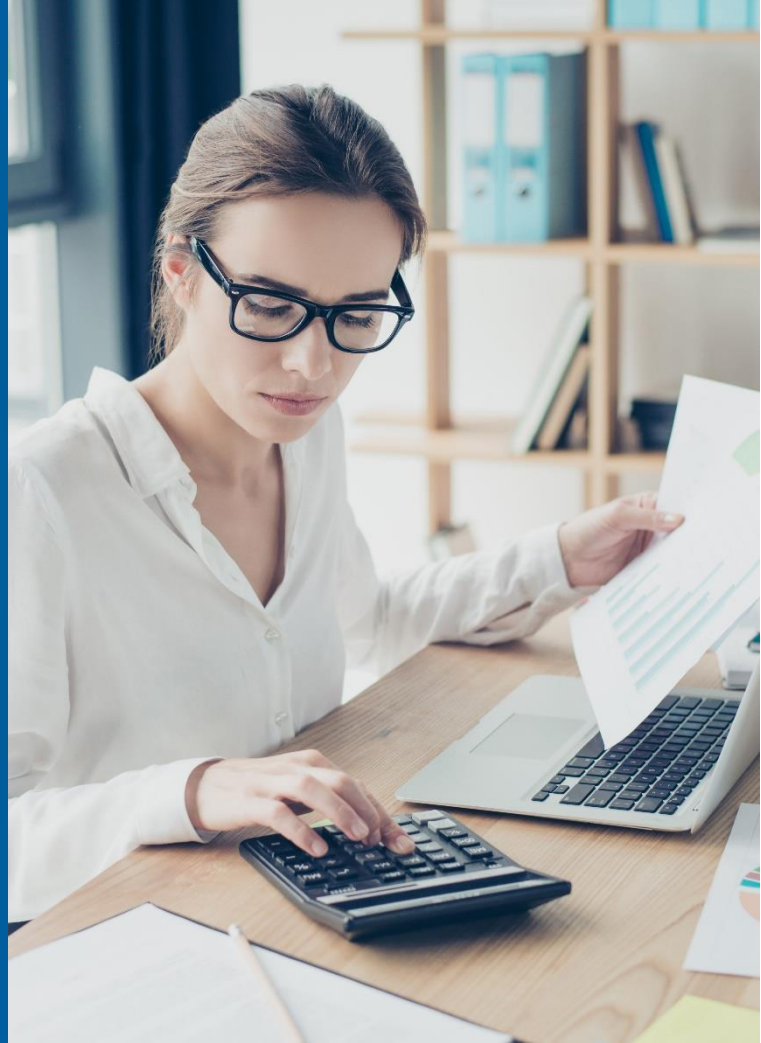
Brochure Coming Soon!

REGISTER NOW www.arcpa.org Click on Conferences (under CPE & Events)

For more information contact Robin Harris rharris@arcpa.org

Call (501) 664-8739 or (800) 482-8739

Focused on the Insurance Needs of Arkansas CPAs



At McGriff Insurance Services, we know you have a lot of decisions to make when it comes to your business. That's why we offer solutions tailored to the needs of professionals, including specialized group-rated insurance products available only to members of the Arkansas Society of Certified Public Accountants (ARCPA). As the endorsed insurance provider of the ARCPA for more than 20 years, our experienced advisors will listen and help you discover what's best for your business.

For fast and easy quotes, or to learn how McGriff Insurance Services can help protect your business, contact Tiffaney Davids at (501) 661-4957 or Tiffaney.Davids@McGriffInsurance.com



Professional Liability | Business Owner's Policy | General Liability | Building | Business Personal Property
Workers' Compensation | Disability | Business Overhead Expense

Membership Value: Career Investment

For over 100 years, ARCPA has been dedicated to providing members with a wide variety of activities and services to assist you in realizing your professional potential. Your investment gets you membership in the ONLY statewide association that cares exclusively about the professional needs and views of Arkansas CPAs.

The following are just some of the benefits of Society membership:

Legislative Representation – State and federal governments affect all CPAs. The ARCPA and its lobbyist maintain a close working relationship to keep in close touch with state legislators and the Arkansas congressional delegation concerning legislation affecting the profession and business in Arkansas.

Continuing Professional Education – To support members' professional growth, the ARCPA CPE program provides 10 conferences and more than 80 accredited courses and seminars each year. These educational programs encompass the various needs of CPAs in public practice, industry, education and government to keep you abreast of the changes in the profession, giving you a competitive edge.

Insurance – Various affordable insurance plans are exclusively offered through the Society to members. The coverages are more than competitive when compared to professional societies in other states.

Professional Growth – Through educational programs, service and events, networking opportunities abound for meeting and exchanging ideas with your fellow professionals and for developing leadership skills to enhance your career and future opportunities.

Discounts and Affinity Programs – ARCPA offers a wide variety of discount programs and insurance plans that are exclusively available to members.

Exclusive Information and Updates – You'll also receive the monthly e-newsletter, which provides the latest news and information about the Society and professional activities, as well as technical articles and news about fellow Arkansas CPAs.

Personal Attention and Support – Services and Information You Need - Your membership ensures that the ARCPA staff is standing by to help. You can conveniently reach us at 501.664.8739 or 800-482-8739 (toll-free in Arkansas) or arcpa@arcpa.org.

Your dues investment in ARCPA is an investment in your chosen profession, your career and in yourself. Don't pass it up in 2020! [Renew](#) Today!

Support the ARCPA Political Action Committee (PAC)

The ARCPA PAC will allow Society members to make voluntary contributions, which can then be pooled to make contributions on behalf of the Society to state-level candidates, ballot question committees, legislative question committees, or other political action committees as needed in order to advance the interests of the Society's membership. The PAC raises the Society's profile with the legislature as well as helps the Society engage legislators when issues affecting the Profession come up, such as imposing sales tax on professional services.

There are several ways that members can help support the PAC, including a voluntary contribution through a check off box on the annual membership dues statement, by attending a special breakfast in conjunction with the Federal Tax Institute held in December in the year preceding a general legislative session, or through an online contribution, at <https://www.arcpa.org/contributions/pac>.

ARCPA members are encouraged to get involved in the political process to make sure our voices are heard. ARCPA members need to be invested in protecting and influencing the future of the CPA profession in Arkansas. By joining forces with other CPAs, individuals and firms are helping the Society participate more effectively in the political process to ensure that the profession has a collective and strong voice with decision makers.

AICPA Leadership Academy

The AICPA Leadership Academy is a four-day leadership program for young accounting professionals that engages candidates in a self-examination of leadership, what that means, and how that impacts their personal life, career path, and the CPA profession.

Since AICPA Leadership Academy started in 2009, the ARCPA has been very fortunate to have had a young professional be selected to attend every year since 2011. Help keep that streak going by submitting your application to attend the 2020 AICPA Leadership Academy.

If you are interested in experiential learning, leadership development, networking with other young professionals, impacting the profession, and gaining personal development, then you should apply to attend. The interactive dialogue with the profession's thought leaders and other academy participants focuses on the issues that the profession is currently facing. The academy exposes the next generation of CPAs to strong leadership ethics and service, while providing them with the strategies to forge relationships, to expand their competencies, and empower them to become a leader within their organization, community, and the CPA profession.

The ARCPA has had a very knowledgeable group of leaders throughout its 103-year history. As an Emerging CPA, you are the future of ARCPA. Start your path toward being a future leader of the ARCPA by applying to AICPA Leadership Academy. CPAs who meet the following eligibility requirements at the time of application are invited to apply:

- Regular AICPA member
- Member of a state society or professional accounting organization
- 3+ years of experience within the CPA profession
- Between the ages of 25 and 35

The deadline to apply is May 31, 2020.

For more information, visit <https://bit.ly/2SxAZh4>



Kathy Brents, CPA, CBI
Broker, Managing Member

Christy Hudson, CBI
Broker

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Office - 866.260.2793
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Selling your accounting firm is complex.
Let us make it simple.

How to Make the Accounting Profession More Diverse and Inclusive



An increasing number of ethnic minority students are enrolling in and graduating from accounting programs, according to the AICPA's *2019 Trends in the Supply of Accounting Graduates and The Demand for Public Accounting Recruits report*.

The biennial report identifies key trends in U.S. accounting enrollments and graduations. It also tracks hiring of new graduates in the public accounting sector. Published since 1971, *Trends* provides statistical projections and respondent expectations based upon university responses. The latest report covers the 2017-2018 academic year and firm responses for the 2018 calendar year. It is intended to help the accounting profession — from educators to firms to state associations and the AICPA — tailor programs and outreach efforts.

The new report showed that 44% of undergraduate students and 42% of accounting graduates were Black, Latino, American Indian or Alaskan Native, Asian or a Pacific Islander, multiethnic or other. This reflects a significant boost from ten years ago, when the numbers were 31% and 30%, respectively.

But despite the increase in minority students seeking to enter the profession, total minority hiring by U.S. CPA firms has remained flat since 2012.

To better understand how the profession can capitalize on the growing supply of minority accounting students and graduates, we spoke with Kim Drumgo, Association International of Certified Public Accountants' Director of Diversity and Inclusion.

What is driving the increase in minority enrollments and graduates?

Well, the first thing is that accounting is one of the most attractive professions for students of all backgrounds. It offers great earning potential and a broad array of career opportunities. And historically, the demand for accountants has remained relatively constant, even during down economies.

Right now, many Latino, Black and American Indian students are first-generation college students. According to the National Center for Education Statistics, about half of all first-generation college students are minorities, compared to 30% of the non-first-generation students.

The overall Latino student population is growing at a particularly quick rate. Nearly 1 in 5 college students (19%) are now Latino, up from 14% in 2010.

So, it makes sense that these students want to pursue a career in a stable and well-regarded profession like accounting.

Unfortunately, Black student enrollment and graduation rates have not grown. What we're hearing anecdotally is that there's been a shift from accounting to other business majors, most significantly in the Science, Engineering, Technology and Math (STEM) fields. Like accounting, these areas offer a wide array of career opportunities and solid earning potential. And nationally, there's huge push — and financial support — for more students to enroll in STEM-based majors.

Given the increased demand for technical proficiency and data analytics in accounting, we've suggested that accounting should be included within the STEM umbrella.

It's also worth noting that this shift in demographics isn't necessarily bad for the profession. Over the past several years, the hiring model for public accounting firms has shifted. We've seen reduced hiring of accounting graduates and increased hiring of individuals skilled in STEM fields like data analytics and technology.

With the supply of minority accounting students and graduates growing, this is a great opportunity for firms to broaden the makeup of their workforces, right?

Yes, it is. Surprisingly, though, minority hiring has stayed relatively flat. We are seeing some movement within the sector, notably an increase in hiring of Latino graduates, but that was offset by a decline in hiring of Asian/Pacific Islander graduates.

In 2018, 10% of new hires were Latino. That's up from 7% in our last report, in 2016, and 4% ten years ago. That's fantastic to see. We know the Latino population is growing nationally, so it's terrific news that the profession is reflecting that demographic trend.

At the same time, though, hiring of Asian graduates has slowed, falling to 14% of all hires. We attribute this to changing immigration policies that have made it harder for foreign students, specifically Asians, to attend U.S. colleges and universities. This has also led to fewer public accounting firms opting to sponsor Asian hires. Despite this, the Association International of Certified Professional Accountants has continued our commitment to engage with Asian accounting students on a global level through the Chartered Global Management Accountant® (CGMA®) credential.

Unfortunately, Black hiring has remained flat at 4% since 2008. It's not clear why this is. It may be that some Black graduates are opting to accept positions in non-public accounting firms. And in many cases, student hiring can be affected by what careers a college or university emphasizes or recruiting efforts on campus. We will continue working with our partners and peer institutions, like the National Association of Black Accountants, to encourage increased recruiting on HBCUs to bolster hiring of Black accounting graduates.

So, while we are certainly very happy to see the advancement in Latino hiring, a lot of work remains to be done for CPA firms looking to better reflect the communities and clients they serve.

Where do we go from here?

We have to keep in mind that this report is just a snapshot in time, and the long-term trend is that diversity in the profession is increasing.

In 2017, for example, leaders from the Big Four accounting firms, along with several other organizations, launched the [CEO Action for Diversity & Inclusion](#) initiative. This pledged their support for increasing diversity and inclusion in the workplace. To date, more than 800 CEOs have enlisted. By signing the pledge, these CEOs commit to holding difficult conversations about diversity and inclusion, sharing lessons and experiences, employing strategic D&I plans and implementing unconscious bias training.

What's most notable about this effort is the focus on inclusion. Diversity is who we are and the unique characteristics each individual represents. Inclusion is how we utilize diversity at all levels of the organization and intentionally create a sense of belonging and respect. It's not enough to just hire for diversity, we must consciously work to ensure that people from all backgrounds truly feel included. Don't just give them a seat at the table, give them a voice.

Having hard conversations and working to address unconscious bias are great steps toward building a culture of inclusion and belongingness.

Clearly, we still have a long way to go. But this is a huge shift in how companies are approaching diversity and inclusion. We know significant change is not going to happen overnight, so we look forward to seeing the progress in future AICPA *Trends* reports.

Read the [2019 Trends in the Supply of Accounting Graduates and The Demand for Public Accounting Recruits report](#).

Learn more about the AICPA's [efforts to bolster diversity and inclusion](#) within the profession:

- [The Accounting Inclusion Maturity Model](#) aids organizations in assessing their diversity and inclusion efforts.
- [The Accounting Scholars Leadership Workshop](#) helps racial and ethnic minority students strengthen their professional and networking skills and prepare for a career in accounting.
- [The AICPA Scholarship for Minority Accounting Students](#) funds the education of outstanding minority students who are studying accounting.

By: James Gallagher, Manager - Public Relations, Association of International Certified Professional Accountants



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Sherry Chesser has been appointed to the AICPA Auditing Standards Board (ASB), the AICPA's senior committee for auditing, attestation, and quality control applicable to the performance and issuance of audit and attestation reports for non-issuers. Its mission is to serve the public interest by developing, updating and communicating comprehensive standards and practice guidance that enable practitioners to provide high-quality, objective audit and attestation services to non-issuers in an effective and efficient manner. The one-year term begins in May and is subject to re-appointment after the initial term.

Sherry is a partner with Landmark PLC Certified Public Accountants, where she serves in the audit and bond arbitrage area of the Little Rock office with an emphasis on bond compliance, employee benefit plans and nonprofit organizations. She also works closely with clients throughout the year to consult with them on best practices related to tax and compliance issues that are unique to governments, nonprofits and employee benefit plans. In addition, Sherry conducts peer reviews throughout the year with a focus on peer reviews of benefit plans.

Prior to joining Landmark in 2006, Sherry spent 15 years with other public accounting firms providing tax and audit services to a broad base of clients, and also served as a controller for a nonprofit organization.

Sherry graduated from Arkansas State University in 1991 with a Bachelor of Science degree in Accounting. She is licensed to practice as a Certified Public Accountant and is a member of the Arkansas Society of CPAs, the American Institute of CPAs, the Association of Government Accountants, and the Government Finance Officers Association.

Sherry was appointed to the Arkansas State Board of Public Accountancy (ASBPA) in 2015 by Governor Asa Hutchinson for a five-year term and is serving the final year of that term as President of the Board.

When asked how the appointment to ASB came about, Sherry explained, "As a member of ASBPA, I had been encouraged by the National Associations of State Boards of Accountancy (NASBA) to volunteer on the national level to help all state boards, as well as the profession, to protect the public. So, I volunteered to be a part of the NASBA Compliance Assurance Committee," she said, "where the goal of that committee is to promote effective oversight of practice quality of CPAs and their firms." Sherry is now serving her fourth year on that committee, which also works with the AICPA, including the Peer Review Board. NASBA has a certain number of seats on the ASB. Sherry was approached in late 2019 about being nominated for one of those seats, receiving notification in late February that she had been selected.

Congratulations to Sherry Chesser for her appointment to this important committee. She will certainly represent the profession and Arkansas CPAs well.

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Danny Thomas

**Need more information about our Student Education Fund?
Contact Robin Harris at (501) 664-8739 or rharris@arcpa.org**

Welcome!

The following persons have become ARCPA members effective April 1, 2020. Please take the time to welcome them and invite them to society and chapter events. To find members, visit <https://www.arcpa.org/membernet/members/searchdir.aspx>



CENTRAL CHAPTER

Certified

Kristen Leigh Banks
EGP PLLC
North Little Rock

Associate

Melinda Egendoerfer
Richard Harp Homes Inc
Little Rock

Matthew Allen Sherry
EGP PLLC
Heber Springs

NORTHEAST CHAPTER

Associate

Macey Shea Barnum
EGP PLLC
Jonesboro

NORTHWEST CHAPTER

Certified

Seth Bushman
EY LLP
Rogers

Katherine L. Tracy
Landmark PLC CPAs
Rogers

SOUTH CHAPTER

Associate

Josalyn Phillips
Emrich & Scroggins LLP
El Dorado

TEXARKANA CHAPTER

Associate

Scott Murray
Thomas & Thomas CPAs
PLLC
Texarkana, TX

VALLEY CHAPTER

Associate

Keith Bowden
Jones & Lawton CPAs PA
Russellville

WESTERN CHAPTER

Certified

Heather Mae Haag
Landmark PLC CPAs
Fort Smith

Jessica Smith
Ozark

Associate

Julie Anderson
Landmark PLC CPAs
Fort Smith

Abigail Marie Moore
Landmark PLC CPAs
Fort Smith

Chase Williams
Landmark PLC CPAs
Fort Smith

IN MEMORIAM

Mark D. Avery
Certificate #6015 (1994)
Arkansas Legislative Audit
Little Rock

Harold D. McClain
Life Member
Certificate #254 (1948)
North Little Rock

Charles C. (Charlie) Owen
Life Member
Certificate #1196R (1972)
Gill Ragon Owen Attorneys
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



Registration Open!

Arkansas Society of CPAs

Annual Mac & Barbara Angel Memorial Golf Tournament

Monday, October 5, 2020

Players Lunch at 11:30 a.m. provided by Outback Steakhouse

Tournament Shotgun Start at 1:00 p.m.

Register now for ARCPA's Annual Mac & Barbara Angel Memorial Golf Tournament at Maumelle Country Club nearby Little Rock.

Invite your friends, clients, coworkers, and colleagues to play in this tournament. All proceeds benefit ARCPA Student Education Fund scholarships to accounting students in the state. Please help support this fun event. See Registration form on Page 20 or else [Submit Online](#).

Thank you to our lunch sponsor!



For more information, www.arcpa.org or contact:

Robin Harris

Director of Public Relations & Communications

Arkansas Society of CPAs

11300 Executive Center Drive

Little Rock, AR 72211-4352

(501) 664-8739 or 800-482-8739 in AR

rharris@arcpa.org

Consider Support of the 2020 ARCPA Mac & Barbara Angel Memorial Golf Tournament to Benefit Student Education Fund Scholarships

Please consider sponsoring or playing in our 25th annual golf tournament which is the main fundraising event for the ARCPA Student Education Fund, a 501(c)(3) non-profit organization. The tournament will be on Monday, October 5, 2020 at Maumelle Country Club near Little Rock. The tournament format will be a four person scramble. All net proceeds benefit Student Education Fund scholarships to accounting majors who plan to pursue the CPA credential, attending four-year Arkansas colleges and universities. Sponsors will receive appropriate recognition both at the tournament and after the event. Last year's tournament was very successful with net revenues directly resulting in scholarships that were awarded to 40 college and university accounting students.

[Click here to Register to Play or Sponsor](#)

25TH MAC & BARBARA ANGEL MEMORIAL GOLF TOURNAMENT



Monday, October 5, 2020
Maumelle Country Club - Maumelle, AR

Players Lunch at 11:30 a.m.
Four Person Scramble Shotgun Start at 1:00 p.m.

All net proceeds awarded as scholarships

TEAM SPONSORSHIP OPPORTUNITIES

- Presenting Sponsor \$5,000 (Two Team Entries, Full Page Ad in ARCPA Newsletter, Tee Box Sign, Company Name/Logo on all event promos, and customized promotional items)
Golf Carts Sponsor \$2,500 (One Team Entry, Half Page Ad in ARCPA Newsletter, Tee Box Sign, Company Name/Logo in placard of all players carts)
Platinum Sponsor \$1,500 (One Team Entry, Half Page Ad in ARCPA Newsletter, Tee Box Sign)
Gold Sponsor \$1,250 (One Team Entry, Qtr. Page Ad in ARCPA Newsletter, Tee Box Sign)
Silver Sponsor \$1,000 (One team Entry, Tee Box Sign)
Team Entry \$800 (One Team Entry) *\$100 discount for a 2nd Team (duplicate this form to submit names)

Team Name (for promotional purpose/signage) _____

Table with 3 columns: Players Names, Phone, Email. Rows 1-4 for team member information.

TEAM EXTRAS MULLIGANS AND BLASTERS

- All Mulligans for 4 person Team \$60.00 (12 per Team) Allows player an extra shot
All Blasters for 4 person Team \$20.00 (2 per Team) Allows player to hit from ladies tee.

FRIENDS OF TOURNAMENT, EVENT & IN KIND SPONSORSHIP OPPORTUNITIES

All sponsors will receive signage at the event and recognition in the ARCPA Newsletter

- Tee Box \$500, Hole in One \$500, Putt for Dough \$500, Long Drive \$500, Closest to Pin \$500, Beverage Cart \$500, Lunch, Beers, Soft Drinks/Waters, Golf Balls, Signage, Other, Friend of the Tournament \$ amount donated.

Name (for promotional purpose/signage) _____

Contact _____ Phone _____ Email _____

INDIVIDUAL PLAYER REGISTRATION \$200

Player Name _____ Phone _____ Email _____

As always, we appreciate any form of support for this event. All net proceeds are awarded as scholarships to undergraduate and graduate accounting students in Arkansas, by ARCPA Student Education Fund a 501(c)3 corporation.

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For More Information Contact:

Robin Harris, Michael Pierce, Taylor Stockemer
ARCPA, Landmark PLC, Friday Eldredge & Clark, LLP
(501) 664-8739, (501) 375-2025, (501) 370-1445
rharris@arcpa.org, mpierce@landmarkcpas.com, tstockemer@fridayfirm.com

Return This Form by September 21, 2020 to Receive Signage

Arkansas Society of Certified Public Accountants
11300 Executive Center Drive Little Rock, AR 72211-4352
Fax: 501-664-8320
Email: rharris@arcpa.org

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OMB No. 1545-0074

2018

Department of the Treasury
Internal Revenue Service (99)

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Part I		Part II Individual Income Tax	
1 Your name <i>Jess</i>		4 Estimate of total tax liability for 2018 . . . \$ _____	
Address <i>26742</i>		5 Total 2018 payments _____	
City, town <i>Missio</i>		6 Balance due. Subtract line 5 from line 4 (see instructions) _____	
State <i>CA</i>	ZIP code <i>92692</i>	7 Amount you're paying (see instructions) . . . ▶ _____	
2 Your social security number <i>354-79</i>		8 Check here if you're "out of the country" and a U.S. citizen or resident (see instructions) . . . ▶ <input type="checkbox"/>	
For Privacy Act Notice, see page 4.		9 Check here if you file Form 1040NR or 1040NR-EZ and didn't receive wages as an employee subject to U.S. income tax withholding ▶ <input type="checkbox"/>	

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Mike Tuohey

Active

MEMBER SPOTLIGHT

Firm: Prince & Tuohey, CPA

Position: President

Time in Current Position: 4 years

Birthplace: Fayetteville, AR

First Job Ever: Delivering the Arkansas Gazette

First Job as a CPA: Prince & Tuohey, CPA

Alma Mater: College of William & Mary

Year I Passed the CPA Exam: 2014

Professional/Community Activities:

Chairman of the TAC, Board Chair Ouachita Children's Center, Treasurer of Cutwell 4 Kids, Hot Springs Sister City Foundation, Sunshine Therapeutic Riding Center, and member of the Hot Springs National Park Rotary Club

Children: Michael Tuohey and Kaitlin Sheppard

Hobbies: Coaching and second-guessing coaches

Collections: None, unless you count the place where we send people with overdue invoices

My best asset is: The three people I work with

Favorite App: LinkedIn

Favorite Food: It would be quicker to tell you what I don't like

My Favorite Author Is: Alexandre Dumas

The Last Book I Read Was: Traction

If I Could, I Would Write a Book About:
The History of Arkansas

My Teen-Age Idol Was: Mike Webster

Favorite Movie of All Time: Kingdom of Heaven

Favorite Television Show: Vikings

Favorite Restaurant: Wherever I happen to be eating



Dream Vacation: Sailing in the Mediterranean

Famous Person I Would Like to Meet:

I would like to meet George Washington

Two Things I Could Not Live Without: My phone and College Football

One Thing on My Bucket List is: Sailing in the Mediterranean

Best Advice I Ever Received: Switch from securities accounting and become a tax practitioner

Worst Advice I Ever Received: Don't go into public accounting. You should go into securities accounting

You'll Never Catch Me Wearing: Anything with a Richmond Spiders logo on it

My Pet Peeve Is: People talking on their cell phones while a plane is taxiing to the terminal

One Thing I Won't Do: Not help a friend

If I Weren't a CPA, I Would Be: Teacher and Coach

What I Like Best About My Job: Helping people solve problems

Future Goal: Create a charitable foundation

Goals for the Society: Increase membership and raise awareness of our profession

One Word to Sum Me Up: Resilient

My Heroes Are: Men and Women that serve in our country's military

Words of Wisdom: Life is going to knock you down. The measure of a person is their willingness to get up and fight through their challenges

IRS Helps Workers, Businesses with New Gig Economy Tax Center



The gig economy is any activity where people earn income providing on-demand work, services or goods. Often, it's through a digital platform like an app or website.

Gig Economy Income is Taxable

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- From part-time, temporary or side work
- Not reported on an information return form—like a Form 1099-K, 1099-MISC, W-2 or other income statement
- Paid in any form, including cash, property, goods, or virtual currency

The IRS has launched a new [Gig Economy Tax Center](#) on IRS.gov. There, digital platforms and businesses will find information on classifying workers, reporting payments, and filing taxes for a digital marketplace or business. Workers within the gig economy will find helpful tips and essential forms to accurately manage their taxes.

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