

SEPTEMBER 2016

# KĀLĀ

The Official Publication of the Hawaii Society of Certified Public Accountants

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## Top Three Things Keeping Firm Leaders Up at Night

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## In This Issue

President's Message .....	4
<i>By Norman N. Okimoto</i>	
Dealing With The Peanut Gallery That Is Your Inner Critic! .....	6
<i>By Peter A. Margaritis</i>	
Top Three Things Keeping Firm Leaders Up at Night .....	8
<i>By Deanna Perkins</i>	
PEER REVIEW: Good-to-Know Information.....	10
<i>By Rodney Harano</i>	
No Tax Hike? .....	12
<i>By Tom Yamachika</i>	
10 Principles for a Happy Life and Career. ....	13
<i>By Michael A. Crawford</i>	
Norman's Book Review.....	14
CPA Firm Microcomputer Technology... ..	16
<i>By Ron Gouveia &amp; Joy Takaesu</i>	
Y-CPA Buzz.....	17
Move on Purpose .....	18
<i>By Dr. Linda Talley</i>	
September CPE.....	19

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# President's Message

By Norman N. Okimoto



Within the HSCPA, there are CPAs who give their all to not only their clients and firms, but who dedicate their lives to helping others and making the world a better place. I call these people unsung heroes and I wanted to highlight one such individual, Ron Gouveia.

Most people know Ron from his monthly KALA column, CPA Firm Microcomputer Technology, where he shares priceless IT information that saves us time, money and potential problems. His willingness to freely share his knowledge represents who Ron is, a man of God who has dedicated his life to helping others.

## Background

Before forming Carr, Gouveia + Associates, CPAs in 1993 with Dave Carr, Ron obtained his bachelor's degree in Mathematics from Chaminade University, served six years as a naval officer, returned to Hawaii and obtained his bachelor's degree in Accounting from the University of Hawaii, and worked 14 years at N&K CPAs, leaving as an audit manager.

It was at N&K where he honed his IT knowledge, through many hours of

research and according to Ron, many times just trial and error. The late 1970's and 1980's were when computers were just starting to enter the workplace and CPA firms. There was a growing demand for IT expertise and not a lot of resources available at that time. Ron's interest in IT was perfect timing, as he was able to help satisfy his clients expanding IT needs. He shared with Kathy Castillo and me how appreciative he was of N&K allowing him to develop his love for IT to help their clients.

## Serendipity

Serendipity was the first word that came to mind when Ron shared how he and Dave met and formed their firm. They met at an HSCPA committee meeting, realized they shared the same values and love of God, were voracious readers, and Dave shared a book he was reading at that time, "Growing a Business" by Paul Hawken which Ron immediately loved.

## Servant Leadership, An Alternative CPA Firm Model

Historically, especially in national CPA firms, it's "up or out" for bright eyed accounting graduates entering the profession. Newbies get priceless work experi-

ence, but at times work crazy hours and have challenging travel demands. Turnover is high at the entry levels, but the system generally works as large firms continue to attract graduates and grow their business.

When Dave and Ron formed their company in 1993, they decided to run their firm a different way, taking a "people focused" approach to their business. As noted in their website, they believe "their core business is helping people which is two-fold: taking care of our clients and taking care of the individuals who do the work."

They instituted flexible work schedules, a family friendly work environment and no job titles before it became more fashionable, which has resulted in very low employee turnover. With their clients, communication is always open and collaborative, transparency is critical, and they strive to meet all their needs. As a result, their client base is very loyal and growing, with minimal turnover. In fact their first client is still with the firm!

Ron and Dave epitomize what it means to be a servant leader, where power is shared, the needs of others are put first, and people are developed and helped to perform at the highest level possible. I was really excited, as they are a perfect example of how you can be successful in other ways in our profession other than using the "up or out" model. Also their definition of "success" goes well beyond their firm's bottom line, and instead encompasses their employees' quality of life and their clients' long term viability and contributions to society.







## Outside Interests

Faith is a very important part of Ron's life. He is the new principal branch coordinator for the Oahu branch of the People of Praise Christian Community. This organization consists of people of various religions who share the same love of God and who are committed to helping each other as a community. He has devoted his life to serving God and helping others.

## Favorite Books

As an avid reader, I asked him about his favorite books. After much thought, the following are Ron's top books: Fiction – "The Lord of the Rings" by J.R.R. Tolkien; Spiritual – "Jesus and the Victory of God" by N. T. Wright; and Biography –

"Amazing Grace: William Wilberforce and the Heroic Campaign to End Slavery" by Eric Metaxas.

## Summary

Thanks Ron, for your many years of writing your KALA column and for allowing me to share a little more about you with your fellow CPAs. You are such an amazing and giving person, and one of the leaders of our profession. You continually give credit to others for your success, especially to your late wife Carrie who passed away in 2006, which shows how humble and gracious you are. Lastly, much mahalo for giving everyone hope that helping others and being true to yourself are timeless qualities which will lead to a fulfilling life!

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# It's Your Turn to Speak . . . Dealing With The Peanut Gallery That Is Your Inner Critic!

By Peter A. Margaritis, CPA



*Jerry Seinfeld has done a standup routine where he joked that people's number one fear is public speaking. Their number two fear is death. So, they would rather be in a casket than giving the eulogy. And it's true. Chapman University recently conducted a survey which uncovered America's top fears. Among those were corruption of the government, terrorism and natural disasters. However, at the top personal anxieties was the fear of public speaking, well above the fear of death as Seinfeld joked. Whether you are in front of an audience or sharing thoughts during a meeting, and you see all those eyeballs leveled at you, employing the principles of improvisation will save you. The greatest improv principle for overcoming this fear? Silencing your inner critic.*

## THE RELIABLE INNER CRITIC

That inner critic of yours never goes on vacation – it's there constantly giving opinions on anything and everything you do. In the case of speaking, the closer you get to the time you have to speak, the louder and more incessant the critic becomes. For a lot of people, they can actually get sick from the stress that the critic brings their way.

So what can you do? Well, first you have to change the conversation in your head and start programming your brain to use “yes, and...” instead of “yes, but...”.

What do I mean by this? Think about the difference between “but” vs. “and.” Using “but” introduces a contrasting thought and stops the other in its tracks.



“And” connects one thought with other – allowing both to be considered jointly. So for instance, you could be saying to yourself, “yes, you have been asked to give

this presentation, but you'll do awful.” Or, you could turn it into the following, “yes, you have been asked to give this presentation, and you can do it.” When you make this switch, you develop confidence.

Consider the classic children's story, *The Little Engine That Could*, that teaches this very principle. Each of the different locomotives in the story could be considered inner critics – each pointing out a reason the little engine couldn't accomplish the task at hand. Eventually, the little engine, which had been told she wasn't fast enough, big enough or powerful enough, was actually the best

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locomotive for an important job. Despite the doubts and criticism, the train, as we all know, chanted repeatedly to herself, “I think I can, I think I can, I think I can.” And she did.

“You’re not fast enough,” “You’re not smart enough,” “You’re not interesting enough.” Your inner critic needs to be reprimanded and corrected. And guess what? You have the power to do it. Tell yourself, “I can do this,” and the more times you repeat it, the more you will believe it. This positive programming of the brain is real and can be used to overcome your immediate fears. The more you say it, the more you will silence that droning voice of doom that cycles through all your fears: “You can’t do this, you don’t know what you’re talking about, you’re a fraud, you’re going to fail, something will go wrong...”

## THE PERFECT INNER CRITIC

That last part of the inner critic’s diatribe, “something will go wrong...” is actually very likely to come true. If you expect perfection, you are likely to be disappointed. Yes, you will make a mistake, probably more than one, and most of the time, unless it’s a real blooper, the only person who knows about it is you. Your listeners won’t pick up on it.

When you’re overly focused on perfection, you can go into a downhill spiral if you do make some minor mistake such as forgetting to make one of your less important points. If you maintain your confidence, something like that won’t trip you up. You need to accept the fact that you will make some slips. Think

of them as opportunities to learn to do even better.

Also, keep in mind, a certain amount of vulnerability goes a long way in winning over your audience. An excellent example of this is a TED talk given by Megan Washington, a premier Australian singer/songwriter.

When she opens her speech, you are immediately aware that she has a speech impediment, or stutter. She goes on to say that, while she has no qualms about singing in front of people, she has a mortal dread of public speaking. Throughout the presentation, the audience watches her struggle from time to time to get certain words out, but it doesn’t matter. Her vulnerability on the warmed the audience to her, keeping them engaged up until the moment she disclosed a deeply personal fact: you can’t stutter when you sing. At this point she plays and sings a beautiful song perfectly, ending with a roaring applause from the audience.

While we may not have the opportunity to leverage a vulnerability like this, it’s important to remember: the inner critic will tell you far more than you need to know. You will hear what you simply cannot do or how you will screw up. And here is what you can tell that nay-sayer: “Yes, I know I will make mistakes, and they will not hamper me. Yes, I will not be perfect, and that means I can only get better.” Even today, whenever I get up in front of people, I get butterflies, but I can control them now and make them flutter in the direction of my choice.

## REASONING WITH INNER CRITIC

With all this bad-mouthing of the inner critic – it does serve a purpose. If I were to consider delivering a speech on nuclear physics, I would hope that my inner critic would start screaming at me long before I stood at the lectern. The critic doesn’t know when to shut up, however and that’s where you need to train it. You might know enough about a topic to deliver a decent speech, but the critic keeps nagging: “Your nose hair is showing. Your tie is crooked. What a nitwit.” If you pay too much attention, the prophecies of failure could come true. You get hung up on your shortcomings rather than focusing on your strengths.

Sometimes the key is to just confront it: “Shut up! Shut up!” You can accomplish this through the “yes, and...” approach of improv. “Yes, I hear what you’re saying, and I’m going to do it anyway.” The critic may still try to undermine you but not as loudly. You’ll build up self-esteem. You’ll feel confident. You’ll go and do it.

*Peter Margaritis is an author, keynote speaker, trainer, and CEO of The Accidental Accountant, an organization committed to helping business leaders strengthen their business success skills and to create positive results. As a speaker and trainer Peter has delivered hundreds of seminars, conferences, workshops, and keynotes on both technical and non-technical topics to clients that include Fortune 500 companies, large and national regional accounting firms, state CPA associations and the American Institute of CPAs. In addition, he currently teaches select courses for the American Institute of CPAs and The Mind Gym.*



# Top Three Things Keeping Firm Leaders Up at Night

By Deanna Perkins, Solutions Advisor



As a Solutions Advisor at Boomer Consulting, I speak with several accounting firms each week. My conversations

range from discussing their strengths to determining areas where they have an opportunity for growth. One question I ask firm leaders is, "What is keeping you up at night?" Through their responses, I have discovered three issues that many firms are struggling with right now: lack of a one-firm vision, inefficient processes, and technology.

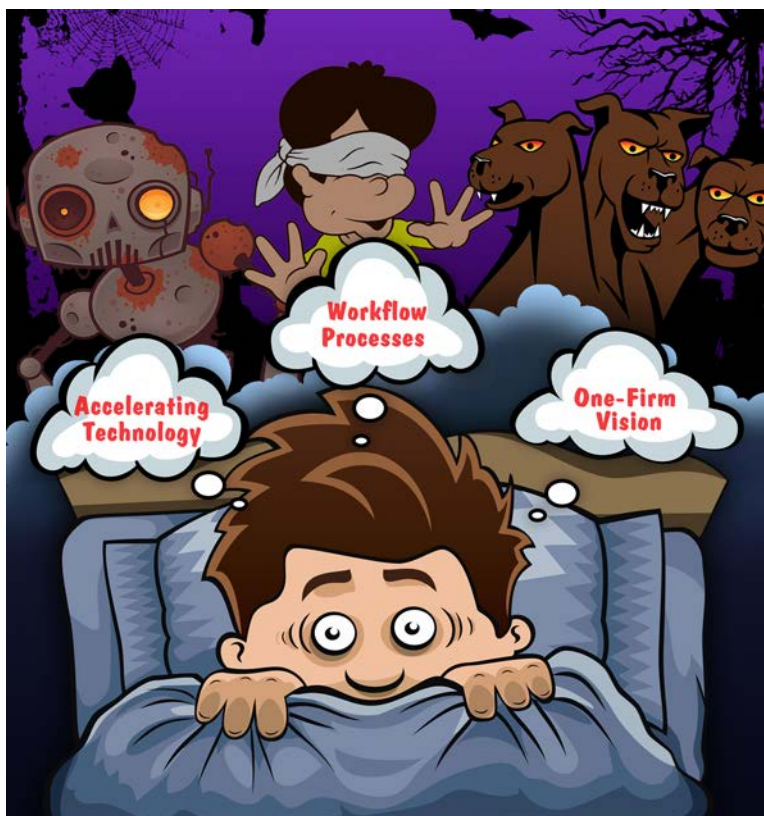
## Issue – Lack of a One-Firm Vision:

The firm leaders who discuss the lack of a one-firm vision see that firm leaders, on multiple levels, have their own ideas about where the firm is going and how they are going to get there. While some of the visions can be similar, certain components don't always line up. Many of these firms have never gone through a true strategic planning session to bring all of the leadership visions together and come to understand what their true mission is as a firm. They describe the frustration that occurs when colleagues seem to have their own personal agendas and the lack of authentic growth when everyone focuses on a

small portion of the bigger picture.

## Solution:

The best way that a firm can truly start working towards having a one-firm vision is through a strategic planning session facilitated by an outside party. This will bring the firm leadership together to identify the true vision and mission of the firm. The planning session will also



help determine the strategic goals the firm has for future growth and success. By utilizing an outside facilitator, leaders can have the challenging conversations needed to move forward in a non-threatening environment. An outside facilitator is also able to bring in perspective that is unbiased to past challenges that the firm has faced which will also lead to increased innovative thinking.

## Issue – Inefficient Processes:

Many firms discuss their need to improve processes in multiple areas of their firms. The most common areas that we hear about are their tax and audit processes. During our discussions, leaders voice frustrations with slow turnaround times due to too many touches and the lack of a standard process

leading to multiple team members following their own systems. Other common process inefficiencies include not having a workflow program in place and lack of automation throughout the process making it laborious and time-consuming.

## Solution:

There are several ways that firms can start to improve the efficiency of their processes, but we have seen the fastest improvement when firms bring in an outside

process improvement expert, get team members CPA Green Belt Certified, and create a continuous improvement committee. The outside process improvement expert can listen to a firm's current process and, through years of experience working with accounting firms, provide valuable feedback on multiple ways the





process can be improved to solve inefficiencies. Following the initial process improvement rollout, having a certified guru (or two) will improve processes in multiple areas of your firm. Establishing a continuous improvement committee will ensure that all areas of the firm continue to be monitored for improvement opportunities.

### Issue – Technology:

Change is a constant in accounting firms today, from mergers and acquisitions to hiring new employees to rolling out the latest software. In today's world technology should be an accelerator, but leaders are struggling with how to make that happen. Right now firms have a hard time seeing where they currently stand with their technology, where they truly

need to be, and how to get there.

### Solution:

Having an expert facilitate a technology review is an excellent way to start utilizing technology as a strategic accelerator. The expert will be able to review your current technology with a fresh set of eyes and facilitate a discussion on where your technology needs to be to support your strategic vision. The final – and most vital – piece will be figuring out how to proceed from where you are now to where you need to be without jeopardizing the end users' capacity for current work. The expertise brought in by this outside facilitator can guide this process while assisting with real-time feedback from end users as changes occur.

If lack of a one-firm vision, inefficient processes and/or technology are keeping you up at night, know that you don't need tackle these issues alone. Our Solutions Advisors can point you in the direction of the tools and training you need to lead change initiatives in your firm. [Click here](#) to learn more about unique solutions to make your firm even more successful.

*As a Solutions Advisor for Boomer Consulting, Inc., Deanna works diligently to insure that all clients are well taken care of and continually works to strengthen relationships. Her primary role is to build the P3 Leadership Academy, CEO Advantage, Kolbe Consulting and Talent Development Advantage client base. Deanna is passionate about HR and Training, strengthening client relationships and recruiting new clients for our communities and services.*

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# PEER REVIEW: Good-to-Know Information

By Rodney Harano



*Note: The comments/observations noted in this article are my personal views and do not necessarily reflect those of the AICPA, the AICPA Peer Review Program, HSCPA, or my firm.*



## MANDATORY PEER REVIEW FOR FIRMS DOING ATTEST WORK IN HAWAII NOW IN EFFECT

It's hard to believe 2017 is only a few months away. Yikes! Another busy season. Hawaii's mandatory peer review law has been effective since January 1, 2016; firms new to the peer review process are now searching for peer reviewers

During the 2016 legislative session, three "technical correction" bills were introduced to fix the existing peer review law. The first pertained to the minimum number of Hawaii engagements that must be reviewed in a supplemental review (HRS §466-34) to be in compliance with the law. Under the existing law, at least two Hawaii engagements would have to be reviewed. Under the "corrected" bill, only "one or more" engagements now need to be reviewed. The intent of the original legislation was the latter.

The second "correction" pertained to the

licensing of peer reviewers. Before the enactment of the mandatory peer review law, the then existing law carved out non-Hawaii peer reviewers from having to be licensed in Hawaii. Somehow, the mandatory peer review law looped them in. There were unintended consequences. Why? There are Hawaii firms that engage mainland CPAs to perform its engagement reviews. Although the mainland peer reviewer does not "cross the pond", he or she still has to be licensed in Hawaii. The correction restores the licensing requirement back to the original law, that is, a **non-Hawaii peer reviewer does not have to be licensed in Hawaii as long as he or she is licensed in another state.** This should be a no-brainer for all the reviewers I know and work with. Furthermore, who would use a non-licensed CPA?

The third "correction" pertained to the due date for the submission of the "Peer Review Compliance Reporting Form" by the firm to the Hawaii Board of Public

Accountancy. Under the old law, this Form was due within 10 days after being notified by the administering entity (for Hawaii firms, this would be the HSCPA) that its peer review was completed. The new law changed the submission due date to 30 days.

## NATIONAL PEER REVIEW LANDSCAPE

During busy season, I participated in an AICPA webinar to discuss the potential consolidation of 41 administering entities (AE) into 8 to 10 AEs. The primary purpose of the consolidation is to provide greater consistency in the peer review process, a purpose that the AICPA Peer Review Board has tried to maintain since I can recall. With 41 AEs, each has its own "idiosyncrasies". Having 8 to 10 may minimize those issues.

The plan is that with 8 to 10 AEs, each AE will annually administer approximately 1,000 reviews. As a point of reference,





Hawaii is one of the smallest AEs, administering around 50 or so per annum. Because of the low volume, our AE will, in all likelihood, be a casualty of the consolidation. At this time, it is still too early to determine which AEs will become the “mega AE” and which AE will administer Hawaii firms’ peer reviews. We will keep you apprised as new information develops.

### **2016 AICPA PEER REVIEW PROGRAM CONFERENCE**

Annually, I attend this conference to network with fellow reviewers and to fulfill the CPE requirement for peer reviewers. In my opinion, the themes of this year’s conference were independence and change. Here are my takeaways that may be pertinent to your practice:

1. The 2016 Governmental Accounting and Audit Guide is out.
  2. Performing non-attest services for a client may impact the firm’s independence, specifically when working in the Yellow Book arena.
- Be careful. The firm must diligently document how performing non-attest services (e.g. preparing tax return, drafting financial statements, cash-to-accrual conversion, etc.) do not impact the firm’s independence.
  - The client must have someone with skills, knowledge, or experience (SKE) to oversee those non-attest services.
  - If there is no one with SKE, then the firm is deemed to be performing management functions; the firm is not independent.

- The auditor cannot safeguard its way out of SKE.
  - The AICPA has a free 2011 Yellow Book Independence Practice Aid for GAQC members.
3. Currently, firms pay a fee to its AE for the administration, monitoring and evaluation of its peer review. The AICPA will be charging a fee to each firm undergoing a system review. It is called the “AICPA National Peer Review Administrative Fee to Enhance Audit Quality”.
  - The fee is based on the number of CPAs employed by a firm.
  - For example, a sole practitioner’s fee is \$75. The fee is \$15,000 for a firm with 1,000+ CPAs.
  - The fee is annual and will start later this year.
  - Remember – this fee only applies to firms undergoing a system review.
4. As noted, change was another theme of the conference:
  - The peer review reports and firm

representation letter, subject to approval, will change in 2017.

- Many small firms still do not have their own Quality Control Document (QCD). Instead, they opt to use an AICPA peer review questionnaire to document their QC system. Effective, January 1, 2017, the questionnaire will no longer be available. Thus, firms will have to create their own QCD. Sample QCDs will be available on the AICPA website.
- There is discussion whether the audit opinion in a limited-scope audit of an employee benefit plan should be changed. Currently, it is a disclaimer of opinion; it may become “qualified”.
- Compilation of prospective financial statements moved from the attestation standards to SSARS.
- The forms that a firm completes prior to its tri-annual peer review will change.

If you have any questions regarding peer review, please contact me at [rharano@cwassociaatescpas.com](mailto:rharano@cwassociaatescpas.com) or 808-695-4024.

*Cheers!*

*In Memory Of  
Bryan Z. Tokumoto  
1947 - 2016*

Our sincere regret at the loss of a colleague, friend and a member of the HSCPA since 1975. We wish to express our deepest sympathy to his family and friends.



## TAX FOUNDATION OF HAWAII

Hawaii's Watchdog on Taxes & Government

By Tom Yamachika, President –  
Tax Foundation of Hawaii

# No Tax Hike? Then Wait 20 Years for Your Roads!



In this past legislative session, we were following bills sponsored by the State Department of

Transportation (DoT) to raise the charges on vehicle ownership – specifically, the gasoline and vehicle weight taxes and vehicle registration fees, all of which pour money into the state Highway Fund that the DoT controls. DoT pushed for the tax hikes and got one bill through the Senate, but the bill had to cross over to the House and died a fiery death in the House Transportation Committee with TV cameras rolling.

It's very tough to get a tax increase through in an election year, especially in the House where every member is up for re-election. But DoT's reaction, as stated by Deputy Director for Highways Ed Sniffen in a [Star-Advertiser article](#), was essentially that they would be shelving capacity improvement projects like additional lanes for Highway 130 on the Big Island, Lahaina Bypass 1C to the Kaanapali Connector, Kahekili Highway widening, or anything on Kauai. Those aren't dead, but "are just projects that we cannot move forward at this time because we cannot see funding available to fund these projects in the next 20 years." But permits, environmental assessments, and the like for these projects have

a shelf life, and a significant deferral means any progress made in clearing those hurdles may be nullified.

And then, what does DoT mean by "funding available"? House Finance Chair Luke pointed out that the Legislature gave DoT an extra \$37 million this year out of the general fund to make up the difference. But Sniffen said that the projects could be freed up only if "we can get a continuing addition to our funding." Apparently he is looking for some kind of earmarked tax before the chokehold on our highway capacity projects will be loosened.

Certainly, state agencies shouldn't be going around signing contracts with money they don't have. So our State Procurement Code [HRS section 103D-309](#) requires funds to be available before contracts are binding. But the Code doesn't require an earmarked tax before an agency can commit to a large project spanning multiple legislative sessions. Rather, the Code and rules [Hawaii Administrative Rules section 3-122-102](#) only require that funds be available for the portion of the contract during the initial fiscal period, as long as the contract says that future payments are subject to future appropriations or special fund revenues. Contractors dealing with the State are used to seeing such

contract clauses and most won't shy away from public works projects.

Is there any evidence that earmarked tax revenues are more stable or certain than general appropriations? Recent experience with the tobacco tax tells us that the reverse may be true, [as we mentioned one year ago](#). Tobacco tax was earmarked to fund the John A. Burns School of Medicine and its Cancer Center, but collections in that tax had recently turned south and weren't helped by a 2015 law that raised the smoking age from 18 to 21. As a result, the Cancer Center wailed that its national designation was in jeopardy. (Somehow its designation survived.) Certainly, an appropriation once given can be taken away, but the same is true of any tax, earmarked or otherwise.

The bottom line is that although big projects like highway capacity improvements require lots of money over many years, we don't need to have the funding in the form of special fund tax increases as long as the state is committed. What we do need is to move forward where we have already spent time and money in design, permitting, and planning so we avoid having to spend additional vast quantities of time and money to do those things over from the beginning.





# 10 Principles for a Happy Life and Career

## Principle 7: Tolerance

By Michael A. Crawford, CPA



*Editor's Note: Mike Crawford has, even by his own accounts, had a successful and happy career as a CPA in Oklahoma. He says 10 basic principles have guided him through a joyful life and a fulfilling career. In this and future issues of KALA, Crawford shares that idea and those principles.*

*“Tolerance is the oil that takes the friction out of life.”*

— Wilbert E. Scheer

As the world we live in becomes more globally available to us through technological advances, we become more aware of the qualities that make us different—religious beliefs, cultural beliefs, race, language, gender, sexual orientation, etc. In a world with more than seven billion inhabitants, there are going to be a number of differences. However, in spite of all these differences, all humans share a common desire: to be happy and free of suffering.

Keeping this basic commonality in mind, we should respect each other's different beliefs, unless those beliefs are inherently evil. Our individual lives on earth, when considered within the scheme of all time, are just tiny molecules in vastness of space. So why not

respect the beliefs of others and make the most of our relatively short time together on this planet?

An important aspect of tolerance is the art of graciousness, or knowing how to make people comfortable and feel included when it may be easier to ignore and exclude them. One of the greatest gifts we can give other human beings is to make them feel welcome and accepted, especially when they are struggling to fit in. Graciousness is about humility and is a trait not often found in those who are arrogant.

When I seized the opportunity to start my own accounting firm in 1984, I had a clear vision of how I wanted to treat my staff and build a family environment around our work. My vision was at the opposite end of how most professional firms were operated at the time. Most of my previous work environments seemed so impersonal and cold. I wanted to create an environment where all employees felt accepted and part of a family that worked together with humility, free of intimidation and with the utmost flexibility for meeting the needs of all its work family members. Thirty years later, our work family has grown in numbers from one to 26 and we still operate the firm with the same vision and in the same manner as I did at its inception. We have few formal policies and

rules and do our best to treat each person with respect and ask they treat each other in that same way. We truly enjoy each other's company, so we also enjoy a variety of family style entertainment get-togethers.

While our staff comes from different backgrounds and beliefs, and even from different countries and cultures, the commonality of our desire to respect and care for each other creates a work environment centered around tolerance and understanding. It's amazing how much work can be done, and how well it can be done, when people enjoy what they do and who they do it with.

Don't judge others; you don't know their life journey.

*Mike Crawford, CPA, is the retired chairman of Crawford & Associates, P.C., an Oklahoma City-based CPA firm dedicated to state and local government accounting and consulting. Crawford is a past president of the Oklahoma Society of CPAs, an inductee into the Oklahoma Accounting Hall of Fame, the 2011 recipient of the OSCPA Public Service Award and is past vice chairman of the Governmental Accounting Standards Advisory Council. For the past 30 years, he has authored a number of professional guides, practice aids and articles on governmental accounting, auditing and ethics. Crawford is also the founder of [Living a Life Worth Living](#), which provides free resources to encourage readers to achieve high morals and recognizes others who do the same.*



# Norman's Book Review

## "Whom Not To Marry"

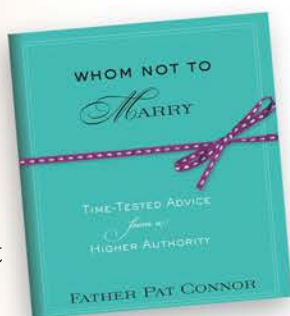
by Father Pat Connor

I must admit the book's title captured my attention. After I started reading the book I couldn't put it down and thought it would be perfect for everyone...single CPAs looking for a life partner, married CPAs who want to improve their marriage or want confirmation as to why they are so happy, or CPAs having second thoughts about their boyfriend/girlfriend. CPAs are very analytical so this book is perfect to increase the odds of finding the right person to marry or the type of person to run away from.

The author has presided over more than 200 weddings, counseled individuals/couples for over 50 years, and sought the secrets of happily married couples. The book represents what he has learned from his experiences and he hopes it helps people identify whom they should and should not marry. For those of you who have experienced one bad relationship after another, the book will help you understand why it is happening to you. As the author interestingly noted in the beginning of his book, "you can be deeply in love with someone to whom you cannot be successfully married."

The following are a few of the captivating advice the author notes in his book. The way he formats his book and includes real life stories from his experiences really enhances the book and makes it easy to read and follow! It should help you find "Mr. Right" and avoid "Mr. Wrong." As the author does

in his book, I will address my review to women, but it is also applicable to men.



relationships versus men.

He did that because from his experience women usually are the ones who take the initiative related to talking about

### Seven Points Of Love

Many couples choose the following words from the Bible in Paul's Letter to the Corinthians for their wedding ceremony. The author strongly feels a couple's love for each other is directly correlated to how they live these words of Paul. He calls these words the "seven points of love" and devotes one chapter of his book to each phrase.

1. Love is patient.
2. Love is kind.
3. Love is not envious, boastful, arrogant or rude.
4. Love is not selfish; it doesn't insist on its own way.
5. Love is not easily irritated, nor is it resentful.
6. Love doesn't rejoice in wrongdoing; it rejoices in the truth.
7. Love hopes all things, endures all things. And it never gives up.

Living these words lays the foundation

for a happy life and happy marriage.

### Cherish The Good

All too often many people are quick to criticize and look at the negative side of things. Still others complain their significant other treats their friends better than them.

The author insists we must always remember and cherish the good in our partners, and show kindness in our actions and emotions daily. Doing this will make a positive difference in the quality of our relationship. For example, the author recommends you "do something special for your partner every day, show interest in your partner's well-being, and tell him/her what you like about them (even if you can't think of something that day!)."

*"Cultivate kindness in your life and you will plant the seeds of kindness in your marriage."*

### Is He Your Friend?

Are you impressed with a person's charm, party antics, storytelling, political views, etc? The author says these qualities don't correlate to a successful marriage. Instead, use this quick checklist if you are looking for a good spouse.

1. Is he a good listener?
2. Is he adaptable?
3. Is he loyal?
4. Is he kind?



5. Is he your friend?
6. Are you happier when he is near?
7. Do you enjoy each other's company?
8. Do you respect each other's opinion?
9. Do you do a lot of things together?

If your answer is yes to most if not all of these questions, that person is a strong spouse candidate. Don't underestimate the importance of your partner being your best friend.

*"Friendship is the solid ground upon which marriage is built."*

### Run The Other Way If ...

CPAs love power points and checklists so here are a few of the author's warning signs of a poor spouse choice. Run the other way if:

- He is cruel to you physically or emotionally. (No exception!)
- He is consistently impatient with you and with others.
- He never pays you compliments.
- He can't keep his jealousy in check.
- He doesn't know how to apologize.
- He makes jokes at your expense.
- He has a questionable character. (It really counts in a marriage!)
- He is unwilling to make the same sacrifices he is asking of you.
- He is a selfish man.
- He is not physically attractive to you.
- He tries to control you.
- He can't hold down a job.
- He doesn't accept responsibility for his actions.
- He can't say I love you.
- He is tied to his mother's apron strings.

The point is to be honest with yourself and really look at your partner and see if he has the qualities of a good husband to increase the chances of a happy marriage.

### Summary

Father Pat Connor does an amazing job of taking a "deep dive" into analyzing relationships, the qualities you should look for in a spouse and the secrets of a wonderful marriage. His stories, quotes, book layout, chapter summaries and special sections such as "wedding bells or warning bells," "Ask Father Pat" and "Dear Father Pat" make the book entertaining and a joy to read. I highly recommend this book to



everyone who not only wants to find an awesome life partner, but who wants to enhance themselves and their relationship with their significant other!

In closing, for those of you searching for your soul mate or Mr. Right, I thought Father Pat had an interesting perspective on it. In his opinion, "it is unrealistic to think that there is only one person meant for you. There are many prospective partners out there for you ... it's up to you to choose a mate from the many soul mates out there. Once you make the choice, rejoice in that decision and commit to it. Finding Mr. Right has more to do with chance than with destiny." GOOD LUCK!!!

Would  
you like a  
second  
opinion?

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# CPA FIRM MICROCOMPUTER TECHNOLOGY

By Ron Gouveia CPA.CITP and Joy Takaesu of Carr, Gouveia + Associates, CPAs, Inc.



The IRS warns that a new scam is going around that targets tax professionals. In the new scam, a phishing e-mail is disguised to look like a tax software update notification e-mail. If the malicious e-mail link is clicked, the user is prompted to download an executable file. The .exe file uses a legitimate-looking filename, but is actually a keylogger intended to steal sensitive information.

The IRS advises tax professionals to be alert and to go directly to a trusted software provider's main website for updates, rather than clicking on e-mail links or attachments. The IRS also recommends running security "deep scans" using strong passwords, educating staff about various e-mail, phone, and text phishing scams, and reviewing remote software used by IT or support vendors.

To help tax professionals create or evaluate existing security procedures, the IRS issued Publication 4557 "Safeguarding Taxpayer Data, A Guide for Your Business." The publication includes checklists and best practices for security. The IRS recommends an annual security self-assessment. Another resource can be found on the IRS website by searching for "Protect Your Clients; Protect Yourself." This webpage is part of a security awareness campaign, and will be updated with fact sheets, security tips, and scam prevention information for tax professionals.

According to a recent Malwarebytes survey, the top targets for ransomware are the healthcare and financial service industries. The most likely attack vectors are via e-mail attachments or malicious e-mail links. Taking active steps to safeguard client data and remaining up-to-date on current threats is becoming increasingly critical.

Microsoft's Windows 10 free upgrade

offer has ended. Windows 10 is currently available at \$119.99 for Windows 10 Home or \$199.99 for Windows 10 Pro. For those who have already installed Windows 10, Microsoft released a free "Windows 10 Anniversary Update." After installing the Anniversary update, you can prevent Windows 10 from updating and restarting between specific hours (up to a 12 hour range) by going to Start, Settings, Update & Security, Windows Update, and changing the new "Active Hours" setting. The updated Edge browser is more power-efficient, supports extensions, and adds user-friendly features like drag and drop, swipe navigation, tab pinning, and a right-click "paste and go" option for the address bar. The Anniversary update also includes Cortana improvements, Action Center and Start Menu design changes, smart sticky notes, new inking features for those who use a stylus, and additional security features.

For Windows 10 Pro or Enterprise users who do not wish to install the Anniversary update yet, it is not possible to fully disable Windows 10 updates. However, the "Defer Upgrades" option under Settings, Update and Security, Advanced Options can temporarily delay the update for approximately four months after the initial upgrade publication date.

If you have any questions or comments call me at (808) 837-2507, or send e-mail to [ron@cga-cpa.com](mailto:ron@cga-cpa.com).

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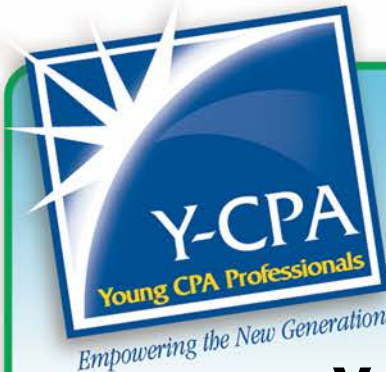
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# Y-CPA BUZZ!



## Y-CPA Squad 2016-2017

*Mission: Provide opportunities for young CPA professionals to become involved in the profession; give back to the community and connect with the sustaining value of being a CPA.*



The Y-CPA Squad is excited to begin our year! Each year, we meet to outline our goals. We have established three main goals for 2016-2017, each aligned to a component of the Squad's mission statement above. While some goals continue from year to year, others change as we assess the current needs of our profession. Our goals for this year are as follows:

### Increase Y-CPA membership

As is the trend across the nation, while the number of college graduates with accounting degrees has been increasing, the number of new exam candidates has remained flat. We have been focusing on connecting with students at all of the universities in Hawaii to discuss the value of becoming a CPA upon graduation and to educate students on what the requirements are to both sit for the exam and to obtain a CPA license. We will continue to do so, and also to focus on increasing Y-CPA membership in the HSCPA. There are many advantages to connecting with the HSCPA as a Y-CPA, especially through the training and networking opportunities available to our members, and we will be communicating those benefits as we visit universities and meet young professionals in the community.

### Present the accounting profession to high schools across Oahu

We have had great success in the past few years building relationships with high schools across the island of Oahu. The Squad would like to continue these efforts, and will be presenting to high schools that have an accounting, finance or business-related class being offered as part of their curriculum. In conjunction with the Y-CPA committee, we will present the accounting profession to students and answer questions about what it means to be a CPA. If you have any contacts at the high schools, please send an e-mail to us through [info@hscpa.org](mailto:info@hscpa.org) and we would be happy to present to more classes.

### Increase our presence in the community

Giving back to the community is near and dear to our hearts. Our service projects support a variety of organizations and causes, and we are always open to new ideas and suggestions. We have recently completed our first project of the year, volunteering at the Hawaii Foodbank on 8/27. Each year, we have an annual beach clean-up at Ala Moana Beach Park on the first Saturday of November and will continue to hold the beach clean-up this year on Saturday, 11/5. Our plan is to add a few more projects during the course of the year, including VITA in early 2017.

If you are interested in joining the Y-CPA committee, we always welcome new members that are passionate about helping us to carry out our mission! In the event that you are not receiving e-mails as a Y-CPA member, it may be that we do not have your date of birth on file. Please update your profile online so that we can include you in future communications. The Y-CPA Squad looks forward to a successful year!

### Hawaii Practices For Sale

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**Kailua Kona CPA Practice for Sale** - gross \$283K, excellent fee structure, strong cash flow over 50%, 80% tax, 17% accounting, 3% consulting/other services, quality client base, and knowledgeable staff in place. For more information, please call 1-800-397-0249 or to see listing details and register for free email updates visit [www.AccountingPracticeSales.com](http://www.AccountingPracticeSales.com).

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# MOVE ON PURPOSE:

## Leading Virtual Teams

By Dr. Linda Talley



Leading virtual teams is tough! I admit it! Your team members are working remotely and it's a challenge to gain and sustain momentum and engagement. And for all you visual people out there, how do you evaluate them and their performance if you can't see them—whether your skype or not!

Leadership is leadership but when it comes to virtual teams, a few of the guidelines change. Here are some ideas:

1. Although technology is making virtual teams easier to connect remotely, there is still the face to face which is

invaluable for a team. Bringing people together for real face to face time is an important strategy to implement early on in the creation of the team. This gives members an opportunity to share, interact, build relationships and alliances and create commitment.

2. Establish standards for team interactions and maintain the standard. Virtual teams may be on different time zones so they lack the opportunity to drop into someone's office to chew the fat. Providing a specific structure of meeting times and specifying agendas is critical for team cohesion and success.

3. Communication channels must be established and standards set in order to keep the flow of information moving. How will communication be channeled? What are response time standards? How will team members interact during virtual meetings? Texting? Working on work? Or being attentive to the meeting, other members of the team, and the agenda. How focused is each person's contribution? Is there rambling? Is there continuity? This may not matter too much in a face to face but with virtual teams, this is critical.

4. Virtual teams must be hyper responsive with information and communication of that information. This is particularly true with follow ups! What about assigning someone to lead the meeting; someone to take notes for distribution to all team members – and definitely within a certain time period after the meeting; roles, responsibilities and time frames spelled out in the minutes.

5. Celebrate wins. Most of us don't take time to celebrate wins even in a face to face setting, but this is particularly important in virtual teams. When they don't come together to celebrate, team members might be isolated, silos. Take the time to celebrate wins, recognize accomplishments in order to keep the virtual team engaged.

*Linda Talley, body language expert, leadership development coach, behavioral theorist, keynote speaker, and business coach works with leaders to improve their business relationships, communication, and performance.*

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# SEPTEMBER



## Current Accounting & Attestation Updates for Practitioners with Small-Business Clients • September 21 (Wednesday)

Specifically tailored for practitioners who do not perform audits, but provide other attest and non-attest services to small and medium-sized businesses, this course is a comprehensive update covering recently issued accounting, compilation, and review standards, as well as other professional guidance impacting small and medium-sized business accountants. [more>](#)

## Latest Developments in Governmental Accounting and Auditing 2016 September 23 (Friday)

Highlights include the December 2013 OMB release of Uniform Administrative Requirements, Cost Principles, and audit requirements for federal awards; continuing issues and challenges involving the Yellow Book; working with GAAS in the post-implementation phase of the clarified auditing standards; and recent GASB activities with an emphasis on the pension standards. [more>](#)

## A Practical Guide to Trusts • September 27 (Tuesday)

In-depth information to enable the practitioner to make a well-informed decision as to whether or not a trust is the appropriate vehicle for a client's financial, estate, and/or asset protection plan, and, if so, how the trust can best be implemented and operated. [more>](#)

## The Complete Guide to the Preparation of Form 1041 September 28 (Wednesday)

Tax compliance issues for fiduciary entities are sometimes confusing to practitioners due to the fact that many lack experience in this area. This course provides the practitioner with a practical understanding of the issues involved in preparing the U.S. Income Tax Return for Estates and Trusts (Form 1041). [more>](#)

## The Complete Guide to Hawaii Death Taxation • September 29 (Thursday)

Tax compliance issues at death are sometimes confusing to practitioners because many lack experience in this area. This course provides you with a practical understanding of the issues involved in preparing the Hawaii Estate Tax Return. [more>](#)

[Register online or download registration form at:  
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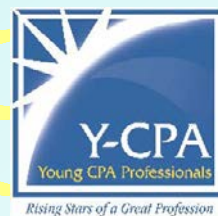
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