

A background image showing three people in a professional setting. A woman with long blonde hair is pointing at a document on a table. A man with short dark hair is looking down at the document. Another person's arm is visible on the right side of the frame. The image has a blue tint.

TXCPA

PROFESSIONAL ISSUES UPDATE

TIM PIKE, CPA, CFE | TXCPA 2023-24 CHAIR
MAY 10, 2024

CURRENT PROFESSIONAL ISSUES



- 1 | Regulatory Changes
- 2 | Recruitment and Staffing
- 3 | Technology
- 4 | Open Forum/Q&A

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REGULATORY CHANGES

BENEFICIAL OWNERSHIP INFORMATION REPORTING



Anti-money laundering reporting requirements issued by the U.S. Treasury Department's Financial Crimes Enforcement Network (FinCEN).



New mandatory reporting requirements went into effect on **January 1, 2024**, for many corporations, small businesses and LLCs.



Penalties for violating the reporting requirements include up to a \$10,000 fine and two years in jail.

Penalties increased to \$591 a day from \$500, effective Jan. 25.

DEADLINE FOR BOI REPORTING



Companies created after 2024 or have a change in ownership or need to correct information have 30 days to file.

FINCEN RELEASES NEW FAQs

HOA

- Most need to file unless they qualify as a tax-exempt entity (e.g. 501(c)(4) – social welfare organizations)
- Beneficial Owner of HOA:
 - Is a senior officer;
 - Has authority to appoint or remove certain officers or a majority of directors of the HOA;
 - Is an important decision-maker; or
 - Has any other form of substantial control over the HOA.

TRUSTS

- Trusts can own or control a reporting entity
- A beneficial owner is:
 - A trustee that has the authority to dispose of trust assets;
 - A beneficiary that is the sole permissible recipient of income, or has the right to withdraw substantially all of the assets from the trust; or
 - A grantor or settlor that has the right to revoke the trust or withdraw the assets of the trust.
 - Other facts and circumstances may apply
- FinCEN FAQs: <https://www.fincen.gov/boi-faqs>

FINCEN'S PLAN FOR ACCESS TO BOI INFORMATION

FIVE PHASES

SPRING 2024

Pilot program for a handful of Federal agency users.

SUMMER 2024

Access to Treasury offices and other Federal agencies engaged in law enforcement and national security activities.

FALL 2024

Access to intelligence activities, as well as to State, local, and Tribal law enforcement partners.

WINTER 2024

Access to intermediary Federal agencies in connection with foreign government requests.

SPRING 2025

Access to financial institutions subject to customer due diligence requirements under applicable law and their supervisors.

HOUSE HEARING ON CORPORATE TRANSPARENCY ACT

- House Committee on Small Business had a hearing on April 30
- "Under the Microscope: Examining FinCEN's Implementation of the Corporate Transparency Act"
- Recommendations to House include:
 - Suspension of all enforcement actions until one year after the conclusion of all court cases related to the NSBA v. Yellen case
 - Update BOI reporting information on an annual basis



MORE BOI INFORMATION



[AICPA Beneficial Ownership Information Reporting Resource Center](#)



[TXCPA's Beneficial Ownership Reporting Resource Page](#)



[FinCEN Beneficial Ownership Information Reporting Resources](#)

HOUSE PASSES TAX BILL

- On January 31, the House passed a \$78B tax bill
- Vote 357-70 in House – puts pressure on Senate to act
- Contains provisions to restrict the Employee Retention Credit, expand eligibility for the Child Tax Credit, and temporarily reinstate the expensing of research or experimental expenditures
- Tax bill is currently in Senate limbo with a focus on preparing for 2025

KEY BUSINESS PROVISIONS IN TAX DEAL



Delays three TCJA business extenders

- Deduction for section 174 research & experimental expenditures
- Extension of 100% bonus depreciation
- Extension of section 163(j) interest expense calculation as EBITDA



Increases maximum amount for section 179 expensing

- Slight raise in expensing limit allowance (cost of equipment and software) to \$1.29M (from \$1.16M)
- Limit adjusted for inflation after 2024



Provides “time limited and limited in scope” disaster relief

- Targeted disaster tax relief for some Hurricane Ian victims
- Tax relief for some wildfire victims
- Tax relief for people impacted by the East Palestine train derailment



ERC changes

- Ends program early on January 31, 2024
- Penalties for certain COVID-ERC promoters
- Extends statute of limitations to six years

EMPLOYEE RETENTION CREDIT UPDATE

- ERC Voluntary Disclosure Program ended March 22
- Withdrawal Program remains available
 - Available for employer to withdraw ERC claims if filed but, in hindsight, feel don't qualify for the credit
 - To qualify for the program, an employer:
 - Must not have received a refund, or did and did not cash the check
 - Must withdraw entire amended payroll tax return on which ERC was claimed
- IRS announced ~ \$1B in potential savings from erroneous ERC claims – half from enforcement and half from Voluntary Disclosure and Withdrawal programs
 - Additional \$3B being investigated

IRS STILL GETTING 20,000 CLAIMS WEEKLY

- Despite a moratorium since September on processing new claims for the pandemic-era ERC, Commissioner Danny Werfel says the IRS is still processing 20,000 new applications weekly.
- Commissioner Werfel supports retroactive bill stopping ERC claims.
- "There's two things being harmed if that bill doesn't get passed. One, the financial bottom line of the U.S. government...And two, in our big inventory of claims, there are still eligible claims in the midst, but they're very hard to find."

UNITED STATES

Internal
Revenue
Service
Building

Visitors →
← ♿

DATA ON THIS YEAR'S IRS FILING SEASON

- Improved phone service –reached 88% (compared to 84% last year and 15% in 2022)
- More calls answered (16.8% increase)
- Faster response times – just over 3 minutes (4 minutes in 2023 and 28 minutes in 2022)
- Number of refunds down by 1.5%
 - Avg refund increased to \$2,948 (3.8% increase)
- Number of returns filed increased by 1.9%
- More callback options – for more than 4 million taxpayers

AICPA IRS
Services Survey





CHANGES TO TRANSCRIPT DELIVERY SERVICE AUTHORIZATION PROCESS

- Began April 8, 2024
- Tax professionals must call the Practitioner Priority Service line to request transcripts
- Tax professionals need to pass the current required authentication and also verify their Short Identification
- Scan for more info from the IRS:



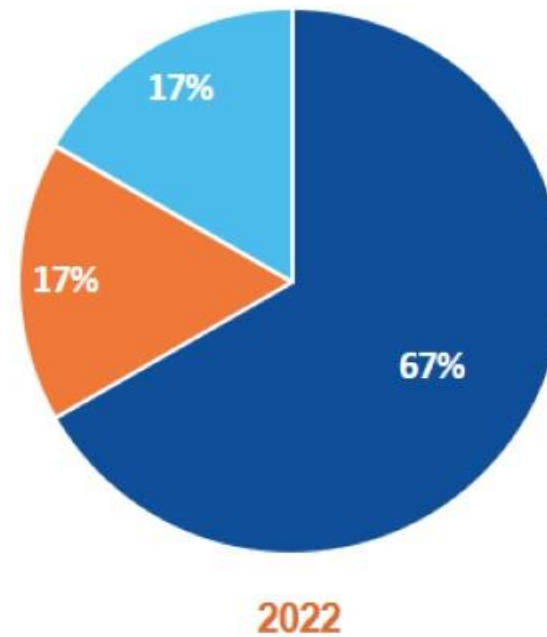
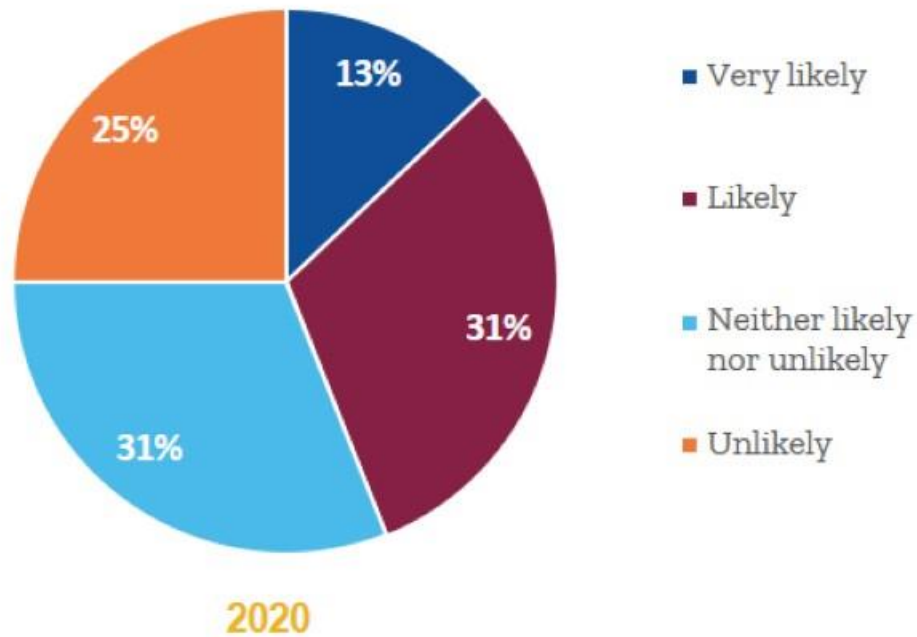
REVISED GUIDANCE FROM DEPT. OF LABOR: EMPLOYEE OR INDEPENDENT CONTRACTOR?

- New DOL regulation (RIN 1235-AA43) provides revised guidance in determining employee or independent contractor classification effective Mar 11, 2024
 - Rescinds 2021 rule
- New economic reality test provides six factors:
 1. "opportunity for profit or loss depending on managerial skill;
 2. investments by the worker and the potential employer;
 3. degree of permanence of the work relationship;
 4. nature and degree of control;
 5. extent to which the work performed is an integral part of the potential employer's business; and
 6. skill and initiative."



EXPECTED GROWTH IN DEMAND FOR ESG ASSURANCE

How likely is it that your firm will start performing sustainability-related assurance services over the next three years?



84% OF
FIRMS ARE
LIKELY OR
VERY LIKELY
TO START
PERFORMING
ESG SERVICES
IN THE NEXT
THREE YEARS.

CALIFORNIA CLIMATE BILLS



Private and Public Businesses Operating in the State
(reports due January 1, 2026)

- SB 253: The Climate Corporate Data Accountability Act
 - Revenues greater than \$1 billion
 - Report emissions, including scopes 1, 2, and 3
 - Obtain third-party assurance of the reports
 - Impact extends beyond companies to suppliers, which expands the reach
- SB 261: The Climate-Related Financial Risk Act
 - Revenues greater than \$500 million
 - Prepare and submit an annual climate-related financial risk report

2023 GLOBAL FINANCE TRENDS SURVEY REPORT

- "ESG metrics and measurement" is the top priority for both public and private company CFOs and finance leaders in the coming year
 - ESG metrics ranked 14th in the previous year
- Three out of five (60%) of organizations indicate a substantial increase in the focus and frequency of their reporting related to ESG issues



Source: 2023 Global Finance Trends Survey Report by Protiviti



FEDERAL TAX POLICY COMMITTEE

Advocates for members by reviewing federal tax legislation, regulations, and administrative pronouncements and providing valuable feedback and input on your behalf.

Most recent advocacy: TXCPA Committee Calls on FinCEN to Delay BOI Filing Deadline for All Entities by One Year

- The FTP Committee urged that the filing deadline for all existing entities be delayed one year until 2025, the 90-day deadline for new entities be made permanent and the period for reporting subsequent events be extended to at least 90 days.
- The reporting deadline for companies created or registered in 2024 was extended from 30 days to 90 days thanks to advocacy efforts from TXCPA and the FTP Committee.

PROFESSIONAL STANDARDS COMMITTEE

Advocates for the CPA profession in Texas by **responding to exposure drafts** of proposed accounting and auditing standards, rules and regulations issued by **accounting and auditing standard-setting bodies** that have an impact on the practice of accountancy in Texas.

Most recent comment letter included feedback on PCAOB Rulemaking Docket Matter No. 054 – *Proposals Regarding False or Misleading Statements Concerning PCAOB Registration and Oversight and Constructive Requests to Withdraw from Registration.*



bit.ly/TXCPAPSC

PCAOB PROPOSALS CALL FOR FIRMS TO DISCLOSE MORE ABOUT THEMSELVES



- Two new PCAOB proposals would require firms to report new metrics and information.
- The **Firm and Engagement Metrics proposal** would require PCAOB-registered accounting firms auditing accelerated or large accelerated filers to publicly report specific metrics about those audits and their practices.
- The **Firm Reporting proposal** would amend PCAOB's annual and special reporting requirements to facilitate the disclosure of more complete, standardized and timely information.
- **TXCPA's Professional Standards Committee** is reviewing the proposals

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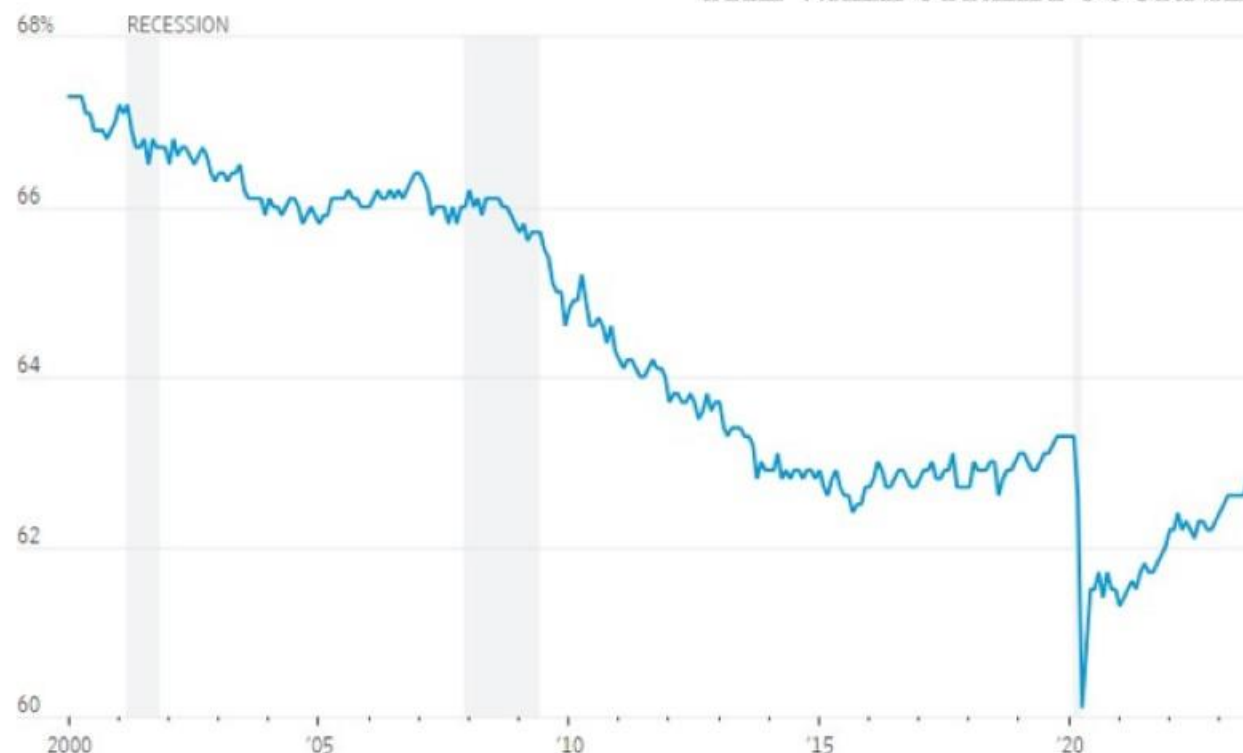


RECRUITMENT AND STAFFING

DEMOGRAPHICS AND THE LABOR FORCE

- The global working-age populations of 61 of 195 countries or areas are projected to decrease by 1 percent more between 2022 and 2050 (U.S. is one)
- Census shows that U.S. working-age population grew only 3% over the last decade driven by a decrease in fertility rates starting in 2007 and retirements.
- U.S. non-working population grew 13%
- 10,000 Baby Boomers reaching 65 years old every day; 3M early retired in 2020-22

U.S. labor force participation rate



Note: seasonally adjusted

Source: U.S. Labor Department via Federal Reserve Bank of St. Louis

CHANGING ATTITUDES TOWARD COLLEGE EDUCATION

College/university enrollments are declining overall in the U.S., reducing our potential pipeline population

WHY?

- Nearly half of parents (chart to the right) wanted something other than a four-year college for their children (Source: Carnegie/Gallup 2021)
- % of young adults ages 18-29 who think college is very important dropped from 74% in 2013 to 41% in 2019 (Source: Gallup 2019)

Please think about your ideal situation; if there were no obstacles or limitations, what would/did you most want your child to do immediately after he or she finishes/finished high school?

% Among all parents

54%

Four-year college

16%

Non-college training programs

8%

Two-year college

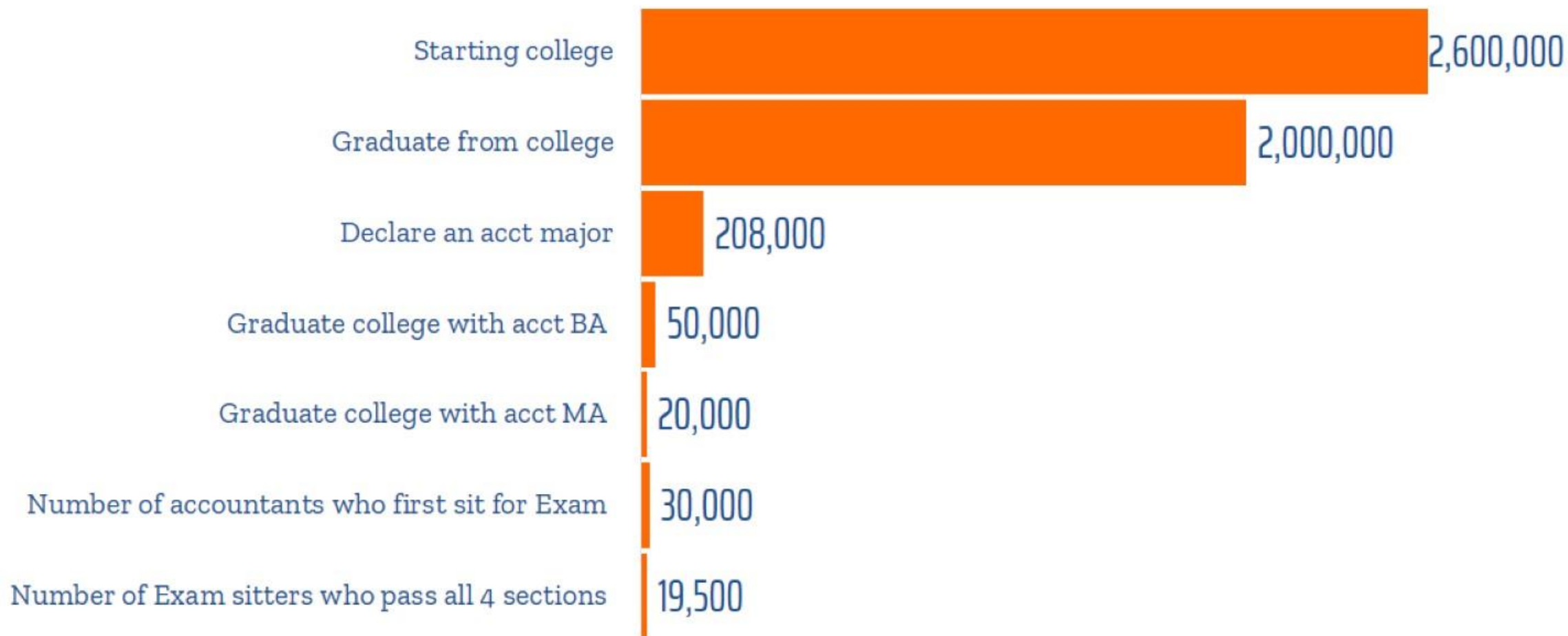
22%

All other pathways



*Non-college training programs" and "All other pathways" are composite groups. For a complete listing of all data by subcategory, please see the appendix.

EXAMINING THE PIPELINE FUNNEL



BUSINESS MAJORS AND ACCOUNTING MAJORS



1 in 9

College business-related graduates earns an accounting degree, and that number is trending down. (Wiley, 2023)



1 in 4

Accounting majors gets an accounting bachelor's degree.



1 of 12

*Accounting majors becomes a **CPA**.*

Source: JoA 2017-18; IPEDS, Wiley

CPA EXAM TRENDS



43% of accounting grads (BA and MA) sit for the Exam.

57% of exam sitters (over all of time) ultimately pass all sections of the Exam.

Source: IPEDS and AICPA Exam data

CAQ/EDGE RESEARCH ON SELECTION OF ACCOUNTING AS A MAJOR

REASONS FOR NOT CHOOSING ACCOUNTING AS A MAJOR:



70%

Said lack of
interest or passion



61%

Said higher starting
salary with other
major



57%

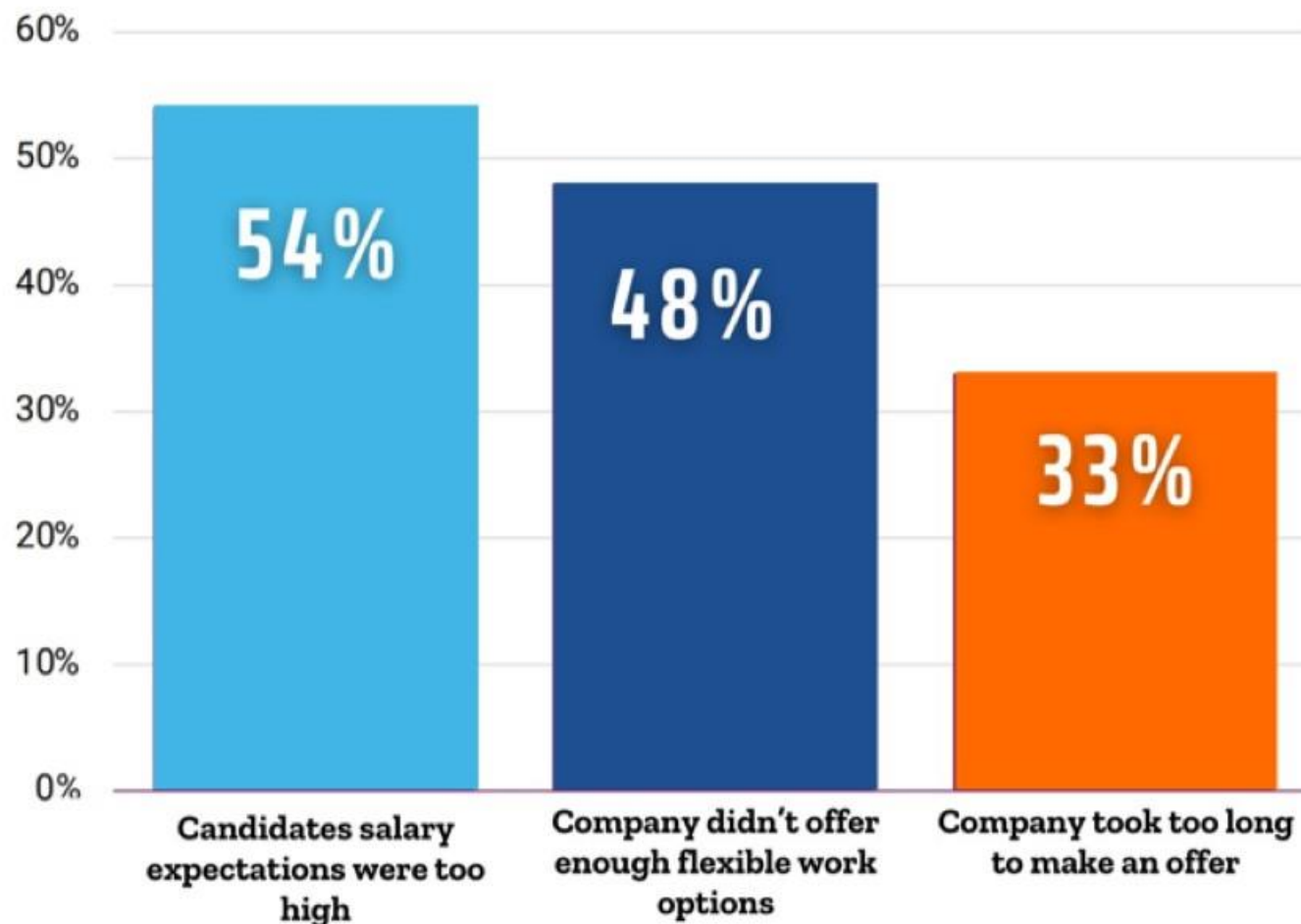
Said don't want to
pursue 150 hours
for CPA

66% of accounting
majors decided their
major prior to college

The CAQ research showed the "150 requirement is more conspicuous a challenge for Black and Hispanic non-accounting students, and in particular those students who considered accounting but opted out."

"The time required to study for the CPA exam is a top obstacle across all demographics, but the costs associated with completing the 150 credit hour requirement is the most significant hurdle identified by Black and Hispanic accounting majors."

TOP CANDIDATES ARE SLIPPING AWAY



Offer competitive salaries.



Provide flexible work options.



Don't wait to make an offer.

WHAT WORKERS WANT MOST



**A higher
salary**



**Better benefits
and perks**

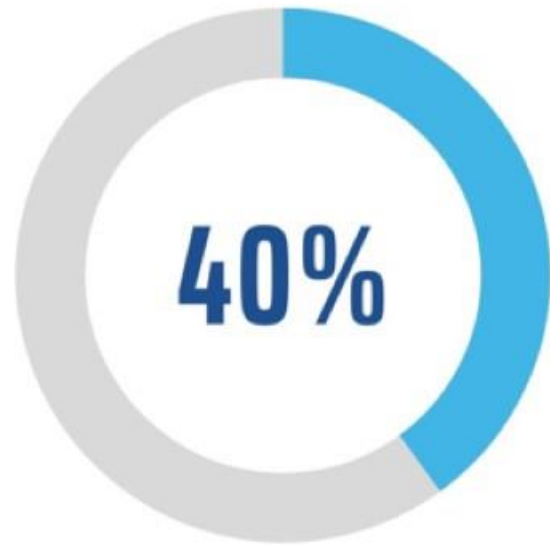


**More flexible
work options**



**More opportunity for
career advancement**

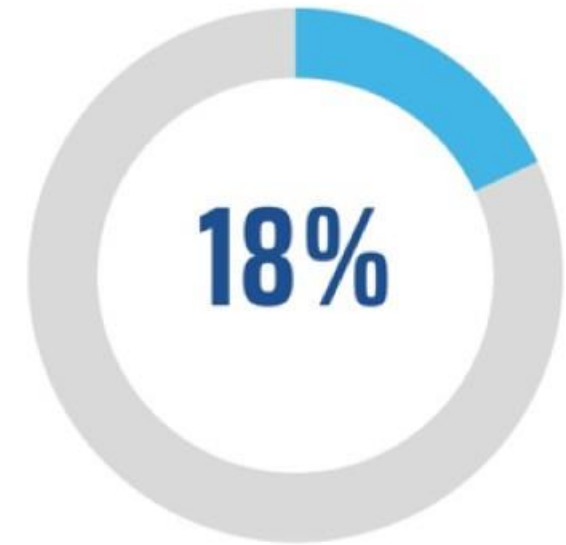
THE IDEAL WORK ARRANGEMENTS



A fully remote position



A hybrid position



A fully in-office position

COMPENSATION DISPARITY AMONG PROFESSIONS

Median annual compensation (all levels):

STEM professionals

\$98,000

>

Accounting and Auditing professionals

\$78,000

Source: U.S. Bureau of Labor Statistics – 2022/2023

Median average compensation 2022 (new/starting professionals):

Engineers:

\$75,000

All business graduates:

\$62,000

>

Accounting:

\$50,000

Source: National Association of Colleges and Employers: Winter 2023 Salary Survey

2023 PCPS NATIONAL MAP SURVEY

Position	2023 median – all respondents	2021 median – all respondents	Change
Equity partners/owners	\$183,855	\$166,572	10%
Directors (11+ years of experience)	\$136,211	\$120,000	14%
Senior managers (8-10 years of experience)	\$105,000	\$94,951	11%
Managers (6-7 years of experience)	\$86,374	\$82,600	5%
Senior associates (4-5 years of experience)	\$69,472	\$65,888	5%
Associates (1-3 years of experience)	\$55,930	\$52,639	6%
New professions (<1 year of experience)	\$50,000	\$45,000	11%
Paraprofessionals	\$49,577	\$48,596	2%
Interns	\$28,667	\$26,621	8%
Professional contractors	\$56,590	\$71,278	-21%

Source: 2023 PCPS National MAP Survey

HOW THE ACCOUNTING PROFESSION IS ADDRESSING THE SHORTAGE



Investing in automation and technology to allow staff to focus on higher-value work



Focusing on increasing diversity and inclusion in recruitment



High school outreach to promote accounting as a career option



Exam changed in 2024 to illustrate how tech-focused the profession has become



The profession is advocating for accounting to be recognized as a STEM curriculum under the technology field

ACCOUNTING IS STEM

- AICPA, TXCPA and other state CPA societies are working on three different fronts to achieve STEM recognition for accounting:
 - Advocating for bipartisan federal legislative support
 - Encouraging colleges and universities to apply for the STEM designation
 - Securing federal STEM designation from the U.S. Department of Homeland Security
- STEM-designated fields are eligible for additional state and federal resources, expanding opportunities for students at all education levels creating pathways for future accountant



HOW YOU CAN HELP PROMOTE THIS CHANGE

- Follow TXCPA's social media channels (Facebook, X, Instagram and LinkedIn) and like, comment, and share our STEM campaign posts.
- Send letters to your U.S. senator and congressional representative to cosponsor two bipartisan, bicameral, AICPA-endorsed bills.
 - Learn more about these bills and find draft messages to send on our campaign page at **bit.ly/AccountingisSTEM**
- Reach out to your alma mater to ask for their support in changing their Classification of Instructional Programs (CIP) codes to obtain the STEM classification for their university accounting program.
- Your support is integral to increasing the visibility of this important advocacy effort. Let's shape the future of accounting together!

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TXCPA'S CPA PIPELINE STRATEGY

Removing barriers in the licensing process.

Identify financial resources to address the cost of education and licensure.

Reach more students and reach them earlier.

Empower and engage members in changing the perception of accounting.

Read the full plan:

<https://bit.ly/FutureTXCPAs>



RESOURCE MATERIALS AVAILABLE!

Accounting Can Take You Anywhere

Open yourself up to a career that's bursting with opportunity

WHAT'S AN ACCOUNTANT?

Accountants are the backbone of the business world. Every possible industry needs accountants to keep their finances in check – including nonprofits, government agencies and public accounting firms.

WHERE DO ACCOUNTANTS WORK?

Just like doctors or lawyers, there are lots of different types of accountants and ways to make a difference. No matter your interests, there's a job for you in accounting! Here are just a few specialty areas:

- **Technology** – Whether it's IT, data analysis or cybersecurity, you can make sure clients and companies understand their risks and opportunities in a rapidly changing digital business world.
- **Entertainment** – Advise celebrities on their finances, negotiate contracts, and help keep TV shows, concerts, and video games on budget.

La contabilidad puede llevarte a cualquier parte

Abrete a una carrera llena de oportunidades

¿QUÉ ES UN CONTADOR?

Los contadores son la columna vertebral del mundo empresarial. Todos los sectores posibles necesitan contadores para mantener sus finanzas bajo control, incluidas las organizaciones sin ánimo de lucro, las agencias gubernamentales y las empresas de contabilidad pública.

¿DÓNDE TRABAJAN LOS CONTADORES?

Al igual que los médicos o los abogados, existen muchos tipos de contadores y formas de hacer la diferencia. No importa cuáles sean tus intereses, hay un trabajo para ti en la contabilidad! Estas son algunas áreas de especialización:

- **Tecnología** ya sea en las tecnologías de la información, análisis de datos o ciberseguridad, puedes asegurarte de que los clientes y las empresas comprendan sus riesgos y oportunidades en un mundo empresarial digital que cambia rápidamente.
- **Entretenimiento** asesora a los famosos sobre sus finanzas, negocia contratos y ayuda a mantener los programas de televisión, las conciertos y los videoclips dentro del presupuesto.
- **Organizaciones sin ánimo de lucro** ayudan a entender los riesgos por hacer buenas obras y aseguran de que las organizaciones sin ánimo de lucro no gasten más dinero del que obtienen.
- **Gobierno** ayuda a mantener la honestidad de los departamentos del gobierno local, estatal y nacional, asegurándose de que estos organismos sean fiscalmente responsables con el dinero de los contribuyentes.
- **Alimentación y moda** ayuda a tomar decisiones sobre los productos, las tiendas y los precios para que los restaurantes y la moda sigan siendo rentables.
- **Deportes** ayuda a los atletas profesionales y a los equipos deportivos con sus necesidades financieras mediante el análisis de las implicaciones financieras de la contratación de un nuevo jugador, la fijación de precios de los pases y la negociación de contratos.
- **Investigación criminal** trabaja en investigaciones criminales para atrapar a las personas que cometen fraudes y otros delitos financieros.
- **Público** trabaja en una empresa de contabilidad pública como asesor financiero para una variedad de clientes y empresas.

CUALIDADES Y HABILIDADES ÚTILES

- Conocedor de la tecnología
- Sencillo ético
- Adaptable
- Profesional
- Organizado
- Autodirigido
- Curioso/inquisitivo
- Analítico
- Orientado al detalle
- Estratégico

CPA: DISCOVER A WORLD OF OPPORTUNITY

THE PERKS OF BEING AN ACCOUNTANT

A career in accounting is a career with far more potential than you ever imagined. It's an exciting and growing profession with numerous opportunities for personal and professional growth and success throughout your lifetime.

Becoming a Certified Professional Accountant (CPA) can open even more doors and opportunities in your career! It may be a rigorous process, but the benefits are well worth the extra effort.

ACCOUNTANT VS. CPA WHAT'S THE DIFFERENCE?

All CPAs are accountants, but not all accountants are Certified Public Accountants. CPAs are highly regarded, licensed professionals who:

- Have met their state's higher education, work

YOUR CPA ROADMAP

An accounting degree can open doors and lead to a world of possibilities. The key to success? Starting now! See all the places you can go if you get started on the CPA path today.



START YOUR CPA JOURNEY TODAY BY VISITING: FUTURETXCPA.TXCPA

RESOURCES FOR FUTURE CPAS

STEPS TO CPA GREATNESS

- Successfully complete the CPA Exam
- File an application for issuance of the CPA certificate
- Provide confirmation of good moral character
- Meet the education requirements (150 hours or more of college credit)
- Meet the work experience requirements (one year experience under the supervision of a CPA)
- Pass an examination on the Rules of Professional Conduct as determined by Board rule
- Take an oath of office to support the laws and Constitution of the United States and this state and rules adopted by the Board
- Pay a fee for certification
- Pay a fee for licensing

HELPFUL LINKS:

Texas State Board of Public Accountancy
www.tsbpa.state.tx.us

Texas Society of CPAs
www.futuretxcpa.com

Prometric
www.prometric.com/test-takers/search/cpa

NASBA
www.nasba.org

AICPA
www.thiswaytocpa.com

TXCPA EMPLOYER GUIDE 2023-2024



SPANISH OPTION AVAILABLE

EPISODE 03

TXCPA

DESTINATION CPA

FEATURING

LIZ BARENTZEN

HOSTED BY

JODI ANN RAY, CAE, CCE, IOM

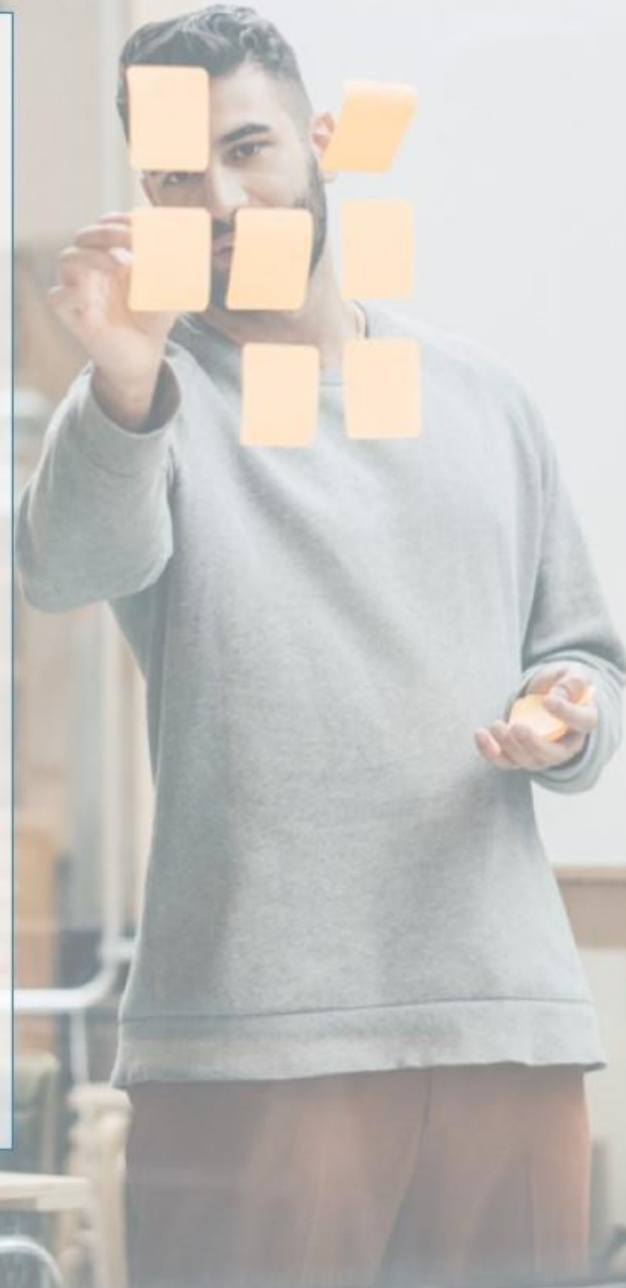


DESTINATION CPA: An Original Podcast Series From TXCPA

- Provides insights and navigation tips for those on the path to a CPA license and for those interested in learning about the CPA profession
- Three episodes launched so far
- Latest episode features Liz Barentzen, VP of talent initiatives and operations for the Center for Audit Quality (CAQ)
 - CAQ Accounting+ program discussion
 - Encourages underrepresented minority high school and college students to explore accounting careers
 - Discover how this initiative is driving diversity within the profession

WHAT YOU CAN DO

- **Tell your story**
- **Encourage a pro-CPA organizational culture**
- **Invite students and candidates to join TXCPA**
- **Volunteer in TXCPA and your local chapter's pipeline efforts**



TXCPA CAREER CENTER:

Your go-to resource to find or post a job

- TXCPA's online Career Center can assist you in searching for a new job or hiring the right candidate.
- Members can create a FREE job seeker profile, and receive exclusive savings on postings.
- Internship postings are always FREE!
- If it's time to make a career move or you have a job opening, visit the Career Center at **careers.tx.cpa**

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TECHNOLOGY

SMALL BUSINESS DIGITAL TRANSFORMATION

8x

revenue growth for small businesses engaged in digital transformation vs. those without digital efforts.

Source: Small Business Digital Transformation Survey

91%

of small business owners using AI report it has made their companies more successful.

Source: Constant Contact (8/2023): Small Business Now Report – An AI Awakening

GENERATIVE AI: FIVE USE CASES FOR ACCOUNTING AND FINANCE



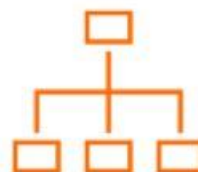
Finance

Structured Data
Extraction



Advisory

AI-Enriched
KPI Analysis



Practice Management

Recruiting Agent



Audit

Interview Transcript
Assistance



Tax

Legislation Research
Assistant

TXCPA TECHNOLOGY RESOURCES

- **TXCPA CPE, learning programs and Free PIUs**
- **Articles in *Today's CPA* (todays.cpa)**
- **TXCPA Exchange (exchange.tx.cpa)**

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OPEN FORUM / Q&A

2024 ENERGY CONFERENCE

TXCPA's Energy Conference features the latest on current energy issues, changes on the horizon and the hottest topics in the industry.

AI and
Automation

Fraud in
Utilities
And more!

IRA and Energy
Tax Incentives

May 13-14, 2024

Webcast Only

CPE credit hours: 16.2



Member fee: \$349

Government fee: \$299

Nonmember fee: \$459

TXCPA
EDUCATION
FOUNDATION

Visit bit.ly/EnergyCPE24
or scan the QR code to register!

2024 Nonprofit Organizations Conference

TXCPA
EDUCATION
FOUNDATION



May 20-21, 2024

Hilton Richardson Dallas

Webcast Option Available | 18 hours of CPE

TXCPA's 2024 Nonprofit Organizations Conference is designed to expand your knowledge and provide the latest training on all things related to the nonprofit industry.

Employment Law

Nonprofit Risk
Management

The Effective Nonprofit
Cybersecurity Playbook

FASB Update

And more!

Scan the QR code or visit bit.ly/Nonprofit24 for more information



Practice Management Conference

May 29, 2024 | DoubleTree Dallas Love Field | Webcast Available

Attend TXCPA's Practice Management Conference for the latest on hot topics like BOI, hiring trends, succession planning, technology risk management, and more!

Network with other practitioners and leave with action items you can put into place right away to enhance your practice.



CPE Credit Hours: 9 in person / 7.5 online

Register at bit.ly/TXPRMA24

Upcoming **FREE CPE**

Just one of the many benefits of your TXCPA membership!

Professional Issues Update Webcast

May 16, 2024 | 2 hours of CPE

REPLAY Professional Issues Update Webcast

May 29, 2024 | 2 hours of CPE

Texas Taxes Quarterly Updates

July 25, 2024 | 1 hour of CPE

FREE on-demand, TSBPA-
approved ethics course



Register at
bit.ly/FreeCPE2024



TXCPA
EXCHANGE

CONNECT. ENGAGE. SHARE. CONVERSE.

Join the conversation on TXCPA Exchange!

Leverage the knowledge of 28,000 fellow TXCPA members by visiting **exchange.tx.cpa**

- Find and connect with members through the member directory
- Participate in discussions, ask questions and get feedback from colleagues
- Share knowledge and resources with your fellow CPA community



LET'S STAY CONNECTED!



X

@TXCPAs
@TXCPA2B



INSTAGRAM

@texassocietyofcpas



FACEBOOK

@TXCPAs



LINKEDIN

Texas Society of CPAs

A background image showing three people in a professional setting. A woman with long blonde hair is on the left, looking down at a document. A man with short dark hair and a beard is in the center, also looking down. A third person, mostly obscured, is on the right. They are gathered around a table with papers and a laptop. The entire image has a blue color overlay.

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THANK YOU!