

STAFFING AND RECRUITING GROUP

At Anchin, we understand the intricacies of the staffing and recruiting industry. Staffing firms encounter distinctive challenges when it comes to retaining skilled talent, necessitating strategic and considerate approaches. We understand that firms are currently navigating through industry complexities, including on-going considerations regarding employee retention, market fluctuations, and sustaining a consistent pipeline of sales. Furthermore, we acknowledge that the market is undergoing intensified competition, particularly from larger companies with lower cost structures. In the face of challenges, we firmly believe opportunities emerge. Our commitment is to guide and support businesses in the staffing and recruiting industry by paving new pathways for sustained success.

Anchin's Staffing and Recruiting Industry Group is comprised of accounting, tax and consulting professionals that are experienced in providing tailored services to a wide range of firms including temporary and contingent to direct placement and executive leadership staffing. We engage collaboratively with your team on a range of services, spanning from audited and reviewed financial statements to assisting in optimizing entity structure and ownership for enhanced financial outcomes. Our expertise extends to analyzing federal, state, and local hiring incentives, to conducting operational reviews, to providing guidance on state and local taxation, and more.

We continuously monitor the latest income tax laws and regulations relevant to the staffing and recruiting sector, to ensure that your business stays compliant and minimizes income tax liabilities. Leveraging our industry-specific expertise, we craft personalized solutions tailored to assist you obtain your goals while streamlining your operations, and optimizing tax savings for you and your business.

In addition to tax, assurance and financial reporting services, Anchin has a dedicated team delivering specialty business and risk advisory services to help you throughout the various stages of your business' lifecycle. Advisory services include, but are not limited to, employee retention strategies and succession and estate planning, which may be of great value to your company and its principals.

Anchin is a member of the American Staffing Association (ASA) and New York Staffing Association (NYSA).

ACCOUNTING & TAX SERVICES

- Audit and attest services such as reviews and compilations
- Audited employee benefit plan financial statements
- Revenue recognition (ASC 606) and commission expense consulting
- Equity-based compensation analysis
- Tax planning and compliance
- State and local tax (SALT) including state nexus analysis and sales tax services
- Tax credits and incentives
- Section 199a (20%) pass-through deduction analysis
- Pass-through entity tax (PTET) analysis
- International tax services

BUSINESS & RISK ADVISORY SERVICES

- Transaction advisory and due diligence services including Q of E analysis
- Key employee retention strategies
- Succession and estate planning
- Client accounting advisory services
- Cost segregation and lease reviews
- Business valuations and related services
- Litigation and forensic services
- Strategic and operational risk assessment
- Wealth management and personal financial planning
- Overhead cost reduction
- Recruitment of C-Suite financial personnel



CHRIS NOBLE, CPA, CGMA
LEADER, PROFESSIONAL SERVICES
chris.noble@anchin.com



KEVIN BROWN, EA, TEP
TAX PRINCIPAL
kevin.brown@anchin.com



ANTHONY CARELLA, CPA, CGMA
LEADER, CLIENT ACCOUNTING
ADVISORY SERVICES (CAS)
anthony.carella@anchin.com



ALAN GOLDENBERG, JD, MBA, LL.M
LEADER, STATE AND LOCAL TAX (SALT)
alan.goldenberg@anchin.com



KAMILA GOSIEWSKI
SENIOR MANAGER
kamila.gosiewski@anchin.com



JUSTINE JONES, CPA
SENIOR TAX MANAGER
justine.jones@anchin.com



MATTHEW ROSENBLATT, CPA
PARTNER
matthew.rosenblatt@anchin.com



ANISH SHAH, CPA
PARTNER
anish.shah@anchin.com



This contains information which is general in nature and based on sources which are believed to be authoritative. Specific applications would require consideration of all facts and circumstances by qualified professionals familiar with a taxpayer and therefore we are not liable for the application

of any information contained herein. No part of this correspondence may be reproduced or utilized in any form or by any means without written permission from Anchin, Block & Anchin LLP.