



THE PRESENTATION.

SOLUTION TO OVERWORKING? OUTSOURCING.



Since the 2008 global financial crisis, it's been a difficult operating environment for middle market businesses and we've seen this first hand at Condon & Company. Increased regulation for banks has increased the cost of capital, and higher capitalization requirements are making credit more difficult to access for many of our mid-sized clients.

As a result, companies are adopting leaner business models and smaller back offices, where fewer employees are being asked to produce more. Two key financial roles impacted by this are the CFO and the Controller. In their traditional roles, the CFO supports the CEO and owners by directing the strategic financial objectives of the company, while the Controller oversees the financial reporting and the day to day accounting processes. However, these positions have become increasingly more administrative.

THE PROBLEM

In 2016, the average mid-size company spent 20% more time working on company back office issues than they did 10 years ago. Additionally, the average mid-size company back office has shrunk by 10% (2.5 employees) over the past 10 years. With the scaled back staff resources, CFOs and Controllers have assumed more clerical and administrative tasks. Additionally, they have taken responsibility for other corporate functions such as HR, IT, legal and office administration. Managing these added responsibilities means less time for performing their strategic functions and puts the company at a disadvantage by not having the key financial information needed for analyzing growth opportunities.

“I spend too much time managing the administrative areas of the firm IT, HR, Facilities and Employee issues.”

“I need help making decisions – do not have a team that I can discuss policy with or resources to give me best practices for a Company our size. (For example, How do I pay my Salespeople? Should I use a PEO? What are companies doing at my size)?”

The above are quotations and figures taken from CFOs (Chief Financial Officer) from Condon & Company's Annual Trends surveys from clients.

In the age of hyper connectivity and with market places that optimize excess labor and capacity; successful high-growth companies must figure out how to do more with less. Critical executives like CFOs and Controllers must have more time to develop and execute company strategy. By diverting precious leadership capacity, the company suffers quantifiable opportunity costs.

THE SOLUTION

Companies that outsource are better positioned to drive top line growth

Condon & Company provides growing and established organizations with CFO and Controller level talent on an outsourced, part-time basis. Fractionalized resources

in a flexible structure are a cost-effective alternative to adding more full-time employees.

Our outsourced CFO services include:

- Strategic planning and advisory support including budgeting, forecasting, business development, deal structuring and risk management
- Facilitation of capital raising, marketplace analysis and transaction support
- Creating and development of a financial model and strategic plan
- Financial and operating reporting packages
- Connections to our network of prospective investors, bankers, insurance providers, attorneys and benefit consultants

Our outsourced Controller services include:

- Development and training of processes, procedures and accounting policies
- Review and manage staff
- Budgeting, forecasting and projections
- Audit preparation and liaison with your audit firm
- Preparation and compilation reporting services
- Monthly, quarterly and annual financial close and financial statement preparation
- Dashboards, Key Performance Indicators (KPIs) and trend analysis

Savings from improved employee utilization

Although outsourcing might seem like an added expense, the savings are real. It may seem more expensive on a per hour basis but it represents a variable cost that can be added as needed. Plus, instead of hiring a fixed resource with added employee burden costs, resources can be utilized on a week to week or month to month basis.

By outsourcing, clients gain immediate expertise and access to tools and templates for optimizing processes and can accomplish tasks in less time and with lower margins of error. Companies that outsource save money and time by allowing the best suited resources to tackle these issues. This ultimately results in savings for the company and improved operating margins.

THE MULTIPLIER EFFECT

A multiplier effect on our client's company value results from using our Outsourced CFO and Outsourced Controller services. Companies are traditionally valued by a multiple on their earnings. By increasing revenue and improving margins through administrative savings, companies can reinvest in growth and multiply their value. A more valuable company can increase its access to credit and capital markets and thus lower its cost of capital, further enhancing its ultimate value.

THE BULLETIN BOARD.

TAX CHANGES FOR 2017: THE GOOD, THE BAD AND THE UNKNOWN

With Donald Trump, now President, and the Republicans controlling the House and Senate, we are likely to see a number of tax changes. Simplified tax brackets, along with increases in the standard deduction, will result in tax cuts for most Americans. The House's new tax plan, pending approval, deals mostly with job creation and cutting tax rates for businesses. A part of that bill, called a "border adjustment," would increase prices on both domestic and imported goods, and decrease the tax rate on goods sold outside of the US. Most of Trump's changes won't go into effect until 2018 at the earliest but keep an eye on the news and, as always, call Condon with any concerns or questions on the impact of these changes!

LEARN MORE ABOUT:

2017 TAX CHANGES

"BORDER ADJUSTMENT"



DONATING LIFE:

A STORY OF FRIENDSHIP THAT BEGAN AT CONDON AND COMPANY



THE NEXT STEP.

Whether you're an experienced CPA or know someone who is, you can find your long-term career opportunity at Condon. As a boutique firm, we offer the freedom to take an entrepreneurial approach with your career. Of course we're looking for CPAs with proficient technical skills and industry knowledge, but we're seeking those with the desire to expand their capabilities and build lasting relationships with a select group of clients.

JOIN OUR TEAM

When Sandra Galvan joined Condon & Company in June 2013 she never imagined she would meet the person who would become her soul sister and ultimately save her life.

She and her fellow tax manager Sylvia Peralez quickly became fast friends, even removing a dividing panel from their shared cubicle wall to better see and talk to each other throughout the day. Their friendship branched out to their respective families, and each adopted their other family as their own.

In time, a story would unfold to expose the true depth of the roots that bound their friendship. In 1994, Sandra was diagnosed with Lupus, an autoimmune disease. Lupus was hard on her body and kidneys as she was now pregnant. Sandra and the baby were fine, but sadly her kidneys were not. The toll on her body eventually led to full kidney failure. In 1995, Sandra received a kidney transplant from her sister, SanJuana. Transplanted kidneys generally last 10 years, but Sandra's transplanted kidney held up much longer. However, it began to fail at the beginning of 2016, and by March, had failed completely...

CONTINUE READING ABOUT SANDRA AND SYLVIA >>

