



The Transition to Grassi: A Team Effort

We believe that whatever the industry, the organization, or the situation, it is the people who create value. The most important part of any engagement is the individuals who will work with you and serve as your business advisors. The right team members are critical to the success of any project.

The Grassi Team prides itself on learning—about your industry, about your needs, and about your goals. The transition process represents the first crucial step in developing our relationship with you. We understand that the transition process is a critical component of our service and will involve change for you, your management team (and/or board of directors), and your staff. Our goal is to ensure that the transition goes as smoothly as possible; we work diligently to transfer institutional knowledge, and provide a comfort level for your organization.

The transition process allows our team to develop a better understanding of what your organization needs. Our attention to detail and collaborative work style ensures a seamless transition, led by your engagement partner. The transition from your current firm will involve a substantial investment of our time. We invest the time necessary to learn about your processes and operational structure to demonstrate our sincerest interest in establishing a long-term relationship with your organization.

Staff Continuity Commitment

The Grassi Team recruits, develops and retains some of the most talented and dedicated professionals in the

industry. It is impossible to claim a zero turnover rate, but our philosophy revolves around staff continuity. So long as particular staff remains with the firm, they continue on the same engagements as this is the most cost-effective arrangement for our clients and for the firm. Our staff is one of our greatest assets, and our firm has been recognized as one of the best accounting firms to work for in the country. This dedication to our team provides clients with high quality service by team members who are invested in your organization's success.

Trust, Responsiveness & Communication

Your Grassi engagement team will work closely with management and your accounting staff to create an atmosphere of trust and responsiveness. It is imperative that the lines of communication remain open throughout the year—not just during your project timeline. The Grassi Team becomes a part of your team, providing proactive advice and solutions to your organization.

A key component of our plan is continuous contact across the organization through out the year. There will be no last-minute surprises. At a minimum, our communications will emphasize the following:

- Clear understanding of your expectations.

- Regular communication with management (and/or the board of directors) on relevant business and industry developments.
- Quarterly meetings with finance and operations to discuss accounting and reporting developments and significant transactions.
- Communication with management on all significant matters and issues as they arise.
- Required communications and executive sessions with management (and the board of directors) to address matters.

Industry Knowledge and Expertise

Our team is well equipped with knowledge of your industry and can provide valuable, intelligent insights on ways to improve your business. We are able to bring you market intelligence analysis and inform you on how they can influence and impact your decisions. We take an in-depth look at your operations and provide meaningful recommendations to your organization.

At a time when public scrutiny is at its highest, and companies are facing increased pressure from regulatory agencies, we invest the extra time and effort to learn about industry trends and news. Through our research call process, each engagement partner learns from the brightest in the industry—CEOs, CFOs, and other management figures who either work in your industry or provide services to your industry.

This knowledge and expertise supports the transition process; we understand the issues you face and the challenges that you deal with on a regular basis.



GRASSI & CO.

TRANSITION

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OTHER OFFICES:

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