

DOWNLOAD PDF WHAT STATEMENTS DO NOT REVEAL: DIRTY LITTLE ACCOUNTING SECRETS

Chapter 1 : Secrets Quotes - BrainyQuote

If your banker is just using your financial statements to uncover an issue then he won't be in the banking business for very long. 6. Your financials have little to do with your company's market.

Currently, the world of finance is going through more scandals than British comedian Jimmy Carr has one-liners but more on him later. But what about the legal and quasi-legal tricks used by the rich to hang onto their money? Hold onto your purse strings as we list the 10 dirtiest accounting tricks the rich use to keep their cash. This trick is based on the fairly simple idea that if taxes are high in one location, you can gain an advantage by registering your location as being somewhere else instead. U2, David Bowie and The Rolling Stones are just a few of the names that have dodged the taxman by spending time abroad. Tax evasion through offshore havens occurs on a huge scale. One of the most prolific offenders is the Cayman Islands, which is home to more than 85,000 companies making it one of the few territories with more registered organizations than people. Shell Companies Image Source A shell company is a type of company that only exists on paper, allowing the person who uses it to funnel money through it and avoid paying taxes. Typically, this type of corporation has a legal existence but provides few or no actual products or services. One classic way of using these companies is buying and selling through them, which means that the owner does not need to report international operations conducted through the shell company and will be able to avoid any taxes on the profits. Shell companies are also used to conduct various other pieces of shady business, including selling supermarket brand goods without impacting the value of the main brand. Equity Swaps Image Source An equity swap is another shady method of tax evasion. One of these swaps is generally pegged to a fixed rate, like LIBOR, which means that the participants can expect a fixed return, either in one payment or at several predetermined points. This exchange of value allows the parties to avoid transaction costs and, in some cases, local taxes pegged to certain locations. This is obviously a sneaky bonus for people who want to avoid high taxes in a particular area while still getting the benefits of owning assets in another. Avoiding Capital Gains Tax Image Source Capital gains tax automatically kicks in from the sale of certain valuable properties, such as shares, and acts as a deterrent on investors cashing them in. Obviously, though, a number of rich people are interested in avoiding this and have found legal loopholes to allow them to do so. One cunning way of dodging capital gains tax is by borrowing from an investment bank with the shares as collateral after purchasing options, which set their price at a fixed rate. This sneaky option allows the borrower to avoid triggering the capital gains tax that would come with actually having the money at hand, while giving them the free cash and allowing them to repay the loan either from the profits of using the money or by handing over the shares themselves. Talk about making your money work for you. Evading the Estate Tax Image Source Different places may call it the death duty, the estate tax, or the inheritance tax. While this may arguably be considered unfair, the methods some millionaires use to dodge this tax will make your hair curl. The main problem with estate tax is that it only focuses on the actual property and capital owned by an individual, and there are a number of exceptions to the assets that it can target. One especially effective way of dodging it is to set up a GRAT grantor retained annuity trust basically a trust fund, which invests the money for you: Thus, by disguising their salaries as loans, the members can write off much of their income tax. This little legal loophole may have technically been within the law when it was devised, but it still looks like one of the shadiest tax dodges on the market to us. Incorporating Image Source In legal terms, there are many advantages to being a company and few to being an earner in the top tax bracket. As a result, a large number of celebrities have incorporated themselves in order to avoid various forms of tax. Others have devised even more cunning loopholes: Payments in Kind Image Source Payments-in-kind was a former tax loophole that has, fortunately, been rendered obsolete by tighter regulation. Effectively, it reintroduced a mutated form of the old barter system as a tax loophole. One more modern example is payment-in-kind securities, which give companies the option of paying investors in additional securities rather than cash.

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Life-Insurance Borrowing Image Source This is an especially clever use of borrowing against an asset “ in this case, the asset being a life insurance policy. The way this loophole works is this: An individual takes out a policy with a large cash dividend “ for example, one million dollars. If you want to be an instant millionaire or just add to your considerable fortune , this may be the right kind of tax evasion scheme for you. Real Estate Borrowing Image Source Another sneaky way to use assets to make tax-free income is to put mortgages on your current properties until the rental income equals your expenses. This has the advantage of allowing you to borrow money against the value of those properties free of tax: Unfortunately for the little people, this just proves the truisms of the world of finance:

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Chapter 2 : Top 8 Secrets of How to Write an Upworthy Headline | Poynter

Do not share the knowledge with which you have been blessed with everyone in general, as you do with some people in particular; and know that there are some men in whom Allah, may He be glorified, has placed hidden secrets, which they are forbidden to reveal.

Written by QuixtarIsACult Have you ever had an invite from a friend, associate, or a stranger that left you in the lurch wondering just what the invite was all about? Maybe, just out of the blue, an old acquaintance that you have not seen since high school calls you up and invites you to see something that is so important that you absolutely must do it! Amway, one of these MLM companies has been operating under the name of Quixtar in the United States since , but do not let the name change to Amway Global fool you, it is still basically the same old Amway operating nearly the same way it has for almost fifty years. Many people may have noticed the series of commercials being run by Quixtar announcing their name change to Amway Global. Their commercials also seek to rehabilitate the Amway name which had fallen into ill repute by fraud and pyramid scheme allegations of the past. They display the two product lines which they are most proud of Nutrilite Health Products and Artistry Cosmetics. During the transition period the company will operate under both names with the Quixtar name to be eventually phased out all together in favor of the new Amway Global. These IBOs receive a distributor discounts on the products they buy whether they are sold or consumed by the distributor. The idea is that any product that they retail at full price provides them with a profit and they are also encouraged to use the products themselves. Nothing unusable about this. Buy at a discount and sell for full retail is a universally accepted method of making a little extra money in the business, but as I will describe realizing a profit in this business can be very difficult to achieve. I will now describe how these kingpin sellers of tools operate and the harm they do to distributors like Tex who are struggling to make an enthusiastic go of the business. A similar system exists in many other multi-level marketing companies, which I advise readers to be wary of also. Visions of money, palatial estates, and luxury automobiles become possible in the success dream that these kingpin distributors inspire in new recruits who want to become like the successful kingpin distributors they see up on stage at quarterly rallies. Distributors in the Quixtar business spend most of their time trying to recruit new distributors into the business where an annoying invite to see their plan is routine procedure. IBOs strive to build a down-line business and new recruits are encouraged to buy the tools and function tickets described as the key to becoming a Quixtar success story. This makes the tool kingpins very happy because they profit handsomely. In times past, distributors were told that the tools were sold at or near cost and that success in the business came from Quixtar not from tool sales. The Dateline expose on Quixtar corruption pulled their dirty rug out from under the Genie and exposed the dirty little secret of their little Quixtar cult. Tex says the tool kingpins operate a bait and switch operation where their tool sales benefit by high distributor turn over that the kingpins tool system helps bring about. New distributors will buy tools while veteran distributors need not as many and therefore become less profitable in the eyes of the kingpins. Many of these ex-distributors put their accumulated books, cds, videos, and magazines up for sale on ebay hoping to at least get pennies back on the dollar. Many times these materials receive no bids, go unsold and remain relatively worthless! The up-line distributor in anguish must now recruit another enthusiastic face to replace the distributor that quit. Remember, his goal is to retain new distributors who will help him become profitable by buying products. An IBO in search of a new distributor is like a man trying to run up a down escalator: His continued efforts hardly benefits him at all while at the same time it produces a pot of gold for the tool kingpin leprechaun. The first two groups benefit and prosper from the business while the last group of distributors do all the recruiting, buy nearly all the products, and also buy all the training materials to include seminar and rally tickets. This group has less time to spend with their family and many suffer social stigma which can include disappointed family members and the alienation of friends. Children are many times handed off to sitters for care so both parents can work the business together, a common Quixtar strategy. Amafights

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over the business are common. He also urges people to write their state and federal representatives about the tool kingpin corruption. Tex, the little David, wants the current Pharaoh at Amway to take the Goliath tool kingpins off of the battle field. Failure to vanquish the tool kingpins will force Tex to call for Amway to be shut down as a pyramid scheme and thereby put an end to the pernicious business cult. Most importantly, if you are presented with a Amway business opportunity, please use your own good common sense and do the right thing. Save yourself some aggravation and avoid the corrupt kingpin sellers of deceit! The money you save can be invested towards a sure thing early retirement where walking the beach is truly an achievable dream unlike MLM schemes and scams.

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Chapter 3 : Weekly Wrap: The Dirty Little Secret of Performance Improvement Plans | TLNT

Do not piss your check-in staff off, they will smile politely as they return your boarding pass and you will never know the hell that awaits you." Wikimedia Commons 6.

But things can be much better for you. Portable solar generators really do have something to offer, but only if you know enough to avoid being fooled. This blog shines a light on the most common dirty solar generator secrets. It explains some of the typical design limitations and false claims in plain language, but more importantly it shows you how to get yourself the kind of real, reliable, long-lasting solar energy protection you and your family need. No tricks, no slimy language, just plain facts on how to build, maintain and expand your own super-reliable solar generator so you can take effective responsibility for yourself. Dirty Little Secret 1: Most ready-made portable solar generators deliver way too little power. Some of the most heavily publicized models claim watts of output. That sounds impressive, but there are two major problems. First, watts is not that much power. One measly toaster oven uses watts; a water well pump needs more than watts on start-up; even a simple coffee maker needs almost the full watt output. The second problem is that a watt rating says nothing about how long a solar generator can deliver that much power. There are ways to do better, but you need to understand how. Dirty Little Secret 2: Almost all portable solar generators recharge way too slowly. The claim to fame of solar generators is that they need no fuel, make no fumes and create no noise. This is completely true. What the sneaky sales pitches never explain is how long it takes to recharge the internal batteries in the solar generator so you can use it again. If you make a pot of coffee and fry a pan of eggs, your solar generator will be dead until it recharges again. The crazy thing is, it will take 9 or 10 hours in full sun to make that recharge happen. Many ready-made solar generators take at least 15 times as long to recharge as they do to deplete. Want things to be different? The best way to make that happen is with off-the-shelf components assembled into a truly high performance system. Dirty Little Secret 3: One of the slippery tricks of solar generator marketers is to talk about them as a black box, revealing nothing about what goes on inside. Solar generators are nothing more than a combination of four components the world has had for a long time. Dirty Little Secret 4: The really valuable part of building your own solar generator is that you know the system inside out. Download our fully illustrated 10 page blueprints and instructions for how to correctly size and build the perfect Solar Generator for your family.

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Chapter 4 : 26 Men Share The Secrets That Transform A Woman Into A Sex Goddess | Thought Catalog

Accurate financial statements are critical to operate any company successfully. By themselves, though, they do not provide all of the needed information to run a business effectively. Often, by.

Financial statements present the results of operations and the financial position of the company. Four main statements are commonly prepared by publicly-traded companies: Assets are items that provide probable future economic benefits Liabilities are obligations of the firm that will be settled by using assets. Equity variously called stockholders equity , shareowners equity or owners equity is the residual interest that remains after you subtract liabilities from assets and represents what is left for the shareholders. These three main categories are separated and further divided to show important relationships and subtotals. Assets are broken down into current and noncurrent or long-term. Assets are listed from top to bottom in order of decreasing liquidity , i. For more on this see, Reading The Balance Sheet. Current assets are cash and other assets that are expected to be used during the normal operating cycle of the business, usually one year. They typically include cash and cash equivalents , short-term investments , accounts receivables , inventory and prepaid expense. Noncurrent assets will not be realized in full within one year. They typically include long-term investments: Liabilities are listed in order of expected payment. Obligations expected to be satisfied within one year are current liabilities. They include accounts payable , trade notes payable, advances and deposits, current portion of long-term debt and accrued expenses. Noncurrent liabilities include bonds payable and the portion of long-term debt such as loans maturing in period longer than a year. These include working capital , current ratio , quick ratio , debt-equity ratio and debt-to-capital ratio. To learn more read, Testing Balance Sheet Strength. How does it compare to other companies in the same industry? How liquid is the company? The periodic nature of the income statement is essential as this allows users to compare results for the company over similar periods of time, and to the results of other firms for the same period. Depending on the industry, year over year comparisons that eliminate seasonal variables can be especially useful. The format of the income statement has been determined by a series of accounting pronouncements; some of these are decades old, others released in the past few years. Like the balance sheet, the income statement is broken into several parts: Income from continuing operations.

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Chapter 5 : Boards Understanding the Finances

Aunty Maggys friendship with celebrity hair stylist Adhuna Akhtar is put to the test when unlike every other appointment, this time its Adhuna who has a 'dirty little secret' to share.

Most people would agree that it is bad policy to allow individuals to make decisions about things they do not understand. Yet every day, board members make countless decisions without understanding the financial ramifications of those decisions. If you think your board is accountable for the money more than anything else, read this now Click Overall Economics and Basic NonProfit Information: What does it mean that your organization is NonProfit? Is the organization allowed to show a profit? What happens if you do? Where do most funds come from in the NonProfit sector? Are they mostly from grants? At the end of their fiscal year, a small nonprofit arts group had funds left over in their account. An economy is a dynamic system where forces play against each other. Economics has more to do with understanding how the world works and how decisions affect other decisions, than it has to do with numbers. A basic knowledge of overall economics will help you put your organizational decisions into the bigger context of the economy of your community, your state, your world. It will also help you understand how one decision affects others your organization will have to make. How do NonProfits relate to other parts of the economy? This basic information will help your board govern more responsibly overall. What is the balance sheet? What story does it tell? Are assets and liabilities good or bad? What does it tell about the organization? An organization had gone through financial difficulties, but those troubles were now in the past. The question answered by the balance sheet is simple: As of this very moment, how stable is our organization? If we were to put all the facets of our organization on one of those old-fashioned scales, would it tip over towards the side with the debts on it, or would it tip to the side of what we own? Because the balance sheet is like that balancing scale, one individual number is of no importance without knowing how that number relates to the numbers on the other side of the scale. That relationship will show you how stable the organization is. If you understand the balance sheet, you will know that the answer depends on the rest of the story. What story does the Profit and Loss Statement tell? Can you tell what your biggest expenses are? Is it ok that those are high? Not only did they spend precious time talking about something that had already happened without creating any policy to prevent the thing they were concerned about from happening again , but they spent that time on an item that amounted to. Some Profit and Loss Statement Basics: The Profit and Loss Statement is like a summary of your checkbook, broken down by category. What did we spend money on, and where did that money come from? One of the most important things to remember about this report is that it looks at the past. There are, in fact, good reasons to examine the expense side of this report. One of those is to examine areas where proactive policies could prevent future problems. Are we actually training people? Once this report is seen in context, however, it is easy to understand what really is worth discussing, and why. What story does the budget tell? How often should you look at the budget throughout the year? Once the budget is approved, can it be changed throughout the year? Every year, the XYZ Group would create a strategic plan. The balance sheet describes today. The Profit and Loss statement describes the past. The budget is nothing more than a projected Profit and Loss Statement. It tells what you anticipate spending money on, and where you anticipate funds will come from to pay for those expenditures. A budget that changes little from year to year is often proof of a board with few priorities for what the organization will be accomplishing in the community. A budget that shows marked change from year to year is often evidence of a board with aggressive priorities for making a real difference in the community. Will we increase programming in a particular area? Will we try to instill more stability into our income stream? How will we be aiming for better results for the community? Did we plan for implementing our strategic plan? Are you including all your in-kind support in your budget? Although most states in the U. Understanding the finances is therefore imperative - not just for the good of the organization and the community, but for each individual board member. So train your board members. Use cover sheets and

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dashboards that help explain the data in ways that nonfinancial people can understand. And make sure these caring individuals are prepared to help your organization make significant improvement to the quality of life in your community. Website Design by Dimitri Petropolis.

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Chapter 6 : 10 Accounting Tricks the 1% Use to Dodge the Taxman - The Accounting Degree Review

So if your table is dirty, and I have a line of people, and I still go to clean it - don't yell at me for how dirty it is. It's not my fault your fellow consumer decided to leave ketchup and lettuce everywhere.

How will I be charged for services? Before services are performed, you and your attorney will discuss the manner in which you will be charged. The firm uses many different methods of charging for service. Unless otherwise agreed, you will be charged for all services on an hourly rate basis. Yes, if your matter is being billed on an hourly basis. Your attorney will charge for all time spent on your case. This may include office conferences or court appearances, time spent doing necessary research, and time spent with you on the telephone or responding to email. Likewise, you will be charged for work performed on your case by law clerks at their standard rate. How often will I be billed? Unless otherwise arranged, you will be billed monthly. Each statement covers the work done during the previous billing period. What information will be included on the statement? The statement reflects the inclusive dates for the period of service covered and an itemization of work performed and charges owed for the period of service. The main section of the statement explains and itemizes the professional services provided by date. The lower section of the statement will show a summary of charges for services and any expenses related to the matter. The final figure is the amount due. This figure will include, in addition to charges for the current period, any unpaid balance. Some expense charges, such as telephone or express charges, may lag behind our normal billing cycle. Even if your matter is completed and you have received what you believe to be the final statement, our office may receive some miscellaneous charges that you will be billed for later. When are statements payable? Each statement is payable when you receive it. If an occasion should arise which may prevent you from making your full payment each month, we ask that you discuss it with us. We are willing to work with you to accommodate your particular situation. We also accept the following major credit cards: Discover, Mastercard and Visa. What if I pay money in advance? In some cases, we will ask new clients to make an advance payment toward fees. If this applies to you, the approach will be confirmed and explained to you in our retainer letter. Advance money of this type will be held in our trust account as your attorney works on your case. If advance money is left in the trust account after applying it to your final balances, the remaining amount will be returned to you. Some matters are billed based upon a flat fee. Payments made on flat fee matters are earned in full at the time paid, and are not held in the trust account.

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Chapter 7 : 10 Secret Things About McDonalds As Told By A Former Employee | Thought Catalog

The six questions that will reveal something shocking about new moms. 5. Don't be America Has A Dirty Little Secret, And This Congressman Just Exposed It Accounting & Billing.

That's exactly what it is. They sought me out and made me an excellent offer. The woman I work for is 31 years old and has never had any Management training. My co-worker spent maybe a week and half with me. Then I was on my own. I made a complaint to the General manager, as one day one of the managers got hostile with me and told me I should know all this stuff. Being in tears, went to the General Manager, he was very appreciative of me telling him what was going on and said, he would handle it. Since the day I made the complaint, the training issue got worse, they have overloaded me, was told not to make any plans after work because if they need me to stay I need to stay as late as I need to. Have been forced to cancel doctor appts, etc. I have never been told or been given in writing anything negative about my work. I have spoken to HR about the training issue and was told I am just going to have to muddle through it on my own as no one as time to train me and quit complaining about not getting training. Being I have been in Management position in my career life, HR told me that I should be helping my boss become a better manager. So, I could go on and on. My boss calls me in her office and gives me a PIP!!! I was so offended and taken back, because it came from nowhere. One was, I am to compile a training manual for our department ya, me the new person put a training manual together, the one who has gotten no training. Also, to clean up their network drive which is HUGE. All this in 30 days. I was in tears and told her I knew what she was doing was setting me up. I went to my therapist on Monday in a total mental breakdown mode. She said I do not want you going back their right now, this is totally unfair, so she filed for STD. I also, got some advice from an atty to respond to the PIP in writing, that I disagreed with it and its entirety. At the same time notified them that my doctor has ordered me not to return to work, due to my underlying disability, namely depression. I also, let them know that the harassment hostile work environment and discrimination has exacerbated my condition. I have not heard anything from the company so far. My STD was approved for a short time until we can compile all paperwork from my doctor. If he would be honest with me, I would consider modifying my schedule, taking on extra responsibilities, taking a paycut even. He gave me three task in the PIP, previously what we were discussing as a year long goal to a promotion, has now become a new 30 day standard to save my job. The funny thing is it is actually attainable for me. But until you find a job, make them be specific even if you already signed the PIP and save every email forward it to your personal email if possible. Sometimes, like in my case, what was meant to protect them may be opening themselves to legal ramifications. Lawyer, completing the PIP, paper trail, job search. My family depends on me. Before carrying it out, they take you signature. The management may say that they intention is to improvement the employees performance, but when any errors are made within the period of Performance Improvement Plan PIP would all be noted down and used against that employee. If it gets worse, the management will set another criteria. If still it does not improve, it would come to point that they will give First formal warning, written warning, disciplinary, final warning and then dismissal or the will make that person resign. Furthermore, the pay rise would not be normal or their will be no pay rise. This is what puts the employee under a lot of pressure as this will be a long procedure. I was given 30 days to complete two humungous projects under a new boss who told me he wanted nothing to do with it. While our initial follow-up meetings were somewhat positive, once I returned, all he did was denigrate my performance at the follow-ups and kept telling HR about isolated trivial incidents that had nothing to do with my current job duties. I felt like I was going to work only to be kicked around and am now facing termination. You would have to be an idiot to think that a PIP is about improving performance, its nothing but an excuse for the employer to create a hostile work environment. Catherine My experiance with my ex employer certainly backs up your article. Cause my stats were very good and within 4 days of the PIP meeting i lawyered up because the contence of the PIP we contradictiry in some areas and not possible to meet. After

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she received my lawyers email she abandoned the PIP but had IT go thru everything on my work PC to find something to sack me over. Unfortunately she found i had sent myself my stats to defend myself from the unfair PIP and i was gone. But i did get some revenge in the form of a Fair Work action. Your right â€” PIPs are a evil unfair strategy and i would advise any person who feels they have received one unfairly to Lawyer up!! Never EVER get your manager in trouble, unless they are sexually harassing you or discriminating against you in promotion, demotion, hiring, or other material conditions of employment, based on a protected classification like race or sex. The wide world of business is exactly that, business. There are some things that should be taken for granted when supervisors hire employees: That said, you post is rife with spelling and grammatical errors. While I realize that this is merely a blog, errors matter in professional communication. Clipper Beware of the gotcha during the last week of a PIP. Companies will sabotage a worker and deliberately cause a screw up that the company itself is responsible for. Also, to the unemployment hearing judge should be made aware of how the company cooked the books during the PIP. If you did your very best while watching other workers screw off unscathed, keep your head high and prepare well for your hearing good worker! Katie This article is a biased over-generalization. PIPs, when implemented correctly, are plans developed painstakingly by management to improve the performance of an employee who has either been lagging for several months, or is not responsive to coaching. This employee was inherited, as I took over the store where she has been an under-performing assistant manager for six years. I have tried, politely, to coach and build her people and time management skills for over a year, but she has shown little to no progress. That said, the work and personnel training that she has not been completing falls on my shoulders entirely, making my job 2x as difficult. I fully believe that she needed to be put on a formal, documented PIP in order to change her mindset. The only other possibility is that she does not have the inherent skill set to be an effective management partner with me. PIPs may be forceful, formal, and seem excessive by those receiving them, but sometimes there is simply no other choice to convey the message that improvement is needed immediately. Jenny Katie I think what you said is fair since you had spent 1 year to provide coach and feedback. Whereas with my situation my overall performance is good, only because of recent coincidence of back to back compliant from clients, I received the PIP from my new team leader of only 2 months who does not know me well at all. Bill Schieber Katie, What the hell are you doing in management after that post labrat Get a life Schieber. Based on a review of all your Disqus replies always one negative, demeaning sentence as well as your profile on Facebook you are just a disgruntled old troll who has nothing positive to say about anything. Disappointed I am an employee in a medical sales position. I took over a territory that has always been ranked last in the company. I began 8 months ago and was promised in-house training, as is customary for the position, but have yet to attend. I have had to learn on my own, I have only seen my manager once, I have been apologized to by my manager, by the head of training and by HR for the delay in my training and in the meantime, I have learned on my own through the help of no one and have begun to repair the horrible business relationships my company had with my customers and have had success. We have a new director of sales complete jerk, manages by intimidation and he has taken over the role with something to prove. They were all hired at the beginning of October so training is happening in a timely fashion for them. I fell through the cracks due to budgetary constraints. How can I handle this and do I have any recourse? OK â€” PIPs are bad. You offer no suggestion as an alternative! Jenny Hi John, I will endorse your article because I have received this unfair treatment from my company! Yes, you will occasionally run into crooks, slackers and the just plain incompetent, but you can communicate requirements and document issues without resorting to an ineffective, threatening devise such as the PIP. The other issue is employers need to make it clear to managers that abusing and bullying of their subordinates will not be tolerated. It sounds like that is frequently what PIPs are used for. Now mind you, I have seen organizations that seek to use the plan as a disciplinary tool and it can only go down hill from a legal perspective as you have managers who may not like an employee and try to use the PIP as a way to manage the employee out. My role essentially is about educating HR , Managers, businesses, etc. You have to want the culture of the organization to help low performers. So, in developing a performance

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improvement plan, you should first have had conversations with the employee prior to having even written a PIP about the performance expectations. You also give them a plan that is specific, measurable, realistic and time oriented. And, you give them ample time to improve the performance. I always make it days and include on the job and classroom training in addition to some level of coaching to help change attitudes and behaviours. My performance was not that great and the job itself was not a match for myself. If a company truly utilizes it to help the employee than yes I do agree this can be valuable. Using it as a improvement tool would require a clearly defined goal with a set of expectations AND a curriculum to accomplish this. The company that placed me on the PIP program did not offer that, but did provide me with a significant amount of time and multiple steps to get off of it. Ultimately it did not help me and I left before the final step because I had mentally checked out of the job before placement. PIP success is all in the hands of the implementation team and the managers that deliver it. PIP victim for being pregnant I recently told my direct manager that I am pregnant. We always had a good working relationship up until now.

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Chapter 8 : Flight Attendants Reveal 19 Secrets That Airlines DON'T Want You To Know! WHOA!

A CPA engaged to audit financial statements observes that the accounting for a certain material but not pervasive item is not in conformity with the applicable financial reporting framework, although the matter is prominently disclosed in a note to the financial statements.

My angle is on the writing front. I spent some time on Upworthy and paid special attention to the headlines to determine not just what the writers were trying to do, but how they were trying to do it. If you, dear reader, want to master this mini-genre, take a look at the recurring moves and strategies: Be outraged by injustice. A high percentage of the headlines I read signify a story or video describing an injustice, or showing an inspiring challenge or remedy to that injustice. It is an old move in journalism to attract eyeballs by provoking outrage. Recently on the local news was a video of a bus driver slapping an autistic boy. In some cases people do what the writer considers the right thing. Or they do the wrong thing. The key is that the reader recognizes that the writer feels a sense of injustice and invites readers to feel the same way. Be amazed or inspired. There is a kind of traditional news story that goes by the crude title, "Holy shit, Martha, take a look at this. Author and teacher Tom French was the first to use the word "engine" to describe a fundamental motif that energizes a narrative. By definition, the engine is a question that can only be answered by reading the story. The classic engines are "who done it? What is in this video that I do not want to miss? Use numbers to suggest the reader is getting a lot of stuff in a little time. If you want to write for Upworthy, you need numbers, numbers, numbers. The numbers can be big or small, but they have to predict the reading experience. What you will learn in 37 seconds. The six questions that will reveal something shocking about new moms. This is not the cover of Cosmopolitan with its inevitable lists and teasers about the dozen reliable ways you can please your man in bed. But Upworthy, in spite of its loftier mission and purpose, recognizes the universal attraction of certain Pavlovian stimulants. If you can combine these elements: None of the traditional headline taboos seem to matter at Upworthy. At three lines, these heads are longer than the standard. They use the first person. The play with language beyond the traditional tabloid puns. Beneath the content of the story is the underlying message: Put odd and interesting things next to each other. Elsewhere I have noted how authors will take two elements that do not belong together and juxtapose them, creating a tension that generates interest and light. Put the word Doughnut in a story about the Homeless. Tell the story in the headline. The three lines in an Upworthy head are often capable of explaining the narrative in a nutshell. That efficient use of language "tells" the reader what the story is about, then the video "shows" that story, fulfilling the promise of the headline. What follows are 15 recent Upworthy headlines with my glosses underneath: Expose bias or hypocrisy. Never use one adjective when you can use four. Refer to a genre a grad speech that often creates interesting, outrageous, embarrassing, yet revealing effects. Sex and Fun together sell. WHOA is demotic speech, the dialect of the common person. Holy shit, Martha, effect. What is the secret? We know that some Congressmen expose themselves, so those two words together feel like scandal. And what is IT? The first time I read this, I thought a man would ask another man an insensitive question, and that man would be slammed down by a witty or passionate rejoinder. But the man in question is a poet involved in a poetry "slam," and he asked the question to himself as part of his routine. Just a hint of bait and switch. More speech of the common man by calling a politician "dude. We need to know. We seem to like social experiments, candid camera exposes. Her Answer Gave Him Pause. This may be the least successful. Story turned out to be much more interesting than the headline. Matt helped give access to clean water to a village in Haiti. The girl no longer has to hustle three hours a day for clean water. Her answer was "play. Matt Damon learns life lesson from cheery Haitian girl who no longer must hustle for clean water. What she will do with her free time with surprise and touch you. If it is not fish, then what can it be? I love a head in which all 14 words are one syllable. One thing in your doughnut leaves thousands homeless. The answer to the riddle may be obvious to some: Even so, there is a second part of the riddle that is not so obvious, and serves as an engine: And how do

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you destroy something that big?. Outrage, generated by the seeming exploitation of a vulnerable institution the schools by a powerful one corporation. City government to blame. Always hate the bully. Repetition of word "broken," but shifting of context from broken to beauty.

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Chapter 9 : Accounting Basics: Financial Statements

Financial statements present the results of operations and the financial position of the company. Four main statements are commonly prepared by publicly-traded companies: balance sheet, income.

Join in the conversation on Facebook <https://www.facebook.com/AccountingBasics>: A park bench can support a family. Because the bottom line is a€. If you want equality as Malcolm X said you have to take it. Because no one is going to give it to you. And in order to take equality for your own, you need to value yourself. And in order to value yourself, you need to arm yourself with the knowledge of your worth. And in order to arm yourself with the knowledge of your worth, you need to I hear you screaming. I see you running for the door. I smell your fear. I know you have a long and impressive list of reasons why you only glance at your royalty statements. Let me list your Top Ten reasons: Royalty statements are generated by computers and therefore cannot contain errors. My agent reviews all my royalty statements. The type is too small. Did I get them all? Maybe you have a few more in your pocket? Actually, the check tells you just one thing: The royalty statement, however, tells you how you earned your money, which is way more important. As an author or illustrator, you are running a business, and the details of your royalty statement give you vital information about the way your business functions. Computers rely on human data entry. Mistakes are made on royalty statements all the time. I recently discovered an error in which my publisher truly by accident! Those sales had been mis-categorized by a person in their royalty department who interpreted contract language incorrectly. Your agent probably has 50â¬” clients. And then go back and catch up on Game of Thrones. Royalty statements are NOT boring. Get a magnifying glass. And a good light. It must be nice not to care about the money you earn from your work. BUT do you care about being treated fairly? Do you care about gaining respect? Do you care about having some power over the work you do? Do you care about the marketing dollars allocated to your books and whether your next book will be picked up? This is a very real concern. But depression can lead to righteous! Take out a recent royalty statement and sit down with me. But they all share some commonalities. What makes them the same is more important than what makes them different. Most statements begin with a summary and then move on to a detailed accounting of each sale. This royalty statement is actually four pages long, but I cut-and-pasted it onto a single page for ease of reference. So follow along with this example, and then try to find the same elements on your royalty statement. There are also Subsidiary Rights earnings reported on this statement. Hardcover is orange; eBook is blue, and Subsidiary Rights is pink. You might have many more categories on the summary page of your royalty statement. Some of my statements have up to eight. Each royalty statement provides a snapshot of a moment in time: What you see on one statement for a book may be very different from the previous statement or the next statement for the same book. Notice there are two editions of the hardcover book: I prepared this blogpost at the beginning of March, and about a week later, I received the dreaded Remainder Letter from my publisher. How was it possible this particular title which was selling steadily and was less than two years old was being remaindered? Then I noticed that it was only the library binding edition that was being remaindered. I already knew from my royalty statement that the library binding edition was underperforming. It made perfect sense that the publisher was remaindering that stock. But without that knowledge from my royalty statement, I would have been confused and depressed. This title is a bestseller for me at school visits. What does that mean? Questions to ask yourself: Do you have an escalation clause in your contract? Is it reflected properly on the royalty statement? The second category is Canada, and clearly they hate my book because they returned 99 copies of it. So far, so good. A pox upon the Canadians! Notice that my royalty rate for Canadian sales is lower than for sales in the US. I earn only 3. But what happens in the next four categories: Export; Spcl disct; Spcl Sales; and Premium? What does this mean? The change is due to the fact that for these sales Export, Special Discount, Special Sales, and Premium the payment structure completely changes. Before, each sale earned me a percentage of the list price of the book. Do you see it on my sample royalty statement? Only 1 book sold in this category. To which I would answer, Yep. So how

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much am I earning per book for those sales? That last one hurts. The reason is that both the price of the book drops and the percentage I receive of that lower price drops. Are there "Premium" sales on your royalty statement? Does your contract require your Publisher to get your approval for Premium sales? Was your approval secured? These are the economics of being an author or illustrator.