0:01

welcome to accounting in the wild where

0:04

we'll discuss various subjects in the

0:06

tax and accounting World also featuring

0:10

Tales from the field and interviews on

0:12

various tax and accounting

0:15

subjects all this and much much more on

0:18

Accounting in the wild and now here's

0:21

your host Jason

0:23

dinis well welcome to accounting in the

0:26

wild and we have our first guest with us

0:29

ready is something you could tell the

0:31

kids and the grandkids and and everybody

0:34

you meet that you are the first guest on

0:36

Accounting in the wild Randy iof welcome

0:39

to the podcast thanks Jason I'm I'm

0:42

excited to be here and um yeah happy to

0:45

be your your first victim I I mean uh

0:48

interviewing right right well you know

0:50

let's start this podcast with the

0:53

stereotypical question tell us about

0:56

yourself just a little kind of elevator

0:58

pitch about randy iof and your company

1:01

also before we get in to the research

1:04

and development credit yeah well I'll

1:07

make it uh pretty quick I started my

1:08

career Arthur Anderson and depending on

1:11

your listeners Jason they're going to

1:12

know who that is or not sure one of the

1:15

big eight accounting firms back in the

1:17

day and uh found that while I enjoyed

1:20

tax in school uh compliance really

1:24

wasn't where my head was at so um left

1:27

Anderson after about 8 years I'm I'm a

1:30

slow learner and went into recruiting

1:33

did that for a while a company called

1:34

corn faery one of the largest executive

1:36

firms in the world worked on positions

1:39

paying 200 Grand and above went from

1:41

there to um a friend called and said

1:45

there's this thing called research and

1:47

development credits and the rules have

1:48

changed that now apply to small

1:50

businesses and I said well I'm not that

1:53

interested but let me help you I'll make

1:55

some phone calls well the short answer

1:57

is uh I realized after making those

2:00

calls just how um impactful the credit

2:04

can be for companies and after four

2:07

years at corn faery left there started

2:09

doing R&D credit work and layered on ceg

2:13

when we got to asena and um have been

2:15

doing that now for about 20 plus years I

2:18

know I don't look it but 20 plus years

2:21

and um and haven't turned back it's just

2:24

been a a great ride and really

2:26

generating millions of dollars for folks

2:29

legally which is the best part with

2:31

incentives the government wants people

2:33

to take advantage of so as Cena

2:35

Consulting I mean we're here today to

2:37

talk about the research and development

2:39

credit but you mentioned cost

2:40

segregation there's several things that

2:42

your company does correct that's right

2:45

so those are the two things that we

2:46

focus on R&D credits is is really the

2:49

the leader and we've been doing that

2:51

consistently about 3 four years ago we

2:53

layered on cost segregation which is a

2:55

real estate incentive for companies that

2:58

or for people that invest in real estate

3:00

and both of them Drive significant cash

3:03

flow but we focused on those two areas

3:05

because they just there's so much value

3:07

in them and there's so many companies

3:09

that still have an opportunity to take

3:10

advantage of that so we'll have Randy

3:13

back on at least two more times or maybe

3:15

even more than that if we don't scare

3:17

him away of today to talk about like

3:20

audits of research and development

3:22

claims and also cost segregation and

3:25

then some practice management things too

3:27

so we've got some different things but

3:29

today Randy we're focused just kind of

3:31

on the basics of the R&D credit and also

3:34

what might be changing here in 2025 so a

3:39

lot of

3:40

practitioners I think don't really

3:43

either know about it or understand R&D

3:47

and also we have some businesses that

3:49

listen to this podcast too and so this

3:52

might be an initiation for them on what

3:55

what are we talking about with the R&D

3:58

credit what is this crazy credit that's

4:01

out there um the uh Jason the elevator

4:04

pitch that I used to give when a company

4:06

would ask somebody ask me what is the

4:08

R&D credit my response would be if

4:11

you're making something and making money

4:14

we might be able to help you save some

4:16

tax dollars it's gotten even better than

4:18

that with an election that's made that

4:20

you can use this to offset payroll taxes

4:23

so if you're creating something and by

4:26

that I mean a new project a new product

4:29

a new process process a new formula a

4:32

new software a new um invention like a

4:36

machine and you're using science to

4:38

solve the problems around creating that

4:41

you're going to pass the test for

4:43

qualified research and development and

4:45

if you're still in a loss position but

4:47

you've got employees on staff you can

4:49

use the credit to offset that payroll

4:50

tax so it's getting better and better

4:53

every year that's huge because a lot of

4:55

businesses that would qualify are going

4:58

to show losses for a number of years at

5:01

the start and if so form

5:05

6765 is the form correct so they can if

5:09

they have taxable income I suppose they

5:11

could use it on their business tax

5:14

return or what are you finding people

5:17

are doing in the real world are they

5:19

using it on their tax return or are they

5:22

doing the payroll route most companies

5:26

the payroll route is only allowed if

5:27

you've had losses 5 years pre previous

5:30

to the year year filing so it's limited

5:32

really for startups and that's that's

5:34

where it should be um so most companies

5:36

are making money um it's also available

5:38

for flowthrough entities like

5:40

Partnerships and llc's so perhaps the

5:43

company has a tax loss because the owner

5:46

is taking a a large salary but the owner

5:49

paying tax at the individual level well

5:50

those owners can use the credit to

5:52

offset taxes at the individual level as

5:54

well might be a higher tax rate

5:56

marginally depending on how the company

5:57

is set up so you you touched on this but

6:00

what are some of the industries that

6:03

would that you have dealt with I'm sure

6:05

it's a a large number it might be kind

6:07

of a difficult question to answer but

6:09

what are some examples of business types

6:12

and Industry types that qualify for this

6:15

yep so this will apply to pretty much

6:16

any business type so C Corps s Corps

6:19

llc's sole proprietorships single member

6:21

llc's disregarded entities on the

6:24

industry side the easy one is software

6:27

development right there's that the

6:29

process you go through to develop

6:31

software is just very simply meets the

6:34

tests so that's an easy one Engineering

6:37

in all forms typically will qualify

6:39

whether that's mechanical or civil um

6:42

architecture is another great industry

6:43

where we find stuff um product

6:46

development technology obviously all the

6:49

renewable energy stuff that's going on

6:51

all the products are being created

6:53

that's fantastic when you look at R&D

6:56

plus all the other credits that that

6:57

industry is getting today we'll see what

6:59

happens tomorrow tomorrow but today um

7:01

so in in our world it's about 30

7:04

industries that touch this Credit in

7:07

some way shape or form wow so you talked

7:11

about making the credit form

7:14

6765 on your income tax return or the

7:17

flow through or whatever or the payroll

7:19

option but how do you like what are some

7:23

of the mechanics of making R&D

7:27

claims so so there's two pieces to what

7:31

what has to come together for you to F

7:34

finish that form and more importantly

7:36

substantiate it in the event of an audit

7:38

the first one is developing the expenses

7:41

and there's four categories we pull in

7:43

wages supplies contract research

7:47

us-based and cloud services for

7:50

development typically applying to

7:52

software developers that are developing

7:54

software and using Cloud space to for

7:56

development space the other piece is the

7:59

project themselves they have to meet a

8:01

set of tests four-part test in order to

8:04

qualify and that really revolves around

8:07

eliminating

8:08

uncertainties using science to figure

8:11

out those answers and so you have to

8:14

develop the documentation on your

8:16

projects and Define your projects

8:18

appropriately and then you've got to C

8:20

you've got to categorize your expenses

8:22

and make sure that you're defining them

8:24

correctly and then categorizing them as

8:26

qualified

8:27

R&D so now there was something that

8:30

changed a few years ago on the payroll

8:32

side right where the credit amount was

8:35

doubled correct and yeah and it's sort

8:38

of a an interesting way that Congress

8:41

does that right so that applies to that

8:44

payroll election essentially what it

8:46

says is that you can generate an R&D

8:48

credit and use it to offset your payroll

8:51

tax

8:53

expenses um in the year in which you

8:56

generate the credit so we generate a

8:57

credit we make the election then on a go

8:59

forward basis we're going to offset

9:00

those payroll taxes I think the number

9:03

right now is at

9:04

$500,000 is the max okay in order to

9:08

generate

9:09

$500,000 of R&D credit you got to be

9:12

spending a lot of money most startups

9:15

are not going to be spending anywhere

9:16

near that amount in order to get there

9:18

so it it was

9:21

a probably not the the right way to say

9:24

this but it was a it was a political

9:26

win that doesn't really going to affect

9:29

a lot of people because they're not

9:30

spending enough to get to that $500,000

9:32

but it's there for them well and that

9:34

brings up a a good question actually how

9:38

large is this credit like what are we

9:40

talking about here apparently it's not

9:43

500,000 in very many cases so like what

9:46

what is a typical credit claim I guess

9:48

or what are some examples of what a

9:50

business might get back yeah so um at

9:53

the federal level you're looking at

9:55

about 8 and a half% so for every dollar

9:57

you spend that's qualified we're going

9:59

to get 8 and2 cents tax credit dollar

10:02

for dooll credit to reduce your taxes at

10:05

the state level it's going to it's all

10:06

over the place Arizona says it's a 24%

10:11

credit when you apply all the

10:13

limitations and everything else comes

10:15

out to about 11 1.2% California 15%

10:19

limitations gets it down to about 7

10:21

75% today yesterday today Michigan

10:26

signed a bill they now have an R&D tax

10:28

credit 15% for small businesses 10% for

10:32

large companies um there's 37 States now

10:35

that have a state level credit so use

10:38

California my home state as an example

10:41

you're getting 82% at the federal level

10:43

another 7% we're talking 15% 15 cents on

10:47

the dollar for every dollar that you

10:49

qualify for research and development as

10:52

a a tax credit that's pretty good that

10:55

is pretty good so what what are some I

10:59

mean you just mentioned Michigan but

11:01

like what are some of the changes that

11:03

are looming and and on that line I you

11:05

posted something on LinkedIn the other

11:07

day it was a poll about something with

11:10

expensing versus capitalizing right

11:14

hopefully I'm quoting that correctly and

11:16

that seems like it's one of the looming

11:19

potential things that we need to watch

11:21

for like what are some things with

11:23

R&D I guess the credit and expenses that

11:27

we need to to be watching for so there's

11:31

a bunch of changes that have happened

11:32

over the last 12 to 24 months that um

11:35

some are good some are not so good um

11:38

one of them you you absolutely hit on

11:40

the head and that is capitalization the

11:43

tcja which I'm sure you're very familiar

11:45

with that came out in 2018 had a

11:48

provision that said beginning in 2022

11:51

you must capitalize your R&D expenses to

11:53

the balance sheet and advertise them

11:55

over 60 months now Jason there's as good

11:59

as the credit is it does not mitigate

12:01

the negative impact of

12:03

capitalizing at a combined 35 4% tax

12:07

rate for federal and state and so we've

12:10

had a lot of clients that have paid more

12:12

taxes in order to be allowed to innovate

12:15

that's the best way for me to say that

12:17

over the last couple of years now with

12:19

that said last year there was a Bill in

12:22

Congress the child tax credit bill that

12:24

had a provision that would have reversed

12:26

that capitalization back to expensing

12:29

which is what it has been since I've

12:30

been involved with the credit and it got

12:32

killed in the Senate now that was for

12:35

political reasons so both sides of the

12:38

house want this to be fixed so we

12:41

believe that in the coming tax provision

12:44

the tax act that we expect in 2025 we're

12:47

going to see this get reversed so we'll

12:49

go back to full expensing and this is

12:51

going to be a really good thing for um

12:53

all taxpayers that are out there the

12:55

downside to capitalization is that it's

12:57

really killing small business large

12:59

companies billion dooll companies

13:01

multi-billion dollar companies the

13:03

amount of R&D that they spend relative

13:05

to their revenues and their over their

13:07

bottom line the capitalization is really

13:10

a rounding error it's not a big thing

13:13

but for a company that's three four5

13:16

million in Revenue that spends a million

13:19

dollar in R&D and now they've got to

13:21

capitalize a million bucks at a 40% tax

13:24

rate now they're paying an extra

13:26

$350,000

13:29

in taxes

13:31

seriously I mean China provides a 200%

13:35

deduction for

13:38

R&D wow so yeah so Congress is going to

13:41

fix this they they've really got no

13:43

choice if they want small businesses to

13:44

succeed so that's one only one change

13:47

2025 we're going to see a new 6765 form

13:50

come out that's going to have 20 more

13:53

fields of data that have to be tracked

13:56

so we're talking to all of our clients

13:58

right now about documentation and what

14:00

they need to do today so they have that

14:02

data 12 months from now um refund claims

14:06

you file a refund claim for a credit you

14:10

have to now provide additional

14:11

information on every single project that

14:14

you are qualifying every single project

14:16

so if you're a company that does a lot

14:18

of innovating and a lot of smaller

14:20

projects that's a lot of work so that

14:23

has been changing over the last couple

14:26

of years and they've they've kind of

14:28

narrowed down the am amount of work that

14:30

we need to provide but we've got to

14:32

provide additional information when we

14:33

file a refund claim today and then

14:35

really the last thing is the approach on

14:37

audits which I know we're going to have

14:39

a a full-blown session on the IRS is

14:42

going after companies in a different way

14:45

as a result of a couple of recent court

14:47

cases that have gone in the government's

14:49

favor and so that's going to require

14:52

more documentation on the part of

14:54

taxpayers to make sure they can

14:56

substantiate their credits so that

14:58

brings up two f follow-up questions that

15:00

I had one was about making the claims

15:02

and we've talked about this already you

15:04

either do it on the tax return or the

15:06

payroll form 941 but how many businesses

15:10

that you work with know along the way oh

15:14

hey we qualify for this versus later

15:17

it's like oh we did qualify for it and

15:20

so now we have to go back and get it by

15:22

filing either an amended tax return or

15:25

an amended

15:26

941 well that and that that a great

15:29

question and let me start by saying you

15:32

can't file an amendment 941 for this the

15:34

payroll tax election has to be done on a

15:35

go forward basis okay so you you know

15:38

you lose it you lose it um this really

15:41

comes down to the CPA you know their

15:43

trusted business adviser needs to know

15:45

enough about the credit to be able to

15:47

recognize the

15:49

potential and and we get a lot of

15:51

referrals most of our business comes

15:52

through CPA firms nationally and we get

15:55

a lot of calls that say can you just

15:56

chat with my client and kick the hires

15:59

let's see whether or not their projects

16:00

are going to qualify and we're very

16:02

transparent with our clients to say yeah

16:04

this one's not going to work for you and

16:06

here's why let's let's understand the

16:08

reasoning um a lot of cases they might

16:10

be doing qualified R&D Jason but if it's

16:13

for a

16:15

customer and they have a funded research

16:18

situation where there are no um risk in

16:21

the

16:22

development then that project's not

16:24

going to qualify so they could be they

16:27

just change the way their contracts work

16:28

work and all of a sudden they may have

16:30

qualified R&D so there's some proactive

16:33

things that can be done to help

16:34

companies take advantage of this but it

16:36

all comes down to their trusted business

16:38

advisor being able to recognize the

16:40

opportunity when they're doing that tax

16:42

planning and be able to bring us in to

16:44

help understand it and so there there

16:46

would be the standard three threeyear

16:49

statute of limitations I suppose I'm

16:51

going back on this yeah and we do you

16:54

know if we've got companies that either

16:57

we had a company last year that had been

16:59

taking it in the past stopped for

17:01

whatever reason and then Chang CPA firms

17:05

their CPA firm brought us in and we

17:06

ended up doing a four-year study for

17:08

them blowing up all of their projects uh

17:11

to meet all the requirements and then we

17:13

ended up getting them about $900,000

17:16

worth of credits federal and state is

17:19

there any kind of like lifetime limit on

17:22

like you can only do this credit so many

17:24

times or so much of a dollar

17:27

amount no but there's some limitations

17:30

relative to I guess size there's a

17:33

couple different ways to calculate the

17:34

credit the traditional way requires that

17:37

as your revenues increase you have to

17:39

increase the amount of R&D that you're

17:41

spending and so that provides sort of a

17:44

inherent limitation potentially if you

17:47

always grow then you're always going to

17:48

have an opportunity um the other way it

17:51

requires to evaluation of the prior

17:53

three years so if you've got three big

17:56

years of R&D and then where maybe back

17:59

off a year you might not have as much

18:01

R&D or not qualify at all but then that

18:04

year goes into that threeyear average

18:06

and you might have some the following

18:09

year so there's some limitations that

18:10

are built in but the short answer is

18:13

Jason most of the time you're going to

18:14

be able to get something now on

18:17

R&D I'm sure you're familiar with the uh

18:20

employee retention credit ERC and the

18:24

fact that that was kind of the Wild West

18:26

when it existed and lots of credit Miss

18:28

Ms that's what we kind of call them in

18:31

the field is credit Mills popped up

18:33

making very aggressive well let's just

18:37

say wrong claims

18:40

um Mis uh deliberately misinterpreting

18:44

things so that businesses could get an

18:48

ERC claim and the credit Mill could get

18:51

you know their their 25% take on the

18:54

credit um is does that exist are there

18:58

bad Act s in the R&D field like there

19:01

were in ERC it seems to me like maybe

19:04

there's not maybe it's maybe it's just

19:07

something that not as many people have

19:09

heard about I guess I'm answering that

19:11

question for you so let's let me ask it

19:13

again are there very many Bad actors in

19:17

this field you know when the credit when

19:20

when this opportunity came out in 2004

19:22

and the rules change under Bush um I

19:25

think there was a period where

19:27

absolutely there were firm that came out

19:30

that you know if you can fog air and

19:31

you've got a policy you're doing

19:32

qualified R&D and I think a lot of those

19:35

firms have gone by the way side because

19:37

CPS have gotten smarter about how the

19:39

credit Works companies have gotten more

19:42

um educated on the credit and start to

19:46

recognize that if you're not asking the

19:48

right questions there might be something

19:50

that's not right here if it doesn't feel

19:52

right maybe we need to re-evaluate this

19:55

um and that's the way it should be so

19:57

today are there still some out there I

19:59

think there probably are um we've looked

20:02

at some reports that are a little

20:05

frightening uh and some credit I saw one

20:07

credit um a while back that the supply

20:11

costs were 40% of cost of good

20:13

sold and that gave me pause to be honest

20:16

that's a big number um most of the time

20:20

the biggest expense item is going to be

20:22

the wages of the people doing the work

20:24

and so to see that large a number was a

20:26

red flag for me I had a client ask me

20:28

about their return and I said well if I

20:31

take this over for you you're not going

20:32

to have a credit next year because

20:34

you've been taking so much that the

20:36

averages aren't going to work out but I

20:38

think you're at risk you know I let's go

20:41

look at the details so to answer your

20:42

question yeah I think there are a few

20:44

out there um and CPAs as well as U

20:48

business owners should be asking hard

20:50

questions about um the process the the

20:54

way that they Define things you the um

20:58

evaluation of a project is somewhat

21:00

subjective and you've got to really dig

21:01

to make sure the company's doing the

21:03

right kind of work and activities and so

21:07

um it it it's worth asking for

21:10

references it's worth asking those hard

21:11

questions to make sure that you're

21:13

comfortable with them yeah and you so

21:15

you have over 20 years of experience

21:17

with this I do it's hard I don't know

21:20

how I got here I really don't here we

21:22

are in 2025 it's crazy um so your last

21:27

answer kind of drives what would be the

21:29

final question I guess and that is what

21:32

are some pot holes what are some things

21:35

that tax Pros you CPAs and EAS and

21:39

whoever might want to refer a client to

21:42

you what are some things that they

21:43

should be asking what are I don't know I

21:46

guess where I'm going with this is you

21:48

know why hire someone like you to help

21:52

with this yeah so that's a two-sided

21:55

question right that what what do they

21:58

see in the client's business that year

22:00

that would suggest a credit and then why

22:03

hire a specialist if revenues are going

22:05

up the big question is what changed why

22:08

did your revenues go go from 2 million

22:10

to 2.5 or 20 to 25 million oh we

22:14

developed some new products right that's

22:16

an easy one um if there's an acquisition

22:19

well what did you buy did you buy

22:22

innovation did you buy some patents did

22:24

the company doing Innovative things that

22:26

should be a flag to say we should look

22:28

at the r& credit for this um why hire a

22:32

specialist well there's a reason most

22:34

CPAs don't do this one the work is very

22:36

time intensive um the rules are

22:40

complicated literally a project can

22:42

qualify or be

22:44

disqualified as as if one sentence in a

22:47

in a contract can make or break whether

22:50

or not it's going to fall under the

22:51

qualified or non-qualified bucket and so

22:54

having someone that

22:56

has lives and sleep with the definitions

22:59

of research and development as the IRS

23:01

sees it um we know these answers for the

23:05

most part in our sleep and can answer

23:07

those questions easily for clients

23:09

versus

23:11

well I'm not making this up Jason we got

23:14

a list of projects from a client and one

23:16

of them was um implemented a new 1 1800

23:20

phone

23:22

number okay that one came off the

23:25

list so com I mean business owners too

23:27

you know they'll want to be a little bit

23:29

more liberal with those definitions and

23:31

and those will get blown out you know if

23:33

they go under audit so we want to make

23:35

sure that you know it it is worth

23:38

spending the money to make sure that

23:41

you've got good representation and and

23:43

that the provider is going to back that

23:46

up on audit and all of our claims come

23:48

with audit defense and last question

23:51

this really is the last question I know

23:53

you're going to come back and talk to us

23:55

about the IRS and and what they look for

23:58

but

23:59

like are they like review is there an

24:02

auditor reviewing these claims when they

24:05

come in and saying yes or no to them

24:09

like on the spot or these kind of like

24:11

other things where it's like it gets

24:13

processed and then maybe it gets audited

24:15

maybe it doesn't yeah so the I think the

24:18

IRS has a number of different levels of

24:21

review a claim filed on an originally

24:23

filed return goes through an electronic

24:25

process so I'm not sure that there's a

24:27

whole lot of other than some very

24:30

superficial you know does the credit

24:32

make sense for the industry and the size

24:34

of the company kind of analysis that's

24:35

an automatically by the computer systems

24:38

for the returns excuse me the um refund

24:42

claims somebody does have to hold those

24:44

and look at them and so the extra detail

24:47

that's provided is going to be reviewed

24:49

for somebody to see whether or not it's

24:51

going to qualify this whole new process

24:53

that they have in place is because they

24:56

were getting amended returns people

24:57

asking for a six figure refund and all

25:00

they've got are a few numbers on two

25:02

pieces of paper so now they've got

25:04

detail on the projects they're

25:06

understanding what the technical

25:07

uncertainties are relative to those

25:09

projects and whether or not they feel

25:11

that that given the industry whether

25:13

that makes sense for that kind of a

25:15

company and in that case there is

25:18

someone over there looking at it um if

25:20

it ends up getting pulled for review

25:23

it's a much bigger fight and a much

25:25

tougher uphill battle um the AG agents

25:28

in the field don't have a ton of

25:31

experience with the credit and so the

25:33

audits that we've been involved in we

25:35

find them you know

25:37

making assertions that just don't hold

25:40

up you know when you look at the regs

25:42

and the code um there is a group within

25:44

the IRS that focuses specifically on

25:46

research and development credits and

25:48

those folks are pretty knowledgeable um

25:50

and and really have their act together

25:52

but they're only called in in what I

25:55

have seen primarily at the appeals level

25:59

perhaps on you know the larger

26:00

multi-billion dollar clients they're

26:02

going to see some of that on an initial

26:04

audit but it's really where appeals

26:06

where you get anme from the IRS that

26:07

comes on and and they're much more

26:10

reasonable in terms of having a

26:12

discussion about the projects and

26:14

documentation all right well we'll have

26:16

you back to discuss more about the IRS

26:19

and what they look for in an audit but

26:21

just to wrap things up here Randy if if

26:24

you have a tax Pro listening to this

26:26

they want more info about what you can

26:28

do what's the best thing they can do to

26:32

find more information yeah so you can go

26:34

to our website a Sena Consulting

26:37

acenac consulting.com um we might have a

26:41

form on there or two to contact us

26:43

directly and phone numbers and stuff and

26:45

happy to have conversations to kick

26:47

things around no client name basis to

26:50

understand how we can best support them

26:53

you know Jason the the the best thing

26:55

about working with CPAs and you know

26:58

this from the industry today finding

27:00

great people to do the work is getting

27:03

harder and harder in our profession

27:04

there's just not enough kids coming out

27:05

of school and so we're able to provide a

27:09

service line to that CPA firm that they

27:12

don't have to add headcount for and

27:14

serve their clients in a better way so

27:16

that's why we're here absolutely well

27:19

Randy iof thanks so much for being the

27:21

first guest on Accounting in the wild

27:23

hopefully we didn't scare you away not

27:26

yet not yet right maybe next time we'll

27:29

have uh so what have Randy we actually

27:31

have three other things to talk about

27:33

don't we we have audits of R&D we have

27:37

cost segregation and then some things on

27:40

practice management and and running your

27:42

firm so yeah we've done some really cool

27:45

things in the last couple of years at

27:47

aena that um I can't wait to share with

27:49

the the listeners um that have really

27:52

taken us to just a a different level in

27:54

terms of culture and accountability um

27:57

and from our team excellent well Randy

28:01

will be back with us again soon so

28:03

thanks for joining us on this episode of

28:05

accounting in the wild we'll see you

28:07

next

28:12

time thanks for listening and join us

28:15

next time for another edition of

28:18

accounting in the wild with Jason dinis