

Client Tell

Blackburn, Childers, and Steagall, PLC
Certified Public Accountants and Consultants

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Blackburn, Childers & Steagall, PLC Quarterly Newsletter

Rhoton Office Moved



We are excited to welcome Paul and his staff into our building in Kingsport at 1361 South Wilcox Drive. Prior to August, all Rhoton staff were still in their location on Bridgewater Lane. The phone number for the BCS Kingsport office is 423.246.1725, and the fax number is 423.247.6800. We want to thank all Rhoton clients for their patience while we moved and look forward to seeing you at our new location!





People I Most Enjoy Working With

Viewpoint by Tommy Greer

What type of people do you enjoy working with the most, and are you one of these people? Below is an edited version of an article by LinkedIn CEO Jeff Weiner that I believe all leaders can benefit from when building our teams. I agree that the best people to work with have the following traits:

Dream Big

Oftentimes, my favorite exchanges are with people who are naturally predisposed to think at truly massive scale and without limitations. When well reasoned, that kind of vision can be highly inspirational, change the way teams solve a specific opportunity or challenge, and ultimately, transform the trajectory of a company.

Get Things Done

Demanding excellence is an important value for us. Asking people to dream big without delivering on the vision was not only an incomplete sentiment, it could carry the unintended consequence of producing pie-in-the-sky thinking without anything to show for it.

If a goal is truly visionary, it's going to be confronted by doubters, skeptics, and those threatened by its realization. As a result, there will always be walls put up on the way to achieving the objective. Some of the most capable people I've worked with know how to go over, around, or straight through those walls by virtue of their resourcefulness and sheer force of will. In other words, they just "get things done."

Know How to Have Fun

It occurred to me that I've known a number of people who embodied the ability to dream big and get things done, but who also proved very difficult to work with. Perhaps shielded by the immense value they brought to their respective

organizations, they never cultivated the ability to manage compassionately, or even cared to. Rather, they did things their way and expected everyone around them to adapt accordingly. More often than not, that's exactly what people did.

While this has clearly

proven to work at some now legendary companies, it's not an easily scalable or reproducible model, it's not necessary, and in my opinion, it's not fun (I say in my opinion because there are those who will argue that winning is fun, regardless of the means employed).

I've reached a point in my career where I want to be surrounded by people who not only share a vision, but a genuine commitment to upholding their company's culture and values. They are team players, don't take themselves too seriously, and "know how to have fun."

Humility

I don't know how this can be any better said. In my opinion, throw in one cup of humility and you have the perfect recipe for the person we should all strive to be and recruit to be on our teams. I feel fortunate to already have many people like this both in my professional and personal life and for that I consider myself well blessed.



Personal Lines



Preston McMurray Preston married Kristin Love on August 2nd at First Baptist Church in Bristol, Virginia. Preston and Kristin are living in Bristol. Preston is an accountant in the Johnson City office.



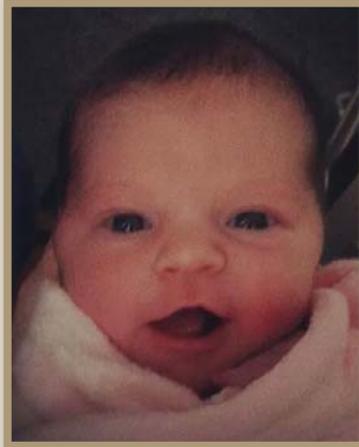
Jake Hutchison Congratulations to Jake, who recently passed the final portion of the CPA examination. Jake works in the Tax Department in Johnson City and Kingsport.



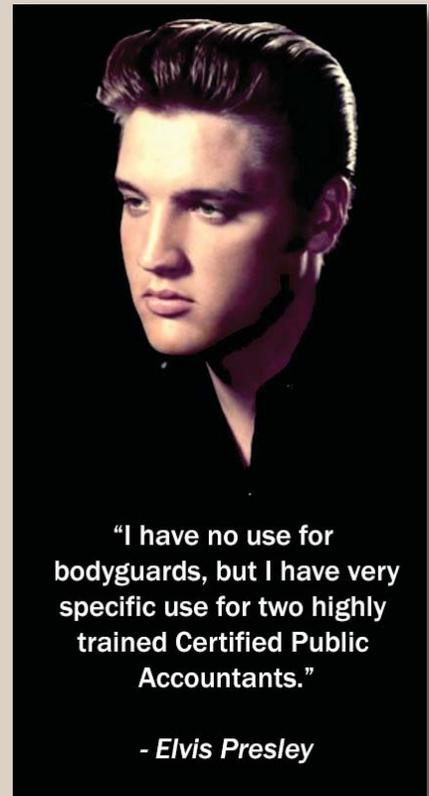
Stephen Hotz Stephen is the newest intern in the Audit Department. He graduated from ETSU with a Bachelor's in Accounting. Stephen is a member of the TN Army National Guard. He and his wife, Paula, are active with Christ Powered Ministries.



Jonathan Phillippe Congratulations to Jon and Brooke who welcomed their baby girl, Grace Michele Phillippe, on June 19th. Grace weighed 6 pounds, 2 ounces, and was 19.5 inches long. She joins big brother James. Jon is a manager in the IT Department in the Johnson City office.



Nick Clay Congratulations to Nick and Lacy who welcomed their baby girl, Halle Ruth Clay, on August 1st. Halle weighed 6 pounds and was 19.5 inches long. She joins big sister Addie and big brother Camp. Nick is a partner and financial advisor with BCS Wealth Management.



"I have no use for bodyguards, but I have very specific use for two highly trained Certified Public Accountants."

- Elvis Presley

BCS Blackburn, Childers & Steagall, PLC

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Reference Guide Inside

This ClientTell contains a Reference Guide for you to keep handy. The guide has Record Retention Guidelines, which will tell you how long you should keep certain documents and two pages detailing Tax Due Dates for businesses. If you would like to request additional copies of the guide for co-workers, friends or

family, please call 423.282.4511, and we will mail them to you. Going paperless? No problem. The Reference Guide is available for download on our website, BCSca.com in the Tools section, which contains other helpful information, such as our New Business Kit and Financial Calculators.

