

TEXAS STATE BOARD REPORT

A Quarterly Newsletter for Licensees

Vol. 140 | August 2019

NEWS & UPDATES

Fingerprint-Based Background Check Updates

he Texas Legislature enacted a **new law** requiring all renewing licensees and non-CPA firm owners to complete a state and national fingerprint-based background check, effective September 1, 2019. The Texas Legislature has previously mandated fingerprinting requirements for other licensed professionals such as doctors, nurses, architects, engineers, pharmacists, lawyers, and realtors. All eligible licensees, and non-CPA firm owners will be required to submit their fingerprint-based background check by their individual license renewal deadline (the last day of their birth month) or firm license renewal deadline.

Please note that the fingerprint process will not be required until your license renewal deadline. You will receive specific instructions for the fingerprint requirement in the Texas State Board of Public Accountancy (TSBPA) renewal notice sent out 45 days prior to your current expiration date. However, once the fingerprint process is available you can get fingerprinted prior to your renewal month, but you will need to visit the Board's website for specific instructions. After you complete your fingerprint scans, the results will be automatically uploaded to your account at the Board.

This will be a **one-time** requirement, so **once fingerprints** are taken to comply with the legislative mandate and the Board has received the results, you will <u>not</u> need to submit fingerprints again for any future renewals. Licensees who hold the retired or disability status with the Board (see *Rule 515.8*) are exempt from fingerprinting. However, retired or disability status licensees will need to comply with the fingerprinting requirement if they reinstate their license to working status. The Texas *Public Accountancy Act* already has fingerprinting requirements in place for each person who applies for the issuance of a CPA certificate, or who submits an application of intent to take the CPA Exam or a reciprocal application. If you submitted **electronic** fingerprints for the TSBPA **after September 1, 2014**, additional fingerprints may not be required.

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CONTINUING PROFESSIONAL EDUCATION (CPE) SPONSORS SUCCESSFULLY COMPLETING REVIEW (as of July 8, 2019)

Sponso	r# Sponsor Name	Date of Next Review S	tatus
008973	Aon Risk Services Southwest, Inc.	07/01/2021 - 06/30/2022	Α
010158	Association of Certified Fraud Examiners - Dallas Chapter	03/01/2021 - 02/28/2022	Α
009491	Axia Partners	05/01/2021 - 04/30/2022	Α
007260	Baker & McKenzie, LLP	03/01/2021 - 02/28/2022	Α
010195	Bessemer Trust	07/01/2021 - 06/30/2022	Е
010053	Bumgardner, Morrison & Company LLP	02/01/2021 - 01/31/2022	Α
003369	Burchell, Denson & Morrison, PC	03/01/2021 - 02/28/2022	Α
003283	Dallas - Ft Worth International Airport	01/01/2021 - 12/31/2021	Α
009324	East Texas Communities Foundation, Inc.	06/01/2021 - 05/31/2022	Α
010083	First Harbor	06/01/2021 - 05/31/2022	Е
010196	Frost Bank - Corporate Banking	07/01/2021 - 06/30/2022	Α
003618	Gilliam, Wharram & Co., PC	08/01/2021 - 07/31/2022	Α
003459	GuideStone Financial Resources	05/01/2021 - 04/30/2022	Α
009378	Ham Langston & Brezina, LLP	02/01/2021 - 01/31/2022	Α
005541	Institute of Management Accountants -Houston Chapter	04/01/2021 - 03/31/2022	Е
009679	Main Street Capital Corporation	02/01/2021 - 01/31/2022	Α
009613	Meredith & Associates	07/01/2021 - 06/30/2022	Α
008928	Nabors Corporate Services, Inc.	05/01/2021 - 04/30/2022	Α
009504	National Instruments	07/01/2021 - 06/30/2022	Ε
010174	North Central Texas Council of Governments	04/01/2021 - 03/31/2022	Α
008289	Oceaneering International, Inc.	03/01/2021 - 02/28/2022	Α
009993	Platinum Wealth Solutions of Texas, LLC	04/01/2021 - 03/31/2022	Е
008935	Robnett CPAs	05/01/2021 - 04/30/2022	Α
008915	South Texas Chapter, ISSA	04/01/2021 - 03/31/2022	Α
009833	Southwestern Energy	06/01/2021 - 05/31/2022	Α
004619	Sutton Frost Cary, LLP	06/01/2021 - 05/31/2022	Α
000567	Valero Services, Inc.	02/01/2021 - 01/31/2022	Α
000391	Weaver and Tidwell, LLP	01/01/2021 - 12/31/2021	Α
005719	Wolfepak Software Consultants, LLC	08/01/2021 - 07/31/2022	Α

Registration Status: A = Currently active E = Currently expired

 Check the Board website at www.tsbpa.texas.gov for qualified CPE sponsors before enrolling in a CPE course.

TEXAS STATE BOARD OF PUBLIC ACCOUNTANCY

333 Guadalupe Tower 3, Suite 900 Austin, TX 78701-3900

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EXECUTIVE DIRECTOR WILLIAM TREACY

EDITOR
JULIE PRIEN

Accounting/Administration (512) 305-7800 FAX (512) 305-7854 accounting@tsbpa.texas.gov

CPE (512) 305-7844 FAX (512) 305-7875 licensing@tsbpa.texas.gov

Enforcement (512) 305-7866 FAX (512) 305-7854 enforcement@tsbpa.texas.gov

Executive Director (512) 305-7800 FAX (512) 305-7854 executive@tsbpa.texas.gov

Licensing/Peer Review (512) 305-7853 FAX (512) 305-7875 licensing@tsbpa.texas.gov

Publications (512) 305-7804 FAX (512) 305-7875 publicinfo@tsbpa.texas.gov

Qualifications (512) 305-7851 FAX (512) 305-7875 exam@tsbpa.texas.gov

NEWS & UPDATES -CONTINUED-

Unfortunately fingerprints you may have submitted for any other reason, such as previous employment, a concealed handgun license, or another state-issued license, are not transferrable by law for a Texas CPA license. Other entities are not legally allowed to share fingerprint-based background check results with us. You will need to undergo another fingerprint-based background check for your license, regardless of whether you have undergone one recently for another governmental entity.

The fingerprinting process can be completed in a few short steps. The fee is currently \$38.25 (subject to change and there may be an additional cost for credit card payments not to exceed 2.1%) and will be collected by a third-party administrator. The TSBPA will not collect or receive any proceeds from fingerprinting fees.

Fingerprinting results will be sent directly to the TSBPA from both the Texas Department of Public Safety (DPS) and the Federal Bureau of Investigation (FBI). You do not need to contact us to confirm we received your fingerprinting results. The fingerprint records will be maintained by DPS and the FBI and cross-referenced in order to provide notice to the TSBPA. We will contact you if we still need your fingerprint-based background check, or if we have any questions or concerns about the results.



Frequently Asked Questions

I've already submitted fingerprints for a concealed handgun license (or another reason, such as for previous employment or another state license), do I have to get fingerprinted again?

Unfortunately, yes. DPS and FBI regulations prohibit sharing fingerprint information among different government agencies. Fingerprints are required for licensees and non-CPA firm owners, even if you have submitted prints for a concealed handgun license, a previous employer, a federal project, a military project, or for any other reason. FBI regulations do not offer any exceptions.

When does the new law start?

House Bill 1520 was signed into law, effective September 1, 2019. However, please note that the fingerprint results will not be required until your license renewal deadline. You will receive specific instructions for the fingerprint requirement in the TSBPA renewal notice sent out 45 days prior to your current expiration date. Once the fingerprint process is available you can get fingerprinted prior to your renewal month, but you will need to visit the Board's website for specific instructions. You will have until the last day of your birth month to submit your fingerprints for the TSBPA. Non-CPA firm owners will be required to submit their fingerprint-based background check by their firm license renewal deadline.

Do I have to get fingerprinted?

The new requirement applies to all licensees and non-CPA firm owners. Licensees who hold the retired or disability status with the Board (see *Rule 515.8*) do not need to get fingerprinted, unless and until they seek reinstatement. Also, licensees who were fingerprinted electronically for the Texas CPA license after September 1, 2014 may not need to get fingerprinted again.

Where do I go to get fingerprinted?

You will receive specific fingerprinting instructions in your renewal notice sent out 45 days prior to your current expiration date. The collection and submission of fingerprints will be handled by a third-party vendor (IdentoGO) under contract with the DPS, not by the TSBPA or any TSBPA vendor. There are about 85 IdentoGO locations across Texas, and some locations out-of-state. The out-of-state and international fingerprinting process will not require travel to Texas to fulfill the requirement. If you are unable to be fingerprinted through IdentoGO, you may be fingerprinted at a law enforcement agency (police department/sheriff's office). However, keep in mind that if the DPS and/or the FBI are unable to read the fingerprints, they will require another set of fingerprints.

How long will it take the TSBPA to receive the results from my fingerprint-based background check?

It will take several days for your fingerprint information to be included in your account information at the Board. Allow for longer processing times if you are not getting fingerprinted by IdentoGO.

How much does the fingerprint-based background check cost?

The fee for the required fingerprint-based background check performed by IndentoGO is currently \$38.25 (subject to change and there may be an additional cost for credit card payments not to exceed 2.1%) to be paid directly to IdentoGO (the third-party provider for DPS) by the licensee at the time of submission. You will not pay the fee to the TSBPA. This is paid by the licensee and is separate from your license renewal fee.

Is the fingerprint fee to be paid every year?

No. The fingerprint fee and submission are one-time only.

Is the TSBPA making money off of this?

No, the fee will be paid directly to IdentoGO, the Texas Department of Public Safety's third-party vendor. The TSBPA will receive no part of the fee.

What is IdentoGO?

IdentoGO is a company contracted by DPS to provide fingerprinting services in Texas. They have **locations throughout the U.S.** and specialize in live-scan fingerprinting. The TSBPA uses IndentoGO for fingerprinting services. Fingerprints done with IdentoGO can be submitted electronically for the TSBPA, which results in fewer rejected fingerprints and faster processing.

Do I have to get fingerprinted by IdentoGO?

Yes, IdentoGO is the company contracted by DPS to provide fingerprinting services in Texas. They have locations throughout the U.S. and specialize in live-scan fingerprinting. Fingerprints done with IdentoGO can be submitted electronically for the TSBPA, which results in fewer rejected fingerprints and faster processing. If you are unable to be fingerprinted through IdentoGO, you may be fingerprinted on ink cards at a law enforcement agency (police department/ sheriff's office) and following the instructions for "Submit A Fingerprint Card by Mail" at https://uenroll.identogo.com/ workflows/11G3JY. However, keep in mind that if DPS and/or the FBI are unable to read the fingerprints, they will require another set of fingerprints. Typically, this indicates the fingerprinting technician rolled the fingerprints incorrectly. Rejections of this type can often be avoided by using IdentoGO for fingerprinting services. We recommend that you use IdentoGO for this reason.

I've already had my fingerprint-based background check performed by IdentoGO for another type of license. Do I need to have it done again?

Yes. There is a specific code set up for the TSBPA which must be used for fingerprint submission. For security reasons, requesting agencies are prohibited by law from sharing this information with each other. If you had your fingerprints done for any other reason, you will need to have them redone using the TSBPA code.

I am retired/disabled. Do I need to have a fingerprintbased background check performed? Is there an exemption from the fee if I am retired/disabled?

Licensees who hold the retired or disability status with the Board (see *Rule 515.8*) and licensees who submitted **electronic** fingerprints for the TSBPA **after September 1, 2014** are the only exemptions from the fingerprint-based background check requirement. There are no other exemptions.

I live in another state and am licensed in Texas. Do I need to get fingerprinted?

Yes. All licensees and non-CPA firm owners will need to meet this requirement. IdentoGO is the company contracted by DPS to provide fingerprinting services in Texas. However, IdentoGO also has **locations throughout the U.S.** You will not be required to travel to Texas. It can be done easily in your state and locality. Fingerprints done with IdentoGO can be submitted electronically for the TSBPA, which results in fewer rejected fingerprints and faster processing. If you are unable to be fingerprinted through IdentoGO, you may be fingerprinted on ink cards at a law enforcement agency (police department/sheriff's office) and following the instructions

for "Submit A Fingerprint Card by Mail" at https://uenroll.identogo.com/workflows/11G3JY. However, keep in mind that if DPS and/or the FBI are unable to read the fingerprints, they will require another set of fingerprints. Typically, this indicates the fingerprinting technician rolled the fingerprints incorrectly. Rejections of this type can often be avoided by using IdentoGO for fingerprinting services. We recommend that you use IdentoGO for this reason.

If you hold retired or disability status with the Board (see *Rule 515.8*), or if you submitted **electronic** fingerprints for the TSBPA **after September 1**, **2014** you are exempt.

I live in another country and am licensed in Texas. Do I need to get fingerprinted?

Yes. All licensees and non-CPA firm owners will need to meet this requirement. The Board will provide you with fingerprinting instructions and you will not be required to travel to Texas. If you hold retired or disability status with the Board (see *Rule 515.8*), or if you submitted **electronic** fingerprints for the TSBPA **after September 1, 2014** you are exempt.

I am a non-CPA firm owner. Do I need to get fingerprinted?

Yes. Non-CPA firm owners are also required to complete a fingerprint-based background check to complete the firm renewal process. You will receive instructions from the Board and it will be coordinated through your firm office renewal.

I just got my Texas CPA license within the last few years and I understand that a Texas Department of Public Safety background check was performed for my application of intent. Do I have to get a fingerprint-based background check performed again?

If you submitted **electronic** fingerprints for the TSBPA **after September 1, 2014**, no additional fingerprints are required. However, all licensees who submitted fingerprints prior to September 1, 2014 will need to be fingerprinted.

I am in the National Guard / I am in the military / I am in the military reserves / I am a veteran / I have a security clearance. Do I need to have the fingerprint-based background check performed?

Yes. All licensees and non-CPA firm owners will need to meet this requirement. If you hold retired or disability status with the Board (see *Rule 515.8*), or if you submitted **electronic** fingerprints for the TSBPA **after September 1**, **2014** you are exempt.

Will I receive a copy of my fingerprint-based background check?

You can request a copy of your state and national fingerprintbased background check from IdentoGO. Please contact IdentoGO directly for more information on how to receive a copy of your records. Additional fees paid to IdentoGO may apply.

Will the TSBPA receive a copy of my fingerprints?

No. There's actually no physical or paper report received by the TSBPA. Our staff has access to the DPS system to review an electronic version of the existing records. We only download and maintain the date that the fingerprinting was performed. This is done for data security and privacy reasons. The TSBPA will never store, collect, or even see licensee fingerprints, as that information will be housed by DPS and the FBI.

Is this a nationwide background check?

Yes. The fingerprint-based background checks performed under this new law will be run against both the DPS (statewide) and FBI (national) databases. Any positive matches will be sent to the TSBPA for review.

I think something may come up on my fingerprint-based background check. Should I notify the Board before submitting my fingerprints?

No. There is no need to contact the Board prior to completing the fingerprinting process. We will contact you if we have any questions or concerns about your fingerprinting results. See *Rule 501.91 – Reportable Events* if you have any concerns.

What happens if the fingerprint-based background check shows a criminal incident? Will my license renewal be denied?

Any prior criminal incidents will be reviewed in accordance with Board *Rule 501.91*. Any further clarification required of the licensee or action by the Board will be handled on a case-by-case basis.

What if I had a one-time DWI or some other misdemeanor offense many years ago?

The practice of the Board is to not open an investigation of a one-time DWI or misdemeanor offense that occurred several years ago. If the licensee completed their responsibilities to the justice system for that offense, the Board will not investigate, unless the licensee or applicant was required by Board rule to report the offense and failed to do so.

The general rule is that a licensee or certificate holder may be subject to disciplinary action upon final **conviction** of a felony or misdemeanor listed in Board *Rule 519.7* or having received deferred adjudication for a felony or a misdemeanor listed in Board *Rule 519.7*. The Board will not take disciplinary action for deferred adjudication unless the period of supervision ended less than five years before the date the person applied for the license or license renewal, or the offense directly relates to the duties and responsibilities of a CPA. The public relies on the integrity of the licensee and conviction of a felony or repeated violations of misdemeanors evidence a lack of integrity necessary for the practice of public accountancy and may be investigated.

Why are CPAs being targeted?

CPAs were not "singled out" for this requirement. This process is already in place for many licensed professionals such as doctors, engineers, architects, nurses, lawyers, and pharmacists.

OK, what do I need to do specifically?

You will receive instructions in the renewal notice sent out 45 days prior to your current expiration date. Please note that the fingerprint results will not be required until your renewal. However, once the fingerprint process is available you can get fingerprinted prior to your renewal month, but you will need to visit the Board's website for specific instructions. Fingerprinting results will be sent directly to the TSBPA from both DPS and the FBI. You do not need to contact us to confirm we received your fingerprinting results. We will contact you if we still need your fingerprint-based background check or if we have any questions or concerns about the results.

How did this requirement come about? Whose idea was it?

The fingerprinting requirement is one that the Sunset Commission of Texas commonly recommends for occupational licensing agencies and their recommendation was written into the Texas *Public Accountancy Act*, **HB 1520** of the 86th Regular Session.

I am considering not renewing my license. Being fingerprinted is a lot of trouble and I am not sure I need it. What are the downsides to not renewing?

Should you choose not to renew your license and at some future date your circumstances change, in order to be reinstated you will be required to pay your current licensing fees, plus licensing back fees and late fees, which have been established by the Legislature at three times the normally required renewal fees. Many former licensees who have decided not to renew their license have been surprised to learn upon reinstatement application that the back fees are in the thousands of dollars, depending upon how long they were unlicensed. In addition, you are required to take as much as 120 hours of CPE before being reinstated.

Also understand that in order to represent yourself as a CPA in Texas, even when you are in industry or government practice, you must be licensed in this state as a CPA. Representing yourself as a former CPA while providing accounting services is not permitted under state law as it suggests you have an expertise in the field of accounting. The CPA credential carries with it recognition of hard work, expertise, and integrity. You should not allow it to lapse without considering all of the consequences.

I've never heard of IdentoGO and I may not be comfortable sending them sensitive information. What can you tell me about this company and their credentials?

IdentoGO is the third-party provider for DPS and all IdentoGO employees undergo the same fingerprint screening and security check protocols required of DPS employees. IdentoGO is bonded, and all IdentoGO fingerprinting sites and equipment meet DPS requirements for security and transmission encryption. Once data is transmitted from IdentoGO equipment, that data is transferred to the DPS and FBI, and IdentoGO can no longer access it. There have been no incidents of improper data dissemination through hacking or negligent employee conduct during their contract with DPS.

■ Please contact the TSBPA **Licensing Division** if you have any additional questions.

Swearing-In Ceremony, May 25, 2019 — Austin, TX



Outstanding candidates who attended the ceremony were recognized for their high achievement on the Uniform CPA Exam. They included, from L-R, back row: Travis Guzzardo, John Williamson, and Chandler Priest. L-R, front row: Jennifer Archer, Emily Kirchof, and José Padron.

Board members who welcomed the new CPAs to the profession were, **L-R:** Dr. Roselyn Morris, Robert M. McAdams, Manuel Cavazos IV, Donna Hugly, and Benjamin Peña.



Members of the Austin CPA Chapter who generously volunteered their time at the event were, L-R, back row: Matt Malcolm, Sundeep Bablani, Jason Lucio, Larry Hale, Kara Hamann, and Tony Ross. L-R, front row: Nancy Foss, Lara Akinboye, Jessica Lopez, Olivia Riley, and Kate Rhoden.



Fifty-Year Licensees from the May Ceremony



Fifty-year honorees who attended the May 25 ceremony. **L-R, back row:** Bill Rosson, Anthony Wayne Norrell, Bruce Sieffert, Jim Marrow, David Phillips, Allan Maierson, Wayne Swift, Charles N. Roth, and Michael Felix Book.

L-R, front row: Larry
Harrison, Dean Bond, Paul
Leroy McCormack, Jerry
Don Riggs, Wayne Odel
Poldrack, Michael Conway,
L.B. Showalter, and Newton
Buckley.

FIFTY-YEAR LICENSEES

Roy W. Adams William Frank Alexander Robert Gilmer Anderson Jr. **Bobby Houston Anglin** James Neal Armstrong James C. Atwood James F. Bailey Jr. Dean Bond Michael Felix Book Wayne Brasington Carl David Bryan Richard Newton Buckley Charles O. Buckner Terry L. Cone Michael M. Conway Joseph David Crawford Jr. John Paul Davis Thomas Ray Elam Millicent M. Erwin John Benton Esch Richard M. Fowler Sammi Ruth Fowler Raymond D. Freeman

Eldon L. Frost George F. Golder Cecil William Griffin Ray Edward Grimes Ronald D. Harris Larry Neil Harrison **Bobby Don Hart** Thomas C. Hensel **Charles Merrill Hibbetts** Alton Paul Horwitz Michael Daniel Janick Joe Nelson Jersild Roy Sanchez Jr. George A. Karahal William Richard Lee Walter Virden III Larry Frank Loftus Larry L. Lyles Frederick James Mackie III Allan J. Maierson Lawrence Michael Mallon James Carroll Marrow John Albert Massengale

Phillip Miles Mathis Robert M. McCharen John Preston McClure Paul LeRoy McCormack John David McFadden Christopher A. Minton Jr. A. Carl Mudd William Tracy Nevius Herbert E. Noack Jr. Anthony Wayne Norrell Eddie Alan Nunnelley Raymond Michael Oshman David P. Phillips James Piccolo Wayne Odel Poldrack Charles Wesley Rhodes Harvey Lynn Ribble Jerry Don Riggs Jerry A. Rimes James A. Robertson Don E. Roose Jr. Larry Lynn Rose James U. Ross

William Carroll Rosson Charles N. Roth Lawrence Allan Rubenstein Stephen Pape Schwall Billy Jack Shepherd Larry Bob Showalter Bruce Darrell Sieffert John Commodore Singer William B. Stanford Norman K. Stewart James Elvin Stiles **Dwight Meredith Sumner** Robert Wayne Swift Leslie Dan Talbert William Stephen Taylor Jr. Charles Wade Tubb Mitchell J. Vuckovich David Broughton Watkins Jr. Lester Otis Weison Jr. Stephen A. Wells George W. Williams Jr. Ford C. Witherspoon III Robert E. Wood David G. Woytek Cheryl Gray Zimmermann

ENFORCEMENT ACTIONS

Ratified at the May 16, 2019 Board Meeting

PROPOSAL FOR DECISION

 Investigation Nos.: 13-05-02L, 13-11-18L, 13-11-19L, & 13-11-20L SOAH Docket No.: 457-16-1650 Respondents: Padgett, Stratemann & Co., LLP, Randall Vincent Carswell, Brett Aron Siegfried, & Lester Floyd Sprouse Hometowns: San Antonio & Austin, TX Certificate Nos.: 081643, 071441, & 026775

The State Office of Administrative Hearings Administrative Law Judge (ALJ) issued a Proposal for Decision (PFD) recommending that the complaint against Respondents be dismissed. The Board adopted the recommendations contained in the ALJ's PFD.

Firm License No.: P04495

Ratified at the July 18, 2019 Board Meeting

AGREED CONSENT ORDERS BEHAVIORAL ENFORCEMENT COMMITTEE

1. Investigation Nos.: 19-02-04L & 19-02-05L
Respondents: Mark Thomas
Andersen & Andersen Accounting & Advisory PLLC
Hometown: Pearland, TX
Certificate No.: 091557
Firm License No.: C10247
Rule Violations: 501.74(b), 501.75
Act Violation: 901.502(6)

Respondents entered into an ACO with the Board whereby Respondents were reprimanded. Respondents must also complete and submit proof of completion of eight hours of live continuing professional education (CPE) in the area of Statements on Standards for Accounting and Review Services update. This requirement is in addition to Respondent's annual CPE requirement and must be completed within 180 days of the date of the Board Order. In addition, Respondents must pay \$499.48 in administrative costs and \$1,000 in administrative penalties within 30 days of the date of the Board Order.

Respondents disclosed confidential client communications and prepared financial statements without the required "no assurance" language.

2. Investigation No.: 19-01-13L Respondent: Gilberto Iracheta Hometown: Humble, TX Certificate No.: 103748 Rule Violations: 501.90(2), 501.90(10) Act Violations: 901.502(2), 901.502(6), 901.502(11)

Respondent entered into an ACO with the Board whereby Respondent's certificate was revoked. Respondent misappropriated funds from his employer.

3. Investigation Nos.: 18-11-06L & 18-11-07L
Respondents: Krista Sue Kelley and FMG CPA, LLC
Hometown: Alpine, TX
Certificate No.: 083342
Firm License No.: C09368
Rule Violations: 501.74(b), 501.90(12)
Act Violation: 901.502(6)

Respondents entered into an ACO with the Board whereby Respondents were reprimanded. In addition, Respondent must pay an administrative penalty of \$500 and \$568.53 in administrative costs within 30 days of the date of the Board Order and reimburse Complainant \$2,678.92 for penalties assessed by the IRS and provide proof of payment within 30 days of the date of the Board Order.

Respondents failed to e-file a client's tax return and failed to respond to a client's inquiries regarding the filing of her return within a reasonable time without good cause.

4. Investigation Nos.: 19-01-05L & 19-01-06L Respondents: Joshua David Ray

and Ray CPA, P.C.

Hometown: Round Rock, TX Certificate No.: 098769 Firm License No.: C08057

Rule Violation: 501.75 Act Violation: 901.502(6)

Respondents entered into an ACO with the Board whereby Respondents were reprimanded. In addition, Respondent must pay \$308.28 in administrative costs within 30 days of the date of the Board Order. Respondent must also complete and submit proof of completion of four hours of live CPE in the area of ethics during the current licensing period and the following licensing period.

Respondents disclosed confidential client information.

5. Investigation No.: 19-04-20L Respondent: Gregory Robert

Seward

Hometown: Ft. Lauderdale, FL Certificate No.: 035996 Rule Violation: 501.90(4) Act Violations: 901.502(6), 901.502(10), 901.502(11)

Respondent entered into an ACO with the Board whereby Respondent was revoked in lieu of further disciplinary action. Respondent pleaded no contest to felony DUI on February 6, 2018.

TECHNICAL STANDARDS REVIEW COMMITTEE

1. Investigation No.: 18-08-03L Respondent: Don B. Morris Hometown: Dallas TX Certificate No.: 006878

Rule Violations: 501.60, 501.61,

501.70, 501.81

Act Violations: 901.401, 901.460, 901.502(6), 901.502(11)

Respondent entered into an ACO with the Board whereby Respondent was reprimanded and his certificate and license placed on limited scope status. In addition, Respondent must pay an administrative penalty of \$2,500 and \$163.88 in administrative costs within 30 days of the date of the Board Order.

Respondent issued a compliance attestation and audit report without a firm license, which failed to adhere to government auditing standards and generally accepted auditing standards (GAAS) and independence requirements.

2. Investigation Nos.: 18-12-12L & 18-12-13L

Respondents: Dennis Wayne Dockery & Dennis Dockery, CPA, PLLC

Hometown: Amarillo, TX Certificate No.: 057890 Firm License No.: C08944 Rule Violation: 501.60 Act Violations: 901.502(6), 901.502(11)

Respondents entered into an ACO with the Board whereby Respondents were reprimanded and Respondent Dockery and Respondent Firm placed on limited scope status. In addition, Respondents must pay an administrative penalty of \$1,500 and \$163.88 in administrative costs within 30 days of the date of the Board Order. Respondents issued an audit report that failed to comply with GAAS.

Continuing Professional Education Actions

The respondents listed below were not in compliance with the Board's continuing professional education (CPE) requirements as of the date of the Board meeting. Each respondent was suspended for the earlier of a period of three years, or until the respondent complies with the licensing requirements of the *Act*. Additionally, a \$100 penalty was imposed for each year the respondent continues to be in non-compliance with the Board's CPE requirements. The respondents were found to be in violation of Board *Rule 523.111* (*Required CPE Reporting*) and *501.94* (*Mandatory Continuing Professional Education*), as well as *Section 901.411* (CPE) of the *Act*.

Respondent / Location Jose Andres Aguinaga, Houston, TX Charles Grayson Allen, Jonesboro, LA Buenaventura Lopez Alva, Irving, TX Anna Lou Elliott Anderson, Beaumont, TX Richard Allen Armstrong, Sugar Land, TX Ameet Barve, Hampstead, TX Houston Edwards Beasley, Midland, TX Brenna Boyd Beaver, Houston, TX Kristine Schultz Berry, New Braunfels, TX Kelli J. Bonds, Hockley, TX Faith Alexia Brooks, Arlington, TX Michelle Marie Brosey, Dallas, TX Marion Vines Brown, Lufkin, TX John Gillette Burns, Leakey, TX Rebecca Lee Busker, Grapevine, TX David Julian Cate, Spring, TX Melvin Moncur Chadwick, Carrollton, TX Brandon Lamar Clark, Amarillo, TX Justin Edward Clark, Houston, TX Leslie Garrett Coke, Bartonville, TX Mark Wesley Collier, Colleyville, TX William Henry Conley, Lumberton, TX Philip Wayne Cook, Dallas, TX Robert Louis Curda, Houston, TX Turner Darden, Houston, TX Turner Darden, Houston, TX Melissa Jo Davis, Longview, TX Cara Denise Deanda, Spring Branch, TX Jennifer K. Degiusti, Edmond, OK Stephen Taylor Douglas, Little Rock, AR Lara Kaye Lucas Dulaney, McKinney, TX Sarah Aline Eickenhorst, Round Rock, TX Melisa Atkinson Epps, Kingwood, TX Andromeda Fantaye, Houston, TX Sarah Aline Eickenhorst, Round Rock, TX Melisa Atkinson Epps, Kingwood, TX Andromeda Fantaye, Houston, TX Star Reclusado Ferrell, Pearland, TX Damon Russell Finecy, Glen Allen, VA Chris Colin Frederickson, Pass Christian, MS Dean Caver Gant, Humble, TX Manuel Garcia III, San Antonio, TX Victoria Hella Garcia, Cypress, TX Jose Gonzalez Jr., Austin, TX Deepa Gopalan, Austin, TX Debra Hancock, Lewisville, TX Cynthia Lynn Burkhardt Hardy, Kingwood, TX	Board Date 07/18/2019 07/18/2019 07/18/2019 05/16/2019 05/16/2019 05/16/2019 07/18/2019 07/18/2019 07/18/2019 07/18/2019 07/18/2019 07/18/2019 07/18/2019 07/18/2019 07/18/2019 07/18/2019 07/18/2019 07/18/2019 07/18/2019 05/16/2019 07/18/2019 07/18/2019 07/18/2019 07/18/2019 07/18/2019 07/18/2019 07/18/2019 07/18/2019
Victoria Hella Garcia, Cypress, TX	07/18/2019
Cynthia Lynn Burkhardt Hardy, Kingwood, TX	
Joe Bendal Hassell Jr., Colleyville, TX	07/18/2019
Michael Buchanan Haynes, Austin, TX	07/18/2019
Matthew Sanjian Hebert, Houston, TX	05/16/2019 07/18/2019
Frederick Scott Herzer, Dallas, TX Gagandeep Kaur Hibbard, Euless, TX	07/18/2019
Wesley Frank Honza Jr., Ennis, TX	07/18/2019
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Respondent / Location	Board Date
Kimberly Nicole Hudson, Coppell, TX	07/18/2019
Stephanie Michele Hunt, Rowlett, TX	05/16/2019
Thomas Ney Hunt III, Houston, TX	05/16/2019
Syed Ovais Iqbal, Houston, TX	07/18/2019
Brad Terry Irick, Crosby, TX	05/16/2019
Blake John Janak, Katy, TX	05/16/2019
Clayton Reece Johnson, Houston, TX	07/18/2019
Daryl Mark Jones, Houston, TX	05/16/2019
Suzanne Marlene Jones, San Antonio, TX Andrew Justin Kent, Broomfield, CO	07/18/2019 05/16/2019
Laura Nicole King, Little Elm, TX	05/16/2019
Nancy Susan King, Plano, TX	07/18/2019
Sree Lakshmi Rama Kommana, Cypress, TX	
Hilda Marie Da Graca Kouvelis, Rockwall, TX	
Phillip Roland Krause, Southlake, TX	07/18/2019
Stephen Mark Lacy, Roanoke, TX	07/18/2019
Ana Maria Lafuente, Miami Lakes, FL	07/18/2019
Lynn Therese Lehman, Dallas, TX	07/18/2019
Yuefeng Leng, Allen, TX	05/16/2019 07/18/2019
Mark Richard Lenz, Bedford, TX Francisco Jose Cruz Lopez, Houston, TX	05/16/2019
Adam Vincent MacLean, Round Rock, TX	05/16/2019
Shelley Boyd McAfee, Austin, TX	07/18/2019
Aimee Louise McClelland-Abernethy, Plano, TX	07/18/2019
	07/40/0040
James Kirk McCormick, Allen, TX	07/18/2019
David John McDonald, Austin, TX Dan Vyron McGaughey Jr., Houston, TX	05/16/2019 07/18/2019
Amy Nicole Milner, Houston, TX	05/16/2019
Weston Garrett Mokry, Boerne, TX	07/18/2019
Paul Daniel Mora, Katy, TX	07/18/2019
Carla Michelle Morgan, Nacogdoches, TX	07/18/2019
Patricia Kay Munger, Houston, TX	07/18/2019
Frances Annette Dorough Murr, College Station, TX	07/18/2019
Thuy T. Nguyen, Sugarland, TX	05/16/2019
Kevin Michael Palma, Dallas, TX	05/16/2019
Alexander Shelton Parker, Montrose, CO	05/16/2019
John Michael Parker, Dallas, TX	05/16/2019
Richard A. Patterson, Webster, TX	05/16/2019
Donna Lynn Peters, Sealy, TX Pravin Shrinivas Pillai, Hillsborough, NJ	07/18/2019 07/18/2019
Casey Blair Powers, Austin, TX	05/16/2019
Luis Alfonso Preciado, Ciudad De Mexico, MX	
Kristene Mary Reedy, Coppell, TX	05/16/2019
Gregory Scott Richardson, Keller, TX	05/16/2019
Patti Glyndalin Rousseau, Haslet, TX	05/16/2019
Sergio Jonathan Salazar, Bellaire, TX	07/18/2019
William Evans Schaffler, Plano, TX	07/18/2019
Choyleng Tham Scott, Dallas, TX	05/16/2019
Theodore C. Search, San Antonio, TX Rajalakshmi Seshan, Pearland, TX	07/18/2019 07/18/2019
Prateek Vijay Shah, Austin, TX	05/16/2019
Leslie A. Simmons, Dallas, TX	07/18/2019
Ronald Cary Smith, Plano, TX	07/18/2019
Valerie Gail Lindsay Standifer, Dallas, TX	07/18/2019
Lisa Gayle Standley, Austin, TX	07/18/2019
Brett Thomas Steil, Spring, TX	07/18/2019
Sherry Kay Sturdivant, Rowlett, TX Michael Scott Svadlenak, Cypress, TX	05/16/2019 07/18/2019
Michael Lee Taylor, Henrietta, TX	07/18/2019
Liz Kirkland Toomey, Houston, TX	05/16/2019
Claudia Araceli Torres-Yanez, Pflugerville, TX	
Brian E. Tullos, Sachse, TX	07/18/2019
Bryan James Urban, Dallas, TX	07/18/2019

Respondent / Location	Board Date
Victoria Wai Hing Valentine, Houston, TX	05/16/2019
Richard Villanueva Jr., Missouri City, TX	05/16/2019
Chi-Chang Wang, Houston, TX	05/16/2019
Thomas R. Wawersich, Allen, TX	07/18/2019
Parmenas West, Lewisville, TX	05/16/2019
Laura Culver Wiener, The Woodlands, TX	05/16/2019
Holly Marie Wilder, San Antonio, TX	05/16/2019
Evan Leo Wilk, Katy, TX	05/16/2019
Catrina Sandles Williams, Houston, TX	05/16/2019
Kevin Dale Wilson, Grapevine, TX	07/18/2019
Valerie Wolbrueck, Allen, TX	07/18/2019
Shuangshuang Wu, Sugar Land, TX	07/18/2019
Ann Smail Yett, Austin, TX	07/18/2019
Patricia Ann Gardner Young, Houston, TX	05/16/2019
Samantha Louise Young, Houston, TX	07/18/2019

Three-Year Delinquent Actions

The respondents listed below violated *Section 901.502(4)* of the *Act* when they failed to pay license fees for three consecutive license periods. The certificate of each respondent was revoked without prejudice as the respondent was not in compliance as of the Board meeting date. Each respondent may regain his or her certificate by paying all the required license fees and late fees and by otherwise coming into compliance with the *Act*.

Respondent / Location	Board Date
Norris Lynn Adams, Carrollton, TX	07/18/2019
Batoul Sikander Ahmedbhai, Louisville, KY	07/18/2019
Jacqueline Del Ainsworth, Baton Rouge, LA	05/16/2019
Julie Michele Albers, Oceanside, CA	07/18/2019
Arthur Austin Anderson, Tacoma, WA	07/18/2019
Andrew Marshall Atkins, Houston, TX	05/16/2019
Robert Harry Lamar Baird, Gore, OK	05/16/2019
Stephanie Baldwin, Plano, TX	07/18/2019
Cindy Riddle Barnard, Austin, TX	07/18/2019
Teymur Yuryevich Bashirov, Santa Monica, CA	07/18/2019
Jose Alejandro Benavides Trevino, Houston, TX	05/16/2019
Roy Edgar Box Jr., Richmond, TX	05/16/2019
Alexander Nicholas Brast, Boca Raton, FL	05/16/2019
Alan Scott Brockette, Cedar Rapids, IA	07/18/2019
Michael Patrick Bujnoch, Houston, TX	07/18/2019
Heidi Busch, North Branford, CT	05/16/2019
Michael Lynn Cain, Plano, TX	05/16/2019
Jennifer Leigh Callison, Dallas, TX	07/18/2019
Thomas Bryan Cammack Jr., Pflugerville, TX	07/18/2019
Winnie Li Chiang, Union City, CA	05/16/2019
Leslie Kuanyu Ching, Hacienda Heights, CA	05/16/2019
Don Raymond Clapsaddle, Matagorda, FL	07/18/2019
Ronald Glenn Cochran, The Woodlands, TX	07/18/2019
Stephen Lawrence Cohen, Houston, TX	05/16/2019
Timothy Lebro De Leo, Hudson, OH	07/18/2019
Rufus Allen Dodgen Jr., Dallas, TX	05/16/2019
Howard Paul Dreyer, Dallas, TX	07/18/2019
David Stuart East, Houston, TX	07/18/2019
Alexander Jensen Ericksen, Gresham, OR	07/18/2019
Chioma Princess Eze, Houston, TX	05/16/2019
Michael Shane Farley, Rosharon, TX	07/18/2019
Nathan Paul Farley, Denver, CO	05/16/2019
Cathy Farmer, San Antonio, TX	07/18/2019
Kristi C. Fenner, Lebanon, NH	07/18/2019
Donna Marie Finch, Lubbock, TX	07/18/2019
Julie Fletcher, Arlington, TX William Thomas Flynn III, Fair Oaks Ranch, TX	07/18/2019
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Respondent / Location	Board Date
Randall Martin Folsom, Austin, TX	05/16/2019
Monica Ann Ford, Midland, MI	05/16/2019
Jason Ross Franks, Flower Mound, TX	07/18/2019
Rosa Ana Galeana, Houston, TX	07/18/2019
	07/18/2019
Kimberley Marie Garrison, La Jolla, CA	
Mary Estella Garza-Peterson, Woodstock, GA	05/16/2019
Stanislav A. Gershengoren, Fort Worth, TX	07/18/2019
Michele Louise Nation Gieger, Fort Worth, TX	05/16/2019
Miravil Diamond Gimeno, Euless, TX	05/16/2019
Owen William Glaze, Houston, TX	05/16/2019
Glenn Darrell Graff, Spring, TX	07/18/2019
Arthur George Green, Odessa, TX	07/18/2019
Donald Ray Greenlee, College Station, TX	07/18/2019
Jan M. Grinnell, Bridgeville, DE	05/16/2019
	07/18/2019
Garland Lee Hall, Bentonville, AR	07/18/2019
Edward Verl Hallmark, Brownwood,TX	
Harold Dave Harkins III, Plano, TX	05/16/2019
Gregory Dean Harmon, Durango, CO	05/16/2019
Donald Lynn Harrington, Kingwood, TX	07/18/2019
Robert Lee Hatfield, Dallas, TX	07/18/2019
Robert Joe Henry, Missouri City, TX	05/16/2019
Don Edward Herald, Boerne, TX	05/16/2019
Ray Hernandez, Humble, TX	07/18/2019
Rockwell Northrope Hibbard, Houston, TX	05/16/2019
Anthony Durell Hicks, Missouri City, TX	05/16/2019
Harold Gene Hidalgo, Houston, TX	07/18/2019
Jaime Hinojosa, Richardson, TX	05/16/2019
	07/18/2019
Doris Sio-In Lau Ho, Alhambra, CA	
Robert Morris Hodge, Spring, TX	05/16/2019
Lacy Ann Holaday, Dallas, TX	07/18/2019
Jeffery Scott Holland, London, UK	05/16/2019
Carl Buford Holsonback, Austin, TX	05/16/2019
Melissa J. Horsak, Temple, TX	05/16/2019
John Stephen Hudacek Jr., Dallas, TX	07/18/2019
Nancy Ann Frost Irwin, Houston, TX	07/18/2019
Stewart Ralph Jack, Houston, TX	07/18/2019
Camilo Tapia Jamilosa, Houston, TX	05/16/2019
Elizabeth Hanna Jones, Magnolia, TX	07/18/2019
Mauricio Kaim, Houston, TX	05/16/2019
	07/18/2019
Rebecca Suzanne Mellon Kay, Houston, TX	07/18/2019
Michael James Keliher, Dallas, TX	
Richard Lee Kolodziejcyk, Cypress, TX	07/18/2019
John L. Kuhn, Georgetown, TX	05/16/2019
Mary Frances Lange, Nashville, TN	07/18/2019
Sharon Kay Lewis, Lantana, TX	07/18/2019
Evan Lin, Plano, TX	07/18/2019
Hong Lin, Houston, TX	05/16/2019
Holly Kilgore Losey, Austin, TX	07/18/2019
Raymond Frank Maixner, League City, TX	07/18/2019
Zack Dean Mason, San Antonio, TX	05/16/2019
Nathan Forrest Mathis, Vienna, VA	05/16/2019
Steven Marley Matthews, Joshua, TX	05/16/2019
	07/18/2019
Laura McCauley, Garland, TX	07/18/2019
Charles Carter McCoy Jr., Arlington, TX	
Scott Adair McMillian, Houston, TX	07/40/2040
	07/18/2019
Megan Lisa McQuary, Houston, TX	07/18/2019
Katharine Glaser Meeks, Houston,TX	07/18/2019 07/18/2019
Katharine Glaser Meeks, Houston,TX Cortni Leigh Melancon, Baton Rouge, LA	07/18/2019 07/18/2019 05/16/2019
Katharine Glaser Meeks, Houston,TX Cortni Leigh Melancon, Baton Rouge, LA Gilbert Herbert Meyer, Round Rock, TX	07/18/2019 07/18/2019 05/16/2019 07/18/2019
Katharine Glaser Meeks, Houston,TX Cortni Leigh Melancon, Baton Rouge, LA	07/18/2019 07/18/2019 05/16/2019
Katharine Glaser Meeks, Houston,TX Cortni Leigh Melancon, Baton Rouge, LA Gilbert Herbert Meyer, Round Rock, TX	07/18/2019 07/18/2019 05/16/2019 07/18/2019 05/16/2019 07/18/2019
Katharine Glaser Meeks, Houston,TX Cortni Leigh Melancon, Baton Rouge, LA Gilbert Herbert Meyer, Round Rock, TX Kevin Dale Mitchell, Richmond, TX Kevin D. Morgan, Carrollton, TX	07/18/2019 07/18/2019 05/16/2019 07/18/2019 05/16/2019
Katharine Glaser Meeks, Houston,TX Cortni Leigh Melancon, Baton Rouge, LA Gilbert Herbert Meyer, Round Rock, TX Kevin Dale Mitchell, Richmond, TX Kevin D. Morgan, Carrollton, TX Rodney Merritt Mullins, Dallas, TX	07/18/2019 07/18/2019 05/16/2019 07/18/2019 05/16/2019 07/18/2019
Katharine Glaser Meeks, Houston,TX Cortni Leigh Melancon, Baton Rouge, LA Gilbert Herbert Meyer, Round Rock, TX Kevin Dale Mitchell, Richmond, TX Kevin D. Morgan, Carrollton, TX	07/18/2019 07/18/2019 05/16/2019 07/18/2019 05/16/2019 07/18/2019 05/16/2019

Board Date

Respondent / Location

Respondent / Location

07/18/2019 Christopher Jon Napoli, Houston, TX Andrew Northcutt, Round Rock, TX 07/18/2019 05/16/2019 Susan Elizabeth Nudo, Tulsa, OK Olajumoke Joy Olayemi, Katy, TX 07/18/2019 Douglas Perry Jr., Houston, TX 07/18/2019 Sharon Howell Hunter Pierce, Frisco, TX 05/16/2019 Trisha Painter Plagens, Magnolia, TX 07/18/2019 Carol Anne Plowman, Riviera Beach, FL 07/18/2019 05/16/2019 Megan Kimberlye Pogue, Chicago, IL Daniel Joseph Pollock Jr., Lometa, TX 05/16/2019 Mayra Isis Powers, Houston,TX 05/16/2019 Shirley Butler Riley, Tuscola, TX 07/18/2019 Kenneth Lee Ripkowski, Jacksonville, TX 07/18/2019 Charles Lee Rooks, Bakersfield, CA 05/16/2019 Timothy Alan Russell, The Colony, TX 07/18/2019 Edward Robert Schaet, Lake Worth, FL 07/18/2019 David L. Schmoeller II, Katy, TX 07/18/2019 Charles Ross Scott, Cypress, TX 05/16/2019 Tommy Darden Shanks, Wichita Falls, TX 07/18/2019 Shur-May Shaw, Sugar Land, TX 07/18/2019 Kenneth Earle Shollenbarger, Amarillo, TX 05/16/2019 Richard Ryan Shultz, Dallas, TX 05/16/2019 John Byron Smart III, Southlake, TX 07/18/2019 Loren Lester Smith, Shreveport, LA 05/16/2019 Sondria Lynn Stephens, Houston, TX 07/18/2019 Amy Lauren Stewart, Southlake, TX 07/18/2019 Richard Edward Stone, Dallas, TX 07/18/2019 Clenton Loyd Sullivan, Kingwood, TX 05/16/2019 Jack David Taylor, Sugar Land, TX 07/18/2019 Kathy Elaine Tucker Terry, Richardson, TX 07/18/2019 Rommie Allen Toler, Fort Worth, TX 07/18/2019 Daphne Belbin Tumlin, Houston, TX 07/18/2019 Molly Bingham Urrabazo, Austin, TX 05/16/2019 05/16/2019 Elizabeth N. Vied, San Antonio, TX Amanda Carr Waller, Katy, TX 05/16/2019 Aaron Arzo Wilson Jr., Fort Worth, TX 05/16/2019 Cameron Christian Witte, Dallas, TX 05/16/2019 Vicki Lynn Brewster Wood, Lago Vista, TX 07/18/2019 Linda Anna Wu, Bellaire, TX 05/16/2019 Maritza Palacios Yanez, Los Angeles, CA 07/18/2019 Christina Zeigler, Los Angeles, CA 05/16/2019 Marissa Linda Zepeda, San Antonio, TX 05/16/2019

Failure to Renew Actions

The respondents listed below failed to complete their license renewal notices in accordance with Board *Rule 515.3*. The certificates of the Respondents were revoked for failing to complete their license renewal applications until such time as the Respondents come into compliance with the *Rules* and the *Act*.

Respondent / Location	Board Date
Albert Leroy Burns, Driftwood, TX	05/16/2019
Bobby Adams Lathrop, Allen, TX	05/16/2019
Calvin Ching-Wan Lau, Austin, TX	05/16/2019
Donald Anthony Prejean, Magnolia, TX	07/18/2019
Covia Lee Richter, Houston, TX	05/16/2019

Licensing and Exam Fee Changes

Board Date

s a result of the Board's projected revenue, expenditures, and fund balances, fee increases are necessary to maintain the same level of operations for Texas licensees. Effective September 1, 2019,

the individual license fee will increase from \$66* to \$75*; the firm license fee will increase from \$50 to \$60; and the Exam eligibility application fee will increase from \$10 to \$15 per section.

The Board is self-sustaining. All direct and indirect costs must be paid from what it collects in license renewal fees, firm registrations, exam fees, sponsor registrations, and other collections.

Fee Changes			
Туре	Current	Future	Eff. Date
Individual license	\$66*	\$75*	9/1/19
Firm license	\$50	\$60	9/1/19
Exam eligibility application fee	\$10/section	\$15/section	9/1/19

^{*}Includes the \$10 to be deposited into the fifth-year accounting students' scholarship trust account.

Online Services for Firms

irms can take advantage of Online Services to stay up-to-date with required firm information and manage all phases of the annual license renewal process. Simply select Firms from the Online Services menu to complete your renewal online instead of mailing the hard copy forms. If all requirements are met, your license will be issued the next business day. Throughout the year, you can update contact information, notify the Board about dissolved or organized offices, update the CPA owners associated with an office, and update Peer Review exemption information. Even if you receive a paper renewal form, you can easily submit your firm renewal information online prior to your deadline.

	Firm LOGIN
	mit additions and corrections to your Annual License Renewal e all requirements are met your license will be issued the next business
	pplete the Annual License Renewal
Subi	mit your renewal with the required fee payment.
Rev	iew information about your firm
✓	Your firm's current license status
✓	Office information
✓	Partner, Shareholder, Owner, and Resident Manager Information
✓	Information about Peer Reviews
Mak	e changes to information about your firm
✓	Update Contact Information
✓	Notify the Board about Offices Dissolved or Organized
	Update the CPA Owners associated with an Office
✓	

Texas State Board of Public Accountancy 333 Guadalupe, Twr 3, Ste 900 Austin, Texas 78701-3900

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If you are struggling with alcohol addiction, substance abuse or mental health issues, ACAN is here to help. ACAN provides a confidential conversation with CPA volunteers who have first-hand experience with these issues. ACAN helps you learn how to merge healthier living with your demanding accounting career, and can provide referrals to professionals who are familiar with your unique challenges. Don't hesitate to get the help you need today.





