

Newsletter

PRESIDENT'S MESSAGE

Melanie King, 2022 President



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Hello EWF Members!

Happy 4th quarter, EWF members. Somehow, we've made it to nearly the end of the year! With the uncertainty in economy, rising interest rates and inflation at historic highs, we have had another challenging year, especially for those working in finance.

Now that the pandemic is "over", it feels that we are back to the demands of our profession, but only tenfold. Deadlines coming due and time feels that it is moving faster and faster. I'm not afraid to admit that it feels overwhelming.

With less time and the demands increasing, we must step back and look at what gives us the most value. We don't always have much of a choice on how we spend our time. Work and family obligations always take priority. When we do have a choice, we must look at the value of the time spent. Is spending this time giving me the right ROI?

Being part of this organization is so important to me because the time I spend is valuable. I look back at every interaction and realize the new people I've met; I continue building relationships and am always learning something new. I can't ask for a better return.

At our last event, both EWF members and guest had the pleasure to hear some words of wisdom from Tiffany Sauder, CEO and Podcast host. It was a great event in an amazing venue. We got to spend time with a woman who was willing to share, not only her success, but her failures. Here's what I took away from the time with her:

"Fear will never waste its time on the worst of you; its work is to quiet the best of you."

"Fear has the most control when you are silent."

These words resonated with me, as I have lived with fear in my life. Fear of being accepted. Fear that my opinion won't be listened to. Fear of receiving negative feedback. Even as I write this, I'm fearful that I won't get the words right. Bottom line is that the time I spend with you is valuable and I am a better leader and person for the time I spend.



Continued on page 2...

WELCOME NEW MEMBERS

President's Message Continued

It was inspiring to hear how Tiffany conquered her fear and that gives me hope that I can too. I'm excited to hear more from her and her journey. Thank you to the events committees for providing the opportunity to meet her.

As always, I am thankful to get through (almost) another year with all of you. I appreciate all of you spending your time at the events and making this organization better every year.

Sincerely,

Melanie King, CPA
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Scared Confident
with Tiffany Sauder

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Tax Implications of the Inflation Reduction Act of 2022

By: Erin Eberly, CPA and Ryan Miller, CPA

The Inflation Reduction Act of 2022 was recently signed into law by President Biden. The new legislation primarily focuses on government spending programs designed to impact climate change, but there are a variety of tax provisions as well.

Business Tax Implications

The Inflation Reduction Act is the scaled-back compromise to what was originally referred to as Biden's Build Back Better Plan (BBB). The most dramatic, broadly applicable business tax provisions originally proposed in BBB have been removed from the current legislation, including the last-minute removal of proposed changes to the taxation of carried interests. What's left is generating a lot of buzz but will likely have limited applicability to most taxpayers.

- **Corporate Alternative Minimum Tax** – A new 15% minimum tax will be imposed on the adjusted net book income of C corporations whose average adjusted net book income exceeds \$1 billion. The net book income threshold is reduced to \$100 million for foreign-parented international financial reporting groups.
- **1% Excise Tax on Repurchase of Corporate Stock** - This applies to publicly traded U.S. corporations and certain affiliates of such corporations.
- **Section 461(l) Overall Loss Limitation** – A limitation on the ability to deduct business losses against other non-business income was scheduled to expire at the end of 2026. The Inflation Reduction Act extends this limitation through 2028.

Energy Credits

Although IRS guidance will be needed to effectively implement many of these, a host of energy-related credits are included in the Inflation Reduction Act that taxpayers must consider if they are purchasing electric vehicles, making energy improvements to a residence, producing renewable energy, or otherwise involved with energy efficiencies and/or alternative energy sectors. Examples include:

- Qualified Commercial Clean Vehicles Credit
- Advanced Manufacturing Production Credit
- Section 179D, Energy Efficient Commercial Buildings Deduction
- Clean Vehicle Credit
- Previously Owned Clean Vehicles
- Nonbusiness Energy Property Credit

For more information on these and other energy-related credits, visit ksmcpa.com/insights/tax-implications-of-the-inflation-reduction-act-of-2022/.

Other Tax Provisions

- **R&D Tax Credit** – The Inflation Reduction Act increases the maximum amount a qualified small business can elect to claim as a payroll tax credit from \$250,000 to \$500,000 beginning after Dec. 31, 2022.

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Inflation Act Continued

- **Premium Tax Credit** – Certain favorable provisions applicable to 2021 and 2022 have been extended through 2025, allowing more taxpayers to claim the premium tax credit than would have qualified without this new legislation.

Katz, Sapper & Miller will continue to provide information on these credits and provisions as it becomes available. In the meantime, visit ksmcpc.com to stay up to date on state and federal legislation that may impact your business.

Erin Eberly is a partner in KSM's Business Advisory Group. Ryan Miller is a partner in KSM's Tax Services Group.



We proudly invest in women

Women make up 50% of our workforce at Bank of America. We proudly continue to recruit and invest in helping women succeed within our organization. Outside, we support the economic empowerment of women in our communities and all around the world.

We believe that achieving strong operating results — the right way — starts with our teammates, and we know we must reflect the diversity of the clients and communities we serve. We offer a range of development programs for female leaders who show potential as future business and C-level executives, including our Women's Executive Development Program, to engage, develop, retain and support the career advancement of high potential talent.

Our ongoing work to invest in women means supporting women business owners and putting into action the belief that female entrepreneurs are fundamental to driving strong, healthy economies.

Through our partnerships with Vital Voices, the Cherie Blair Foundation, the Tory Burch Foundation, Kiva.org and the Bank of America Institute for Women's Entrepreneurship at Cornell, we've helped nearly 40,000 women entrepreneurs in over 80 countries advance their businesses.

To learn more, visit our Empowering Women page at bankofamerica.com/women.



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Mandy Parris, Executive Director & Indiana Market Executive for Middle Market Banking & Specialized Industries, JPMorgan Chase Commercial Banking

Years with Company: 20

Years with EWF: 7, currently serves as a Board Member and is a Past President

How does JPMorgan Chase support Women with opportunities to succeed? I'm so proud to work in such an inclusive environment, and am particularly proud of the firm's Women on the Move initiative. Women on the Move is JPMorgan Chase's commitment to provide women with opportunities to succeed in their professional and personal lives. The program focuses on expanding women-run businesses, improving women's financial health, and empowering women's career growth. This program provide tools, resources, and a community of women to help women take charge of their career and ensure success for years to come.



What do women-owned business need to know post pandemic? Be flexible and nimble, and trust your gut when you have concerns. You must be willing to pivot your approach, whether that means switching from an in-person meeting to virtual or presenting your ideas on something without having all the answers.

The pace of activity seems to have ramped up and now that we are back to traveling for meetings and conferences, it requires prioritization and vigilance to stay on top of calendars. It's easy to get bogged down by the daily business demands, but if you are not meeting with potential clients and developing your network, your opportunities will fizzle out in the next 12-18 months because you haven't been building your pipeline.

What is the best piece of advice you give to other women regarding their finances? Create a budget, contribute to your savings/retirement, and keep track of what you are spending. My husband and I teach our daughters that every dollar they receive has a purpose: 10% to God, 40% to savings, and 50% for spending.

Additionally, I always encourage younger or newer female colleagues to seek the mentorship of those women who are leaders and have a longer track-record of success within the firm. These are incredible opportunities to learn and a great way to find people to support you when you are not in the room.

Looking back at younger Mandy - what would you have done differently? Wow, what a great question. I feel like I was very blessed to have grown up with parents who taught me the value of money. My mom worked at a bank through much of my school-age years, and my parents were always thoughtful and measured when preparing for a large expenditure. If anything, I would tell myself to be confident in my abilities, and not shy away from a seemingly scary opportunity.

What compelled you to join EWF? I had always been well supported by male mentors and managers, and never focused on how impactful a female network could be in my career and personal development. When Angela Wessler, partner at Barnes and Thornburg, approached me about creating an organization for finance professionals, specifically female, I suddenly realized what a gap we had in the Central Indiana market around this space. In speaking with a similar organization in Chicago, I quickly realized the impact that EWF could have on me, and hopefully, generations of female leaders in finance.

If someone wrote a biography about you, what do you think the Title should be? I hope it would have some thread about "A Life Well-Lived."

Lately on the Hill

Congress left town last week with little progress to show on the government funding bills, which is their main priority this month.

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During the reconciliation bill negotiations, Senate Majority Leader Chuck Schumer and Sen. Joe Manchin agreed to attach Manchin's reform proposal to a continuing resolution to keep the government funded until December. Manchin's proposal would reform the permit process for energy projects. No formal proposal or legislative text has been released yet, but many Democrats have come out to say they don't support attaching this proposal to a stopgap funding bill.

A group of progressive Democrats released a statement that they won't support extensions for corporate tax provisions if Congress doesn't also extend the Child Tax Credit.

- Republicans continue to respond with their displeasure at the increased funding allotted to the IRS under the *Inflation Reduction Act of 2022* (IRA).

Senate Finance Committee ranking member Mike Crapo introduced a bill to prevent the additional IRS funds from being used for audits of taxpayers with taxable incomes below \$400,000.

Sens. John Thune and Susan Collins introduced the Increase Reliable Services Now Act to prohibit the IRS from hiring new enforcement employees until basic taxpayer service benchmarks, like improved phone services and more efficient tax return processing, are reached. The bill would also prohibit the IRS from using their increased funding to audit taxpayers with annual income of less than \$400,000 at a greater rate than at the date of IRA enactment.

- House Republicans plan to unveil their "Commitment to America" agenda later this week, including tax policy proposals like extending portions of the Tax Cuts and Jobs Act set to expire in coming years. If Republicans manage to take control of the House and/or Senate in upcoming midterm elections, this could indicate potential tax changes during the next session.

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EWF Hosts 50/50 Women on Boards for Third Quarter Luncheon

Shannon Bayer, Vice President Revenue, Linkage Inc and Co-Chair Indiana 50/50 Women on Boards and Kirsten Petras, Financial Services Executive and Co-Chair Indiana 50/50 Women on Boards were our guests at our August Luncheon at Meridian Hills Country Club.

50/50 Women on Boards, is the leading global education and advocacy campaign driving the movement toward gender balance and diversity on corporate boards. 50/50 Women on Boards shares a mutual desire to ignite meaningful change across all corporate leadership levels and bring attention to the business imperative of diverse boards.

In 2010 50/50 Women on Boards was founded to educate, advocate and collaborate with corporations and action groups committed to advancing women to corporate boards. We created our proprietary 50/50 Women on Boards Gender Diversity Directory and Index™ to transparently track the progress of women, and report insights that compel good corporate governance.

Reaching and exceeding the initial triumphant goal of 20% women directors by 2020, the new campaign boldly calls for gender balance and diversity on corporate boards of the Russell 3000 Index companies. As data is made available by race and ethnicity, 50/50 is committed to disaggregating the data to report by Latinx, Black, Asian Pacific Islander, Indigenous, Middle Eastern, and Multiracial men and women board directors.

Shannon Bayer and Kirsten are sisters and recommended that we step out of our comfort zones. We should pursue for profit boards to utilize our skills. The Russell 3,000 Index tracks performance of the 3,000 largest U.S. public companies. They found that the company Boards have 26.7% women, 6% of that figure are held by women of color. 8% of the Boards have gender balance. 6% of women serve as a CEO and Board Chair.



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"An Evening at the Ritz with Tiffany Sauder"

Our final event of the year was held over dinner at the Ritz Charles. Tiffany Sauder, CEO of the Indianapolis marketing/consulting firm, Element Three and host of the "Scared Confident" podcast, spoke to the group on the secret of how to live confidently and align roles with personal identity.

Tiffany set the presentation off by walking up to the podium with a cloth wrapped around her eyes saying what many of us often feel, "you are not good enough." We too often hide behind this "mask" of fear, letting it control and prevent us from finding and being our true selves. We let this inner voice haunt us, convincing us we are not good enough and will not succeed.

To help counter these negative thoughts, Tiffany reminded the group that, "you are not your fear." Fear only focuses on quieting the best part of us. For us to reach our true potential and live the best life we can, we must conquer our fear and stand tall. We need to quiet our inner voice of doubt and open ourselves up to uncertainty and vulnerability. Embracing that fear can help unlock true potential and confidence.

Tiffany encouraged everyone in attendance to list out ten words describing who they were. She then had everyone work through the list of words, noting the words that described a "role" versus actual "identity." As the group discovered, it is a lot easier to list out or roles and a lot harder to clearly list out our identities. The goal is to find our identities and make sure our roles are aligned with them. Doing so will also help us live our best lives.

It was great seeing so many in attendance at this event, including several guest attendees! Hopefully we will see some of the guest attendees as members next year.





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The law firm, the 78th largest in the U.S. according to the 2022 American Lawyer rankings, created six Talent Resource Groups (TRG) that are, by definition, a “group formed around a shared interest or common goal.” One of the TRGs is BTWomen, our network for female teammates and allies. BTWomen works to cultivate relationships with women’s bar associations and community organizations, assists with efforts to recruit and retain women at all levels in the firm, and focuses on elevating women in the law firm.



BTWomen was instrumental in Barnes & Thornburg enacting its enhanced parental leave policy in 2019, providing all firm employees with 16 weeks of parental leave at 100 percent pay. The group also helped enact emergency backup care as a new benefit for employees – the need for which became acutely clear during the COVID-19 pandemic.

“While the upkeep of those initiatives has now been passed on to other groups and teams within the firm, we achieved a powerful result. I still hear about it at least once a month from someone,” said Denise Lazar, BTWomen co-chair and a partner in the firm’s Chicago office.

A few of our programs and community conversations that have elevated our women talent are:

- Firmwide discussions on implicit biases and gender norms in the legal industry
- Fireside chat with the general counsel of a global packaging company about the female success journey, overcoming obstacles, leveraging our uniqueness, and motivating other women
- Panel discussion with women partners about practical steps and concrete actions to better prepare women attorneys to be considered for partnership

BT Women held brainstorming sessions with attorneys in each office this fall to share ideas about programming and how to best support female lawyers as they embark on their practice, aim to grow their practice or decide to scale it back. The sessions were well-received and well attended.

For us at Barnes & Thornburg, this effort serves as yet another way for us to care for our most valuable asset – our talent – and to deliberately cultivate a work environment that is diverse, aware, authentically inclusive, and empowering for all. Because investing in this core value benefits our talent, our clients and the communities we serve.



Continued on page 16...

Advocacy Continued

Joining Lazar as co-chair are Heather Delgado, a partner in the Chicago office, and Kristen Richer, a partner in the Los Angeles office.

This article should not be construed as legal advice or legal opinion on any specific facts or circumstances. The contents are intended for general informational purposes only, and you are urged to consult your own lawyer on any specific legal questions you may have concerning your situation.



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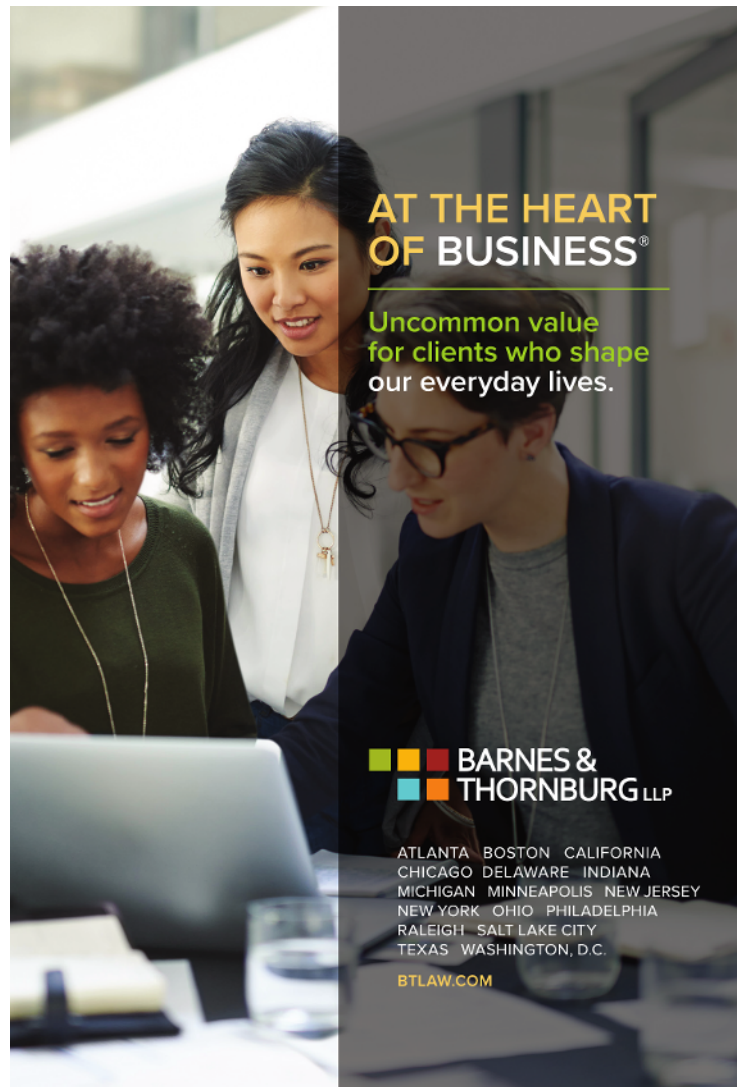


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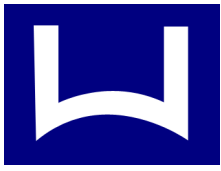
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