



Certified Public Accountants
Business Consultants
www.hbkcpas.com

Dear Clients and Friends of HBK:

As we greet 2012, I want to look ahead to some of the challenges and opportunities we will face in the coming year. Overall, it appears the national and global economies are attempting to wake from a deep sleep although they will need more than a good strong cup of coffee to accomplish the task.

Locally, we see pockets of strength amidst the widespread economic weakness. Coastal vacation rentals reached record numbers this summer, Austal has earned large Navy shipbuilding contracts and ThyssenKrupp's steel mill is up and running. Real estate values appear to have leveled.

Regionally, coastal tourism is recovering and the Gulf Coast region is coming back. Last summer I spent a few days in New Orleans and witnessed the renewal of one of the greatest cities in the world.

Business is reinvesting in our region. Forbes Magazine recognized Mobile as the fastest growing metropolitan area between 2007 and 2012. Certainly the job market needs strengthening and the foreclosure bubble still looms but overall, things are starting to look up.

Here at HBK, we continue to look for new opportunities to provide value to clients. A few months ago, we added Human Capital Management services help businesses manage their most important asset: their employees. In 2012, we will expand our new training programs to include E-Verify compliance, Wage / Hour issues, QuickBooks® seminars and other important topics affecting businesses and individuals. Training and learning are important aspects of our practice both internally and in serving our clients.

Like our many of you, HBK is constantly seeking new ways to adapt to changing conditions and deliver more value to our clients. Our new HBK Advantage™ initiative includes innovative pricing models that give you clear, up-front prices and the option to structure



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payment schedules to fit your needs. We want to make it easy for clients of all sizes to afford leading edge consulting and business advisory solutions. Now our small business clients can take advantage of the same knowledge and competitive advantage as the big guys without wiping out their bottom line.

I am also pleased to introduce two new services as part of HBK Advantage™

- HBK IRS Audit Support puts the strength and experience of our tax professionals to work for you if your business is audited by the IRS or state taxation agencies. For a low one-time enrollment fee, you ensure you will have a professional team on your side when you need it most.
- HBK H.R. on Demand offers small and mid-size businesses access to an experienced HR professional and the convenience of flexible pricing options. With HR on Demand, employers can choose a la carte HR services or value-priced bundles designed to meet a wide range of needs.

For more information about these new services, please contact your HBK professional.

I close with thanks to each of you, our clients. Your expectations push us to continuously improve and we look forward to 2012 together.

On behalf of all of us at HBK, I wish you a prosperous 2012.

Sincerely,

Dennis E. Sherrin

Hartmann, Blackmon & Kilgore, PC

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