



**Certified Public Accountants and Consultants**

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**FIRM PROFILE**

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## **Background:**

Thomas & Gibbs CPAs, PLLC is a full-service professional services firm located in Durham, North Carolina. The Firm is a professional limited liability company that operates under the direction of a management committee comprised of Bruce L. Thomas and Kenneth D. Gibbs, the Firm's partners.

The experience possessed by our partners is usually found only among the nation's largest Certified Public Accounting firms. But rarely do the principals of those large firms take an active "hands on" role during client engagements. To the contrary, our partners are actively involved in every engagement, overseeing our professional staff and assuring efficient completion of high quality work products. Sharing skills, knowledge and technical resources among our team members has been a cornerstone of our success in serving clients.

With several years of diversified accounting, tax, governmental and private sector auditing experience, we are certain that our past experiences and training distinguish us from other accounting professionals. Our partners have spent years serving small businesses, large corporations, North Carolina governmental entities and other public sector clients. For example, the Firm's partners have served as a senior manager at Ernst & Young LLP (a "Big Four" CPA firm), director of taxes at Glaxo Wellcome, Inc., tax accountants for large corporations, chief financial officer and general counsel for a high tech company, senior director at BlueCross BlueShield of North Carolina, deputy and assistant state auditors in the Office of the State Auditor; director of internal audit at UNC-Chapel Hill, and vice-chancellor for financial affairs in the UNC System.

We provide comprehensive accounting, audit, tax and management consulting services. Our Firm's offerings include, but are not limited to, the following professional services and industries:

### **Services**

- Accounting
- Agreed-Upon Procedures Engagements
- Audits, Reviews and Compilations
- Bookkeeping
- Business Valuations
- CFO Outsourcing and Management Consulting
- Corporate and Individual Tax
- Compliance Audits
- EDP Controls Reviews
- Employee Benefit Plan Audits
- Entity Formation (i.e., LLCs)
- Entrepreneurial Consulting
- Estate and Fiduciary Tax Returns
- Form 5500
- Fraud, Waste and Abuse Investigations
- Indirect Cost Studies
- Internal Audit Outsourcing
- Internal Control Analysis
- Litigation Support
- Loan Applications
- Payroll

### **Industries**

- Charter Schools
- Child Care Facilities
- Churches
- Colleges and Universities
- Community Development Corporations (CDCs)
- Computer Consulting
- Construction
- Credit Unions
- Elder Care Facilities
- Estates
- Financial Institutions
- Healthcare
- Insurance
- Non-Profit Organizations
- Pharmaceutical Companies
- Physicians
- Private Foundations
- Publishing
- Real Estate
- State and Local Government
- Venture Capital

## **Management Team:**



**Kenneth D. Gibbs, CPA, Esq.**

***Tax Partner***

***North Carolina Certificate Number: 17228***

[kgibbs@tgcpa.net](mailto:kgibbs@tgcpa.net)

Ken is the Firm's tax partner. He received a B.S. degree and a Juris Doctor degree from North Carolina Central University and Master of Taxation degree from the University of New Haven. Ken is a Certified Public Accountant and Member of the North Carolina State Bar.

Ken has over twenty years experience in corporate taxation including compliance, planning, audits, with emphasis on inbound transactions for multi-national conglomerates and handling other controversy matters having served as Director of Taxes and a Financial Controller for Glaxo Wellcome, Inc., Tax Accountant with Richardson Vicks, Sales and Use Tax Accountant at Pitney Bowes, Inc. and a Tax Accountant at Uniroyal, Inc.

He was previously a member of the Tax Executives Institute and the Durham Citizens Review Board. Ken currently holds positions as a member of the North Carolina Association of Certified Public Accountants, Board of Trustees for North Carolina Central University, Board of Directors of The Carolina Theater and Raleigh Durham Airport Authority Board, where he is the Chairman.



**Bruce L. Thomas, CPA, Esq.**

**CFE, CISA, ChFC, CLU**

***Audit Partner***

***North Carolina Certificate Number: 15229***

[bthomas@tgcpa.net](mailto:bthomas@tgcpa.net)

Bruce is the Firm's audit partner. He received a B.S. degree from The University of North Carolina at Chapel Hill and a Juris Doctor degree from North Carolina Central University. He also holds certifications as a Certified Public Accountant, Certified Fraud Examiner, Certified Information Systems Auditor, Chartered Financial Consultant, Chartered Life Underwriter and FLMI.

Bruce has extensive governmental accounting and auditing experience having served as Deputy State Auditor and Director of Audits with the North Carolina Office of the State Auditor; Director of Internal Audit at the University of North Carolina at Chapel Hill and Vice-Chancellor of Financial Affairs at North Carolina Central University While working in the Office of the State Auditor, Bruce directed all financial, performance and EDP audits and managed the Fraud, Waste and Abuse Division. Most recently, Bruce served as Chief Financial Officer and General Counsel at a local high tech company. Bruce also served as Senior Manager & Director of Computer Audits for Ernst & Young LLP.

Bruce is a member of the North Carolina Association of Certified Public Accountants, North Carolina Bar Association, National Association of Certified Fraud Examiners, EDP Auditors Association, The American College and The Society of Financial Service Professionals.

**Management Team (continued)**



**Shawana H. Karkouki, CPA, MSA**  
**Senior Manager**  
**North Carolina Certificate Number: 31869**  
[shudson@tgcpa.net](mailto:shudson@tgcpa.net)

Shawana is a Certified Public Accountant with over 7 years of diversified accounting, tax and auditing experience in the not-for-profit, governmental and private sectors. Shawana received her B.A. degree in accounting from North Carolina A&T State University (Summa Cum Laude) and her Master’s Degree in accounting from the University of Virginia (Magna Cum Laude). She previously served as a senior accountant with Ernst & Young LLP.

**Firm Demographics:**

T&G, an equal opportunity employer, is comprised of the following professionals:

<u>By Position:</u>	<u>No. of CPAs</u>
• 2 Partners	2
• 1 Managers	1
• 2 Senior Accts.	1
• 2 Staff Accts.	-
<u>7</u> Total	<u>4</u>
% of Total	<u>57%</u>

<u>By Race &amp; Gender:</u>	<u>Race</u>		<u>Gender</u>	
	<u>Minority</u>	<u>Non- minority</u>	<u>Male</u>	<u>Female</u>
• 2 Partners	2	-	2	-
• 1 Managers	1	-	-	1
• 2 Senior Accountants	2	-	1	1
• 2 Staff Accountants	1	1	-	2
• 1 Firm Admin./Bookkeeper	-	1	-	1
<u>8</u> Total	<u>6</u>	<u>2</u>	<u>3</u>	<u>5</u>
% of Total	<u>75%</u>	<u>25%</u>	<u>38%</u>	<u>62%</u>