

October 5, 2018



SERVICE PROPOSAL

PROFESSIONAL AUDIT SERVICES

PREPARED FOR:

CITY OF AURORA, ILLINOIS



SUBMITTED BY:

Sikich LLP
Frederick G. Lantz, CPA
Partner-in-Charge, Government Services
fred.lantz@sikich.com

James R. Savio, CPA, MAS
Partner
jim.savio@sikich.com

1415 West Diehl Rd., Suite 400
Naperville, IL 60563
630.566.8400

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TRANSMITTAL LETTER

October 5, 2018

The Honorable Mayor Richard C. Irvin
Members of the Finance Committee
Members of the City Council
City of Aurora
44 East Downer Place
Aurora, Illinois 60507

Dear Ladies and Gentlemen,

Sikich is pleased to be considered for the appointment as independent auditors for the City of Aurora. We believe that our qualifications, experience and expertise are clearly distinguishable as indicated in the following proposal. The expertise we possess in the state and local government industry is demonstrated by our clients' successes, our staff's involvement in the industry and our leadership roles in various government associations. Our clients receive the quality and timeliness only available from a firm of our caliber.

We have received the Request for Proposal and are prepared to commit the resources necessary to provide services to the City of Aurora. We will not only perform the audit, but we will also provide governmental accounting and financial reporting expertise and technical assistance throughout the year. We understand the scope of the work to be performed and the timing requirements as specified in the Request for Proposal, and are committed to performing the specified services within that timeframe.

We appreciate the opportunity to present this proposal, which is a firm and irrevocable offer for 60 days, and look forward to the possibility of serving the City of Aurora.

Sincerely,

A handwritten signature in black ink, appearing to read 'Frederick G. Lantz'.

Frederick G. Lantz, CPA
Partner-in-Charge, Government Services

A handwritten signature in black ink, appearing to read 'James R. Savio'.

James R. Savio, CPA, MAS
Partner, Government Services

EXECUTIVE SUMMARY

We know what's challenging to City of Aurora. Here are the strategies and solutions we recommend for you in order to face those challenges head-on and achieve success.

Thank you for considering Sikich. We appreciate the opportunity to propose for the City of Aurora.

Sikich is one of the country's top 30 Certified Public Accounting firms and a top 10 value-added reseller of technology products, with more than 750 employees serving clients in all 50 states. Clients turn to us for their professional service needs due to our deep industry knowledge working with organizations of their size and for the caliber of service and attention we provide—especially when it comes to dedicated, experienced service teams and partner access.

DEFINING YOUR CURRENT CHALLENGES

We recognize this is a time of constant change and ever increasing accountability. The task of the City finance office is no longer to report financial results by long-standing standards that are widely known and commonly understood. The task in today's environment is to keep up with the ever-changing standards from GASB and the Office of Management and Budget with the new Uniform Guidance. The task is also to keep up with new reporting and accountability requirements from the state, new automated processing systems, and fringe benefit tax laws.

DEFINING YOUR BEST POSSIBLE SOLUTIONS

These ever-changing standards and accountabilities require adjusting computer systems and internal processes to adapt to the changing standards and then to report in accordance with the new standards. This shift in the environment has caused a shift in the City's thinking about an audit firm. We understand that the City requires a year-round partner, who will assist the City in keeping up to date with the standards and provide assistance, when needed, on specialty topics, as well as someone who can audit to the standards. Sikich is on the leading edge of the standards as they are being developed. We also have a strong commitment to current and effective technology as our firm has a solid core of technological abilities supported by a full technology division.

DEFINING YOUR FUTURE SUCCESS

Additional details around our audit-specific capabilities are included in the next section of this document. These capabilities, in combination with our timely completion and issuance of your reports, will not only fulfill your current needs, but will undoubtedly drive stability for the City of Aurora.

Throughout the following paragraphs, you will find summaries of each section within this proposal. We encourage you to review each section in its entirety to gain a detailed understanding of how we can help you build your bottom line and achieve success.

WHY THE CITY OF AURORA SHOULD SELECT SIKICH

Clients turn to us because our professionals are uniquely qualified to provide the service and industry expertise necessary to drive their organizational success. Specifically, Sikich offers the access to resources, decades of experience and passion for action necessary to face your challenges head-on with you.

PARTNER, SUPERVISORY AND STAFF QUALIFICATIONS AND EXPERIENCE

A crucial component to the City of Aurora's success is working with a team completely dedicated to the government industry, ensuring that those individuals understand your challenges and what it takes to realize success. Your engagement team is made up of senior professionals who will provide the expertise, insights and responsiveness your organization requires.

SPECIFIC AUDIT APPROACH

Our approach is always holistic, forward-thinking and customized for the City of Aurora's specific needs. We operate in a way that provides full attention to evaluating significant areas, including those that present the greatest risk and where new opportunities for financial and operational improvement may exist.

SCOPE OF SERVICES FOR THE CITY OF AURORA

The scope of our work for the City of Aurora is outlined in the following proposal. We want to invest in what we hope will become a long-lasting relationship with the City of Aurora, which is why we commit to delivering the results the City of Aurora requires. The timeline of the engagement on which we are proposing is outlined in this section..

TECHNICAL PROPOSAL

STATEMENT OF INDEPENDENCE

Sikich has evaluated its independence from the City of Aurora and its component units in accordance with generally accepted auditing standards, the Governmental Auditing Standards, 2011 revision, published by the U.S. Government Accountability Office, and the AICPA Code of Professional Conduct. Based upon our evaluation, Sikich is free of any personal and external impairment with respect to the City of Aurora and its component units, and is independent with respect to any non-attest services provided to the City of Aurora and its component units, both in fact and in appearance to any knowledgeable third party.

LICENSE TO PRACTICE IN ILLINOIS

Sikich is a licensed Public Accountant Limited Liability Partnership in Illinois (license #066-003284). All of the partners assigned to the engagement are registered and licensed Certified Public Accountants (CPAs) in Illinois. In addition, all of the professional staff assigned to the engagement are full time staff and are either registered Certified Public Accountants or are completing the exam.

PARTNER, SUPERVISORY AND STAFF QUALIFICATIONS AND EXPERIENCE

Sikich commits to providing a team of senior professionals, all of whom have unmatched expertise in the government industry.

A crucial component to the City of Aurora's success is working with a team that is completely dedicated to the government industry, ensuring that those individuals understand your challenges and what it takes to realize success. The City of Aurora will receive unparalleled levels of expertise, insights and responsiveness from a team of senior professionals who have significant experience working with government entities. Our firm offers several employee retention programs, including tuition reimbursement, CPA review and exam assistance, a computer purchase program, travel assistance and more. We have been named as a Best Place to Work for several years, both on a local and national level. We make every effort to recruit and retain quality staff. However, employee turnover is inevitable. In the event of staff turnover on the City of Aurora engagement, we will seek the prior written approval of the City of Aurora.

The City of Aurora's key engagement team members will be supported by staff on the firm's government services team. Please refer to the Exhibits section on page 20 to read biographies of the City of Aurora's engagement team. Engagement partners will be rotated based on the desires of the City.

FREDRICK G. LANTZ, CPA

ENGAGEMENT PARTNER/QUALITY CONTROL PARTNER

As engagement partner, Mr. Lantz will be responsible for the overall management of the audit. This includes developing and coordinating the overall audit plan, the in-depth review of all workpapers and the review of the City of Aurora's comprehensive annual financial report. Moreover, our firm's philosophy is to have the team leader on location during the completion of the majority of fieldwork. Therefore, Fredrick will be present at the City of Aurora's offices during both our preliminary and final fieldwork.

BRIAN D. LEFEVRE, CPA, MBA

RESOURCE PARTNER

The resource partner is responsible for providing overall technical support for the engagement as well as serving as a backup for the engagement partner.

JAMES R. SAVIO, CPA, MAS

QUALITY CONTROL PARTNER/ENGAGEMENT PARTNER

The quality control partner will provide a second partner review of the audit workpapers and the City of Aurora's comprehensive annual financial report.

RAYMOND E. KROUSE, JR., CPA

SINGLE AUDIT AND COMPLIANCE PARTNER

As engagement partner, Mr. Krouse is responsible for overseeing the overall day-to-day execution of the College's audit of federal expenditures and the Foundation audit. His responsibilities as the engagement partner include: preliminary planning, determining the audit procedures to be performed, review of audit procedures performed, engagement wrap-up, and presenting the results of the audit. Mr. Krouse has over 25 years of experience auditing units of higher education focusing on the compliance aspect and Foundations.

JASON D. ASKIN, CPA, MBA

SENIOR AUDIT MANAGER

As the senior audit manager, Jason will be the Village of Orland Park's secondary contact for anything related to the successful audit of your organization. Jason will be responsible for leading the assurance team in the field and coordinating all assurance efforts.

THOMAS G. SIWICKI, CPA

SENIOR AUDIT MANAGER

As the senior audit manager, Tom will be the Village of Orland Park's secondary contact for anything related to the successful audit of your organization. Tom will be responsible for leading the assurance team in the field and coordinating all assurance efforts.

NICK BAVA, CPA, MAS

AUDIT MANAGER

As the audit manager, Nick will be another contact for anything related to the successful audit of your organization. Nick will be responsible for leading the assurance team in the field and coordinating all assurance efforts.

SARAH MONTANARI, CPA, MAS

AUDIT MANAGER

As the audit manager, Sarah will be another contact for anything related to the successful audit of your organization. Sarah will be responsible for leading the assurance team in the field and coordinating all assurance efforts.

ADDITIONAL PROFESSIONAL STAFF

Other professional staff assigned to the engagement will be full-time employees of the firm and have a minimum of one to three years of auditing experience. In addition, all professional staff assigned to government engagements meet and usually exceed the CPE requirements contained in the U.S. Government Accountability Office, Government Auditing Standards (2011/2018 for fiscal years ending December 31, 2020). Moreover, our government staff possess a specific knowledge of local government accounting and reporting requirements and their application for local governments. This is achieved by attending at least 40 hours per year of a combination of external courses sponsored by the AICPA, ICPAS, GFOA and IGFOA, as well as internal courses.

This enables our firm to staff our governmental engagements with qualified professionals in the industry, providing valuable services to our governmental clients during the audit and throughout the year. We can assure you that our professional staff would not need any "on the job accounting or financial reporting training" by your staff. Moreover, we can assure the City of Aurora the quality of staffing for a multi-year engagement, even if a change in personnel is required, subject to your approval.

SIMILAR ENGAGEMENTS WITH OTHER GOVERNMENT ENTITIES

Following is a list of significant engagements performed last year that are similar to the engagement proposed for the City of Aurora.

| Name | Contact |
|--|---|
| *City of Naperville 400 South Eagle Street Naperville, Illinois | Ms. Rachel Mayer Finance Director (630) 420-6052 |
| *City of Elgin 150 Dexter Court Elgin, Illinois | Ms. Debra Nawrocki Chief Financial Officer (847) 931-5624 |
| *City of Waukegan 100 N. Martin Luther Kind Jr Ave, Waukegan, Illinois | Ms. Tina Smiegielski Director of Finance (847) 599-2540 |
| *Village of Oak Park 123 Madison Street Oak Park, Illinois | Mr. Steven Drazner Chief Financial Officer (708) 358-5462 |
| *City of St. Charles 2 E. Main Street St. Charles, Illinois | Mr. Chris Minick Director of Finance (630) 377-4478 |

* These governments participate in GFOA's Certificate of Achievement for Excellence in Financial Reporting Program (we assisted 50 governments in receiving their first Certificate awarded). Sikich has more than 75 clients that have applied for and received the Certificate of Achievement for Excellence in Financial Reporting. In addition, Single Audits of Federal Expenditures were performed for [LIST CLIENTS FROM ABOVE] and many others.

SPECIFIC AUDIT APPROACH

From identifying expectations to executing a plan to preparing for next year, our approach is holistic and always forward-thinking.

For the City of Aurora, our approach satisfies a number of requirements, including high-quality service, access to senior resources and specialization in the government industry. We strongly believe Sikich is the firm that can offer you all of these and more.

We will tailor this engagement to the City of Aurora’s specific needs—always with a view toward identifying new opportunities for financial and operational improvement. Procedures are designed to give full attention to evaluating significant areas, including those that present the greatest risk. Sikich’s holistic approach will address critical compliance and risk management needs.

Before embarking on this engagement, we will make certain to have a clear understanding of your mission and strategic direction. We do this by identifying and addressing risks and helping you ensure financial strength. We strongly believe there is no such thing as too much communication, not only during the engagement, but also throughout the year.



AUDIT STANDARDS

The objective of our audit is to issue an unmodified opinion on the City of Aurora’s governmental activities, business-type activities, the discretely presented component unit, each major fund and the aggregate remaining fund information that collectively comprise the City of Aurora’s basic financial statements. The audit will be conducted in accordance with generally accepted auditing standards as set forth by the American Institute of Certified Public Accountants, and, if necessary, generally accepted government auditing standards issued by the United States Government Accountability Office (GAO, 2011), the Single Audit Act of 1996 and the Uniform Guidance. Our firm will issue an opinion on the basic financial statements and will subject the combining and individual fund financial statements and schedules and any other supplementary information to the auditing procedures applied in our audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America and will provide an opinion on it in relation to the financial statements as a whole.

In addition, we will apply certain limited procedures to the Required Supplementary Information. These limited procedures will consist of inquiries of management regarding the methods of preparing the information and comparing the information for consistency with management’s responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We will not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

We will not audit the statistical or introductory sections of the comprehensive annual financial report and accordingly, will not express an opinion on the information contained in these sections.

Wherever possible, we will utilize your schedules to maximize efficiencies and contain audit costs. We request that the City of Aurora provide us with the basic information required for our audit.

Sikich's audit approach includes, but is not limited to, the following procedures:

- Audit plan development
- Determination of materiality
- Audit risk evaluation
- Interviews with management to provide information for detailed documentation of the internal control structure
- Interviews and analysis of audit evidence to identify and assess risks that may result in material misstatement due to fraud
- Measurement of accounting presentation and compliance reporting by identifying and focusing on areas sensitive to organizations like the City of Aurora
- Performance of testing to evaluate your organization's internal control structure
- Confirmation of various accounts, performance of substantive testing and analytical procedures
- Performance of additional testing, as necessary

PRACTICAL AND CONSTRUCTIVE MANAGEMENT LETTER COMMENTS

We believe the management letter is an important part of the engagement, and we encourage all members of our engagement team to give thoughtful consideration toward developing constructive comments within the constraints of the overall engagement. Our policies regarding management letters adhere to the Professional Standards of the AICPA. If significant deficiencies and material weaknesses in internal controls are noted during the audit, they are required to be communicated in writing to those charged with governance. Items of an immaterial nature (i.e., clerical problems, minor procedures or reporting problems, etc.) are communicated to management. In both cases, we adhere to a strict firm policy that all comments and recommendations are discussed in preliminary form with appropriate personnel prior to their communication. This allows for clarification of misunderstandings, miscommunication or compensating controls or factors which may be in place.

QUALITY CONTROL

At Sikich, we are committed to providing the highest quality audits in the industry. The City of Aurora can be assured of receiving the highest level of quality and ethical professional services. Quality control is so important to us that our firm has been a member of the Private Companies Practice Section of the Division for CPA Firms of the AICPA since our formation in 1982. As such, we have voluntarily submitted our audit and accounting practice to quality control reviews of our compliance with professional standards as established by the AICPA and, more recently, by the United States Government Accountability Office, for more than 30 years. In 2017, we received our tenth consecutive peer review unmodified ("pass") report. This is the highest level of recognition conferred upon a public accounting firm for its quality control systems. Also, we go beyond the external reviews and maintain strong internal reviews of procedures and processes with oversight by our Quality Assurance Committee and our Partner-in-Charge of Quality Assurance. Please refer to the Exhibits section for a copy of our most recent peer review which included a review of specific government engagements since this accounts for a significant segment of our practice.

In addition, our state and local government reports have been reviewed by numerous federal and state oversight bodies and professional organizations. These reports have been judged to meet and, in most instances, exceed industry standards and requirements. Sikich has not been the subject of any disciplinary action or inquiry during the past five years. Sikich is a member of the AICPA's Governmental Audit Quality Center (GAQC), which is a firm-based voluntary membership center designed to promote the importance of quality governmental audits and the value of these audits to purchasers of government audit services. As a member of the GAQC, Sikich has access to key information and comprehensive resources that we use to help ensure our compliance with appropriate professional standards and laws and regulations that affect our audits. Through our membership in the GAQC, we also adhere to membership requirements designed to enhance the quality of our audit practice.

WHY THE CITY OF AURORA SHOULD SELECT SIKICH

Our team works devotedly with governmental entities just like yours, has the resources required to perform this engagement and is technically experienced and insightful.

As previously mentioned, clients turn to us because our professionals are uniquely qualified to provide the service and industry expertise necessary to drive their organizational success. Your challenges are our challenges, and chances are, we have successfully faced them many times before. Aside from this, here are a number of reasons how the City of Aurora can benefit from a relationship with Sikich.

ACCESS

With Sikich, you get access to a multitude of resources that will help your organization grow today and in the future.

ACCESS TO SENIOR RESOURCES

You will gain confidence in your operations by working with a team of articulate professionals who have received the highest recognitions in their fields. To demonstrate the importance of our relationship, we pledge to provide you with unparalleled involvement from our most senior resources. Our partners are on-site during audit fieldwork and are available year-round for direct consultation as issues occur.

ACCESS TO EDUCATION

The City of Aurora will remain abreast of regulatory changes and best organizational practices as Sikich's team receives ongoing continuing education they will directly apply to the City of Aurora's engagement. We accomplish this by anticipating your needs based on our experience with you and your industry, and using a variety of communication channels: timely responses to your questions; informal discussions; mailings on topics of interest to you; and relevant seminars, all of which are complimentary for our clients. Past topics of thought leadership have included:

- Governmental Accounting and Financial Reporting Update
- Implementing GASB Statement No. 67, Financial Reporting for Pension Plans
- Implementing GASB Statement No. 54, Fund Balance Reporting and Government Fund Type Definitions
- Government Financial Resiliency
- Public Sector Strategic Planning
- Performance Measurement
- Payroll Reporting for Government Entities
- Employee Handbook Workshop
- Keeping the Keepers: A Guide to Employee Retention
- Identity Dos & Don'ts: Agency Branding
- Video: Web Applications
- Virtualization
- Fraud Detection and Prevention
- Technology Threats
- Not-for-profit Governance Policies and Procedures
- Unrelated Business Income Tax
- Navigating the New Form 990
- The New 990, What Every Board Member Should Know

ACCESS TO VALUE

Your organization will receive extraordinary value for Sikich's fee because we are dedicated to a customer-centric approach that includes open communication, respect and clear results. As a leader, the overall success of your organization should be the core of your focus. We're here to be your trusted advisor for those functions you can't focus on every moment, as well as for issues affecting the government industry, including new accounting pronouncements and employee benefit regulations. We understand that each client has its own unique set of needs, business practices and operating environment. Our services are tailored to the specific needs of your organization.

EXPERIENCE

Helping clients achieve long-term success is what we do. Our professionals will bring to your engagement the deep industry and service-level experience they have accumulated throughout the years.

EXPERIENCE IN YOUR INDUSTRY

Sikich's state and local government team provides services to more than 450 counties, cities, villages, towns and other local governments. Many of these have been long-standing clients and are evidence of our dedication to the state and local government industry and our ability to provide high quality, timely services within this specialized industry. These clients and related work have enabled our firm to develop an extensive nationally recognized expertise in governmental accounting, auditing and financial reporting procedures and practices.

Senior members of our government services team presently hold memberships and are actively involved in numerous governmental organizations, including:

- AICPA Government Audit Quality Center
- American Institute of Certified Public Accountants (AICPA)
- GFOA Special Review Committee (SRC)
- Government Finance Officers Association of the United States and Canada (GFOA)
- ICPAS Governmental Report Review Committees
- IGFOA Technical Accounting Review Committee
- Illinois Association of Park Districts (IAPD)
- Illinois City/County Management Association (ILCMA)
- Illinois CPA Society (ICPAS)
- Illinois Government Finance Officers Association (IGFOA)
- Illinois Library Association (ILA)
- Illinois Municipal Treasurers Association (IMTA)
- Illinois Parks and Recreation Association (IPRA)
- Illinois Tax Increment Association (ITIA)
- International City/County Manager's Association (ICMA)

EXPERIENCE IN WHAT WE DO

Your Sikich engagement team is comprised of senior CPAs who have been working in the field for years. Providing high-quality audit services is second nature to each of them, which is proven through our impressive track record of helping clients succeed. This team will provide the City of Aurora with timely completion of professional services. Moreover, members of the Sikich government services team have served as expert speakers to organizations, state GFOAs and others for formal presentations at local meetings and annual conferences on a variety of governmental accounting, auditing and financial reporting topics. We have also developed governmental accounting, auditing and financial reporting training courses for various organizations with members of our firm serving as lead instructors for the courses.

EXPERIENCE IN GOVERNMENT OPERATIONS

Because of our large, diverse client base and our ability to attract talent from a variety of professional backgrounds, Sikich has an established reputation as one of the leading providers of professional services in the Midwest to governmental entities. Our team of professionals specializes in the management, operations and financing of general purpose state and local governments, park districts, intergovernmental organizations, municipal utilities and special districts. This focus and our exemplary reputation assure the City of Aurora the highest quality work and the most cost-effective delivery of services.

INITIATIVE

One of our strengths at Sikich is our need to be proactive. We find potential issues before you have to worry about them, because we're ready with a solution.

INITIATIVE FOR CUSTOMIZED SOLUTIONS

One-on-one, you will receive customized solutions based on your unique needs, and only your unique needs. You will find that achieving financial stability and growth, as well as uncovering new opportunities to improve performance, is possible through the strategies that Sikich experts will recommend and on which they will educate you.

After a more thorough review of your operations and audit-specific matters, we may uncover other opportunities. As part of our ongoing service and commitment to the City of Aurora, we keep you abreast of regulatory changes and best business practices to ensure we identify crucial opportunities that will benefit the City of Aurora.

INITIATIVE FOR YOUR SATISFACTION

The City of Aurora's success is built upon the quality services and value you feel you receive from Sikich, which is why we will continually gauge your satisfaction to enhance our relationship. At various checkpoints during the engagement, a Sikich representative will meet with you to discuss how satisfied you have been with our services, our team and the value we provide. Areas stressed during these meetings will include:

- What can we do to make our services more valuable to you?
- What specific part of our service exceeded your expectations?
- In which areas do you feel we need improvement?
- Do you feel like a valued client of the firm?
- What is your vision for the City of Aurora?

SCOPE OF SERVICES FOR THE CITY OF AURORA

We will exceed your expectations by conducting and delivering on a high-quality engagement within your required timeline—all for a reasonable fee.

We are proposing to provide the following services to the City of Aurora as specified in the RFP:

- Audit of all funds of the City for the fiscal year ending December 31, 2018;
- Examination of management's assertions regarding compliance with the provisions of subsection (q) of Section 11-74.4-3 of the Illinois Tax Increment Redevelopment Act;
- Preparation of forty (40) hard copies and one (1) electronic copy (.pdf) of the comprehensive annual financial report (report covers, dividers, introductory section, MD&A and certain statistical data to be provided by the City);
- Preparation of twenty-five (25) copies of the management letter for the City, communicating any material weaknesses and significant deficiencies found during the audit and our recommendations for improvement;
- Preparation of twenty (20) copies and one (1) electronic copy (.pdf) of the audit report on compliance with Public Act 85-1142 (TIF) for each TIF;
- Preparation of twenty (20) copies of the Single Audit Report and completion of the Data Collection Form, if applicable;
- Preparation of fifteen (15) copies and one (1) electronic copy (.pdf) of the separately issued Aurora Police Pension Fund Annual Financial Report, the Aurora Firefighters' Pension Fund Annual Financial Report, the Retiree Health Insurance Annual Financial Report;
- Preparation of twenty (20) copies of the separately issued Aurora Public Library Annual Financial Report;
- Assistance in completing and filing the required application and supporting documents to apply for the Certificate of Achievement for Excellence in Financial Reporting;
- Retain workpapers for seven (7) years in accordance with Firm standards;
- Reporting to the City Council, Police Pension Board, Firefighters' Pension Board, Retiree Health Insurance Board and Aurora Public Library Board in accordance with Auditing Standards;
- Exit conference(s) with City Officials to present the completed audit and related materials.

CLIENT SERVICE TIMELINE

| EVENT | PERSON(S) ASSIGNED | TIMEFRAME | | | | | | | |
|--|--|-----------|-----|-----|-----|-----|-----|-----|------|
| | | NOV | DEC | JAN | FEB | MAR | APR | MAY | JUNE |
| <p>I. Preliminary Planning</p> <p>During this phase of the audit, we would meet with representatives of the City of Aurora to discuss the approach we would take during the audit, focusing on areas of particular concern to the City of Aurora as well as areas of high audit risk, and develop the time schedule for completing the subsequent phases of the audit.</p> | The meeting would be attended by the engagement partner and engagement manager, if necessary. | | | | | | | | |
| <p>II. Preliminary Fieldwork</p> <p>During this phase of the audit, we would develop an understanding and documentation of the City of Aurora's accounting and administrative controls using its accounting procedures manual, EDP documentation and by interviewing staff. In addition, we may perform compliance testing of those controls to determine which controls, if any, that we could rely on during later phases of the audit. Sample sizes would be determined during this phase, but generally would be between 25 and 60. Moreover, we would develop our planning materiality on an individual fund basis and complete a preliminary analytical review of the City of Aurora's financial position as a whole.</p> <p>In addition, we would review all minutes from the meetings of the City Council and the Pension and Library Boards; review all ordinances adopted by the City of Aurora during the year; review any debt agreements entered into during the year and analyze any other unique transactions entered into by the City of Aurora; and perform our fraud interviews in accordance with Statement on Auditing Standards (SAS) No. 99. Upon completion of this phase, we would finalize all necessary confirmations the City of Aurora will prepare; review all proposed client assisted work papers and the timing of preparation by the City of Aurora; develop our audit programs for the next phase of the audit and review and document any changes to the City of Aurora's CAFR; and prepare the schedule for the remainder of the audit.</p> | This phase would be completed by the engagement partner, engagement manager and one professional staff. | | | | | | | | |
| <p>III. Fieldwork</p> <p>During this phase of the audit, we would complete all of our substantive testing of the account balances and prepare the draft of the City of Aurora's financial statements with a rough draft of the financial statements provided to the City of Aurora at the conclusion of field work. We would also prepare the draft of the management report. In addition, an exit conference would be held with officials from the City of Aurora to discuss the preliminary results of the fieldwork, review any proposed audit adjustments, final adjusted trial balances that agree to the financial statements and any significant findings.</p> | This phase would be completed by the engagement partner, engagement manager and one to two professional staff. | | | | | | | | |

| EVENT | PERSON(S) ASSIGNED | TIMEFRAME | | | | | | | | | |
|---|--|-----------|-----|-----|-----|-----|-----|-----|------|--|--|
| | | NOV | DEC | JAN | FEB | MAR | APR | MAY | JUNE | | |
| <p>IV. Workpaper Review and Report Production</p> <p>During this phase of the audit, the workpapers, drafts of all financial reports and the management letter will be reviewed by the resource partner and the quality control partner. All workpapers are reviewed by the engagement partner during phase III to ensure that all necessary information is compiled during this phase to avoid imposing upon the City of Aurora's staff after fieldwork has been completed.</p> | This phase would be completed by the engagement partner, resource partner and the quality control partner. | | | | | | | | | | |
| <p>V. Drafts to the City of Aurora</p> <p>We will deliver a preliminary draft of the CAFR at the end of fieldwork. A revised draft will be delivered by the engagement partner and reviewed in-depth with representatives of the City of Aurora within three weeks of the preliminary draft. A revised draft, if necessary, will be delivered to the City of Aurora no later than three business days after receiving all proposed changes.</p> | This phase would be completed by the engagement partner. | | | | | | | | | | |
| <p>VI. Completion of the Audit</p> <p>Upon approval of the drafts by the City of Aurora, we will present the signed, bound copies of the comprehensive annual financial report, the management letter and the additional reports described in this proposal. The engagement partner will be available for meetings with representatives of the City of Aurora including the City of Aurora President, the Board of Trustees and management for formal presentations of the reports.</p> | This phase would be completed by the engagement partner. | | | | | | | | | | |
| <p>VII. Support to the City of Aurora</p> <p>Our firm does not believe that the engagement ends with the exit conference. We stress that we are available throughout the year to provide technical accounting and financial reporting assistance and support to the City of Aurora. In addition, we constantly monitor recent events in the state and local government industry, including new pronouncements that may impact our government clients, and communicate the effect of any proposed changes throughout the year. Moreover, our letter of recommendations each year will alert the City of Aurora to any new pronouncements that may become effective in the next one to three years, including the potential effect that the pronouncement may have on the financial position and/or changes in the financial position of the City of Aurora.</p> | This phase would be completed by the engagement partner. | Ongoing | | | | | | | | | |

In future years, we would develop a similar plan and timeframe with the assistance of the City of Aurora to ensure the timely identification and resolution of any critical accounting and auditing issues prior to the issuance of our opinion and the comprehensive annual financial report. These completion dates are well within the deadlines established by the City of Aurora. We have a proven track record of meeting and exceeding deadlines established by our clients.

IDENTIFICATION OF POTENTIAL AUDIT PROBLEMS

Our firm's approach to resolving any problems that arise during the audit is the same as our overall approach to the audit—professionalism. Professionalism in performing the audit is the cornerstone to our philosophy during all phases of the audit. Any problems encountered during the audit, except for irregularities and illegal acts, will be discussed and documented with the Chief Financial Officer/Treasurer.

. The timing of this discussion will provide the City of Aurora with ample time to rectify any situations that may otherwise result in the issuance of a qualified audit opinion. Irregularities and illegal acts detected or of which we become aware of will be communicated in writing to the Mayor, the Finance Committee, or the appropriate level as defined in our professional standards.

Our firm's philosophy on additional fees and/or billings is based on an understanding between the firm and the client of the scope of the work to be performed. We have proposed a "not-to-exceed fee" for the audit, the scope and timing of which was specified by the City of Aurora. The billings for the audit would not exceed this fee unless the City of Aurora specifically requests that the scope of the engagement be expanded, and the City of Aurora and the firm reach a mutual agreement, in writing, as to the expanded scope of the engagement and the fee, if any, for the expanded scope.

Sikich will comply with all relevant rules and regulations of authoritative bodies and the AICPA Code of Professional Conduct regarding access to our working papers and audit documentation. Reasonable requests for access will not be denied.

ADDITIONAL RESOURCES AND SERVICES

With more than a dozen services, our areas of expertise are oftentimes complementary of one another. How else can we help you meet your government's goals?

Many times, the challenges for which you enlist Sikich's help may be faced more effectively by integrating several of our services. Take a look at what we offer, and talk to your engagement partner about how these services may complement what you are already seeking.

DISPUTE ADVISORY

Disputes of any kind or size can be difficult to handle on your own. For example, what would happen if you began suspecting employee fraud within your organization? A dispute advisory expert can handle every aspect, from insurance claim preparation and being the liaison with law authorities, to creating a fraud prevention program and improving your organization's internal controls.

HUMAN RESOURCES

Your people are a large part of what makes up your organization. Recruiting, training and retaining employees are vital parts of ensuring your organization continues to provide only the best for your constituency. With services such as recruiting and onboarding, compensation and compliance, employee benefits and more, you can better understand what will keep your employees happy and productive.

MARKETING

The effectiveness of your marketing efforts can make or break your organization's success. From eye-catching logos to print and digital collateral, every piece must work for an intended audience. By delivering the right stories and amplifying those messages, you will properly position your organization in the marketplace.

NOT-FOR-PROFIT SERVICES

Funding challenges, increased demand from stakeholders and changing trends and policies can make it difficult for not-for-profit organizations to reach their goals. For those common challenges and others more specific to your organization, you need a professional services partner with an industry-dedicated team to deliver the accounting, advisory and technology services that will help you work toward your mission.

PERFORMANCE-BASED STRATEGIC PLANNING

In an environment where there is increasing pressure for governments to be more efficient, effective and transparent, strategic planning allows an organization to engage stakeholders, focus on its mission, and logically establish short and long-term goals. Our approach, performance-based strategic planning, guides the organization toward its most productive activities and focuses on an institutionalized process. The strategic planning process is a true transition, where Sikich facilitates governments in:

- Developing ideals about what they aspire to
- Transforming ideals into ideas to meet goals
- Converting ideas into specific, actionable items
- Constructing performance measures

We ensure the results of strategic planning meet client expectations by filtering goals, objectives and/or strategies with the organization's internal capacity and available resources. The process of performance-based strategic planning has proven to assist governments in fulfilling the ideals of their community and accomplishing goals through measurable, reportable actions.

PROCESS IMPROVEMENT

Processes truly define organizations, but are often forgotten when seeking root causes to problems or managing more efficient and effective services. Improvements to existing processes—ranging from development review to utility billing—have the potential to decrease cycle time, increase quality and result in higher customer satisfaction. Sikich employs a customer-centric approach to process improvement by involving internal and external customers to understand and make meaningful improvements while continuing to meet their needs.

PUBLIC RELATIONS

Achieve a higher media profile, greater mindshare among your constituents and proper positioning in the marketplace with a thoughtful, research-based and integrated approach to public relations. From overall positioning to media relations, conveying the right stories to the right people is critical in an effective public relations program.

TECHNOLOGY: ERP & CRM SOLUTIONS

Your organization can better stay on track with the right enterprise resource planning (ERP) or customer relationship management (CRM) solution. Whether you are at the start of your search for a new solution or need a new partner to fix a failed implementation, you will have the freedom to explore a variety of products to identify the technology investment that will best capitalize on your potential.

TECHNOLOGY: SECURITY AND COMPLIANCE

Keeping your organization safe from data breaches and other information security concerns is critical, especially given the vast number of organizations that have been compromised in the last couple of years. Understand where the vulnerabilities in your network lie by obtaining independent, unbiased and technically qualified security assessments—from penetration testing to forensic analyses.

FEE PROPOSAL

PROPOSAL COST SUMMARY

The following fees for the services specified by the City and described in our *Proposal to Provide Professional Audit Services*, including all direct and indirect costs.

| | 2018 | 2019 | 2020 | 2021 |
|---|-----------|-----------|-----------|-----------|
| Audit of the City and preparation of the CAFR | \$ 79,398 | \$ 80,986 | \$ 83,415 | \$ 85,918 |
| Single Audit of Federal Expenditures | 4,847 | 4,993 | 5,142 | 5,297 |
| Police Pension Component Unit Report | 3,200 | 3,328 | 3,461 | 3,600 |
| Fire Pension Component Unit Report | 3,200 | 3,328 | 3,461 | 3,600 |
| Retiree Health Insurance Trust Fund Report | 3,200 | 3,328 | 3,461 | 3,600 |
| Aurora Public Library Component Unit Report | 5,900 | 6,077 | 6,259 | 6,447 |
| TIF Compliance Reports (per TIF) | 1,942 | 2,000 | 2,060 | 2,122 |

These fees assume that the City will provide the auditors with electronic copies of adjusted trial balances by individual funds, a year-to-date general ledger with details of postings to all accounts, subsidiary ledgers that agree or are reconciled to the general ledger, and will prepare certain schedules of account analysis and confirmations of account balances. The single audit fees assumes no more than two (2) major programs.

We invoice our clients on a monthly basis as services are provided. In accordance with Illinois Compiled Statutes, payments for all services are due within sixty (60) days of receipt of an invoice. Invoices not paid within sixty days are assessed a finance charge of one (1) percent per month (12% annually).

EXHIBITS

We know you likely have many more questions for us. Take a look at the attached documents for additional information about our firm and those who will work with you.

ENGAGEMENT TEAM BIOGRAPHIES

- Frederick G. Lantz, CPA
- Brian D. LeFevre, CPA, MBA
- James R. Savio, CPA, MAS
- Raymond E. Krouse, JR., CPA
- Jason D. Askin, CPA, MBA
- Nick Bava, CPA
- Sarah Montanari, CPA, MAS
- Tom Siwicki, CPA

SIKICH RESOURCES

STATE & LOCAL GOVERNMENT SERVICES

FIRM PROFILE

PEER REVIEW

FREDERICK G. LANTZ

CPA

Partner-in-Charge, Government Services

Frederick G. Lantz, CPA, is responsible for providing technical services to Sikich's clients in all areas of governmental accounting, auditing, financial reporting, budget development, revenue and expenditure forecasting, and cash and debt management. Prior to joining Sikich, Fred was the assistant director for the Technical Services Center of the Government Finance Officers Association of the United States and Canada (GFOA), where he was a nationally recognized expert in the state and local government industry. At GFOA, Fred was responsible for managing the Certificate of Achievement for Excellence in Financial Reporting Program, providing accounting, auditing and financial reporting assistance to state and local government officials and their auditors, and serving as a liaison to the Governmental Accounting Standards Board. Fred also developed courses and served as lead instructor for governmental accounting, auditing and financial reporting training courses. He is a nationally recognized speaker, having spoken at state GFOA and CPA Society meetings and conferences.

SERVICE AREAS

- Governmental Audit, Accounting
- Governmental Financial Reporting

AFFILIATIONS

- American Institute of Certified Public Accountants
2014-2015 State & Local Government Expert Panel
- Illinois CPA Society
- Government Finance Officers Association, Special Review Committee
- GASB Pension Task Force
- Illinois Government Finance Officers Association
2004-2006 Executive Board of Directors, Technical Accounting Review Committee
- Wisconsin Government Finance Officers Association
- National Association of College and University Business Officers
- Central Association of College and University Business Officers
- Illinois County Treasurers' Association
- Illinois Tax Increment Association
- Illinois Municipal Treasurers Association
- Illinois City/County Management Association
- International City/County Manager's Association

EDUCATION

- Bachelor's Degree in Accounting, Northern Illinois University
- Graduate of Advanced Government Finance Institute, University of Wisconsin at Madison



LOCATION: HEADQUARTERS

1415 W. Diehl Road
Suite 400
Naperville, IL 60563
P: 630.566.8557
F: 630.499.7557
fred.lantz@sikich.com

BRIAN D. LEFEVRE

CPA, MBA

Partner

Brian D. LeFevre, CPA, MBA, is responsible for providing technical services to Sikich's governmental clients in all areas of governmental accounting, auditing, financial reporting, budget development, revenue and expenditure forecasting, and cash and debt management. Brian has participated in hundreds of audits of municipalities and other governmental units since he began his career with Sikich in 1993. He has also been responsible for developing and serving as lead instructor for governmental accounting, auditing and financial reporting training courses internally for the Firm and for the Illinois Government Finance Officers Association (IGFOA). Brian previously served as Chair of the Governmental Report Review Committee of the Illinois CPA Society.

SERVICE AREAS

- Governmental Audit, Accounting
- Governmental Financial Reporting
- Police and Fire Pension Accounting Services

AFFILIATIONS

- American Institute of Certified Public Accountants
- Illinois CPA Society, Governmental Report Review Committee
- Illinois Government Finance Officers Association
- GFOA Special Review Committee
- Illinois Association of Fire Protection Districts
- Illinois Public Pension Fund Association
- Aurora Downtown Kiwanis Club, Former Treasurer and Board Member
- Greater Aurora Chamber of Commerce Leadership Academy, Class of 1996
- Batavia High School Boosters, Treasurer

EDUCATION

- Bachelor's Degree in Accounting, Valparaiso University
- Master of Business Administration, Northern Illinois University



LOCATION: HEADQUARTERS

1415 W. Diehl Road
Suite 400
Naperville, IL 60563
P: 630.566.8505
F: 630.499.5885

brian.lefevre@sikich.com

JAMES R. SAVIO

CPA, MAS

Partner

James R. Savio, CPA, MAS, is responsible for providing technical services to Sikich's governmental clients in all areas of governmental accounting, auditing, financial reporting, revenue and expenditure forecasting and cash and debt management. Jim has participated in hundreds of audits of municipalities and other governmental units since he began his career with Sikich in 1995. He has also been responsible in developing and serving as lead instructor for governmental accounting, auditing, financial reporting and cash management courses both internally and externally. Jim serves on the Illinois Government Finance Officers Association's Technical Accounting Review Committee and the Illinois CPA Society Governmental Executive Committee. Jim also serves as a committee member for Sikich's mentoring program and assists in the development and implementation of Sikich's new hire training program.

SERVICE AREAS

- Governmental Audit, Accounting
- Governmental Financial Reporting

AFFILIATIONS

- American Institute of Certified Public Accountants
- Illinois CPA Society, Governmental Executive Committee
- Illinois Government Finance Officers Association Technical Accounting Review Committee
- Community Foundation of the Fox River Valley Scholarship Program Committee
- Greater Aurora Chamber of Commerce Leadership Academy, Class of 1998

EDUCATION

- Master of Accounting Sciences, Northern Illinois University
- Bachelor's Degree in Accounting, Northern Illinois University



LOCATION: HEADQUARTERS

1415 W. Diehl Road
Suite 400
Naperville, IL 60563
P: 630.566.8516
F: 630.499.5656
jim.savio@sikich.com

RAYMOND E. KROUSE, JR.

CPA

Partner, Not-for-Profit and Higher Education Practices

Raymond E. Krouse, Jr., CPA, is a partner on Sikich's not-for-profit and higher education practices team. Ray has more than 23 years of public accounting experience. He has extensive experience in providing audit and consulting services to a wide variety of not-for-profit clients, including colleges and universities, voluntary health and welfare organizations, fraternal and other member organizations and private foundations.

SERVICE AREAS

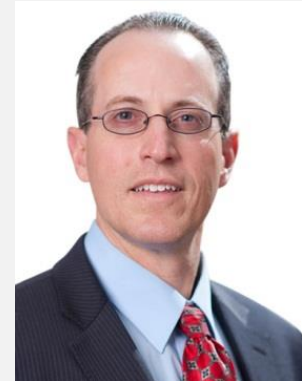
- Not-for-Profit Audit, Accounting

AFFILIATIONS

- American Institute of Certified Public Accountants
- Illinois CPA Society
- National Association of College and University Business Officers
- Central Association of College and University Business Officers
- Naperville Area Chamber of Commerce, Board Member
- Friends of Child Advocacy, Volunteer Treasurer

EDUCATION

- Bachelor's Degree in Accounting, Clarion University of Pennsylvania



LOCATION:

HEADQUARTERS

1415 W. Diehl Road
Suite 400
Naperville, IL 60563
P: 630.566.8515
F: 630.499.5995
ray.krouse@sikich.com

JASON D. ASKIN

CPA, MBA

Senior Audit Manager

Jason Askin, CPA, MBA, has more than 11 years of public accounting experience providing audit and accounting services for a variety of municipalities, park districts and other governmental entities. Jason currently services government audit clients in both Illinois and Wisconsin and is responsible for audit engagement planning, communication of audit matters with funding sources and governing boards, as well as report preparation and supervision of audit fieldwork teams. Jason provides clients with sound business advice to improve processes and procedures and assists clients in areas such as:

- Financial audits, reviews and compilations
- Financial statement preparation
- Internal control review and analysis
- Recommendations to improve processes and procedures
- Single audit and grant compliance

SERVICE AREAS

- Governmental Audit, Accounting
- Governmental Financial Reporting
- Single Audits in Accordance with Uniform Guidance

AFFILIATIONS

- American Institute of Certified Public Accountants
- Illinois CPA Society

EDUCATION

- Bachelor's Degree in Accounting, Northern Illinois University
- Master of Business Administration – Finance, North Central College



LOCATION:

HEADQUARTERS

1415 W. Diehl Road
Suite 400
Naperville, IL 60563
P: 630.566.8514
F: 630.236.4716
jason.askin@sikich.com

NICK BAVA

CPA, MAS

Audit Manager

Nick Bava, CPA, MAS, is an audit manager at Sikich, where he provides assurance and advisory services to a variety of governmental entities, with a focus on cities, villages and park districts. He also works with not-for-profit entities, including colleges and social services organizations. Acting as the liaison between the client and engagement team, Nick conducts audit engagements, prepares and reviews financial statements, and assesses clients' business processes and internal control structures.

SERVICE AREAS

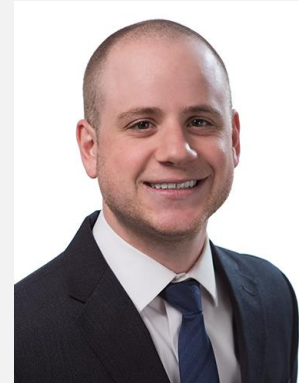
- Governmental Audit, Accounting
- Governmental Financial Reporting
- Not-for-Profit Audit, Accounting

AFFILIATIONS

- Illinois Government Finance Officers Association

EDUCATION

- Bachelor's Degree in Accounting, Illinois State University
- Master of Accounting Sciences, Northern Illinois University



LOCATION:

HEADQUARTERS

1415 W. Diehl Road
Suite 400
Naperville, IL 60563
P: 630.210.3092
F: 630.499.7337
nick.bava@sikich.com

SARAH MONTANARI

CPA, MAS

Audit Manager

Sarah Montanari, CPA, MAS, is an audit senior at Sikich and has experience auditing a variety of governmental entities, with a focus on cities and villages. She is responsible for performing key audit procedures and internal control evaluations, report preparation and the supervision of audit fieldwork teams.

SERVICE AREAS

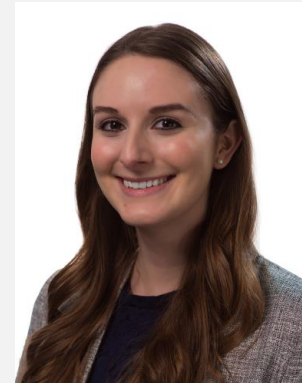
- Governmental Audit, Accounting
- Governmental Financial Reporting

AFFILIATIONS

- Illinois Government Finance Officers Association
- Illinois CPA Society

EDUCATION

- Bachelor's Degree in Accountancy, University of Illinois, Urbana-Champaign
- Master of Accounting Science, University of Illinois, Urbana-Champaign



LOCATION:

HEADQUARTERS

1415 W. Diehl Road
Suite 400

Naperville, IL 60563

P: 630.566.8412

F: 630.566.8401

sarah.montanari@sikich.com

THOMAS G. SIWICKI

CPA

Senior Audit Manager

Thomas G. Siwicki, CPA, is a senior audit manager at Sikich and has experience working in the public accounting industry since 2009. He provides assurance services and recommendations for improvements to local government and manufacturing and distribution clients. Tom is also responsible for managing the execution of audit engagements and supervising the audit team.

SERVICE AREAS

- Assurance and Advisory Services
- Governmental Audit, Accounting
- Governmental Financial Reporting
- Manufacturing and Distribution Services

AFFILIATIONS

- Illinois Government Finance Officers Association
- Illinois CPA Society

EDUCATION

- Bachelor of Science in Accountancy, Illinois State University
- Master of Professional Accountancy, Illinois State University



LOCATION:

HEADQUARTERS

1415 W. Diehl Road
Suite 400
Naperville, IL 60563
P: 630.566.8433
F: 630.849.2845
tom.siwicki@sikich.com

STATE & LOCAL GOVERNMENT RESOURCES



FREDERICK G. LANTZ
CPA
Partner-in-Charge
Government Services
630.566.8557
fred.lantz@sikich.com



RAYMOND E. KROUSE JR.
CPA
Partner-in-Charge
Uniform Guidance
630.566.8515
ray.krouse@sikich.com



BRIAN D. LEFEVRE
CPA, MBA
Partner
630.566.8505
brian.lefevre@sikich.com



DANIEL A. BERG
CPA
Partner
630.566.8535
dan.berg@sikich.com



JAMES R. SAVIO
CPA, MAS
Partner
630.566.8516
jim.savio@sikich.com



ANTHONY M. CERVINI
CPA, CFE
Partner
630.566.8574
anthony.cervini@sikich.com



DEBBIE CRABTREE
CPA
Accounting Services Senior
Manager Government
Employee and Payroll
Consultant
630.566.8529
debbie.crabtree@sikich.com



JASON ASKIN
CPA, MBA
Senior Audit Manager
630.566.8401
jason.askin@sikich.com



TOM SIWICKI
CPA
Senior Audit Manager
630.566.8433
tom.siwicki@sikich.com



NICK BAVA
CPA, MAS
Audit Manager
630.210.3092
nick.bava@sikich.com



LINDSEY FISH
CPA
Audit Manager
630.210.3142
lindsey.fish@sikich.com



SARAH MONTANARI
CPA, MAS
Audit Manager
630.566.8412
sarah.montanari@sikich.com



MARTHA TROTTER
CPA
Audit Manager
630.566.8581
martha.trotter@sikich.com

OTHER RESOURCES



KAREN S. SANCHEZ
CPA, QPA
Partner
Resource – Employee Benefits
630.566.8519
karen.sanchez@sikich.com



JOY DUCE
Partner – Human
Resources Consulting
630.566.8454
joy.duce@sikich.com



SCOTT KOLBE
Partner
Resource – Marketing
Services
630.566.8442
scott.kolbe@sikich.com



SCOTT WEGNER
Partner
Resource – Technology
Services & Products
630.566.8417
scott.wegner@sikich.com



BRAD LUTGEN
Partner
Resource – Technology
Security & Compliance
262.754.9400
brad.lutgen@sikich.com



MARY O'CONNOR
ASA
Partner
Resource – Fraud
Investigation
312.648.6652
mary.oconnor@sikich.com

GOVERNMENT SERVICES

Government agencies are experiencing increasing pressure to be more effective, efficient and transparent.

As a government leader, you know how important it is to find a premier professional services partner that can strategize, plan and implement solutions to meet the goals of your organization.

WHAT CAN SIKICH DO?

- Accounting, Audit, Assurance & Tax
- Business Valuation
- Fraud Services for Governments
- ERP & CRM Software
- Human Resources Consulting
- Insurance Services
- IT Services
- Marketing & Public Relations
- Pension Fund Accounting & Consulting Services
- Retirement Planning

Whether you represent a general purpose local government or special district, Sikich will help you meet your goals by providing professional guidance in your accounting, marketing, human resources, technology and other advisory functions.

Experience unparalleled commitment and high-quality, timely services when you partner with the experts at Sikich. For more than 30 years, we have provided:

- A highly skilled staff and management team entirely dedicated to government services
- An in-depth understanding of the governmental fiscal, management, operating and regulatory environments
- Timely and cost-effective service delivery

OUR DEDICATED TEAM



DAN BERG CPA
PARTNER
T: 630.566.8535
E: dan.berg@sikich.com



ANTHONY CERVINI CPA
PARTNER
T: 630.566.8574
E: anthony.cervini@sikich.com



BRIAN LEFEVRE CPA
PARTNER
T: 630.566.8505
E: brian.lefevre@sikich.com



CHAD LUCAS CPA
PARTNER
T: 217.862.1724 x1170
E: chad.lucas@sikich.com

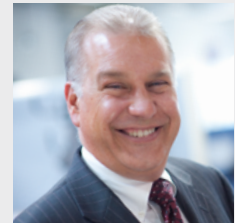


JIM SAVIO CPA
PARTNER
T: 630.566.8516
E: jim.savio@sikich.com



ANDY LASCODY CPA
PARTNER
T: 217.862.1722 x1125
E: andylascody@sikich.com

OUR EXPERT



FRED LANTZ CPA
PARTNER-IN-CHARGE,
GOVERNMENT SERVICES
T: 630.566.8555
E: fred.lantz@sikich.com

WHO WE SERVE

Our government clients represent a wide range of industry sectors including:

- Counties
- Cities
- Villages
- Townships
- Other Special Districts
- Pension Plans
- Park Districts
- Forest Preserve Districts
- Public Libraries
- Community Colleges
- School Districts
- Water Authorities
- Water Reclamation Districts
- State Departments and Agencies



FIRM PROFILE



ORGANIZATION

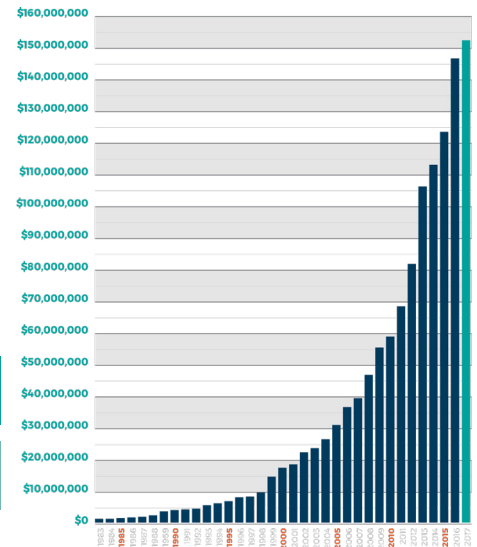
Sikich LLP, a leading professional services firm specializing in accounting, technology, investment banking* and advisory services**, has 750+ professionals throughout the country. Founded in 1982, Sikich now ranks as one of the country's Top 30 Certified Public Accounting firms and is among the top 1% of all enterprise resource planning solution partners in the world. From corporations and not-for-profits to state and local governments, Sikich clients can use a broad spectrum of services and products that help them reach long-term, strategic goals.

INDUSTRIES

Sikich provides services and solutions to a wide range of industries. We have devoted substantial resources to develop a significant base of expertise and experience in:

| | | |
|----------------------------|------------|------------------------------|
| AGRICULTURE | ENERGY | MANUFACTURING & DISTRIBUTION |
| CONSTRUCTION & REAL ESTATE | GOVERNMENT | NOT-FOR-PROFIT |

SIKICH TOTAL REVENUES



STATISTICS

2017 Revenues \$151.9M
 Total Partners ~100
 Total Personnel 750+
Personnel count as of January 1, 2018

2018 AWARDS

- Oracle® NetSuite **5 Star Award**
- *Accounting Today* Top 100 Firms - ranked #28 nationally
- Best Places to Work in Illinois
- Best Places to Work in Indiana
- Milwaukee's Best and Brightest Companies to Work For®
- Chicago's Best and Brightest Companies to Work For®
- Microsoft Dynamics Inner Circle
- Boston's Best and Brightest Companies to Work For®
- Bob Scott's Top 100 Value Added Reseller Stars (VARs) - ranked #8

SERVICES

ACCOUNTING, TAX & ASSURANCE

TECHNOLOGY

- Business Application
- Cloud & Infrastructure
- Consulting & Implementation
- Security and Compliance

ADVISORY

- Business Succession Planning
- Insurance Services
- Forensic and Valuation Services
- Human Resources Consulting
- Investment Banking
- Marketing & Design
- Public Relations
- Retirement Plan Services
- Supply Chain
- Wealth Management

* Securities offered through Sikich Corporate Finance LLC, member FINRA/SIPC.

** Investment advisory services offered through Sikich Financial, an SEC Registered Investment Advisor. Securities offered through Triad Advisors, member FINRA and SIPC. Triad Advisors and Sikich Financial are not affiliated.

2017 AWARDS

- Bob Scott's Top 100 (VARs) - ranked #7
- *Accounting Today* Top 100 VARs - ranked #6
- Vault Accounting Top Ranked
- When Work Works Award
- WorldatWork Work-Life Seal of Distinction
- Microsoft Dynamics Inner Circle and President's Club
- Best Places to Work in Illinois
- Milwaukee's 101 Best and Brightest Companies to Work For®
- Best Places to Work in Indiana
- Chicago's 101 Best and Brightest Companies to Work For®
- *Milwaukee Journal Sentinel* Top Workplaces in Milwaukee
- *Chicago Tribune's* Top Workplaces
- *Crain's List* Chicago's Largest Privately Held Companies - ranked #234
- Boston's 101 Best and Brightest Companies to Work For®
- National Best and Brightest in Wellness
- National Best and Brightest Companies to Work For

2016 AWARDS

- *Accounting Today* Top Regional Leaders and Firms: Great Lakes - ranked #4
- *Milwaukee Business Journal* Largest Management Consulting Firms - ranked #10
- *Milwaukee Business Journal* Largest Milwaukee-Area Accounting Firms - ranked #8
- *Inc. 5000* - ranked #4613
- *INSIDE Public Accounting* Top 50 Largest Accounting Firms - ranked #31 nationally
- Milwaukee's 101 Best and Brightest Companies to Work For®
- WICPA Excellence Award - Public Service Award
- *Accounting Today* Top 100 VARs - ranked #7
- Bob Scott's Top 100 VARs - ranked #7
- Boston's 101 Best and Brightest Companies to Work For®
- US Small and Mid-Sized Business (SMB) Champions Club Heartland Partner of the Year, Microsoft's US SMB Champions Club
- *Milwaukee Journal Sentinel* Top Workplaces in Milwaukee

CERTIFICATIONS

All professional accounting staff with more than one year of experience have earned or are working toward earning the Certified Public Accountant designation. Sikich is a member of the American Institute of Certified Public Accountants' Governmental Audit Quality Center and the Employee Benefit Plan Audit Quality Center. We adhere to the strict requirements of membership which assure we meet the highest standards of audit quality. In 2017 Sikich LLP received its 10th consecutive unmodified ("pass") peer review report, the highest level of recognition conferred upon a public accounting firm for its quality control systems.

MICROSOFT PARTNER

Sikich has earned a Microsoft ERP Gold competency; ranked among the top one percent of all Microsoft Dynamics partners worldwide; and carries the following certifications:

Gold

Microsoft Partner



2018/2019
INNER CIRCLE
for Microsoft Dynamics

- **Microsoft Small Business Specialist**
- **MCP** (Microsoft Certified Professional)
- **MCSE** (Microsoft Certified System Engineer)
- **CCNA** (Cisco Certified Network Associate)
- **CCDA** (Certified Cisco Design Associate)
- **CCEA** (Citrix Certified Enterprise Administrator)
- **MRMS** (Microsoft Retail Management Systems)
- **CISA** (Certified Information Systems Auditor)
- **CNE** (Certified Novell Engineer)
- **MS CSM** (Microsoft Customer Service Manager)
- **MS CAE** (Microsoft Certified Account Executive)
- **MCDBA** (Microsoft Certified Database Admin)
- **Certified for Microsoft Dynamics (NAV)**

SIKICH IS PROUD TO BE PART OF:

THE LEADING EDGE ALLIANCE

The Leading Edge Alliance (LEA) is the second largest international association of independent accounting firms.* The LEA is an international professional association of independently-owned accounting and consulting firms. Members are top quality firms who share an entrepreneurial spirit and a drive to be the premier provider of professional services in their chosen markets. The Alliance provides Sikich with an unbeatable combination: the comprehensive size and scope of a large multinational company while offering their clients the continuity, consistency, and quality service of a local firm.

*International Accounting Bulletin, 2011



PRIMEGLOBAL

PrimeGlobal is one of the top five largest associations of independent accounting firms in the world, providing a wide range of tools and resources to help member firms furnish superior accounting, auditing, and management services to clients around the globe.



LOCATIONS

Akron, OH
(330) 864-6661

Columbus, OH
(614) 633-5270

Ft. Wayne, IN
(260) 485-0665

Los Angeles, CA
(310) 315-9660

Phoenix, AZ
(480) 626-0072

Atlanta, GA
(770) 226-9374

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(496) 906-2257

Houston, TX
(832) 831-3549

Milwaukee, WI
(262) 754-9400

Rockford, IL
(815) 282-6565

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(508) 485-5588

Decatur, IL
(217) 423-6000

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(317) 842-4466

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(763) 445-2632

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(217) 793-3363

Chicago, IL
(312) 648-6666

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(720) 200-0142

Kansas City, MO
(816) 673-7534

Naperville, IL
(630) 566-8400

St. Louis, MO
(314) 275-7277

Report on the Firm's System of Quality Control

August 22, 2017

To the Partners of Sikich LLP
and the Illinois CPA Society

We have reviewed the system of quality control for the accounting and auditing practice of Sikich LLP (the firm) applicable to engagements not subject to permanent PCAOB inspection in effect for the year ended March 31, 2017. Our peer review was conducted in accordance with the Standards for Performing and Reporting on Peer Reviews established by the Peer Review Board of the American Institute of Certified Public Accountants (Standards). A summary of the nature, objectives, scope, limitations of, and the procedures performed in a System Review as described in the Standards may be found at www.aicpa.org/prsummary. The summary also includes an explanation of how engagements identified as not performed or reported in conformity with applicable professional standards, if any, are evaluated by a peer reviewer to determine a peer review rating.

Firm's Responsibility

The firm is responsible for designing a system of quality control and complying with it to provide the firm with reasonable assurance of performing and reporting in conformity with applicable professional standards in all material respects. The firm is also responsible for evaluating actions to promptly remediate engagements deemed as not performed or reported in conformity with professional standards, when appropriate, and for remediating weaknesses in its system of quality control, if any.

Peer Reviewer's Responsibility

Our responsibility is to express an opinion on the design of the system of quality control and the firm's compliance therewith based on our review.

Required Selections and Considerations

Engagements selected for review included engagements performed under *Government Auditing Standards*, including compliance audits under the Single Audit Act; audits of employee benefit plans, and examinations of service organizations [SOC 1 and SOC 2 engagements].

As a part of our peer review, we considered reviews by regulatory entities as communicated by the firm, if applicable, in determining the nature and extent of our procedures.

Opinion

In our opinion, the system of quality control for the accounting and auditing practice of Sikich LLP applicable to engagements not subject to permanent PCAOB inspection in effect for the year ended March 31, 2017, has been suitably designed and complied with to provide the firm with reasonable assurance of performing and reporting in conformity with applicable professional standards in all material respects. Firms can receive a rating of *pass*, *pass with deficiency(ies)* or *fail*. Sikich LLP has received a peer review rating of *pass*.


Certified Public Accountants