

EMPLOYMENT

Harper Hofer & Associates, LLC, 1580 Lincoln Street, Suite 1100, Denver, Colorado 80203

CBIZ Accounting, Tax & Advisory Services, *formerly* SKB Business Services, Inc., Greenwood Village, Colorado. Director, Tax Consulting Services.

Cyprus Mineral Company, Tax Planning and Compliance, Greenwood Village, Colorado. Tax Analyst.

Cooper & Lybrand, Salt Lake City and Denver. Tax Manager.

INDUSTRY EXPERIENCE

- Real Estate
- Health Care
- Professional Services
- High Net Worth Individuals
- Natural Resources
- Closely Held Businesses

EXPERTISE

- Individual, Partnership, and Corporate Taxation
- Entity Structuring
- Succession Planning
- Executive and Key Employee Compensation Issues
- Estate, Gift, and Trust Planning
- Business Plans

REPRESENTATIVE ENGAGEMENTS

Provided income tax planning, tax structuring, and tax preparation for many closely held businesses, their owners and extended families.

Planning for multi-generational family structures and activities including gifts, trusts, and wills.

Advised various clients on alternative methods of compensating executives and employees.



Page 2

EDUCATION

Brigham Young University, Master of Accounting (Tax Emphasis)

Brigham Young University, B.S., Accounting

PROFESSIONAL ASSOCIATIONS

American Institute of CPAs

