

GRF'S 22% GROWTH JOURNEY

For over 40 years, GRF CPAs & Advisors (GRF), headquartered in the Washington, DC metropolitan area, has been at the forefront of delivering comprehensive financial, tax, and advisory solutions to a diverse local and international client base. GRF needed support for its growing Employee Benefit Plan (EBP) audit operations and was facing staffing challenges like so many firms across the country.

THE CHALLENGE

With the practice's growth in recent years, GRF needed to scale its EBP audit operations but encountered significant challenge. Among their most pressing issues was staffing. Leadership found that attracting and keeping experts with the necessary skills for EBP audits was more challenging than ever. Further, the time necessary to train new staff for this specialty audit practice was draining GRF resources and requiring significant firm labor investments each year. This impacted GRF's ability to pursue new growth opportunities and emphasized the urgent need for a strategic solution.

22%

↑ **Growth**

Our partnership empowered GRF to further grow their EBP practice

👍 **Accountability**

The Makosi team gave the GRF team regular unprompted updates

 **90%**

✅ **Autonomy**

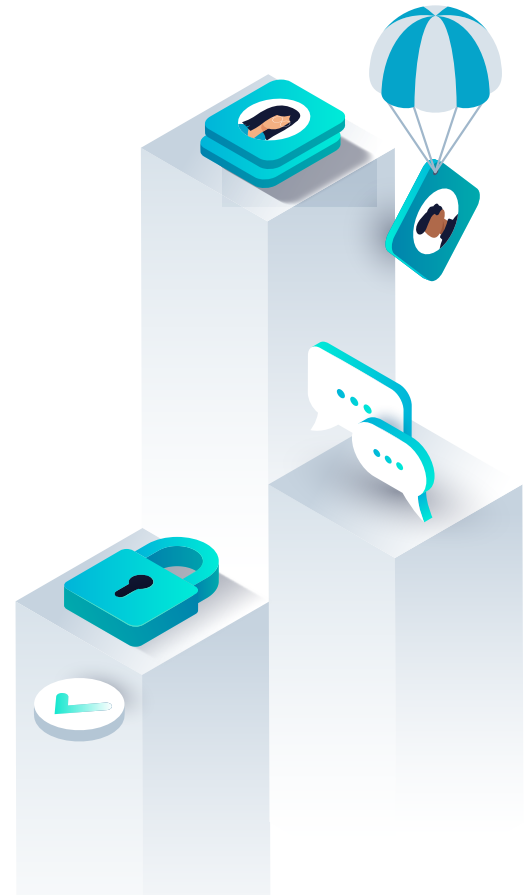
Our team did 90% of the work and delivered review-ready audits

THE SOLUTION

GRF, known for its entrepreneurial spirit and forward-thinking approach, teamed up with Makosi to strategically leverage a global workforce to tackle its EBP challenges head-on. Initially piloting 10 EBP plans, GRF quickly recognized the value of the partnership with Makosi and expanded the request to cover 40 EBP plans. Makosi's EBP auditors trained in GRF's methodologies in just a few days, highlighting their adaptability and dedication to quality.

This strategy provided GRF's team the bandwidth they needed to pursue new EBP business, and eased the annual burden of training staff on EBP audits. Makosi's fixed-fee approach means GRF controlled the profit margin on every plan audit.

The partnership between GRF and Makosi addressed common hurdles, like navigating third-party administrators and quickly securing necessary information. The addition of a Makosi project manager to provide regular unprompted updates (an addition highly praised by the GRF team) facilitated a seamless audit process. This fusion of expertise, underscored by collaborative training and a shared approach to integration, not only fulfilled but exceeded GRF's growth targets.



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Makosi was able to provide the necessary resources needed to service our growing EBP portfolio (10-15 plans in 2023), demonstrating unmatched audit service scalability and efficiency. We were able to achieve a 22% growth in business thanks to having the freedom and time afforded by Makosi to pursue new business opportunities.

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Jennifer McCahill

Partner, CPA | GRF