



Real Time Data Analytics for the CPA Industry!

2025





What is the situation in your firm?

- Getting data out of PM system difficult?
- Spending 10 – 50 hours per month running reports?
- Need to manipulate multiple reports to get data?
- Lots of ad hoc requests for data?
- Data is not real time...
- Would like better data to address capacity issues?
- Desire to have better employee performance data?
- Tracking data by industry / service line / department?
- Desire better data to drive data driven decision making?



Value of Compass

- No more practice management reports!
- Real time data for better decision making!
- Maximize capacity!
- Improve retention & employee satisfaction!
- Everyone in your firm accesses the same data!
- KNOW all your KPI's by department, service, partner, staff, project & more!
- Improve speed of WIP billing and AR collecting!
- Transform internal communication!



Compass Basics

- Trusted by 100+ CPA firms
- Developed by a CPA firm for CPA firms
- Protected, reliable, compliant, with Azure data governance and security
- Integrations with CCH Practice / Axxess & TR Practice CS
- Fast and simple implementation
- Subscription software
- Pricing dependent on firm size / users



461,593.15

Total Hours

204,581.69

Billable Hours

257,011.46

Non-Billable Hours

44.32%

Productivity Ratio

Date Range

1/1/2023



12/31/2023



Client Department

All



Line of Business

All



Primary Partner

All



Secondary Partner

All



Billing Manager

All



Office

All



CASH RECEIPTS

● Prior YTD ● Current YTD ● Budget



BILLED NET (P)

● Prior YTD ● Current YTD ● Budget



BILLED AND BILLABLE HOURS

● Billed PYTD ● Billed YTD ● Billable PYTD ● Billable YTD



PRODUCTIVITY RATIO

● Prior YTD ● Current YTD



Firm

Billing & Realization

Staff Dept Scorecard

LOB Scorecard



Client Scorecard

AR Balance
24,082

PHT Systems WC Inc

Date Range

1/1/2023 12/31/2023

Client

PHT Systems WC Inc

Client Status

All

Client Department

All

Project Type

All

Project

All

Realization %
70.50%

ΔPrior Year +6.0%
ΔTwo Prior Years -7.9%

Effective Rate
229.34

ΔPrior Year +27.8%
ΔTwo Prior Years +22.9%

Profit
98,043

ΔPrior Year +5.3%
ΔTwo Prior Years +55.0%

Billable Hours YTD
522.12

ΔPrior Year -37.0%
ΔTwo Prior Years +6.6%

Billed Hours
574.24

ΔPrior Year -27.2%
ΔTwo Prior Years +19.5%

Cash Receipts
127,931

ΔPrior Year -14.2%
ΔTwo Prior Years +39.9%

Billed Gross (P)
174,062

ΔPrior Year -22.8%
ΔTwo Prior Years +48.6%

Billed Net (P)
118,946

ΔPrior Year -22.9%
ΔTwo Prior Years +32.6%

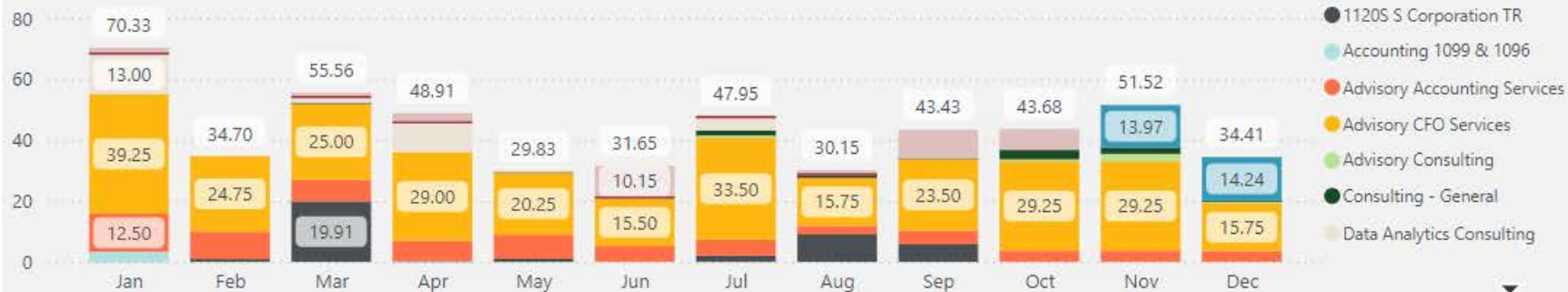
Write U/D
-55,116

ΔPrior Year +22.6%
ΔTwo Prior Years -100.8%

REALIZATION BY PROJECT

Client	Real % 2PY	Real % PY	Real %
PHT Systems WC Inc	76.56%	66.54%	70.50%
1120S S Corporation TR	78.49%	55.91%	189.28%
Consulting - General	77.87%	78.24%	92.74%
2023			92.74%
2021	77.87%	0.00%	
2022		83.87%	
Accounting 1099 & 1096	223.40%	0.00%	71.99%
Data Analytics Consulting	100.00%	78.16%	68.88%
Advisory CFO Services	75.45%	66.77%	65.11%
Advisory Consulting			62.88%
Tax Return Reporting Project Invoicing Only		69.30%	61.51%
Advisory Accounting Services		80.00%	58.62%
Tax Planning			44.89%
Out of Scope			44.89%
Total	76.56%	66.54%	70.50%

HOURS BY PROJECT TYPE



Clients

Client Scorecard

New Clients

Client Revenue Map





Employees

271

Total Staff

171,252.83

Billable Hours

225,611.58

Non-Billable Hours

396,864.41

Total Hours

Date Range

1/1/2023



12/31/2023



Staff Position

All



Staff Department

All



Office

All



Employee

All



Employee Status

Active



TOTAL HOURS BY EMPLOYEE AND BILLABLE TYPE

● Billable Hours ● Non-Billable Hours

Dauer, Kimberly A	1,836.31	655.85	2,492.16
Vogt, Luke D	1,819.25	599.53	2,418.78
Larson, Kelsey A	1,768.50	480.25	2,248.75
Juntunen, John T	1,764.69	1,133.83	2,898.52
Bjorklund, Nicole L	1,760.00	617.00	2,377.00
Phiri, Lorraine	1,701.97	1,871.92	
Owens, Adam P	1,673.42	571.27	2,244.69
Stachel, John N	1,647.55	623.44	2,270.99
Knutson, Jill M	1,633.00	691.25	2,324.25
Anderson, Darren D	1,599.59	848.04	2,447.63
Trippel, Alex J	1,570.75	691.75	2,262.50
Thorsten, Karri A	1,565.58	710.92	2,276.50
Makhaye, Mathato	1,563.85	1,712.90	
Winkelman, Paige E	1,559.57	720.40	2,279.97
Mueller, Andrew J	1,559.49	685.87	2,245.36
Wolf, Adam M	1,526.75	700.50	2,227.25
Maack, Nathan W	1,525.00	994.10	2,519.10
Schmidt, Abigail T	1,524.25	803.25	2,327.50
Doran, Natalie R	1,516.85	645.75	2,162.60
Skluzacek, M, Mit...	1,516.76	964.35	2,481.11
Brown, Nick T	1,506.83	797.20	2,304.03
Schwieger, Bonnie...	1,506.25	944.50	2,450.75
Nilson, Justin M	1,497.40	902.00	2,399.40
Hartman, Jeff J	1,485.87	841.30	2,327.17

OK

1K

2K

3K

By Staff Dept

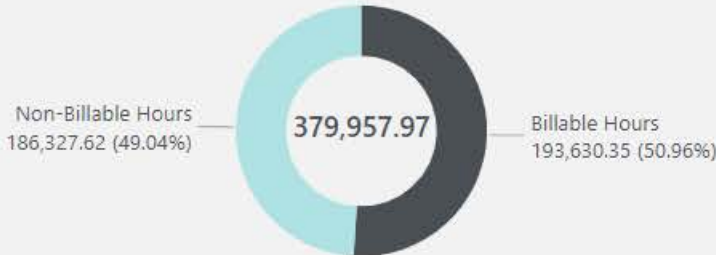
By Employee

Total Hours

PRODUCTIVITY

Staff Department	Prod PY	Prod	Eff Rate PY	Eff Rate	Real % PY	Real %
Government	67.20%	66.81% ▼	168.38	176.13 ▲	76.35%	76.42%
Not-For-Profit	53.45%	54.74% ▲	178.13	169.08 ▼	82.56%	72.94%
Advisory	54.85%	52.68% ▼	222.22	230.26 ▲	95.77%	91.27%
Abdo Financial	47.53%	50.75% ▲	197.48	218.86 ▲	80.17%	86.75%
Doran, Natalie R	34.42%	70.14% ▲	150.26	161.02 ▲	91.63%	92.57%
Thorsten, Karri A	60.56%	68.77% ▲	227.48	217.77 ▼	88.74%	82.08%
Berg, M, Maari L	62.25%	64.90% ▲	254.71	271.80 ▲	103.29%	100.46%
Truver, Kelli L	30.21%	62.88% ▲	189.39	201.69 ▲	98.01%	91.10%
Beuning, Tessa L		62.68% ▲		286.22 ▲		88.40%
Storm, Annette R	58.46%	61.43% ▲	170.05	220.27 ▲	75.83%	83.63%
Sturtz, Jessi L	63.74%	57.09% ▼	132.61	182.73 ▲	75.74%	86.40%
McMackins, Julie A	63.62%	52.15% ▼	240.85	290.03 ▲	95.55%	90.14%
Chrudimsky, Amber L	52.38%	50.35% ▼	102.36	176.54 ▲	60.64%	88.89%
Wilfahrt, Isabel A	16.31%	50.27% ▲	84.91	119.80 ▲	49.95%	67.52%
Mueller, David J		47.31% ▲		218.14 ▲		96.41%
Total	42.03%	43.15% ▲	211.37	225.37 ▲	87.28%	87.53%

BUDGETED HOURS



Employees

Employee Scorecard

Employee Time Tree



Employee Time Tree

425.55

Total Hours

(Blank)

Billable Hours

425.55

Non-Billable Hours

(Blank)

Productivity Ratio

Date Range

1/1/2023



12/31/2023



Employee

Skluzacek, M, Mitchell J



Employee Status

All



Employee

Skluzacek, M, Mitchell J

Billable

NonBillable

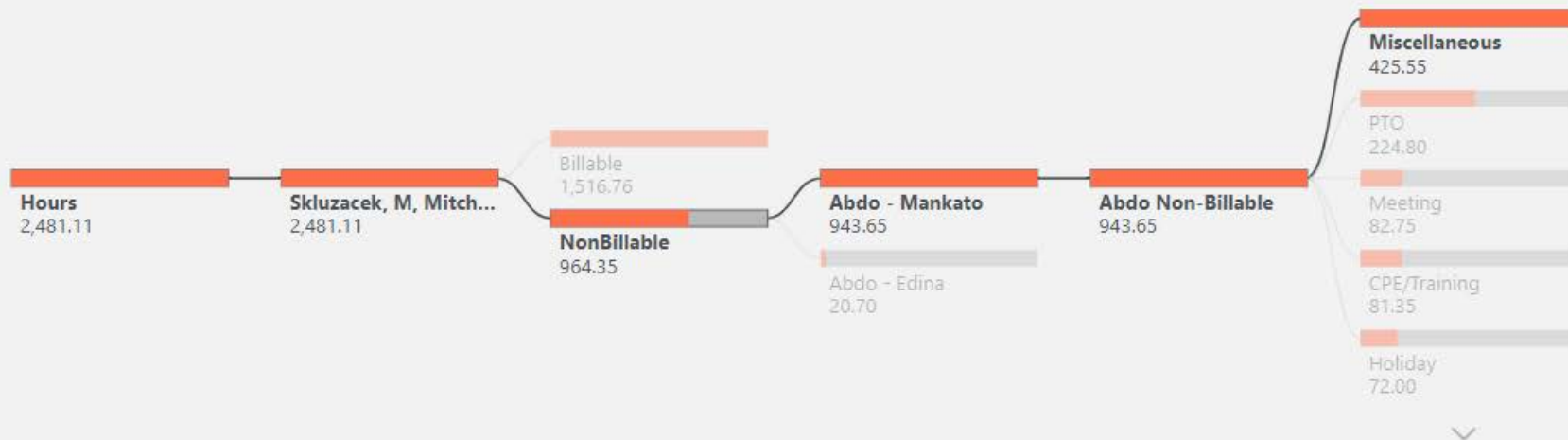
Client

Abdo - Mankato

Project Type

Abdo Non-Billable

Service Code



DETAIL

Date	Hours	Reference
1/27/2023	1.75	responding to emails, opening programs, discussing projects with bill managers, reading connect posts and checkpoint updates
1/28/2023	1.10	responding to emails, opening programs, discussing projects with bill managers, working through tech issues
1/30/2023	1.55	responding to emails, opening programs, discussing projects with bill managers, reading connect posts and checkpoint updates
1/31/2023	1.85	responding to emails, opening programs, discussing projects with bill managers, reading connect posts and checkpoint updates
2/1/2023	1.50	resonding to emails, opening programs, discussing projects with bill managers, reading connect posts and checkpoint updates
2/2/2023	1.60	responding to emails, opening programs, discussing projects with bill managers, reading connect posts and checkpoint updates, trivia
Total	425.55	



Employees

Employee Scorecard

Employee Time Tree



WIP/AR

11,432,889

Billed Net (P)

88.46%

Realization %

217.23

Effective Rate

18.08

Unbilled Hours

9.65

Unreleased Hours

-1,124,996

Write U/D

Date Range

1/1/2023

3/31/2023

Aging Cutoff Date

1/1/2010

3/15/2023

Primary Partner

All

Secondary Partner

All

Client Status

All

Primary Partner

Secondary Partner

CASH RECEIPTS

Primary Partner	Cash Receipts PY	Cash Receipts	Billed Net (P)
Olinger, Thomas J	577,933	685,885 ▲	643,634
Dunphy, Jerome "Jay" S	708,800	639,013 ▼	661,637
Anseth, Steven D	415,396	609,613 ▲	911,341
McGann, Jean D	448,406	524,616 ▲	645,433
Davis, Leah R	480,269	519,030 ▲	546,255
Holthaus, Victoria M	449,923	481,298 ▲	504,443
Ringwelski, Matthew J	529,564	473,584 ▼	707,052
Styles, Darin L	328,612	451,835 ▲	673,831
Charley, Douglas J "DJ"	251,610	398,608 ▲	485,278
Torseth, Tara F	321,777	373,473 ▲	503,575
Falteysek, Brad J	337,892	363,305 ▲	387,420
Kalal, Kevin F	353,348	338,611 ▼	567,462
Nilson, Justin M	263,539	331,466 ▲	322,795
Berg, A, Andrew K	362,314	324,985 ▼	371,007
Ouradnik, Jacob T	176,516	322,602 ▲	490,274
Schwieger, Bonnie K	253,152	294,744 ▲	273,337
Lellman, Heidi E	202,386	271,725 ▲	289,332
Powers, Christine P	284,928	266,003 ▼	385,821
Keenan, Wendy S	224,131	254,405 ▲	335,193
McDonald, Steven	106,567	231,532 ▲	234,846
Total	7,915,503	9,072,725 ▲	11,432,889

WIP AGING

Primary Partner	tal	Unapplied Progress	Current	31 - 60	61 - 90	91 - 120	121 - 150	151 - 180	181+
Anseth, Steven D	4,411	-446,115	442,068	258,087	88,617	103,673	51,176	18,192	28,712
Ringwelski, Matthew J	1,502	-202,252	305,273	165,673	63,408	25,144	12,471	12,423	79,362
Torseth, Tara F	4,018	-128,280	263,802	97,461	42,287	43,978	52,011	13,671	59,088
Dunphy, Jerome "Jay" S	7,207	-510,492	294,445	155,871	74,940	98,811	45,461	27,773	120,398
North Central Companies Inc	3,487	-117,410	8,280	7,776	8,298	8,174	7,745	4,735	105,889
PHT Systems WC Inc	8,703	-35,025	16,839	22,875	11,959	11,826			229
Preferred Brands Inc	0,056	-23,001	33,211	5,541	1,999	2,306			0
Northern Pride Inc	1,402	-1,496	5,024	3,319	999	3,556			
Total	7,882	-5,221,932	4,856,437	2,433,828	875,442	752,455	422,198	205,238	1,144,218

AR AGING

Primary Partner	Total	Current	31 - 60	61 - 90	91 - 120	121 - 150	151 - 180	181+
Torseth, Tara F	150,751	81,906	11,687	4,204	1,981	9,162	3,557	38,253
Kalal, Kevin F	256,799	152,819	35,263	4,376	9,297	14,027	13,361	27,655
Ringwelski, Matthew J	339,020	210,946	75,670	23,587	713	4,903	7,050	16,151
Sacaton S-4 Inc	15,571	92	92	92	92	92	92	15,016
Samuel Owens III	1,226	8	8	8	8	8	8	1,180
Comprehensive Inventory Solutions	0	0	0	0	0	0	0	0
Midwest Rubber Services & Supply Co	1,275	1,275	0	0		0	0	0
Advanced Structural Technologies Inc dba AST	0			0	0			0
GK LLC	0							0
Total	3,835,158	3,043,068	308,088	160,372	71,975	97,797	77,999	75,859

Management

WIP/AR

Partner Evaluation

Cash Receipts

Revenue Per FTE

