



State of New Hampshire Department of Revenue Administration

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John T. Beardmore
Commissioner

Kathryn E. Skouteris
Assistant Commissioner

December 21, 2015

Her Excellency, Governor Margaret Wood Hassan
and the Honorable Council
State House
Concord, New Hampshire 03301

REQUESTED ACTION

Pursuant to RSA 94:6, the Commissioner of the Department of Revenue Administration (DRA) respectfully requests to place Mr. Keen Wong at Step 4 of unclassified salary grade DD, earning \$72,268.04 annually, for the position of Field Audit Leader (Multi State Tax Auditor) position #9U262, effective upon Governor & Council approval. Funding is 100% general funds.

EXPLANATION

Pursuant to RSA 94:6, in case of a new appointment to fill any vacancy the entrance salary shall be at the minimum of the established range unless, upon recommendation of the appointing authority, the Governor and Council shall establish, after due and proper investigation as to qualifications, a different entrance salary within the established range. DRA respectfully requests an entrance salary higher than the minimum salary within the established range of unclassified salary grade DD for Mr. Keen Wong, position #9U262, Field Audit Leader (Multi State Tax Auditor), within the Audit Division.

The Field Audit Leader (Multi State Tax Auditor) position is responsible for conducting examinations of tax returns filed for the various taxes administered by the Department of Revenue Administration at the taxpayers' place of business. Such audits are generally for compliance under the business profits tax and business enterprise tax, but may include some analysis to determine compliance with other tax laws administered by the Department. Conducting an audit requires a broad understanding of the Internal Revenue Code, Internal Revenue Service regulations, court decisions in the area of federal and state taxation, generally accepted accounting principles and any specialized industry practices and procedures. Additionally, conducting audits at the taxpayers' place of business is the only time when a proper analysis of voluminous factual information can be prepared to determine a taxpayer's compliance with New Hampshire tax laws.

Mr. Wong possesses a Bachelor's degree in Accounting from the University of Southern Queensland and is obtaining his Juris Doctor degree from the University of New Hampshire, School of Law. Mr. Wong has passed a three-part comprehensive IRS test to become an Internal Revenue Service Enrolled Agent. In addition to his strong credentials, Mr. Wong possesses over 15 years tax experience. In his position at Deloitte Tax LLP, he was responsible for developing and implementing tax efficient strategies for multinational corporations in order to comply with payroll reporting and tax withholding requirements.

TDD Access: Relay NH 1-800-735-2964

Individuals who need auxiliary aids for effective communication in programs and services of the Department of Revenue Administration are invited to make their needs and preferences known to the Department.

Based upon Mr. Wong's education and experience, the Department believes that he should be placed into the Field Audit Leader position (Multi State Tax Auditor) position #9U262, unclassified grade DD, at Step 4 of unclassified salary grade DD, earning \$72,268.04 annually.

Sincerely,


John T. Beardmore
Commissioner

Keen Meng Wong

EDUCATION

University of New Hampshire School of Law (formerly Franklin Pierce Law Center), Concord, NH
Juris Doctor candidate, expected May 2016
Daniel Webster Scholar Honors Program
GPA: 3.27

University of Southern Queensland, Toowoomba, Queensland, Australia
Bachelor of Commerce, Major in Accounting, 1996

LEGAL EXPERIENCE

May to July 2015 **New Hampshire, Department of Justice, Office of the Attorney General**, Concord, NH
Legal Intern – Civil Bureau
Conducted legal research and wrote memoranda on a variety of civil issues, including writing a post hearing brief differentiating the classification between employee and independent contractor, and memorandums addressing various First Amendment issues. I also researched the statutory interpretation of the Board of Medicine's current rule on reciprocal discipline, drafted proposed statutory language to expand diagnostic abilities for Board of Optometry licensees and conducted state comparison analysis on privilege rules for the Board of Psychologist. I also wrote a motion petitioning for injunctive relief and assisted in an omnibus motion in limine.

May to July 2014 **State Employees' Association of New Hampshire**, Concord, NH
Legal Intern
Conducted research and wrote memoranda on a variety of labor law issues, including workers' compensation, union representation rights during Weingarten interviews, and impermissible hiring practices. I also assisted attorneys with administrative hearings, which included developing witness lists, preparing cross examination questions, and conducting research on procedural matters.

TAX EXPERIENCE

Jan. 2005 to Apr. 2012 & Feb. to May 2013 **Deloitte Tax LLP**, Stamford, CT and Boston, MA
Manager (Aug. 2007 to Apr. 2012 and Feb. to May 2013)
Senior Associate (Jan. 2005 to Aug. 2007)
Managed U.S. and foreign client engagement teams in providing global mobility services with a focus on personal income tax issues. My primary foci were:

- Developing and implementing tax efficient strategies for multinational corporations that comply with payroll reporting and payroll tax withholding requirements.
- Providing U.S. personal income tax compliance and tax advice services for expatriate employees of corporate clients.
- Assisting corporate clients to develop and implement tax equalization strategies.
- Attending to federal and state personal income tax assessment queries and audits.
- Helping with client engagement.

Oct. 2000 to Dec. 2004 **PricewaterhouseCoopers**
I worked for three PwC entities.

PricewaterhouseCoopers LLP, Stamford, CT
Associate and Senior Associate (Feb. 2004 to Dec. 2004)
Prepared federal and state personal income tax returns and tax equalization calculations for U.S. expatriate employees of corporate clients. I also assisted in answering federal and state income tax assessment queries.

PricewaterhouseCoopers IAS Pte Ltd, Singapore

Associate (Feb. 2002 to Jan. 2004)

Prepared U.S. federal and state personal income tax returns and tax equalization calculations for U.S. expatriate employees of corporate clients. I assisted in answering federal and state income tax assessment queries. I also prepared training materials and trained junior staff members.

PricewaterhouseCoopers Pte Ltd, Singapore

Senior Associate (Oct. 2000 to Feb. 2002)

Prepared Singapore corporate income tax returns.

TAX EXPERIENCE (CONT.)

Dec. 1996 to **Azman, Wong, Salleh & Co., Kuala Lumpur, Malaysia**

Sep. 2000 *Tax Associate (Dec. 1996 to Oct. 1998)*

Senior Tax Associate (Oct. 1998 to Sep. 2000)

Helped corporate and personal tax clients with tax compliance matters and handled assessment appeals.

COMMUNITY INVOLVEMENT

Jan. 2015 to **New Hampshire Catholic Charities, Manchester/Concord, NH**

Apr. 2015 *Volunteer/Informal Internship*

I researched, wrote memoranda, and sourced out relevant country information necessary to support the filing of petition for asylum status by clients of the Charities who were seeking asylum in the USA. I also reviewed and scrutinized the information and personal stories from the asylum seekers for critical details that may require additional clarification or additional documents to strengthen and support their application.

Sept. 2012 to **Lantos Foundation for Human Rights and Justice, Concord, NH**

Feb. 2013 *Volunteer*

The Lantos Foundation seeks to strengthen the role of human rights in American foreign policy through education and advocacy. I assisted with the foundation's development efforts. I also helped organize and run the 2012 Tom Lantos Human Rights Prize.

PROFESSIONAL MEMBERSHIP

Internal Revenue Service Enrolled Agent (enrolled to practice since 2012)

Certified Public Accountant in Australia (admitted since 2000)

LANGUAGES

Fluent in conversational Cantonese

Fluent in written and oral Malay

REFERENCES

Brian Buonamano

Assistant Attorney General – NH DoJ

Email: Brian.Buonamano@doj.nh.gov

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