



Lindsey M. Stepp
Commissioner

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State of New Hampshire
Department of Revenue Administration

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Carolynn J. Lear
Assistant Commissioner

August 23, 2021

His Excellency, Governor Christopher T. Sununu
And The Honorable Council
State House
Concord, New Hampshire 03301

REQUESTED ACTION

In accordance with RSA 94:6, New Appointments, the Department of Revenue Administration (DRA) respectfully requests to place Mr. Peter J. Casper at Step 6 of unclassified salary grade DD, (9U643) earning \$85,228.00 annually, effective upon G&C approval. Funding is 100% General funds.

EXPLANATION

The Multi State Tax Auditor audits the New Hampshire business tax returns filed by companies with an obligation to apportion income to the state. Most of these audits will be field audits, requiring the employee to travel to any of the 50 states to review the company's records at its headquarters. Employees are expected to understand and apply New Hampshire tax laws and the Internal Revenue Code, along with the respective regulations, as well as state and federal court decisions, GAAP, and any specialized industry practices or rules. The field portion of the examination is the only time when a proper analysis of voluminous information can be prepared to determine a taxpayer's compliance with New Hampshire tax laws.

Mr. Casper previously previously worked for the Massachusetts Department of Revenue for seventeen years and the Florida Department of Revenue for ten years. In his prior audit positions, Mr. Casper ensured compliance with state reporting guidelines, reviewing company sales, property, and payroll data and related taxable assets. Mr. Casper identified numerous major audit issues, resulting in recoveries and settlements for that state. Mr. Casper is well qualified for the position of Multi State Tax Auditor because he has a proven record of accomplishment for effectively managing complex audits, streamlining daily accounting operations, and enhancing data accuracy and integrity. Mr. Casper possesses extensive experience in the auditing of various pass-through entities: S-Corporations and Partnerships. These experiences will be highly valuable in the Multi State Tax Unit and make him a tremendous asset to the Department.

Mr. Casper possesses a Bachelor's degree in Business Administration from Suffolk University and continued that education to obtain a Master's in the same field, from Suffolk University.

Based upon Mr. Peter J. Casper's extensive experience and education, I request that he be placed into the Multi State Tax Auditor position, 9U643, unclassified salary grade DD, at Step 6, earning \$85,228.00 annually.

Sincerely,

Lindsey M. Stepp
Commissioner

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.

PETER J. CASPER

Profile: Dynamic, results-oriented Tax, Finance and Accounting professional with diverse experience in fast-paced environments. Proven track record for effectively managing complex audits, streamlining daily accounting operations, and enhancing data accuracy and integrity. Played a key role in integrating, upgrading, and testing the Genisys (FAST) Tax Platform for the Commonwealth of Massachusetts, accounting systems, identifying areas of non-compliance, and implementing cost-effective solutions to limit exposure and tax liability. Strong, efficacious, and dynamic negotiation skills, detail-oriented with excellent communication, analytical, organizational, problem solving, training, and leadership skills.

Areas of Expertise:

- Corporate Excise Tax • Sales and Use Tax • SEC/Financial Reporting • Government Auditing • Public & Profit Accounting
- Cash to Accrual Conversions • Not-For-Profit Accounting • Sarbanes Oxley Compliance • A/P, A/R, & G/L

Experience: *Corporate Excise Tax Auditor*

Massachusetts Department of Revenue (Dec. 2004-July 2021), Worcester, MA District Office

- Performed in a timely and professional manner Corporate Excise Tax Audits that resulted in recoveries in excess of \$500 Million over a seventeen-year period.
- Performed complex Unitary and stand-alone audits identifying sham and step transactions, resulting in adjustments to inter-company transactions, transfer pricing agreements, royalty rates. And invalidating foreign debt.
- Broad experience in the review, analysis, and verification of International Tax Filings: Foreign Tax Returns, 5471, 5472, and 8858.
 - Testing of Corporate internal controls for international tax filings
 - Verification of as-filed foreign tax returns
- Trained the MADOR Corporate Audit staff in the preparation, analysis, and verification of 5471 and 5472 with focus on Schedule M
- Extensive experience in the auditing of various pass-through entities: S-Corporations, Partnerships, and disregarded entities.
- Subject Matter Expert for the conversion of the legacy Tax Platform: MASSTAX to Fast Enterprises Genisys Tax Platform.
 - Assisted in the creation of the Business Credit Manager
 - Performed extensive annual testing for Year-End Changes and audit work papers.
 - In depth testing of all Corporate Tax returns ranging from Form 355U, 355, 355S, 63FI, 63-20P, 63-23P, 63-29A, 121A, Form 2 Fiduciary, Form 3 Partnership, and M-990T
- Determination of Best Practices in the execution of Combined Reporting Massachusetts Corporate Excise Tax Audits.
- Trained newly hired auditors while completing own assigned inventory in a professional and timely matter.
- Communicated with both internal and external senior management regarding proposed tax adjustments and their impact on both listed and unlisted transactions and the as-filed tax return.

Senior Project Consultant

- Control Solutions International, Inc., Nashua, NH (2004-2004)
- Planned and performed critical Internal Audit engagements
- Identified, documented and tested key controls for Sarbanes Oxley Compliance
- Completed Audit assignments in a timely and professional manner

Lead Corporate/ Sales and Use Tax Auditor IV

FLORIDA DEPARTMENT OF REVENUE, Amherst, NH (1994 - 2004)

- Oversaw teams of up to 6 auditors and orchestrated complex audits of up to 3 years at large corporations in finance, healthcare, technology, retail, and other industries.
- Identified numerous major audit issues, resulting in recoveries and settlements worth hundreds of thousands of dollars. Coordinated a total of 300+ sales and use audits and 300+ intangible tax audits.
- Utilized SAP, proprietary sales and use software, and FERAS statistical sampling software applications. Developed comprehensive audit reports.
- Ensured compliance with state reporting guidelines, reviewing company sales, property, and payroll data and related taxable assets.
- Presented audit findings to senior Department Officials and recommended settlement strategies for up to \$3 million in penalties.
- Quickly and effectively communicated complex tax issues to senior management at audited companies and negotiated appropriate audit adjustments and the compromise of penalties.

Education: BS/BA Finance Suffolk University, Boston, MA
MBA Suffolk University