MITCHELL EMERT & HILL

CERTIFIED PUBLIC ACCOUNTANTS
AND CONSULTANTS

The Crossroads of Service and Quality

416 Erin Dr.; Knoxville, TN 37919 865-522-2396 800-234-0695

Meeting Your Service Needs

Our goal is to provide you, our client, with the highest quality services available. How do we define the highest quality service? When you work with Mitchell Emert & Hill:

- You receive one-on-one attention from the firm's principals. Our high ratio of principals to other staff guarantees you receive the professional advice and attention you deserve.

- You have access to the sophisticated services available from a larger firm, while giving you the close, individualized attention typically associated with a smaller firm. We take the time to listen to you and to understand your needs. And we respond to your needs quickly.

- You have access to professionals who are well versed in all aspects of business, backed by years of education and work experience. We combine our knowledge and experience to help you meet the challenges you face - now and in the future.

If Everyone Is Thinking Alike, Them Somebody Isn't Thinking. Gen. George S. Patton

A Profile

Today's client expects a lot from a Certified Public Accounting firm: Technical Expertise; Practical, real-world advice; Close personal involvement; Prompt attention to details. Put simply, clients want and demand, quality service.

At Mitchell Emert & Hill, we have been providing quality service since 1980. Every member of our team is dedicated to meeting, and exceeding, the service expectations of our clients.

We offer a broad range of accounting, auditing, tax, and business consulting services to individuals and businesses. Our business clients include manufacturing, government, utilities, construction, retail, food service, nonprofit and professional organizations (including doctors, dentists, and lawyers).

Standard Of Excellence

We are members of the American Institute of Certified Public Accountants (AICPA) and the Tennessee Society of Certified Public Accountants (TSCPA) and the AICPA Peer Review Program. As a membership requirement, we are required to under go "Peer Review" every three years. This "Peer Review" assures our clients and interested third parties that the work performed by our firm meets the highest standards. On each of our reviews, we have received the highest level of report with no critical comments.

> The self taught man seldom knows anything accurately, and he does not know a tenth as much as he could have known if he had worked under teachers, and besides, he brags, and is the means of fooling other thoughtless people into going and doing as he himself has done. - Mark Twain, "Taming the Bicycle," 1917

Peer Review

All public accounting firms which perform accounting or auditing services must undergo a "Peer Review" once every three years. A peer reviewer examines a firm's quality control policies and procedures to determine if the reviewed firm is complying with all professional standards.

Our principals are among a select group of CPA's qualified to perform peer reviews of public accounting firms enrolled in the AICPA Peer Review Program. Since 1993 at least one of our principals has served on the Tennessee Society of CPA's Peer Review Committee and/or the Review Acceptance Body which are responsible for oversight duties of the peer review program in the State of Tennessee.

Let's Talk

Can we help you? Almost certainly. Problem solving is our business.

But the first step is yours. Call us to set up an appointment at your convenience. We will review your personal and/or business situation and, together, determine if our "chemistry" is right. An accounting relationship is special; you must feel comfortable with us, and we need to get to know you. Once that special bond is established, you will be completely satisfied with what we can do and how we do it. No two people or businesses are alike. Your financial needs are different from your neighbor's. We recognize this fact by offering a full range of accounting services.

We are available.

We respond when you call. And we keep the lines of communication open year-round, not just when we are dealing with a particular plan or problem. Plus, our offices are conveniently located.

We are reliable.

We get your work done when we say we will get it done. And we do what we say we are going to do. We do not like loose ends any more than you do.

We maintain your confidences.

Your relationship with us is a private one. Our profession's Code of Professional Ethics sets high standards regarding confidentiality. We adhere rigidly to those standards.

We are objective.

We will give you good information and sound advice. Even if it is not what you want to hear. We take special pride in our independence and objectivity.

We are familiar.

We know the community in which we live and work. When we look at your business, for example, we understand the environment in which you operate, not just what you do.

ACCOUNTING AND AUDITING

Our accounting services range from performing many of the routine functions of an in-house accounting department to specialized accounting services.

As auditing professionals, we are thoroughly familiar with all of the standards required for auditing financial statements. Our audits are well respected in the financial community.

Our accounting and auditing services include:

Compilation, review, and audit of financial statements

Development of accounting systems

Recommendations to improve accounting systems and/or to reduce business costs

Budget and cash flow analyses

Advice relating to accounting and internal control systems, including implementing accounting and financial reporting pronouncements; reports for regulatory agencies; information systems auditing and security issues; and financial instruments.

Elbert Hubbard, a philosopher popular early in the twentieth century, made the following remarks;

"The typical auditor is a man (or woman) past middle age, spare, wrinkled, intelligent, cold, passive, noncommittal, with eyes like a codfish, polite in contact, but at the same time unresponsive; calm and damnably composed as a concrete post or a plaster of paris cast; a human petrifaction with a heart of feldspar and without the charm of the friendly germ, minus bowels, passion, or a sense of humor. Happily, they never reproduce and all of them finally die and go to hell."

Mitchell Emert & Hill provides audit services in accordance with generally accepted auditing standards, *Government Auditing Standards* and OMB Circular A-133 (if applicable) to the following not-for-profit organizations (not all-inclusive):

Young Women's Christian Association
420 Clinch Avenue
Knoxville, TN 37902

Young Men's Christian Association
of Metropolitan Knoxville
P.O. Box 2776
Knoxville, TN 37901

Friends of Great Smoky Mountains
National Park
P.O. Box 5650
Sevierville, TN 37864

Second Harvest Food Bank of East Tennessee
922 Delaware Avenue
Knoxville, TN 37921

East Tennessee Public Communications Corporation
WETP-TV
1611 E. Magnolia Avenue
Knoxville, TN 37917-7825

There are people in this world so hungry, that God cannot appear to them except in the form of bread.
Mahatma Gandhi

Mitchell Emert & Hill has provided audit services in accordance with *Government Auditing Standards* and OMB Circular A-133 (as applicable) to the following entities: (not all inclusive)

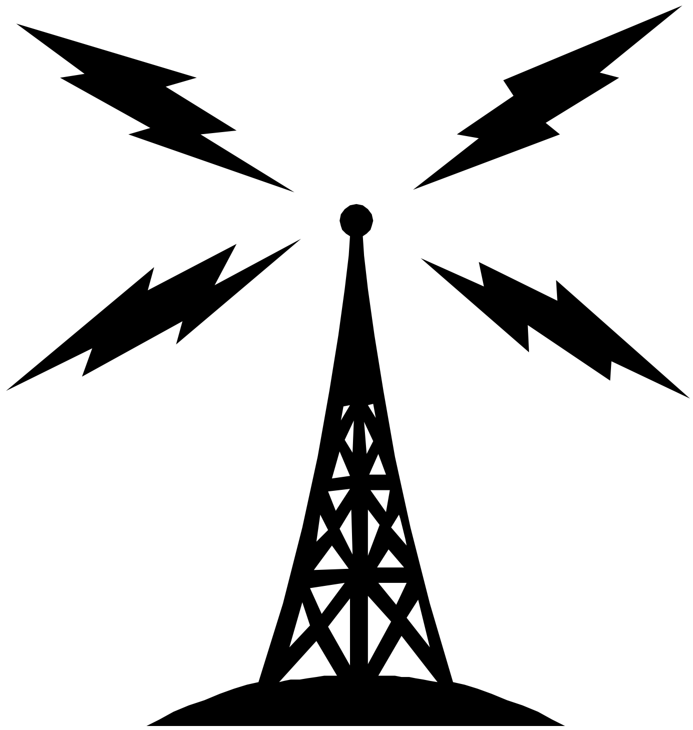
Town of Benton, Tennessee
P.O. Box 687
Benton, TN 37307

Town of Spring City, Tennessee
(includes water and sewer system)
P.O. Box 369
Spring City, Tennessee 37381

City of Friendsville, Tennessee
(includes water system)
P.O. Box 56
Friendsville, Tennessee 37737

Town of Cumberland Gap, Tennessee
(includes water and sewer system)
P.O. Box 78
Cumberland Gap, Tennessee 37724

City of Madisonville, Tennessee
301 College St.
Madisonville, TN 37354



NOT FOR PROFIT REFERENCES

Ms. Gracia Bobbitt, Treasurer
Young Women's Christian Association (Knoxville)
Telephone No. 865-584-9543

Mr. Richard S. Coleman, Chief Financial Officer
Young Men's Christian Association of Metropolitan Knoxville
Telephone No. 865-522-9625

Mr. Teresa James, General Manager
WETP-TV
Telephone No. 865-595-0220

Ms. Elaine Machiela, Executive Director
Second Harvest Food Bank of East Tennessee
Telephone No. 865-521-0000

Mr. Jim Hart, Executive Director
Friends of Great Smoky Mountains National Park
Telephone No. 865-453-2428

GOVERNMENTAL REFERENCES

Mr. Ted Cagle, Recorder
City of Madisonville, TN

Ms. Brenda Dodson, Recorder
Town of Spring City, TN

Mr. William Palmer, Mayor
City of Friendsville, TN

Ms. Vicki Reams, Recorder
Town of Cumberland Gap, TN

Ms. Fran Stevens, Recorder
Town of Benton, TN

Not For Profit & Governmental Organizations

We provide services to not-for-profit & governmental organizations throughout the East Tennessee area. Our not-for-profit & governmental clients have come to expect timely service from a competent staff that fully understand the client's operating efficiency is as great as the concern for strict compliance with governing standards and regulations.

We are skilled in designing accounting and reporting systems unique to not-for-profit & governmental organizations and understand that sound business decisions depend on accurate, timely accounting information.

> We make a living by what we get, but we make a life by what we give.- Norman MacEwan

We are familiar with regulations imposed by federal and state granting agencies and have extensive experience auditing the financial statements of not-for-profit & governmental organizations in accordance with generally accepted auditing standards, *Government Auditing Standards*, and provisions of the Office of Management and Budget Circular A-133. We can also compile or review your financial statements, depending upon your needs.

Our experience enables us to offer a wide variety of services to not-for-profit & governmental organizations, including (but not limited to):

Reports to regulatory agencies
Preparation of federal return, form 990
Preparation of state charitable organization registrations
Consultation on computer hardware and software applications
Analysis and installation of accounting systems
Consultation on unrelated business income
Consultation on employee benefit plans
Writing personnel polices

Tax Planning And Return Preparation

The tax law is complicated and ever-changing. We are highly knowledgeable in federal, state and local tax laws and offer a full range of tax services. We can help you develop a comprehensive tax plan and review the plan during the year. We will alert you to new opportunities and keep you abreast of significant tax developments.

We provide:

- Individual and business tax planning
- Individual tax return preparation - including resident and non-resident aliens
- Corporate and partnership tax return preparation
- Payroll tax and sales tax return preparation
- Representation before the IRS and other authorities

Every business transaction has a tax implication. We help companies obtain favorable results by designing and implementing creative tax savings strategies and generating concrete ideas for increasing shareholder value and earnings per share. This might be achieved through improving cash flow, permanently deferring or eliminating certain taxes, or obtaining refunds. New corporate structures, loss carrybacks, distributions, and deductibility of book reserves may also yield opportunities.

We constantly develop high value, tax savings, and income-generating ideas. We don't just bring them to companies, we help make them happen. And, we do so on a global basis. From a global perspective, some of our strategies may be applicable in many parts of the world, while others may be limited to a particular country.

Following are just some of the ways that Mitchell Emert & Hill's Creative Tax Services Group helps companies achieve real bottom-line advantages.

Strategic Tax Review. We work collaboratively with businesses to identify and implement creative, yet practical ideas to achieve significant and immediate tax savings. Applying general tax strategies and specific ideas, we focus on reducing U.S. federal, international, and state and local taxes. We analyze tax returns, financial records, and speak with company personnel in search of opportunities to reduce taxes.

Total State Tax Solutions. This comprehensive approach to saving state taxes is based on a review of an organization's overall structure. Designed to uncover substantial savings with quick payback, our review will most commonly focus on income/franchise, sales and use, property, and payroll taxes. Unclaimed property and state credits and incentives are also considered.

Global Tax Solutions. GTS is an integrated process of developing and implementing high value tax strategies for global operations. Shareholder value is enhanced by identifying ways to optimize structure, transaction flows, and process ownership based on a thorough review of an organization's long-term goals, financial situation, and culture. Clients benefit from our unique combination of experience in international tax, transaction, restructuring, and merger integration services.

When you do a good deed, get a receipt, in case heaven is like the IRS.

Products Group. We recommend specific, high-end tax strategies to increase cash flow, reduce taxes, or increase earnings per share. All are tailored to an organization's situation and may capitalize on specific business transactions such as an acquisition or creation of additional debt.

Global Strategies Group. GSG is responsible for identifying and/or creating relevant tax-efficient international business strategies that create high value for multinational clients. The strategies will be either financially- or structurally-oriented transactions and may also be cross-border. The group is charged with addressing all relevant technical, accounting, legal, regulatory, and other relevant business aspects of transactions it proposes in each applicable jurisdiction.

Research & Development Tax Services Group. As our newest service line, the R&D Tax Services Group provides federal and state tax research credit services, IRS audit support, assistance with the deductibility, tax, and financial accounting treatment of research expenditures, as well as assistance with global and other state credit incentives.

Accountants don't die, they just lose their balance.

Enrolled Agents: *The Tax Professionals*

What is an Enrolled Agent?

An Enrolled Agent (EA) is an individual who has demonstrated technical competence in the field of taxation. Enrolled Agents, or EAs, can represent taxpayers before all administrative levels of the Internal Revenue Service.

What does the term "Enrolled Agent" mean?

"Enrolled" means EAs are licensed by the federal government. "Agent" means EAs are authorized to appear in place of the taxpayer at the Internal Revenue Service. Only EAs, attorneys and CPAs may represent taxpayers before the IRS. The Enrolled Agent profession dates back to 1884 when, after questionable claims had been presented for Civil War losses, Congress acted to regulate persons who represented citizens in their dealings with the Treasury Department.

How can an Enrolled Agent help me?

EAs advise, represent and prepare tax returns for individuals, partnerships, corporations, estates, trusts and any entities with tax-reporting requirements. EAs prepare millions of tax returns each year. Enrolled Agents' expertise in the continually changing field of tax law enables them to effectively represent taxpayers audited by the IRS.

What are the differences between EAs and other tax professionals?

Only Enrolled Agents are required to demonstrate to the Internal Revenue Service their competence in matters of taxation before they may represent a taxpayer before the IRS. Unlike attorneys and CPAs, who may or may not choose to specialize in taxes, all EAs specialize in taxation. EAs are the only taxpayer representatives who receive their right to practice from the United States government. (CPAs and attorneys are licensed by the states.)

How does one become an Enrolled Agent?

The EA designation is earned in one of two ways: (1) an individual must pass a difficult two-day examination administered by the IRS which covers taxation of individuals, corporations, partnerships, estates and trusts, procedures and ethics. Next, successful candidates are subjected to a rigorous background check conducted by the Internal Revenue Service; or (2) an individual may become an EA based on employment at the Internal Revenue Service for a minimum of five years in a job where he/she regularly applied and interpreted the provisions of the Internal Revenue Code and regulations.

Are EAs required to take continuing professional education?

In addition to the stringent testing and application process, EAs are required to complete 72 hours of continuing professional education, reported every three years, to maintain their status. Because of the difficulty in becoming an Enrolled Agent and keeping up the required credentials, there are fewer than 35,000 active EAs in the United States.

Are Enrolled Agents bound by any ethical standards?

EAs are required to abide by the provisions of U.S. Treasury Department Circular 230. EAs found to be in violation of the provisions contained in Circular 230 may be suspended or disbarred.

Why should I choose an EA who is a member of the National Association of Enrolled Agents (NAEA)?

NAEA is the organization of and for Enrolled Agents. The principal concern of the association and its members is honest, intelligent and ethical representation of the financial position of taxpayers before governmental agencies.

Members of NAEA are required to complete a minimum of 30 hours of continuing professional education each year in the interpretation, application and administration of federal and state tax laws in order to maintain membership in the organization. This requirement surpasses the IRS required minimum of 16 hours per year.

Privilege and the Enrolled Agent

The IRS Restructuring and Reform Act of 1998 allows federally authorized practitioners (those bound by the previously mentioned Circular 230) a limited client privilege. This privilege allows confidentiality between the taxpayer and the Enrolled Agent under certain conditions. The privilege applies to situations where the taxpayer is being represented in cases involving audits and collection matters. It is not applicable to the preparation and filing of a tax return. The new privilege does not apply to state tax matters, although a number of states have an accountant-client privilege.

"I need 80 million dollars to develop a plan of a concept of a vision of the seed of an idea."

Business And Management Advisory Services

We help both large and small businesses in a variety of industries design and implement procedures and systems needed to operate effectively. We offer services that provide the organizational, operational and financial advice your business needs.

Are you starting a business?

We can help you choose the right type of organization, secure financing and set up your record-keeping.

Are you "computerizing" your business?

We can tell you where to begin. Help you choose a system. Select hardware and software.

Is your business as profitable as it might be?

We can show you how to control your inventory, trim costs, and plan your growth.

Through our management advisory services, we:

- Negotiate contracts
- Prepare forecasts and projections
- Assist in hiring accounting personnel
- Prepare budgets
- Assist in obtaining financing
- Review mergers and acquisitions
- Help create and monitor business plans
- Review and implement computer systems
- Train staff to use computer systems
- Review internal controls
- Provide litigation support
- Provide financial analysis, including:
  - Overhead, profitability, and break-even analysis
  - Cash flow analysis
  - Risk v. return evaluation
  - Product pricing
  - Inventory turnover
  - Compensation planning

What is the most rigorous law of our being? Growth. - *Mark Twain's Speeches*

RETIREMENT, ESTATE AND FINANCIAL PLANNING

Planning is a process - not a product.

It may lead to the recommendation of an investment or an insurance product. We do not think of ourselves as order takers who attempt to use various investment or tax rules as a panacea for all problems. Instead, we consider financial planning as a process for helping people achieve their financial goals either through the development of comprehensive plans or through the use of a segmented approach for solving specific problems.

In order for us to provide a valuable service as true financial planners, we concentrate on the five Cs of financial planning:

Client: Client interest must always come first.

Communication: Communication is the key to motivating clients to implement plan recommendations.

Coordination: Coordination among various professionals provides the highest quality of overall planning service.

Competence: Competence firmly based on both education and experience is essential for professional performance.

Commitment to Ethics: Commitment to ethics and professionalism is the basis for providing quality service.

Its easy to sit there and say you'd like to have more money. And I guess that's what I like about it. It's easy. Just sitting there, rocking back and forth, wanting that money. Jack Handy

How unfortunate and how narrowing a thing it is for a man to have wealth who makes a god of it instead of a servant. - *Mark Twain, Open Letter to Commodore Vanderbilt, 1869*

Employee Benefits Planning

At Mitchell Emert & Hill, we specialize exclusively in the highly technical, continually changing area of employee benefit plans. By integrating employee benefit objectives with a company's overall strategic plan, tax plan and human resource program, we help our clients meet the challenge of attracting and retaining a workforce that will help the company succeed.

The specialized areas of qualified retirement plans and flexible benefit plans are complicated, technical and dense with frequently changing governmental regulations. Our financial and tax expertise allows us to look at a client's total financial and human resource picture.

Retirement Benefits

As employees age, retirement and personal finances become more important. A qualified retirement plan is a proven vehicle for distributing company dollars to owners, as well as for retaining and motivating employees. While there are many types of qualified plans, the key is to maximize the effectiveness of tax deductible benefits while minimizing the burden of regulatory compliance. Examples include:

- Pension Plans
- Profit Sharing and 401(k)
- Tax-deferred Annuity (403B & 457)
- Deferred Compensation Plans
- SEP and SIMPLE Plans

> The mechanics of industry is easy. The real engine is people. Their motivation and direction. Ken Gilbert

Executive Compensation & Benefits

Many business executives have specific needs that only insurance products can satisfy. Maintaining a healthy executive benefits program is imperative to retaining quality management. Areas of common interest include:

- SERP
- Bonus Plans
- Salary Continuation
- Buy / Sell Life and Disability Insurance

Health & Accident

The basis of most benefit programs is health insurance, often the most important concern to the widest range of employees. As your broker of record, we provide comprehensive benefit analysis.

Plan design covers a number of options including:

- Medical
- Dental
- Disability
- Survivorship (Life Insurance)
- Cafeteria (Flexible Spending Accounts)
- Long Term Care

What You Don't Know About IRS Form 5500 Could Hurt You!

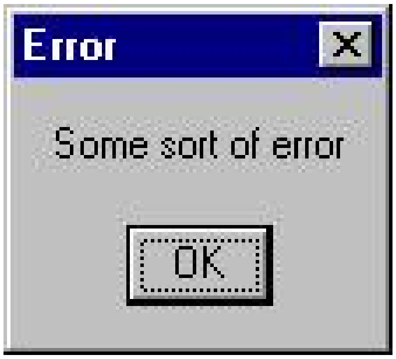
Successful administration of retirement plans can be a significant challenge for the benefits professional. For one reason, qualified retirement plans are subject to regulatory requirements intended to ensure that tax advantages result in broad-based coverage of employees. The complicated rules governing "nondiscrimination testing" can prove particularly troubling for even the experienced benefits manager. While many companies now outsource some aspects of retirement plan administration, benefits managers are still typically called upon to make and communicate important decisions regarding nondiscrimination testing. These decisions often impact plan participants, including highly-compensated employees, making an understanding of this important subject essential. What are the basic concepts of nondiscrimination testing?

Mitchell Emert & Hill offers comprehensive testing services for cafeteria, dependent care and self-funded health plans. Our standard testing services include:

- Cafeteria Plan Tests - We calculate the three tests needed:
- Key employee concentration
- Eligibility test
- Benefits test
- Dependent Care Tests - We perform the three required tests.
- Key employee concentration
- Eligibility test
- 55% average benefits test
- Self-Funded Health Plan Tests - We perform both eligibility and benefits testing.
- Determination of available benefits/elections adjustments (if needed).
- Formal report - with results of all tests.
- Suggestions for design changes (if needed).

Our testing is comprehensive — we go beyond the two simple numeric tests frequently included with software programs. If a plan has difficulty passing one or more of the required tests, we can offer suggestion that may improve the plan's ability to pass.

Did you ever walk into a room and forget why you walked in. I think that's how dogs spend their lives. Sue Murphey



COMPUTER CONSULTING

Over the past 15 years, computers have penetrated virtually every nook and cranny of American business. The rapid technological development of computer hardware and software is a testimony to their popularity. Many people, who once swore they would never use computers, now can't imagine how they conducted business without one.

Choosing to implement computers in your business is a serious decision that will affect the future of your company. Today's computer decisions will be an important element in helping you to create and retain wealth. But the wrong choices can make computerization a frustrating and expensive experience for you and your company.

Mitchell Emert & Hill provides expert assistance in the computerization of accounting systems by using a proven and guaranteed process that will maximized your return on investment. We utilize six steps in achieving this goal: Needs survey; System proposal; Product acquisition; Training; Use analysis; Continuing support

Fees For Services

We encourage you to ask, "What will it cost?" To the extent possible, we will tell you.

Some accounting tasks are simpler than others. We do not assign principals to those tasks. And you do not pay principals' rates to get them done.

Mitchell Emert & Hill strives to provide quality service at a reasonable cost. We utilize modern technology to reduce costs and to provide more efficient service.

Our fees are normally based on an hourly rate or on a set charge for the services performed. The hourly or set fee is dependent upon a number of factors, including:

the time required to complete the work,
the difficulty of the questions or services involved, and
the fee customarily charged in our community.

Service
Ability
Breadth

That is what you look for in a full-service accounting firm. And that is what we offer.

Let us explore with you the many ways we can help in your personal and business planning.

Call us to arrange an appointment at a time and place convenient to you.

We Can Help

"I retire on Friday and I haven't saved a dime. Here's your chance to become a legend!"

SUSAN M. EMERT, CPA

SENIOR ACCOUNTANT/PARTNER

Born Corpus Christi, Texas, 1954.

Susan has been providing public accounting and consulting services since 1984 after several years in the furniture manufacturing and trucking industries.

Her experience includes:

planning and supervising audit engagements of Tennessee municipalities, school districts, manufacturing and nonprofit organizations;
tax and financial planning services; and
management consulting services to emerging companies;
performs peer reviews for accounting firms throughout Tennessee.

She serves as the technical reviewer for all of the firm's accounting and auditing engagements. Her ability to translate intimidating and complex regulatory requirements into layman's terms has eased the new business start-up process for many clients. Her positive outlook and cooperative attitude make her an invaluable resource to the firm and our clients.

A graduate of the University of Tennessee with B.S. degree in accounting.

Plans and supervises the firm's audits of its not-for-profit and manufacturing clients.

Member:

American Institute of Certified Public Accountants
Tennessee Society of Certified Public Accountants
(serves or has served on the Society's Governmental committee)

RICHARD W. HILL, CPA

SENIOR ACCOUNTANT/PARTNER

Born Knoxville, Tennessee, 1959.

Richard has been providing public accounting and consulting services since 1985 after several years with the State of Tennessee Comptroller of the Treasury, Department of Audit.

His experience includes:

planning and supervising audit engagements of Tennessee municipalities, counties, utility districts school districts, manufacturing, nonprofit organizations, construction and real estate development companies;
tax and financial planning services; and
management consulting services to emerging companies;
performs peer reviews for accounting firms throughout Tennessee.

His combination of knowledge, experience and a can-do attitude makes Richard an ideal colleague and service provider. His positive mental attitude makes him a role model to emulate.

A graduate of Tennessee Technological University with a B.S. degree in accounting.

Plans and supervises the firm's audits of its governmental and construction clients.

Member:

American Institute of Certified Public Accountants
Tennessee Society of Certified Public Accountants
(serves or has served on the Society's Peer Review, Governmental, and Relations With The Bar Committees)

LARRY A. MITCHELL, E.A.

TAX MANAGER/MANAGING PARTNER

Born Knoxville, Tennessee, 1963

Larry has been performing tax and management advisory services since 1984. His significant accounting, tax, and computer experience provides him with a unique perspective to assist clients in achieving their operational and financial objectives.

As the managing partner he has first hand knowledge of the responsibilities of staff supervision, training, and quality control.

As tax manager he supervises every tax related engagement. His role as tax manager emphasizes the firm's niche in tax planning, estate planning and tax return preparation for individuals, businesses, and not-for-profit organizations.

A graduate of Roane State Community College with the degree of Associate of Applied Science in Business Management Technology (Accounting Option).

Passed the IRS Special Enrollment Examination in 1998 with a score of 97.5%.

Member:

National Association of Enrolled Agents

JULIE L. MITCHELL

SMALL BUSINESS MANAGER

Born Charleston, South Carolina, 1961

Since 1994, Julie has served as engagement manager for the firm's write-up and payroll preparation services and as assistant to the tax manager and managing partner.

Her extensive experience in the implementation of management and operational policies, training and supervision of personnel, and employment tax and regulation management has made her an invaluable asset to the firm.

Several years of experience in similar fields combined with her desire to expand her considerable knowledge she is able to successfully meet the needs of our evolving client base.

Julie's gentle demeanor, gracious smile, and outgoing personality makes her a favorite among our clients.

Make The Right Choice

As a full-service Certified Public Accounting firm, Mitchell Emert & Hill offers individuals and business all the accounting, auditing, tax, planning, and consulting services needed to compete in today's complex and dynamic business environment.

Our clientele is extremely diversified so we have a high level of expertise in handling the needs of a wide range of industries and occupations.

We invite you to contact us for more information about our capabilities and how we may be of service to you. We pride ourselves on being an asset to our clients rather than a cost center.

Be Glad Your Nose is on Your Face

Jack Prelutsky

Be glad your nose is on your face,
not pasted on some other place,
for if it were where it is not,
you might dislike your nose a lot.

Imagine if your precious nose
were sandwiched in between your toes,
that clearly would not be a treat,
for you'd be forced to smell your feet.

Your nose would be a source of dread
were it attached atop your head,
it soon would drive you to despair,
forever tickled by your hair.

Within your ear, your nose would be
an absolute catastrophe,
for when you were obliged to sneeze,
your brain would rattle from the breeze.

Your nose, instead, through thick and thin,
remains between your eyes and chin,
not pasted on some other place--
be glad your nose is on your face!

Mitchell Emert & Hill began in 1980 with one man, George Mitchell. With only one potential client and a few thousand in savings, he hung out his sign. In public accounting, to open a practice with only the barest of assets requires you to know where your nose is. Our history involves no elaborate mergers, no hostile takeovers, and no ground breaking marketing strategies. His wife, Jean, answered the phone and typed whatever there was to type. His son, Larry, put in some summer hours, learning how to set up trial balances from the client's general ledger. In 1984 George moved his office into a building on Sevier Avenue. Also that year Susan came to work for him full time. In 1986 George was able to purchase the building at our current location on Middlebrook Pike. During the 1980s George was providing some consulting assistance to a Public Accountant in Newport, TN. In 1988 this P.A. was ready to retire and needed someone to take over his clients - mostly bookkeeping and 1040s. So George bought out his practice thus beginning our presence in Cocke Co. Many of those clients are still with us today. Also during the 1980s, Richard Hill graduated from Tennessee Tech. Richard has known George for many years. His mother was one of George's most valued employees during George's furniture manufacturing days. Richard grew up respecting George's ability to know where the nose belongs and how to apply it to the practice of public accounting. After several years of dissatisfaction with working for the state and working for CPA firms who didn't understand where the nose belonged, Richard finally approached George to form a partnership. In 1990 Richard Hill officially became a member of our firm and in 1993 we changed the name of the firm from George Mitchell, P.C. to Mitchell Emert & Hill, P.C.. Since 1980, our client base has grown from one to over five hundred. And we can honestly testify that our growth has been due to our reputation as a firm that provides exceptional service, quality results, and a ethical and moral philosophy representative of our solid understanding of where the nose belongs.