

**Glenn Conover, CPA, CCIFP, CEPA**

Glenn has been a partner for over 15 years and running his own accounting firm gave him real insight into the problems and concerns business owners face. He faced them too! Most of his thirty-year career has been spent in the construction, real estate and professional services industries. The work he enjoys most involves tax planning for S corporations, partnerships and individuals. He consults with business owners and individuals providing services including general income tax services and planning, Business exit planning, and estate and trust planning. Like it or not, taxes are one of the biggest expenses, so it's his job to make sure they are minimized within the limits of the law, and that there are no surprises in April. Tax planning is a critical aspect in the Concierge Accounting approach at Conover Asay CPAs, PLLC.