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To Examine Audit and Non-audit Fees Disclosed in the Annual Reports by Company and Industry

You Yu

ABSTRACT

This research aims to examine audit and non-audit fees disclosed in the annual reports by company and industry. Research questions are how audit and non-audit fees disclosed in German financial service companies? What are compositions of NAS fees in researched companies from 5 industries in 2015? What are trends of audit and non-audit fees in researched companies? And what are reasons behind trends? According to these questions, relative explanations and theories will be represented. The final research question is that are current regulations issued by the SEC, the PCAOB and the EC effective to eliminate adverse impacts of NAS? This research firstly examines how audit and non-audit fees disclosed in annual reports by company and industry, through investigating audit and non-audit fees in German financial companies and compositions of NAS fees in 61 companies from 5 industries in 2015, then observing trends of audit and non-audit fees in researched companies and exploring reasons behind trends. Finally trying to evaluate the effectiveness of regulations research issued by the SEC, the PCAOB and the EC. With regard to purposes to address these questions, since the topic of this research is about NAS, which cannot be comprehensively surveyed without the consideration of audit services, and they need to be compared with each other in the research process to arouse conclusions. Thus audit and non-audit fees are employed as the measurement of audit services and NAS provided by accountancy firms. Another important theme of this research is auditing regulations, as the final objective is to prove the justification of NAS, the effectiveness of legislations and regulations is evaluated, helping to get the conclusion.

Keywords:

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*Correspondence to Author:

You Yu

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Research Questions

This research aims to examine audit and non-audit fees disclosed in the annual reports by company and industry. Research questions are how audit and non-audit fees disclosed in German financial service companies? What are compositions of NAS fees in researched companies from 5 industries in 2015? What are trends of audit and non-audit fees in researched companies? And what are reasons behind trends? According to these questions, relative explanations and theories will be represented. The final research question is that are current regulations issued by the SEC, the PCAOB and the EC effective to eliminate adverse impacts of NAS?

The motivation of these research questions is to explore the overview of NAS based on regulatory conditions from 2002 to 2015. With the publication of new regulations that are listed in former texts, their influences are worthwhile to be observed within different dimensions, not only on specific companies, but also on the whole industry. And the evaluation can bring directions for legislators to complete and develop regulations regarding NAS.

Research Methodology

The Nature of Content Analysis

Research questions in this project are appropriate to utilize content analysis, which is a method of measurement referred to texts, because subjects of this study contain companies' accounts, accounting narratives in annual reports and regulations. Based on the theory of content analysis, what authors intend to express can be made up of few statements, if readers need to understand an author's opinion, they need to figure out and the subject of the statement, and get to know the author's attitude toward this statement. For example, if laws regarding NAS are formulated by regulators, their attitudes towards NAS can be positive, negative, or neutral, and this can be recognized by textual expressions. The content analysis

requires quantitative or qualitative data that gathered by predetermined rules and finally summarized by few categories. The appropriateness and precision of data are safeguarded by research scale, which is relating to data selecting method. The human-coded method is applicable for content analysis, but its weakness is also noticeable, it just calculates the fluency of keywords, disturbing the accuracy to interpret information.

Content analysis enables investigators to make presumptions based on existed studies' findings, the desirable achievement for the content analysis is further development based on previous works. Here is a visual example, Japanese is very good at gathering information, in the 1960s, Chinese government aimed to develop Daqing oilfield, and a Japanese company intended design products based on the situation of Daqing oilfield, to boost the corporation. So they tried to collect relative information about Daqing oilfield. At first, they ensured Daqing oilfield is truly existed by reading a report on People's Daily (a local Chinese newspaper). Then they found a picture of Daqing in a Chinese magazine, according to people's wear and climate to confer its approximate geographical position and scale, finally this Japanese company knew precisely about Daqing oilfield without going there themselves. This example illustrates the fact that content analysis can lead to reasonable conclusions on the basis of textual materials.

The distinction between the literature review and the content analysis can be illustrated as follows. Firstly, they have 2 different objectives, the literature review is to represent and summarize prior researchers' findings, while the content analysis applied in this study aims to systematically analyze conclusions of previous papers. Literature review just focuses on few sentences that are significant for the specific topic, but these may not fully stand for authors' opinions, while content analysis can comprehend every study project as a whole.

Research Subjects & Samples

Research subjects in this research are audit and non-audit fees of European and American companies, as well as regulations or laws regarding NAS issued by the EC, the SEC and the PCAOB. Relevant financial data can be found in selected companies' annual reports or proxy statements, and related regulations or legislations are disclosed in regulatory institutions' official websites. For the first question, 6 German financial companies are employed as the proxy of European firms in order to explore their audit and non-audit fees' compositions within the company-dimension, for the reason why to use German companies as the research sample, firstly, Germany is a European registrant of both the SEC and the PCAOB, all German companies follow rules of the PCAOB, and there are 6 Germany companies are declared in the website of the SEC with the accordance of its rules. Thus German has the strong regulatory environment, and regulations issued by the EC, the SEC and the PCAOB can be all considered when analyzing non-audit and audit fees in this country. Besides, regulatory influences are expected to be revealed directly in German, which is beneficial to research purposes.

For the research question to compare audit and non-audit fees in different companies, in order to prevent the result intervening by other factors, this study limits German companies into the financial service sector. The other consideration is to verify prior findings in terms of NAS in financial service industry in practice, as their conclusions are mixed. As mentioned in the literature review, some researchers believe that there are less audit fees in financial service companies, because their accounts are easier to audit compared to other sectors. While the opposite opinion is that banks have more complicated accounts with higher auditing risks, so their audit fees are relatively high.

This study totally focused 61 companies in 5 industries to compare their audit and non-audit

payments among different industries, in addition, audit payments' trends in these 60 companies are examined with the time view of 20 years, DataStream was applied to searching relative information. The observation of data will be summarized in order to find out some unique and regular phenomena, and explanations based on academic theories and regulations are represented in the last part.

The main intention of this dissertation is to explore NAS, and NAS cannot be researched sufficiently without the consideration of audit services. With regard to the reason why to use audit and non-audit fees as research subjects, to some extent, the level of audit fee charged by auditors can reflect the extent of diligence paid by them during auditing process, because the amount of audit fees is decided by the auditor's working time, if other conditions remain, longer working time is accompanied by more complicated procedures. Higher audit expenses can also result in the participation of advanced personnel in the accountancy firm. Besides, costs perceived by auditors that spent on the project also influence audit fees, including training expenses and other kinds of expenses required by the project.

There are few determinants of audit fees that are widely approved by academics and professionals. One of them is the complexity of audits, which can be measured by the company's total assets and sales revenue (Swanson, 2008), the number of client's transactions, performance and position of clients and required workload during work process (Singh, 2014). Another consideration is auditing risk, as auditors engage to eliminate exposures during auditing process, auditing risks and auditors' efforts would be accordingly reflected by audit fees, this is clarified as risk premium effect. ROA ratio and leverage ratio are typically used to reflect a company's riskiness, ROA is supposed to have the negative relationship with audit fees. Additionally, corporate governance variables need to be taken into account, like the

level of client's internal audits and the risk management.

Results

NAS' Fees in Different Companies

For the first research question to compare audit and non-audit fees in different companies, 6 Germany companies in the financial service sector are targeted to research. Since companies are composed to the smallest dimension in this research, targeted companies are limited in the same industry and country, because if other conditions are in consistence, it is clear to explore the relation between the composition of NAS fees in these companies and their internal environments. Germany has registered in both the SEC and the PCAOB, thus regulatory effects are expected to be evident in this country. These 6 companies are selected by the amount of total revenue in Germany financial service industry.

For regions like European parts and the U.S., they are not under the identical regulatory environment, one of the differences is the mandated disclosure format in their companies' annual reports. For example, European companies are not required to publish their audit fees under fixed category, so their NAS fees belong to several different items in financial reports, like other confirmation services, tax consulting services, valuation services, other attestation services, tax advisory services etc. (they are found in Commerzbank and KfW's financial reports.). Therefore, in this study, all types of other audit fees are aligned to NAS in European companies. Besides, European regulations only require 2 fiscal years' disclosure, while the U.S. regulated 3 fiscal years' information, and disclosure of audit fees is shown on companies' proxy statements.

Table 1 Audit and non-audit fees in 6 German financial service companies in 2014

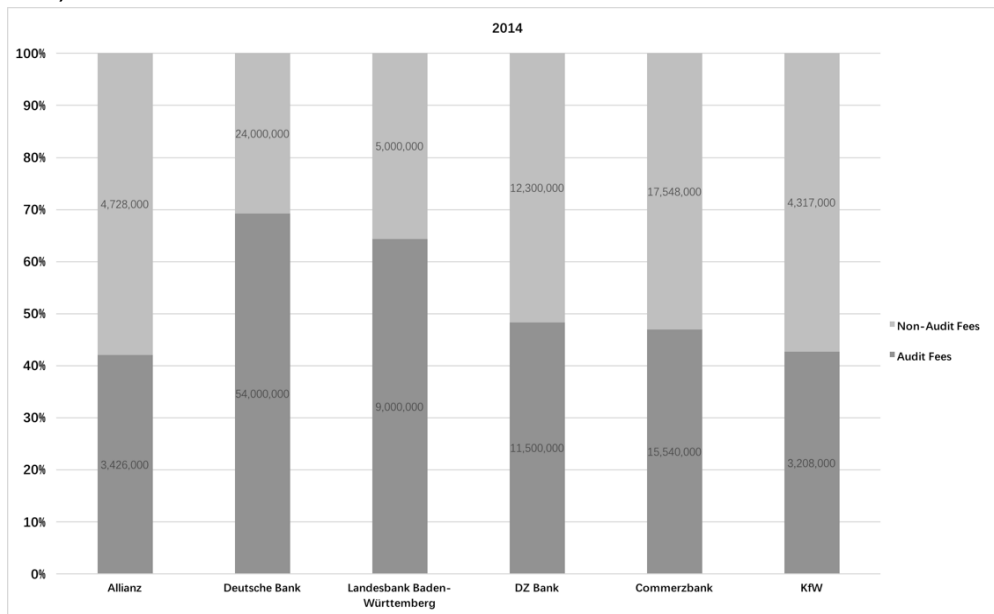
Financial services sector	2014 (€)				
	Germany	Audit Fees	Non-Audit Fees	AF's Percentage	NAF's Percentage
Allianz		3,426,000	4,728,000	42	58
Deutsche Bank		54,000,000	24,000,000	69	31
Landesbank Baden-Württemberg (LBW)		9,000,000	5,000,000	64	36
DZ Bank		11,500,000	12,300,000	48	52
Commerzbank		15,540,000	17,548,000	47	53
KfW		3,208,000	4,317,000	43	57

Table 2 Audit and non-audit fees in 6 German financial service companies in 2015

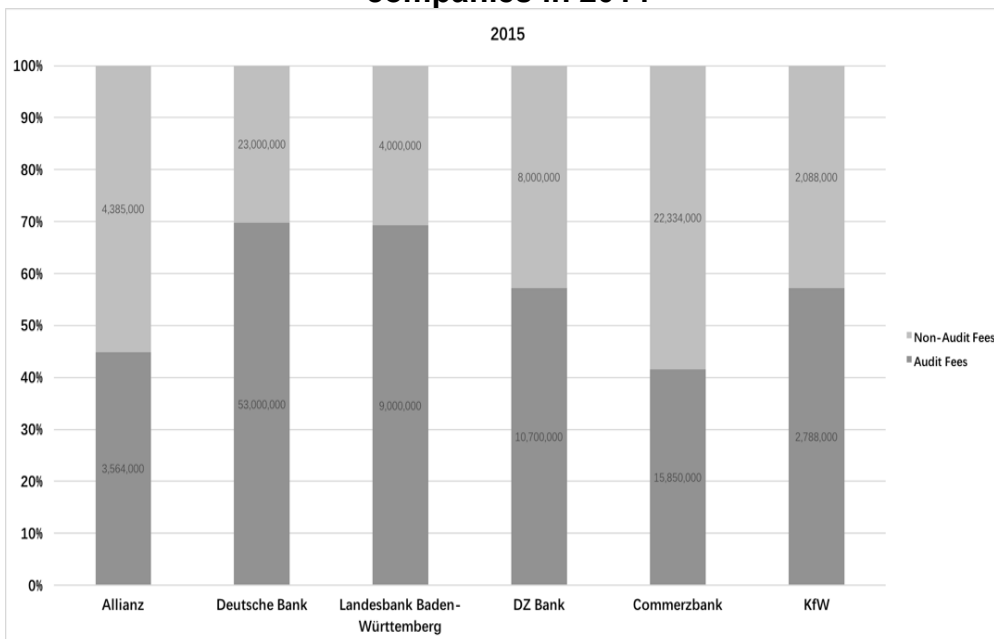
Financial services sector	2015 (€)				
	Germany	Audit Fees	Non-Audit Fees	AF's Percentage	NAF's Percentage
Allianz		3,564,000	4,385,000	45	55
Deutsche Bank		53,000,000	23,000,000	70	30
Landesbank Baden-Württemberg (LBW)		9,000,000	4,000,000	69	31
DZ Bank		10,700,000	8,000,000	57	43
Commerzbank		15,850,000	22,334,000	42	58
KfW		2,788,000	2,088,000	57	43

As for the specific focus on selected companies, audit and non-audit fees of 6 German financial companies in year 2014 and 2015 are shown in the chart above, since this study concerns the latest financial and regulatory conditions, relevant data in 2015 is the newest that can be gathered, for gaining an obvious comparison, data in 2014 is also applied. Allianz has the largest size with the most revenue and market capitalization among 6 companies. Deutsche Bank issued shares in New York Stock Exchange (NYSE), thus this firm needs to follow

regulations of the SEC, which can be recognized from the format of its annual reports, disclosed audit fees are divided into categories required by the SEC. Also can be proved by declarations in the company's annual report that 'the company's annual report on Form 20-F for the U.S. Securities and Exchange Commission, and the auditor's independence in accordance with the requirements the rules of the PCAOB.' Besides, Landesbank Baden-Württemberg also followed instructions of the SEC in 2015.



Graph 1 The composition of audit and non-audit fees in 6 German financial service companies in 2014



Graph 2 The composition of audit and non-audit fees in 6 Germany financial service companies in 2015

These two bar charts above are created by data of 6 Germany financial companies' audit and non-audit fees in 2014 and 2015, they can more directly illustrate the composition of companies' expenditures paid on audit and non-audit fees. Generally, NAS fees make up the most significant proportion compared to other audit fees in this sector. In these 2 years, there are 4 companies had NAS fees that are more than 50% of total audit fees, and other 2 companies had more than 30% NAS fees constituted in total audit fees. In addition, rankings of 6 companies based on the number of audit fees are not greatly varied between 2 years, and Deutsche Bank always had the least audit payments. DZ Bank and KfW had the most substantial change during a 2-year period, the percentages of NAS fee in DZ Bank and KfW are decreased by 9% and 14% respectively. Additionally, 5 companies except Commerzbank, all had decreased NAS fees in 2015 compared to the prior year.

Since these 6 companies were selected by their revenues, thus it is firstly considered that whether the figure of audit and non-audit fees

have relations with companies' sizes and revenue. By going through 6 companies' revenues, which is shown in detail in the chart below, there is no obvious relationship can be found. Allianz had the largest revenues with the most composition of NAS fees in both 2 years, but its amounts of audit fees are not the highest (4,728,000 and 4385,000 respectively in 2014 and 2015) among 6 companies. Deutsche had the second largest revenue, but its compositions of audit fees over 2 years are the least. Thus it seems that no obvious relation between the composition of NAS fees and the company's revenue. 3 banks (Deutsche Bank, Commerzbank and DZ Bank) had the highest NAS fees even if they do not have very large proportion of NAS fees, their audit payments are all over 10 million in the year 2014. Among them, Deutsche Bank and Commerzbank had the most significant revenues except Allianz in 2 years, but DZ Bank is the least sizable compared to other 5 companies with the lowest revenue. Thus the connection between the amount of audit fees and revenue also cannot be ensured.

Table 3 Revenues of 6 German financial service companies

	Revenue (€ million)	
	2014	2015
Allianz	122,300	122,250
Deutsche Bank	31,949	33,530
Commerzbank	8,800	9,800
KfW	2,768	2,904
Landesbank Baden-Württemberg	585	412
DZ Bank	358	285

Two doubtful phenomena are found based on data in 6 companies, one is why Deutsche Bank paid the least portion of NAS fees in 2015. As for reasons behind, this company is the only one that has been registered in the SEC among targeted Germany companies, and as disclosed in its financial statement in 2015 that Deutsche Bank remained the accordance with rules of the

SEC and the PCAOB. Another noticeable feature of Deutsche Bank is that risk parts accounted for a great portion of 2015 Deutsche Bank's annual report. The company employed a Three Lines of Defense ("3LoD") risk management model, as explained in its annual report (2015), the first defense line is to divide business risks to each department, thus internal

sectors bear risks accordant with their responsibilities. The second defense line refers to all the independent risk and control infrastructure functions. And the third defense line assures the effectiveness of all internal control processes. All material risks perceived by the management can be solved through a clear mechanism, the company set the Risk Executive Committee that belongs to the Management Board. In addition, Deutsche Bank has the strong risk culture, its employees are encouraged to get familiar with risk culture and relevant knowledge, so its financial report quality can be improved accompanied by employees' enhanced professional skills and risk perceptions, furthermore, decreased NAS working time and lower NAS fees can be expected.

Deutsche Bank's financial report provided explanations for each service type it accepted, which followed criteria set by the SEC and the PCAOB. And few independent members of Audit Committee were set by relative standards decided by the SEC and the NYSE. The company also indicated that both the U.S. law and its own policies, require pre-approval by Audit Committee. And the U.S. law regulated that total NAS fees cannot exceed 5% of the company's total revenues. The other question is why NAS fees are decreased in 2015, LBW's annual report (2015) indicated that the influence of new regulatory requirements reveals a considerable strain, which leads to lower consulting and audit expenses. Additionally, audit fees are also constrained in 2014, with the influence of the balance sheet assessment was arranged before supervision passed on to the European Central Bank (ECB).

The underlying reasons for explaining prevailing decreased audit fees in Germany financial service industry can be attributed to regulatory effects. In 2014 the EC updated relative regulations in order to improve statutory audit quality and independence, including limiting auditor's rotation in PIEs, forbidding certain

types of NAS, and setting the cap of NAS fee to PIEs. The EC required that group NAS fees should be capped at 70% of the average of group statutory audit fees over the prior 3 years. The detailed explanation of these regulations is referred in former texts. Therefore, it can be assured that for a specific company, its audit costs are affected by regulatory factors, and the length of time to reveal the effectiveness of regulations is depended on each company's situation. Thus audit and non-audit fees gathered are decided by numerous factors, such as the company's internal finance environment and management decisions. Through this research several determinants of audit and non-audit fees can be ensured.

The Trend of Audit and Non-Audit Fees by Industry

This part aims to find answers of research questions by examining compositions of NAS fees in researched companies in 2015, observing trends of their audit and non-audit fees and exploring reasons behind trends. All companies in different 5 industries were picked up from constitutes of the S&P 500 index, exclude omit information of Netflix company and Campbell Soup company, because their information cannot be found in the DataStream. These 5 industries include integrated oil & gas industry, banking industry, pharmacy industry, Internet software & services industry and packaged food & meats industry, the criteria to catalog industries is based on the Global Industry Classification Standard. There are 61 companies selected from the S&P 500 index in these 5 industries, the newest data is employed, figures of audit and non-audit fee in 2015 are collected manually from 61 companies' 2015 proxy statements. Companies' audit and non-audit fees and their percentages in 2015 are shown in the Appendix 1.

Another objective of this part is to observe the trend of audit and non-audit fees in targeted 61 companies, from 2002 to 2015, with 13 years' time span. Data is also gathered from the

DataStream, which is shown as the Appendix 2, excluding data of Kraft Heinz Company, because there is none information available on the DataStream platform. Since the sample size is quite sufficient for this research's purpose, so omitted data will not cause decisive impacts. Even though every company that went to the S&P 500 list meet the requirement of the market capitalization, their sizes and situations are still varied significantly with one another, thus in this study, the interpretation of the mean of data would be considered as more convincible and takes up more portions.

Integrated Oil & Gas Industry

There is a great divergence among non-audit fees' percentages of companies in this industry, the lowest composition is 18%, while the highest is 52%. Thus no obvious relationships can be found by comparing NAS fees' percentage in this sector. Based on the mean of NAS percentage, the prevalence of NAS in oil & gas industry is similar to other researched industries, with the figure of 25%, which is very closed to the same figure in other industries except food industry. At the beginning, audit fees in oil & gas companies are all relatively low compared to their own in following years, and then grew gradually. However, regular patterns for non-audit fees cannot be found, because the number of companies with increased NAS fees and declined NAS fees are approximately equal.

Banking Industry

Banking industry had the largest mean of NAS fees, thus findings of Hay et.al. (2006) is proved, they found that the financial service industry tends to pay more audit and non-audit fees. Based on this research, the mean and total amount of audit and non-audit fees in this industry are the most compared to other industries, Hay et.al. (2006) have explained the reason that financial companies have unique nature with complicated accounts and transactions. The situation of audit fee in the banking industry during 13 years are similar to oil & gas industry with an upward trend, and

most banks' NAS fees are also increased. However, the divergence of audit payments in the banking industry is less remarkable than oil & gas industry, there are fewer fluctuations. It is noticeable that for years 2014 and 2015 when new rules are published, NAS fees in banks are not significantly decreased as expected, the expectation is aroused from the issue of regulations that restrain NAS. On the contrast, there are slight increases in some companies. Besides, the figure of NAS in 2015 greatly grew compared to that of 2014 in several banks.

Pharmacy Industry

Through observing means of percentages of non-audit fees charged from all 5 industries, it can be found that the percentage of non-audit fees are lower compared to the percentage of their audit fees, they are all around 20% and there are not great differences among them. Pharmacy companies are observed to apply for more NAS than other industries in 2015. Growth pattern of audit and non-audit fees is also found in this industry from 2002 to 2015.

Internet Software & Services Industry

Since this industry has larger sample size, the wider understanding of NAS composition can be gained. Overall, the percentage of most researched companies in Internet software & services industry remained low level in 2015, but the rest of companies had exceptional high NAS proportion, like Fiserv 61%, Facebook 49%, Total System Services 49%. Thus Internet industry had the highest mean of the percentage of NAS fees among 5 industries in 2015. Most company in this industry experienced an increase in audit and non-audit fees from 2002 to 2015, and the extent of increases vary among different companies.

Packaged Food & Meats Industry

For food production companies, their means of non-audit fee composition are lowest with 16%. Besides, the standard deviation of NAS fees' percentage in these companies is the smallest, thus it can be observed that almost every

researched food production company had low percentage of NAS fees from 2002 to 2015, and their amounts are closed. However, packaged food & meats industry is chosen to represent food industry experienced the most declines in NAS fees over the same period. For companies who had decreased NAS fees, their audit fees are usually increased.

Explanations for Trends of Audit and Non-Audit Fees

Knowledge Spillover Effects

One of the questions aroused by the research focused on industrial differences is that pharmacy industry has the highest NAS composition compare to other industries, and the mean of NAS fees for every company in this sector remained high levels in 2015. This phenomenon can be possibly explained by industry inherited complexity, which is accordance with the research result of Mitra (2007). On the basis of the technological requirement, industries related to high technology like new information industry, pharmacy industry and chemical industry are distinguished to other industries. For this research's objective, the understanding and interpretation of the financial report in pharmacy companies requires knowledge base and industry-specific familiarity. Thus more amount of professionals and more capable auditors need to participate in auditing process, and the workload is also increased. Auditors who are specialists in some fields are more likely to be requested to provide supplementary services beyond normal auditing engagements. However, the extra provision of NAS may lead to the requirement of reputational compensations by auditors. This scenario encourages auditors to develop their industry-specific knowledge, therefore increase reputational compensations and create higher NAS fees. Additionally, this assumption can be verified by non-audit fee's composition in Internet software & services industry, which also had high demand in NAS in 2015.

Additionally, this effect is applicable to be found by observing audit and NAS fees. The amount of audit fees is determined by audit costs, which is relative to auditors' workloads, and the participation of advanced personnel in the accountancy firm. Audit costs also include training expenses and another kind of expenses required by the project. Knowledge spillover effect describes that when the auditor provides both audit service and NAS for the client, their experiences and understandings gathered from carrying NAS can be helpful to audit works, like simplifying audit procedures, thus reduce working time on auditing process.

Currently, most companies choose to apply NAS no matter in which industry, and receiving audit services and NAS simultaneously by the client is the prerequisite of knowledge spillover effect. Knowledge spillover effect describes the situation that an auditor's auditing capacities are potential to be strengthened with the influence of NAS. Because NAS contain different tasks which may relate to other professional areas like corporate governance, taxation and risk control etc. When an auditor is getting familiar with NAS, their relative abilities are supposed to grow, which is in favor of detecting accounting deficiencies and increasing work efficiency. As the result, the outcome of audit services can be improved with the influence of NAS.

Complementation Costs for New Regulations

With the influence of new regulations, companies need to spend more time and expenditures to prepare for inspections, and make changes to meet requirements, thus it is reasonable to expect increased audit costs when new regulation is issued. The report made by the OECD (Organization for Economic Cooperation and Development) in 2009 denoted that the full implementation of SOX is until the year 2008. And during the period from 2002 to 2008, the relative entity has compared audit costs spent by companies that are aligned with 2 groups, they are companies that have adopted

new regulations and companies that still have not engaged to meet new requirements. As the conclusion, SOX led to 45% growth in audit costs averagely for each company. Based on this perception, the overall increasing trend of audit expenditures can be explained, when other conditions consist, the emerge of new regulations possibly accompanied by higher auditing costs, because companies need to pay additional complementation costs to satisfy standard of rules, which also requires the assistance of NAS. Thus the outcome of some regulations may be intervened by this assumption, for example, the EC regulated the cap of NAS fees paid by client companies in 2012, while relative account numbers in some companies did not show down trend immediately after 2012, therefore, this phenomenon can be explained by additional complementation costs result in new requirements.

Summary and Conclusions

This research firstly examines how audit and non-audit fees disclosed in annual reports by company and industry, through investigating audit and non-audit fees in German financial companies and compositions of NAS fees in 61 companies from 5 industries in 2015, then observing trends of audit and non-audit fees in researched companies and exploring reasons behind trends. Finally trying to evaluate the effectiveness of regulations research issued by the SEC, the PCAOB and the EC.

With regard to purposes to address these questions, since the topic of this research is about NAS, which cannot be comprehensively surveyed without the consideration of audit services, and they need to be compared with each other in the research process to arouse conclusions. Thus audit and non-audit fees are employed as the measurement of audit services and NAS provided by accountancy firms. Another important theme of this research is auditing regulations, as the final objective is to prove the justification of NAS, the effectiveness

of legislations and regulations is evaluated, helping to get the conclusion.

Findings in German Financial Companies

For the company-dimension, the overall trend of NAS fees is observed as increased, and the amount of NAS fees is not relevant to the company's size. In addition, the company's audit costs are greatly affected by regulatory factors, relative regulations can adjust and limit NAS fees paid by companies. But the number of NAS fees that finally represented can be influenced by numerous factors, one of them that was proven in this study is the company's internal financial environment like risk control management and internal financial decisions.

Findings in Trend of Audit and Non-Audit Fees in Different Industries

Within the dimension of industry, it has been found that NAS fees are relating to industry complexity, and knowledge spillover effect can be proven accordantly. Besides, 2 features are underlined when researching the trend of NAS fees for a long time period, they are regulatory effects and complementation costs, new auditing regulations can directly limit how much NAS fees consumed by client companies, while complementation costs can increase audit costs and may intervene the outcome expected by regulators. This may be the reason why sometimes the company's NAS fees do not experience an immediate downtrend after the promulgation of new laws, and there is no regular pattern for NAS fees' trend for most of the time.

Findings in NAS Regulations

Overall, positive influences of auditing legislations and regulations can be admitted even if sometimes their outcomes are not revealed directly, this results in numerous reasons that are claimed in this study. By reviewing former regulations and laws like the SEC rules, the PCAOB rules and the EC statements, the result shows that their reformative directions are effective to overcome

NAS' threats. Moreover, some of their advantages like knowledge spillover effects are certified. Therefore, it is reasonable to believe that NAS can increasingly adopt the current financial environment resorting to regulatory supervisions and their inherent superiorities.

Appendices

Appendix 1

Audit and non-audit fees in 5 industries

2015 (in Dollar)	Audit Service Fees	AF's Percentage	Non-Audit Service Fees	NAF's Percentage
1. Integrated Oil & Gas Industry				
Chesapeake Energy	5,281,326	82	1,166,076	18
Chevron Corp.	27,900,000	90	3,000,000	10
Exxon Mobil Corp.	27,900,000	81	6,500,000	19
Hess Corporation	9,033,000	71	3,609,000	29
Murphy Oil	3,857,486	48	4,198,789	52
Sum	73,971,812		18,473,865	

2. Banking Industry				
Bank of America Corp.	76,700,000	82	16,800,000	18
The Bank of New York Mellon Corp.	17,304,000	49	18,313,000	51
BB&T Corporation	9,146,000	66	4,754,000	34
Citigroup Inc.	67,500,000	69	30,900,000	31
Comerica Inc.	2,438,852	85	434,682	15
Fifth Third Bancorp	3,887,038	72	1,476,212	28
Huntington Bancshares	3,051,499	59	2,087,170	41
JPMorgan Chase & Co.	61,700,000	68	29,200,000	32
KeyCorp	7,132,000	84	1,363,000	16
M&T Bank Corp.	3,515,350	97	96,660	3
PNC Financial Services	19,000,000	90	2,000,000	10
Citizens Financial Group	5,592,000	78	1,534,441	22
SunTrust Banks	8,740,000	91	880,000	9

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U.S. Bancorp	11,000,000	50	11,100,000	50
Wells Fargo	39,136,000	79	10,164,000	21
Zions Bancorp	4,030,000	94	241,000	6
Sum	339,872,739		131,344,165	

3. Pharmacy Industry				
AbbVie	11,600,000	60	7,700,000	40
Allergan plc	27,702,000	54	23,505,000	46
Endo International	11,565,000	85	2,022,095	15
Lilly (Eli) & Co.	13,100,000	67	6,400,000	33
Mallinckrodt Plc	6,670,920	48	7,245,500	52
Merck & Co.	27,300,000	69	12,000,000	31
Mylan N.V.	8,500,000	92	700,000	8
Perrigo	7,016,700	79	1,868,211	21
Pfizer Inc.	42,408,000	88	5,939,000	12
Zoetis	13,298,150	94	781,171	6
Sum	169,160,770		68,160,977	

4. Internet Software & Services Industry				
Akamai Technologies Inc	2,899,000	72	1,125,000	28
Alphabet Inc	13,820,000	67	6,860,000	33
Automatic Data Processing	8,231,000	80	2,104,000	20
Citrix Systems	5,401,853	60	3,553,870	40
eBay Inc.	15,951,000	80	4,087,000	20
Equinix	5,817,189	91	577,867	9
Facebook	4,402,311	51	4,251,488	49
Fidelity National Information Services	6,708,053	70	2,908,949	30
Fiserv Inc	2,818,000	39	4,359,000	61

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Intuit Inc.	4,098,000	97	142,000	3
Mastercard Inc.	6,786,000	78	1,901,000	22
NetApp	4,893,000	79	1,293,000	21
Paychex Inc.	1,069,000	86	179,000	14
Salesforce.com	5,692,000	76	1,788,384	24
Total System Services	2,305,161	51	2,212,502	49
Verisign Inc.	1,786,848	84	340,000	16
Visa Inc.	6,690,000	98	122,000	2
Western Union Co	5,700,000	84	1,100,000	16
Yahoo Inc.	5,700,000	85	1,000,000	15
Sum	110,768,415		39,905,060	

5. Packaged Foods & Meats Industry				
ConAgra Foods Inc.	5,877,000	86	918,000	14
General Mills	7,645,000	72	3,028,000	28
Hormel Foods Corp.	1,848,450	91	174,500	9
Kellogg Co.	7,500,000	85	1,300,000	15
Kraft Heinz Co	11,842,000	77	3,558,000	23
McCormick & Co.	4,600,000	85	800,000	15
Mead Johnson	3,859,110	94	227,796	6
Mondelez International	15,745,000	82	3,450,000	18
Smucker (J.M.)	4,288,000	70	1,880,000	30
The Hershey Company	5,674,000	91	568,898	9
Tyson Foods	5,913,030	89	728,661	11
Sum	74,791,590		16,633,855	

	Sum	Mean	Standard Deviation
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Integrated Oil & Gas Industry	Audit Fees	73,971,812	14,794,362	12,112,204
	Non-Audit Fees	18,473,865	3,694,773	1,936,989
Banking Industry	Audit Fees	339,872,739	21,242,046	25,351,703
	Non-Audit Fees	131,344,165	8,209,010	10,365,797
Pharmacy Industry	Audit Fees	169,160,770	16,916,077	11,701,557
	Non-Audit Fees	68,160,977	6,816,098	6,900,817
Internet Software & Services Industry	Audit Fees	110,768,415	5,829,917	3,724,678
	Non-Audit Fees	39,905,060	2,100,266	1,824,496
Packaged Foods & Meats Industry	Audit Fees	74,791,590	6,799,235	3,922,527
	Non-Audit Fees	16,633,855	1,512,169	1,273,637

	Percentage of	Mean	Standard Deviation
Integrated Oil & Gas Industry	Audit Fees	75	0.16
	Non-Audit Fees	25	0.16
Banking Industry	Audit Fees	76	0.15
	Non-Audit Fees	24	0.15
Pharmacy Industry	Audit Fees	74	0.16
	Non-Audit Fees	26	0.16
Internet Software & Services Industry	Audit Fees	75	0.16
	Non-Audit Fees	25	0.16
Packaged Foods & Meats Industry	Audit Fees	84	0.08
	Non-Audit Fees	16	0.08

Appendix 2

20 years' audit and non-audit fees in 61 companies

1. Integrated	Chesapeake Energy	Chevron Corp.	Exxon Mobil Corp.	Hess Corporation	Murphy Oil
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Oil & Gas Industry	Audit Fees	Non-Audit Fees	Audit Fees	Non-Audit Fees	Audit Fees	Non-Audit Fees	Audit Fees	Non-Audit Fees	Audit Fees	Non-Audit Fees
	2002	526,000	182,000	15,000,000	34,000,000	18,000,000	21,000,000	5,000,000	3,000,000	720,000
2003	814,000	104,000	16,000,000	7,000,000	24,000,000	15,000,000	8,000,000	2,000,000	699,000	159,000
2004	1,322,000	2,500	25,000,000	8,000,000	28,000,000	16,000,000	8,000,000	3,000,000	2,144,000	619,000
2005	1,476,860	8,650	26,000,000	2,000,000	26,000,000	17,000,000	7,000,000	1,000,000	2,456,000	201,000
2006	1,590,890	0	23,000,000	1,000,000	26,000,000	19,000,000	8,000,000	0	2,497,000	125,000
2007	1,749,020	0	21,000,000	1,000,000	25,500,000	21,600,000	9,000,000	1,000,000	2,910,000	203,000
2008	2,205,710	0	23,300,000	900,000	24,800,000	4,000,000	9,737,000	1,741,000	3,268,000	178,000
2009	2,486,600	0	23,200,000	1,400,000	26,200,000	1,900,000	9,713,000	1,538,000	3,235,000	269,000
2010	2,714,000	52,100	24,100,000	1,600,000	29,300,000	3,100,000	10,945,000	2,772,000	3,292,350	165,430
2011	4,727,370	250,000	25,200,000	1,700,000	27,900,000	1,100,000	10,085,000	1,965,000	3,318,460	51,740
2012	7,098,840	703,550	25,200,000	1,400,000	27,900,000	900,000	10,626,000	3,073,000	3,201,790	151,900
2013	6,850,960	481,460	26,600,000	1,700,000	28,000,000	800,000	9,941,000	2,584,000	3,320,390	194,770
2014	6,486,000	274,410	27,200,000	1,700,000	27,300,000	800,000	10,743,000	2,975,000	3,069,860	84,170
2015	5,281,326	1,166,076	27,900,000	3,000,000	27,900,000	6,500,000	9,033,000	3,609,000	3,857,486	4,198,789

2. Banking Industry	Bank of America Corp.		The Bank of New York Mellon Corp.		BB&T Corporation		Citigroup Inc.		Comerica Inc.	
	Audit Fees	Non-Audit Fees	Audit Fees	Non-Audit Fees	Audit Fees	Non-Audit Fees	Audit Fees	Non-Audit Fees	Audit Fees	Non-Audit Fees
2002	16,000,000	18,000,000	2,995,000	4,800,000	1,358,075	600,419	30,000,000	16,000,000	1,000,000	0
2003	17,000,000	14,000,000	4,293,000	5,415,000	2,696,156	1,107,234	40,000,000	8,000,000	1,000,000	1,000,000
2004	28,000,000	16,000,000	5,338,000	5,443,000	4,066,364	1,247,263	55,000,000	6,000,000	2,000,000	0
2005	27,000,000	13,000,000	5,968,000	3,097,000	6,161,584	1,085,836	52,000,000	6,000,000	1,876,000	421,000
2006	37,000,000	16,000,000	8,077,000	1,524,000	4,496,000	398,000	53,000,000	4,000,000	1,957,000	484,000
2007	39,000,000	16,000,000	7,000,000	0	5,305,000	420,000	64,000,000	6,000,000	2,265,000	187,000
2008	55,800,000	21,100,000	10,000,000	2,000,000	5,642,000	318,000	67,000,000	10,000,000	2,420,000	282,000
2009	94,800,000	22,100,000	11,069,000	2,265,000	6,510,000	659,000	67,200,000	10,000,000	2,079,000	395,000
2010	95,600,000	16,400,000	16,604,000	3,246,000	5,846,000	1,445,000	70,300,000	10,500,000	1,901,000	174,000

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2011	96,600,000	11,700,000	16,898,000	2,431,000	6,200,000	1,140,000	68,800,000	8,700,000	2,092,000	231,000
2012	90,900,000	10,900,000	18,004,000	2,255,000	6,865,000	979,000	67,300,000	8,800,000	1,907,710	227,050
2013	86,500,000	10,300,000	19,096,000	3,924,000	7,494,000	5,922,000	66,500,000	7,800,000	1,846,920	285,110
2014	82,200,000	9,800,000	19,751,000	2,857,000	8,185,000	5,314,000	65,300,000	7,000,000	2,283,080	20,990
2015	76,700,000	16,800,000	17,304,000	18,313,000	9,146,000	4,754,000	67,500,000	30,900,000	2,438,852	434,682

2. Banking Industry	Fifth Third Bancorp		Huntington Bancshares		JPMorgan Chase & Co.		KeyCorp		M&T Bank Corp.	
	Audit Fees	Non-Audit Fees	Audit Fees	Non-Audit Fees	Audit Fees	Non-Audit Fees	Audit Fees	Non-Audit Fees	Audit Fees	Non-Audit Fees
2002			1,052,000	126,000	23,000,000	30,000,000	3,000,000	5,000,000	811,000	623,000
2003	1,327,000	1,162,000	1,680,000	24,000	25,000,000	11,000,000	3,000,000	1,000,000	944,000	660,000
2004	2,445,000	1,102,000	1,387,000	99,000	34,000,000	12,000,000	5,000,000	2,000,000	1,613,000	371,000
2005	2,361,000	435,000	1,477,000	87,000	36,000,000	9,000,000	6,000,000	1,000,000	1,873,000	104,000
2006	2,882,000	265,000	1,507,000	129,000	38,000,000	8,000,000	6,000,000	1,000,000	2,117,000	287,000
2007	3,326,000	239,000	2,322,000	35,000	40,000,000	5,000,000	5,000,000	1,000,000	1,878,000	178,000
2008	3,793,000	299,000	2,062,000	39,000	59,000,000	7,000,000	5,000,000	2,000,000	1,877,000	167,000
2009	3,671,490	410,800	1,968,400	4,570	46,600,000	7,800,000	5,901,000	1,471,000	1,929,000	93,570
2010	3,184,910	260,920	1,987,600	16,000	50,400,000	8,400,000	5,711,000	1,322,000	2,478,300	133,060
2011	3,311,070	227,490	1,988,930	0	52,900,000	7,900,000	5,007,000	831,000	3,316,570	396,780
2012	3,095,550	258,680	2,028,600	182,390	60,100,000	8,900,000	5,816,000	1,168,330	3,012,500	193,360
2013	3,736,860	381,010	2,498,960	20,000	60,400,000	10,100,000	5,763,000	1,797,000	3,186,220	95,980
2014	3,875,780	346,050	2,380,640	31,660	60,300,000	8,800,000	6,653,000	522,000	3,215,500	196,140
2015	3,887,038	1,476,212	3,051,499	2,087,170	61,700,000	29,200,000	7,132,000	1,363,000	3,515,350	96,660

2. Banking Industry	PNC Financial Services		Citizens Financial Group		SunTrust Banks		U.S. Bancorp		Wells Fargo	
	Audit Fees	Non-Audit Fees	Audit Fees	Non-Audit Fees	Audit Fees	Non-Audit Fees	Audit Fees	Non-Audit Fees	Audit Fees	Non-Audit Fees
2002	6,000,000	9,000,000	30,000,000	16,000,000			2,100,000	1,400,000	10,000,000	10,000,000
2003	7,000,000	1,000,000	40,000,000	8,000,000			2,800,000	7,500,000	14,000,000	13,000,000
2004	12,000,000	0	55,000,000	6,000,000			4,800,000	8,700,000	18,000,000	13,000,000

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2005	12,000,000	0	52,000,000	6,000,000	4,770,000	250,000	4,600,000	8,200,000	18,000,000	11,000,000
2006	10,000,000	0	53,000,000	4,000,000	3,870,000	400,000	6,000,000	9,300,000	19,000,000	12,000,000
2007	9,000,000	0	64,000,000	6,000,000	4,080,000	650,000	6,800,000	13,200,000	18,000,000	12,000,000
2008	12,000,000	0	67,000,000	10,000,000	7,660,000	130,000	7,600,000	11,100,000	18,000,000	7,000,000
2009	16,100,000	600,000	67,200,000	10,000,000	6,100,000	540,000	7,900,000	10,000,000	33,474,000	6,655,000
2010	16,000,000	400,000	70,300,000	10,500,000	6,190,000	740,000	8,100,000	9,700,000	34,308,000	8,779,000
2011	16,800,000	1,200,000	68,800,000	8,700,000	6,960,000	380,000	9,600,000	5,400,000	32,704,000	8,286,000
2012	19,900,000	800,000	67,300,000	8,800,000	6,980,000	410,000	10,000,000	6,200,000	33,539,000	6,640,000
2013	17,800,000	1,100,000	66,500,000	7,800,000	8,430,000	510,000	11,000,000	8,500,000	36,114,000	6,570,000
2014	19,100,000	800,000	65,300,000	7,000,000	8,100,000	2,200,000	10,400,000	5,500,000	37,904,000	5,350,000
2015	19,000,000	2,000,000	5,592,000	1,534,441	8,740,000	880,000	11,000,000	11,100,000	39,136,000	10,164,000

2. Banking Industry	Zions Bancorp	
	Audit Fees	Non-Audit Fees
2002	1,300,000	710,000
2003	1,600,000	1,400,000
2004	1,800,000	30,000
2005	2,560,000	30,000
2006	2,600,000	20,000
2007	2,590,000	40,000
2008	3,160,000	20,000
2009	3,510,000	100,000
2010	4,120,000	10,000
2011	3,920,000	10,000
2012	4,350,000	10,000
2013	4,650,000	530,000
2014	4,300,000	3,000
2015	4,030,000	241,000

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Pharmacy Industry	AbbVie		Allergan plc		Endo International		Lilly (Eli) & Co.		Mallinckrodt Plc	
	Audit Fees	Non-Audit Fees	Audit Fees	Non-Audit Fees	Audit Fees	Non-Audit Fees	Audit Fees	Non-Audit Fees	Audit Fees	Non-Audit Fees
2,002			492,000	1,125,000			3,200,000	6,200,000		
2,003			851,000	877,000			3,900,000	2,400,000		
2,004			1,202,000	376,000			5,200,000	2,800,000		
2,005			1,606,000	266,000			5,800,000	1,900,000		
2,006			2,372,000	722,000			5,800,000	1,600,000		
2,007			2,462,000	723,000			7,000,000	1,500,000		
2,008			2,247,000	1,024,000	1,716,100	268,810	8,000,000	1,900,000		
2,009			2,329,000	1,333,000	1,801,010	455,050	8,000,000	1,300,000		
2,010			3,438,000	1,353,000	1,984,040	631,860	8,700,000	1,000,000		
2,011			3,430,800	1,207,600	4,106,270	774,290	8,800,000	3,900,000		
2,012			9,769,370	2,960,600	3,279,500	738,390	8,800,000	2,600,000		
2,013	8,100,000	5,700,000	19,831,000	4,264,000	4,268,250	1,113,980	8,700,000	1,300,000		
2,014	10,000,000	5,600,000	21,086,000	7,246,000	8,528,290	2,682,390	10,300,000	2,400,000	6,670,920	3,210,500
2,015	11,600,000	7,700,000	27,702,000	23,505,000	11,565,000	2,022,095	13,100,000	6,400,000	6,670,920	7,245,500
	Merck & Co.		Mylan N.V.		Perrigo		Pfizer Inc.		Zoetis	
	Audit Fees	Non-Audit Fees	Audit Fees	Non-Audit Fees	Audit Fees	Non-Audit Fees	Audit Fees	Non-Audit Fees	Audit Fees	Non-Audit Fees
2,002	6,800,000	1,100,000	437,000	1,382,000			13,800,000	10,944,000		
2,003	10,800,000	820,000	431,000	821,000			20,162,000	17,325,000		
2,004	14,800,000	602,000	440,000	1,405,000			25,493,000	10,950,000		
2,005	13,300,000	829,000	895,000	141,000			23,328,000	5,952,000		
2,006	14,100,000	1,025,000	927,000	140,000			26,312,000	5,252,000		
2,007	13,800,000	1,266,000	4,141,000	62,000			23,125,000	4,014,000		
2,008	14,700,000	1,800,000	6,692,620	206,380	1,997,000	165,000	22,264,000	3,929,000		
2,009	29,500,000	11,100,000	6,700,000	300,000	1,895,000	941,000	31,000,000	5,095,000		
2,010	30,400,000	22,700,000	6,400,000	100,000	2,301,200	2,417,800	32,674,000	4,898,000		
2,011	30,400,000	19,300,000	6,200,000	300,000	2,032,600	1,602,200	33,063,000	4,555,000		
2,012	27,500,000	14,900,000	5,600,000	200,000	2,689,100	631,830	44,005,000	5,081,000		
2,013			5,400,000	600,000	3,142,350	1,465,550	27,391,000	3,267,200	9,294,750	446,630
2,014	28,900,000	8,400,000					32,415,000	3,350,000	12,064,650	483,950
2,015	27,300,000	12,000,000	8,500,000	700,000	7,016,700	1,868,211	42,408,000	5,939,000	13,298,150	781,171

4. Internet Software & Services Industry	Akamai Technologies Inc		Alphabet Inc		Automatic Data Processing		Citrix Systems		eBay Inc.	
	Audit Fees	Non-Audit Fees	Audit Fees	Non-Audit Fees	Audit Fees	Non-Audit Fees	Audit Fees	Non-Audit Fees	Audit Fees	Non-Audit Fees
2,002					2,200,000	3,900,000	1,776,000	3,488,000	1,195,000	110,000
2,003					3,455,000	2,198,000	1,583,000	2,138,000	1,548,000	65,000
2,004	1,774,000	65,000	3,162,000	261,000	4,605,000	1,453,000	3,119,000	1,848,000	3,757,000	0
2,005	1,504,000	60,000	4,930,000	11,000	6,277,000	960,000	3,030,000	1,965,000	3,174,000	0
2,006	1,287,000	82,000	7,784,000	167,000	5,834,000	1,034,000	6,661,000	1,731,000	5,694,000	0
2,007	1,541,000	165,000	9,484,000	167,000	6,208,000	1,027,000	2,851,000	1,622,000	5,813,000	0
2,008	2,012,000	92,000	11,670,000	358,000	6,679,000	2,547,000	2,894,000	1,093,000	6,521,000	0
2,009	1,831,000	80,000	12,942,000	559,000	6,934,000	2,133,000	2,689,000	1,697,000	8,022,000	122,000
2,010	1,935,000	3,000	11,880,000	1,130,000	6,597,000	2,254,000	3,035,000	2,007,000	7,508,000	332,000
2,011	2,213,000	6,000	12,302,000	1,990,000	6,664,000	3,445,000	3,569,000	2,271,000	8,775,000	1,545,000
2,012	2,458,000	754,000	14,624,000	5,653,000	7,859,000	1,515,000	4,380,870	2,569,190	10,018,000	1,705,000
2,013	2,661,000	461,000	13,666,000	4,104,000	8,148,000	1,783,000	4,689,830	2,472,710	10,796,000	2,225,000
2,014	2,987,000	479,000	13,865,000	5,252,000	8,547,000	2,593,000	5,746,300	2,350,310	12,321,000	3,117,000

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2,015	2,899,000	1,125,000	13,820,000	6,860,000	8,231,000	2,104,000	5,401,853	3,553,870	15,951,000	4,087,000
	Equinix		Facebook		Fidelity National Information Services		Fiserv Inc		Intuit Inc.	
	Audit Fees	Non-Audit Fees	Audit Fees	Non-Audit Fees	Audit Fees	Non-Audit Fees	Audit Fees	Non-Audit Fees	Audit Fees	Non-Audit Fees
2,002							1,094,000	1,296,000	606,000	2,426,000
2,003							1,670,000	495,000	989,000	2,173,000
2,004							2,762,000	626,000	1,296,000	950,000
2,005							2,104,000	349,000	2,575,000	5,000
2,006					3,746,000	357,000	2,482,000	403,000	3,480,000	0
2,007					4,373,000	23,000	3,078,000	289,000	3,604,000	0
2,008					6,809,000	19,000	2,648,000	243,000	3,676,000	0
2,009	3,785,990	247,260			4,603,400	220,990	2,067,000	540,000	3,321,000	0
2,010	3,920,270	180,040			4,109,540	797,060	1,870,000	188,000	3,161,000	0
2,011	3,819,650	40,000			4,839,670	600,880	1,913,000	708,000	3,031,000	0
2,012	3,410,200	331,040	5,629,000	6,357,000	5,023,550	317,780	2,035,000	566,000	3,574,000	0
2,013	4,966,990	10,000	4,402,310	4,251,480	4,838,220	133,780	2,830,000	981,000	3,565,000	0
2,014	6,516,210	6,300	6,206,000	5,471,720	5,224,390	38,710	2,491,000	709,000	3,613,000	0
2,015	5,817,189	577,867	4,402,311	4,251,488	6,708,053	2,908,949	2,818,000	4,359,000	4,098,000	142,000

4. Internet Software & Services Industry	Mastercard Inc.		NetApp		Paychex Inc.		Salesforce.com		Total System Services	
	Audit Fees	Non-Audit Fees	Audit Fees	Non-Audit Fees	Audit Fees	Non-Audit Fees	Audit Fees	Non-Audit Fees	Audit Fees	Non-Audit Fees
2,002			571,000	260,000	135,000	2,062,000				
2,003			655,000	517,000	214,000	63,000				
2,004			912,000	336,000	331,000	28,000				
2,005			2,278,000	324,000	477,000	61,000			1,167,000	355,000
2,006	4,863,000	710,000	2,113,000	699,000	493,000	0			1,414,000	400,000
2,007	3,957,000	621,000	2,782,000	1,000,000	544,000		2,920,000	145,000	1,689,000	490,000
2,008	4,311,860	1,359,000	3,581,000	745,000	558,000	0	3,976,000	0	1,931,000	278,000
2,009	3,807,460	855,910	4,023,000	1,021,000	633,000	0	4,123,000	229,000	1,822,000	345,000
2,010	4,229,960	598,780	3,483,000	684,000	613,000	0	4,227,560	634,960	2,050,000	0
2,011	5,007,770	287,800	3,495,000	905,000	744,000	65,000	4,227,090	664,680	1,998,000	19,000
2,012	5,848,000	404,000	3,935,000	1,120,000	864,000	0	4,474,460	835,000	2,026,380	279,740
2,013	5,733,000	496,000	4,528,000	1,436,000	1,150,000		4,693,530	1,023,460	2,798,460	301,780
2,014	6,937,000	1,003,000	5,132,000	1,522,000	1,087,000	193,700	5,899,740	1,598,130	2,254,540	287,900
2,015	6,786,000	1,901,000	4,893,000	1,293,000	1,069,000	179,000	5,692,000	958,070	2,305,161	2,212,502
	Verisign Inc.		Visa Inc.		Western Union Co		Yahoo Inc.			
	Audit Fees	Non-Audit Fees	Audit Fees	Non-Audit Fees	Audit Fees	Non-Audit Fees	Audit Fees	Non-Audit Fees		
2,002	1,060,000	1,201,000					1,800,000	1,200,000		
2,003	1,585,000	1,031,000					3,400,000	1,900,000		
2,004	3,205,000	413,000					7,100,000	1,400,000		
2,005	3,759,000	129,000					6,600,000	900,000		
2,006	7,057,000	229,000			3,500,000	300,000	7,200,000	1,200,000		
2,007	5,420,000	42,000	9,615,000	6,287,000	3,500,000	400,000	8,000,000	1,300,000		
2,008	5,744,840	114,650	10,119,000	358,000	3,500,000	200,000	8,600,000	1,200,000		
2,009	3,832,860	562,290	6,196,000	283,000	4,700,000	500,000	7,500,000	2,300,000		
2,010	2,321,070	312,680	5,819,000	209,000	4,800,000	500,000	8,000,000	2,700,000		
2,011	1,695,390	575,000	5,867,000	268,000	4,800,000	600,000	7,300,000	2,800,000		
2,012	1,693,370	250,000	5,846,000	280,000	5,500,000	600,000	7,500,000	1,900,000		
2,013	2,100,430	150,000			5,400,000	700,000	7,400,000	1,000,000		
2,014	1,570,670	0	6,139,000	168,000	5,600,000	700,000	5,100,000	700,000		
2,015	1,786,848	340,000	6,690,000	122,000	5,700,000	1,100,000	5,700,000	1,000,000		

5. Packaged Foods & Meats Industry	ConAgra Foods Inc.		General Mills		Hormel Foods Corp.		Kellogg Co.		McCormick & Co.	
	Audit Fees	Non-Audit Fees	Audit Fees	Non-Audit Fees	Audit Fees	Non-Audit Fees	Audit Fees	Non-Audit Fees	Audit Fees	Non-Audit Fees
2,002			2,262,000	1,840,000			2,100,000	9,800,000	1,300,000	5,800,000
2,003			3,000,000	2,000,000			2,500,000	2,900,000	2,100,000	700,000
2,004			3,000,000	2,000,000			5,200,000	3,100,000	3,700,000	500,000
2,005	7,775,000	1,190,000	5,000,000	2,000,000			5,700,000	2,700,000	4,100,000	1,200,000
2,006	7,723,000	0	5,000,000	0			5,000,000	2,400,000	4,100,000	500,000
2,007	6,700,000	16,000	5,000,000	0	1,485,000	11,000	5,400,000	2,000,000	3,900,000	500,000
2,008	7,028,000	23,000	5,000,000	0	1,564,000	0	4,800,000	2,000,000	4,200,000	500,000
2,009	5,842,700	5,250	4,581,000	100,000	1,615,400	32,000	4,800,000	1,100,000	4,200,000	400,000

2,010	5,605,000	5,000	4,868,000	78,000	1,322,000	0	4,800,000	1,100,000	3,600,000	620,000
2,011	5,347,000	11,000	5,623,000	67,000	1,370,350	0	5,100,000	1,900,000	3,700,000	730,000
2,012	5,508,000	72,000	6,181,000	145,000	1,365,570	0	8,400,000	1,900,000	3,800,000	1,730,000
2,013	7,423,000	223,000	7,092,000	489,000	1,528,680	0	6,900,000	1,400,000	4,100,000	460,000
2,014	7,026,000	213,000	8,091,000	1,035,000	3,603,850	0	7,300,000	2,200,000	4,400,000	200,000
2,015	5,877,000	150,000	7,645,000	3,028,000	1,848,450	174,500	7,500,000	1,300,000	4,600,000	800,000
	Mead Johnson		Mondelez International		Smucker (J.M.)		The Hershey Company		Tyson Foods	
	Audit Fees	Non-Audit Fees	Audit Fees	Non-Audit Fees	Audit Fees	Non-Audit Fees	Audit Fees	Non-Audit Fees	Audit Fees	Non-Audit Fees
2,002			10,000,000	5,000,000			1,171,000	983,000		
2,003			11,000,000	7,000,000			1,332,000	140,000		
2,004			15,000,000	4,000,000			2,482,000	36,000	2,783,000	1,722,000
2,005			14,000,000	2,000,000			2,007,000	62,000	5,428,000	1,049,000
2,006			15,000,000	2,000,000			1,980,000	60,000	6,262,000	821,000
2,007			14,000,000	2,000,000			2,375,000	32,000	5,503,000	832,000
2,008	2,029,000	0	16,000,000	2,000,000	1,670,500	980,600	2,572,000	64,000	5,764,000	614,000
2,009	3,412,000	308,590	17,262,000	1,659,000	2,985,000	1,190,000	2,692,000	39,070	3,486,000	651,000
2,010	2,938,500	93,950	25,029,000	14,870,000	2,131,000	1,817,000	2,788,310	51,800	3,052,000	275,000
2,011	3,200,000	66,200	20,827,000	12,382,000	2,010,000	1,376,000	3,080,000	104,270	3,380,340	392,060
2,012	3,449,000	118,500	18,142,000	5,757,000	2,289,000	2,384,000	3,848,590	431,730	3,796,130	315,420
2,013	3,833,200	166,930	15,905,000	3,283,000	2,397,000	1,393,000	4,283,300	149,420	4,003,530	351,670
2,014	3,924,510	320,680	15,971,000	1,438,000	2,642,000	1,270,000	6,736,000	335,030	4,452,280	845,780
2,015	3,859,110	227,796	15,745,000	3,450,000	4,288,000	1,880,000	5,674,000	568,898	5,913,030	728,661

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