

- ◆ Non-contributory profit sharing plan. Available 401(k) at entry dates.
- ◆ Ten paid holidays per year.
- ◆ Ten paid vacation days. Personnel with five years or more of service or who have attained a managerial title get 15 days vacation per year. Personnel who have attained a senior managerial title get 20 days vacation per year. Professional Staff employees receive up to two weeks compensation time as a bonus after busy season. Partners receive 25 vacation days until 25 years of service then 30 days.
- ◆ Tuition Reimbursement for Masters program and reimbursement for CPA review classes.
- ◆ Open door policy and open forum meetings with staff and partners.
- ◆ Two annual parties for staff, one at holiday time and one after tax season.
- ◆ Company discounts: Gym membership; Gym located across the street from the office, 8% phone discounts for both AT&T and Verizon including family members, Plum Benefits offered to give employees a discount on all things entertainment: Broadway Shows, Concerts, Family Events, etc. A flyer will be sent out via email monthly listing new events.
- ◆ Meal reimbursement after hours and on Saturdays.
- ◆ 180 day performance reviews.
- ◆ Annual salary and bonus reviews include compensation time and meeting with partners and management to establish goals; salary increases are based upon performance.
- ◆ Single medical coverage subject to a small deductible.
- ◆ Employer Funded Flexible spending account (Section 125 Plan). AFLAC offered as extra coverage.
- ◆ A Blackberry for everyone at the Manager level and above. We provide a blackberry server license to all staff, facilitating access to our email.
- ◆ Administrative staff receives time and one-half pay for all approved overtime hours over 40 hours in one week. As an extra benefit, all administrative staff employees, under 5 years of employment, who work 26.75 hours of overtime are eligible to receive up to, but not more than, 5 days off without pay.
- ◆ Summer hours: effective Memorial Day through Labor Day, office closes at 2:00 pm on Fridays.
- ◆ Group term life insurance of \$25,000.
- ◆ State-of-the-art technology.
- ◆ Group long term disability coverage of 60% of your income, up to a maximum of \$5,000 per month.
- ◆ Dues of AICPA and NYSSCPA paid by the firm.
- ◆ Incentive bonuses:
  - a. All employees, under the level of senior manager, who provide a qualified new accounting and auditing client lead, will receive a \$200 award when a meeting with the potential client has taken place and if the potential client does not retain the Company. If the firm is retained, the employee will receive an incentive of 15% of the first year collected fees, instead. Both of these incentives apply only while employed by the firm.,
  - b. CPA exam bonus of \$500.00 if the exam is passed while in our employ,
  - c. bonus incentives for implemented suggestions.
- ◆ Professional staff will receive a minimum of 40 hours of CPE credits per year.
- ◆ Auto expenses are reimbursed per mile for the use of auto plus any out of pocket expenses, based on the current IRS allowances.
- ◆ Direct deposit of payroll check on or around the 15th and the last day of each month.
- ◆ Business Casual Dress all year.