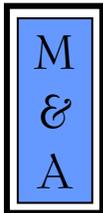


**McMAHAN AND ASSOCIATES, LLC**

**Small Firm. Big Benefits.**

Building Your CPA Career at a Small Firm



**McMAHAN AND ASSOCIATES, LLC**

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CPAs have long been trusted business advisors for their clients by competently handling confidential financial data and providing a full range of services that are needed for financial and business success. In today's business environment, regulatory complexity and increased client needs have reinforced the importance of the financial knowledge and insight necessary from CPAs. By making the step into public accounting, you have found a career that will continue to be in great demand and will constantly provide invaluable learning and advancement opportunities.

## PROFESSIONAL OPPORTUNITIES AND PERSONAL BENEFITS

- **Access to the Top:** At many small CPA firms, staff members work directly with senior management on an ongoing basis, which proves to be an invaluable learning experience.
- **Highly Varied Work:** Small firm CPAs often are generalists and engage in highly varied work across a broad spectrum of areas. Small firms provide great opportunity to expand the CPA skill set. A single person generally will assume numerous roles and responsibilities, providing wide exposure to multiple job functions and business operations.
- **Input Into Firm Processes:** The voice of small firm staff is heard and can provide direct input into firm processes and management. In addition to being a key team player, small firm employees have leverage regarding compensation increases and company equity.
- **Visibility, Appreciation and Recognition:** Few CPAs on staff means workers are noticed and recognized for a job well done. Small firm CPAs can see their ideas being implemented, feel as if they're making a real contribution to the business and know that they matter.

*Having a committed and loyal staff that has a say in how the business operates is one of the small firm's greatest benefits.*

*Small CPA firms have little bureaucracy and complexity. In a small firm, it's easier to navigate the organizational maze, affect change and make a difference on more than the bottom line.*



- **Start to Finish:** At many small firms, staff members are involved in an engagement from start to finish, instead of working on just one facet of a project. This provides a broad understanding of business processes and the opportunity for regular client contact.
- **Limited Red Tape:** With few staff members and levels of management, small firm employees can enjoy less organizational bureaucracy and more flexibility. With few standardized procedures, small firms are agile and efficient as they adapt to the changing marketplace.
- **Work/Life Integration:** Small firms understand the need to maintain a healthy integration and balance between personal and professional lives. The casual environment of the small firm lends itself to flexible work schedules among staff.
- **Flexible Career Track:** Small CPA firms typically do not have set expectations about when and how their staff members should advance. Employees can develop their career ladder based on individual aspirations and life situations.
- **Family Affair:** The small CPA firm culture fosters friendly and collegial working relationships where everyone knows one another. This intimate setting makes for a familiar, family-type atmosphere, which gives employees a sense of belonging.
- **Job Security:** Small business owners know that their greatest asset is their staff. Being part of the small firm family and directly contributing to the firm's operations and success provides great job security.

*The small CPA firm offers flexibility in scheduling and career options, a warm and collegial atmosphere and a wide range of hands-on professional opportunities.*