

Rothstein Kass

LIFESTYLE, BALANCED™, FAMILY, FREEDOM, RESPECT, FRIENDSHIP, EMPOWER, ENCOURAGE, TEAMWORK, FUTURE, DIVERSITY, STRATEGY, FRIENDSHIP, BALAN
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a winning **team**

introduction

■ Since we first opened our doors in 1959, Rothstein Kass has grown to become one of the largest and most respected accounting and professional services firms in the country. But we are more than a recognized industry leader. We're a company that is passionately committed to our people.

■ From the day you join the firm, you can count on us to support your career development, your professional interests and aspirations, and your work/life balance. We recognize individual potential and promote teamwork. And we cultivate an entrepreneurial environment that encourages you to take on new challenges and advance your career.

■ At Rothstein Kass, when you make a commitment to us, we make a commitment to you. That's more than a slogan. It's the way we do business.



■ "They're focused on making you the best you can be both personally and professionally. ...I wake up every day with a smile on my face ready to come to work because I know that I like the people here and it's a great place to be."

~ Rich, Staff 2 Accountant



the BALANCED™ workplace at Rothstein Kass

■ At Rothstein Kass, we recognize that our work is a very important part of our lives. But it's not the only part. That's why we created the BALANCED™ workplace. Having a BALANCED™ workplace means expecting employees to give their best to the firm—and doing everything we can to help them excel. It means maintaining a true “open door” policy and listening to your needs and opinions. It means recognizing your accomplishments. And it means creating an environment where you can reach your full potential and achieve the best work/life balance for you.

Wherever your life and career takes you, we'll always be there to support you and help you achieve your goals.

At Rothstein Kass, we embrace the BALANCED™ workplace because we believe that when we do our best to support our people, our people will give their very best to our clients. And that's what makes us a success.

■ “I value the professional experience I've had here, exposure to so many different subject areas that I would have never otherwise seen. I don't think I ever would have gotten involved with half the things that I do here, somewhere else.”

~ Donna, Tax Manager

Building Relationships.

We relate, interact and collaborate as individuals, as professionals, and as a team. Relationships are essential to our success.

Advancement Opportunities.

We provide the means, tools and support to enhance your professional and personal development.

Leadership in the Industry.

Rothstein Kass is an industry leader, an innovator, and a top employer. We build on our success by hiring and supporting high-quality professionals.

Appreciation and Fair Compensation.

Our people work hard and deliver results. In return, we offer competitive compensation, comprehensive benefits and creative work/life balance programs.

Needs Understanding.

We evaluate your needs and address them through our evolving benefits packages and programs... and help create a true balance between your responsibilities to our firm and to your family.

Commitment to Feedback.

Open and candid communication exists at our core.

Employ and Retain Top Talent.

We recruit the best people—and we implement benefits and programs based on what our employees want and need.

Develop and Train Our Staff.

We encourage and facilitate continuous learning, and provide resources like on-the-job training, seminars and conferences.



what we do

■ At Rothstein Kass, the core of our success is our talented, dedicated staff. Each of our service groups focuses on the unique needs of our clients—from individuals to family businesses to large companies. Combining their specialized skills, our people work together to provide a range of high-level professional services, including:



Assurance services:

- Audits, reviews and compliance
- Other attest services
- Corporate governance
- Forecasts, budget and projections
- SEC services

Tax services:

- Planning and compliance
- International, state and local tax consulting
- Estate and gift tax planning
- Representation before tax authorities
- Business and ownership structure and planning

Management advisory services:

- Mergers and acquisitions
- Insurance and risk management consulting
- Forensic accounting and litigation support
- Coaching and facilitation

When you join a practice service group at Rothstein Kass, you become part of a tight-knit team of seasoned experts who are ready to share their experience and knowledge with you. Right from the start, you'll have the opportunity to participate in challenging, high-profile projects, working closely with clients and senior professionals and creating your own career track at the firm.

■ As part of our **Commercial Services Group**, you'll focus on growth-oriented companies and individuals challenged by growth, regulatory changes or market factors. We provide audit, tax and management advisory services, including guidance on internal controls and risk management, M&A due diligence and valuation, benefit plans, audits, and forensic accounting, among others.

■ "Rothstein Kass offers professionals the ability to learn at a reasonable stride, understand processes and procedures, and allows them to increase their responsibilities. ...It helps them move into a more senior role at a quicker pace."

~ Jeff, Principal

■ Our **Financial Services Group** serves high-profile clients, including hedge funds, fund of funds and private equity; broker-dealers; and registered investment advisors. As part of this group, you'll be involved with audit, tax and regulatory issues and provide guidance on a full range of issues, including allocation and structure, fund liquidity requirements, and technology and resource investments.

■ Our **Corporate Advisory Services Group** has an exceptional understanding of the legal, regulatory and economic risks companies face in today's highly complex operating environment. As a member of this group, you may be involved in compliance consulting and review, conducting internal controls assessments, and process improvement and re-engineering.

■ With our **Family Office Group**, you'll have the opportunity to provide financial and administrative services to family offices, business owners, high-net-worth individuals and the entertainment and sports communities, including financial reporting; tax planning and compliance; personal concierge services; business succession planning; estate and trust; and philanthropic consulting services.

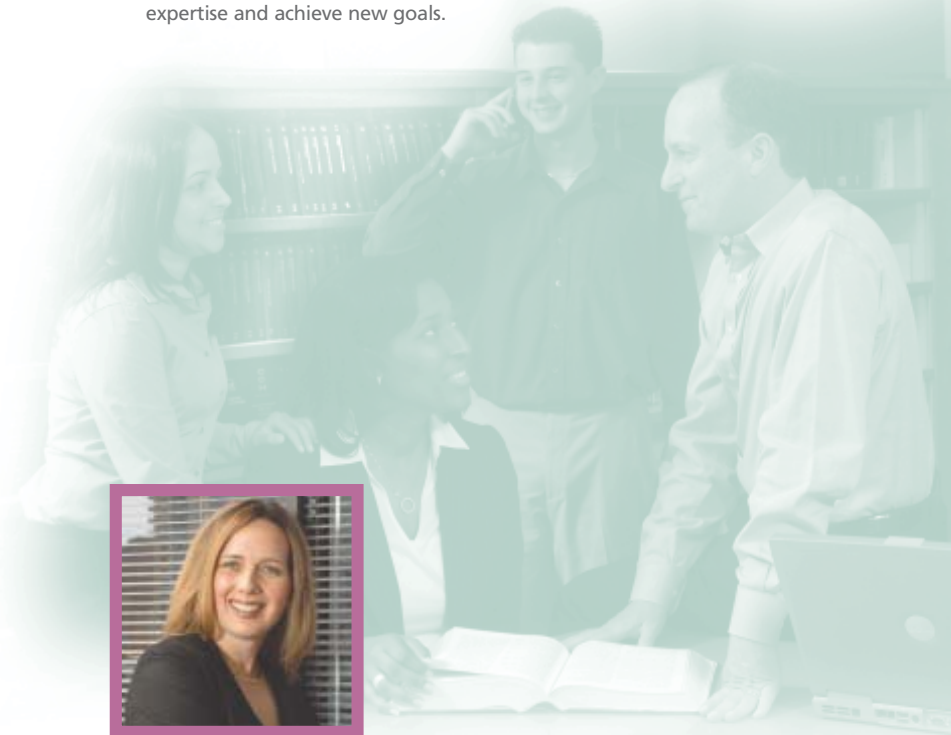
■ As a member of our **Business Consulting Group**, you'll help clients make sound business decisions and provide a range of customized strategic counseling, executive coaching and facilitation services to help business owners achieve their financial goals.

life at Rothstein Kass

■ **Every day brings new challenges... and satisfying rewards.**

At Rothstein Kass, you'll *work with a variety of clients* in different industries, gaining new skills and experience with each project. As you grow with the firm, you'll be given new and increasing responsibilities and opportunities to *advance* your career.

Your workload may vary at different times of the year, and sometimes you'll work *extended hours* on challenging projects. But you will always have the *support of your colleagues* and the firm—and you'll be *recognized and rewarded* as you develop new expertise and achieve new goals.



■ **We never stop learning.**

At Rothstein Kass, you can take advantage of our in-house training resources to help you succeed in your job and advance your career. You'll receive *on-the-job training*, attend seminars and conferences and stay up to date on industry developments through Rothstein Kass University. We provide access to discounted rates on CPA exam review courses and reward successful attainment of the CPA license with a monetary bonus. We also offer tuition reimbursement to support your educational goals.

■ **You're part of the team.** At Rothstein Kass, when we talk about "teamwork," it's not just lip service. We know that all of our *diverse views*, experiences and perspectives make us a stronger company—and challenge us to produce the *best results* for our clients.

When you join our firm, you will have a solid commitment and network of resources available to you during your tenure with the firm and even after if preferred opportunities take you elsewhere.

And our *team spirit* isn't limited to the office and work—you'll also be invited to join the intramural sports teams in your local office and be a part of our other recreational events. Whatever your personal or professional interests, you'll find a place on our teams.

■ **Being part of the Rothstein Kass family has benefits.**

In return for your hard work and dedication, Rothstein Kass offers such benefits as:

- Competitive salaries
- 401(k) and Roth 401(k)
- Generous paid time off package
- Tuition reimbursement
- Medical and dental benefits
- Adoption assistance
- Employee Assistance Program (EAP)
- Long-term disability
- Life insurance
- Customized work arrangements
- Special summer hours
- And much, much more

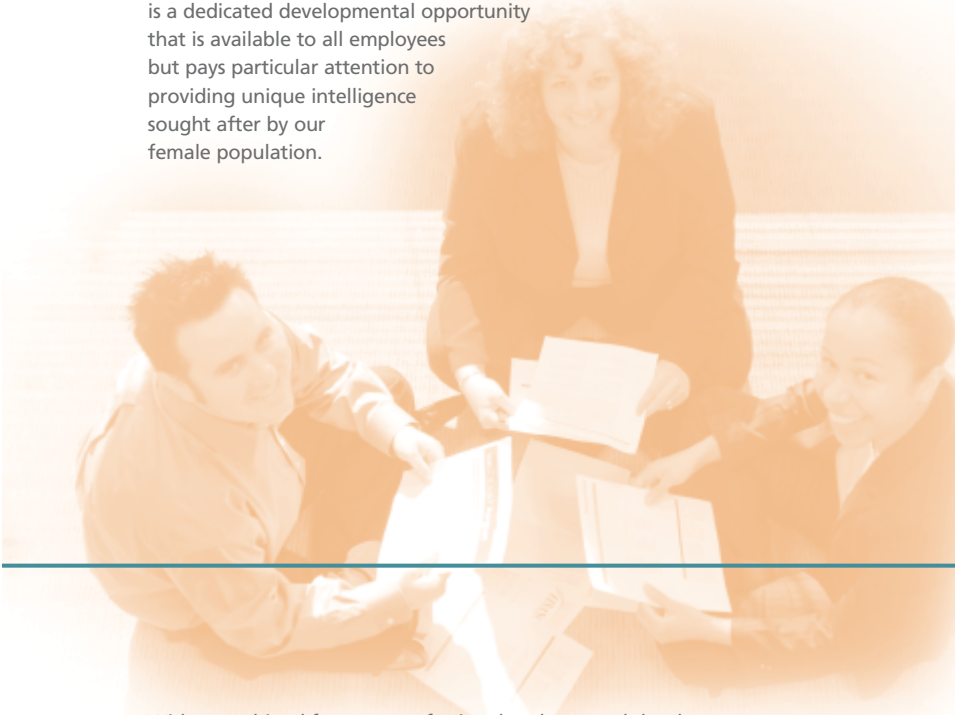
■ "The firm rolls out various seminars to help you with your career advancement. Rothstein Kass also does different things, like encourage you to go back to school to get your master's degree or even your law degree, and they do have tuition reimbursement. ...I'm excited about the future the firm has in store for me as well as the organization itself."
~ Moshe, Senior 2 Accountant

For a comprehensive list of Rothstein Kass benefits, contact your local office's human resources representative.

■ **We're all part of a community.** At Rothstein Kass, we encourage you to participate in professional and civic groups and volunteer for causes you believe in. Many of our employees give talks on financial topics to local groups and serve on professional, civic and charitable boards. Not only does this kind of involvement benefit our local communities, it also provides opportunities to network and exchange ideas with people in other businesses.

professional and personal development

■ **LIFE** – Leadership. Inspiration. Family. Empowerment. Rothstein Kass’ women’s initiative program, LIFE, is a dedicated developmental opportunity that is available to all employees but pays particular attention to providing unique intelligence sought after by our female population.



With a combined focus on professional and personal development, as well as maintaining a keen eye on the importance of work/life balance, the program provides opportunities for participants to learn, network and advance both inside and outside the firm. Additionally, the program offers ways and means for you to create a customized work arrangement, should you require one.

LIFE is dedicated to enhancing your Rothstein Kass work experience by making available resources that facilitate your professional and personal development, today and over the course of your career.

■ **Alumni Program.** When you join Rothstein Kass, you become an integral part of this dynamic firm and, as such, you gain access to an abundance of resources to facilitate your development during—and even after—your experience with us. Rothstein Kass offers specially created career-building opportunities to our employees and our alumni, including networking events, social activities, career guidance, technical training, and access to firm publications and other resources. Rothstein Kass is committed to being a continuous and beneficial resource to you throughout your career.

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