



BENEFITS & PERKS

INSURANCE/401K

Health: Firm pays 80% of employee coverage - Choice between PPO, POS or HMO
401k/Profit Sharing: Eligible after 6 months
In the past, the Firm has matched 25¢ per each dollar contributed up to 8% of employee contribution
At Firm's discretion, possible 3% of Salary as a Profit Sharing Contribution

Life Insurance/Accidental

Death & Dismemberment: Firm Paid. Benefit Amount = employee's annual salary up to \$125,000

Cafeteria Plan: Dependent care and medical reimbursement plan (voluntary)

Long Term Disability: Firm pays full premium for disability coverage
60% of salary after 90 days of disability up to \$15,000 per month payable to age 65

Voluntary Benefits: Voluntary plan(s) available at employee's expense such as Short Term Disability, Critical Illness and Cancer policies

VACATION/PERSONAL

PTO: 3 weeks per calendar year for the first 5 years of employment, 4 weeks per calendar year after 5 years of employment

Holidays: New Year's, Memorial Day, July 4th, Labor Day, Thanksgiving and the day after, Christmas and the day before or after

Tax Days: 3 days off after 4/15 in addition to PTO and holidays

Summer PTO: 1 additional PTO day each for the months of May, June and July

Tax Season: Tax Season Kickoff Event (e.g., Trip to Hard Rock Casino in Biloxi, Ritz Carlton in Lake Oconee, Chateau Elan, Brasstown Valley Resort)
Breakfast and lunch are provided on Saturdays, but you do not have to work every Saturday.
Cuban coffee at 3 o'clock during tax season.
Company paid massages by professional masseuse

PROFESSIONAL LICENSES/MEMBERSHIPS

Licenses: Firm will pay for the following: Atlanta license, State Board of Accountancy License

CPE: Firm will pay for two outside professional development courses, as well as provide in-house CPE

CPA Exam

Incentives: \$500 Discount for Becker course; 4 paid days to take 4 parts of CPA exam
\$500 gift upon passing CPA exam

Professional

Associations: Firm will pay for the following membership dues: GSCPA, AICPA, and any others approved by the partners

ADDITIONAL PERKS

Many Office Celebrations, Holiday Party, Community Service Day, Mileage Reimbursement, Free Postage, Filtered Water, Soft Drinks, and 10% of Collections Generated by Employee's Referrals

Duggan & Massey has once again been recognized for its wise management and superior operating performance by INSIDE Public Accounting's 2009 Best of the Best List.