



Custom Careers at Marcum

MARCUM
ACCOUNTANTS ▲ ADVISORS

Ask Marcum.

- Marcum is the firm with the answers our clients need.
- One of America's Best Tax & Accounting Firms - *Forbes*
- Opportunities to work in cutting edge industries including technology, cannabis, blockchain, life sciences, etc.
- Supported by national advertising - TV, online, print.
- Multiple industry awards for innovation and leadership.
- Marcum partners are regularly quoted by business and trade media on topical accounting and taxation issues.
- Marcum is closely aligned with the middle-market, the focal point of our client services. The quarterly *Marcum CEO Survey* is a respected benchmark of how leaders of middle-market companies view the immediate and near-term business environment.
- Marcum's partners and associates serve on prestigious industry boards and committees, regularly present at industry conferences, and publish frequently in business and industry journals.
- Marcum's Chairman, Jeffrey Weiner, is one of the most recognized and often-cited CEOs in the accounting industry. He is the only accounting CEO to be named an MP Elite twice by *Accounting Today*.

Firm Rankings

NATIONAL

- #15 in the U.S. - *Accounting Today*
- #15 in the U.S. - *INSIDE Public Accounting*
- #1 SPAC Practice - *SPAC Research*
- #5 SEC Audit Practice in the U.S. - *Audit Analytics*

REGIONAL

- #1 on Long Island - *Long Island Business News*
- #1 in New Haven - *New Haven Biz*
- #5 in Providence - *Providence Business News*
- #5 in South Florida - *Florida Business Journal*
- #6 in New York City - *Crain's New York Business*
- #7 in New Jersey - *NJBIZ*
- #8 in Philadelphia - *Philadelphia Business News*
- #13 in Boston - *Boston Business Journal*

Growth & Opportunity

AN ENTREPRENEURIAL FIRM SERVING ENTREPRENEURS

- We understand our clients' businesses because we are entrepreneurs, too
- Marcum has grown from being a regional firm of 20 people to being a national firm of more than 2500 associates, including more than 300 partners with offices in major business markets throughout the U.S., as well as Grand Cayman, China, and Ireland
- Career flexibility - nearly 40 office locations to choose from

LARGE FIRM W/ COLLEGIAL ATMOSPHERE

- A focus on individual goals and career development
- Work directly with partners immediately (vs. 3-4 years at Big 4)
- Monthly events (even more frequently during the season) to get to know others better
- Team approach to client engagements - participants from all levels, open access to partners and others
- Focus groups led by associates

CPA DESIGNATION

- Paid for annually
- Free study materials
- Bonus for successful completion of exam

FIRM-WIDE DIVERSITY, EQUITY, AND INCLUSION INITIATIVES

- DEI initiatives to spotlight associates and encourage building community
- Local women's groups to support development and growth

FLEXIBILITY

- Core Hours 10:30am - 3:30pm
- Paid sabbatical for any associate
- Alternative Work Arrangements (AWA) for flex time & working from home
- PTO - 23 days in first year
- Dress for your day

BONUS PROGRAMS

- Associate referrals (up to \$15k/associate)
- New business incentive for the life of the client relationship
- Profit sharing
- Annual performance bonus

MARCUM UNIVERSITY & TECHNOLOGY

- Immediate training offered to enhance your technical and intangible skills
- Innovating through technology: We are a technology firm in the accounting industry (other accounting firms have partnered with us to deliver technology solutions to their clients)

COMMUNITY

- Planned Giving program
- Day of Service - Paid Philanthropy Day enabling Marcum partners and associates to volunteer at local non-profits

WELLNESS BENEFITS

- Wellness "rewards" for taking healthy steps
- Marcum Workplace Challenge

IN SUMMARY: BUILD YOUR CUSTOM CAREER AT MARCUM

- Work when and where you want
- Multiple opportunities to develop expertise in more than 25 industries and nearly 40 service lines
- Opportunity for domestic and international travel