

# YOUR CAREER, REIMAGINED

*Discover a Better Path in Public Accounting*

Are you tired of the **100+ hour weeks** and **burnout culture** of Big Four firms? We were founded on a different principle: that exceptional professional achievement and personal well-being are **not mutually exclusive**.

## BY THE NUMBERS

**40**

Hours/Week  
Off-Season

**50-60**

Hours/Week  
Busy Season

**6%**

401(k) Match  
100% dollar-for-dollar

**\$200**

Monthly Wellness  
Gym, fitness, health

## THE APEX ADVANTAGE

**Meaningful Impact** — Work with diverse clients from \$2M startups to \$1B+ enterprises across Manufacturing, Real Estate, and Professional Services. Engage directly with business owners early in your career.

**Direct Mentorship** — You're a valued team member, not anonymous. Build lasting professional relationships and receive real-time feedback from partners and managers who know your name.

**Career Flexibility** — Explore tax, audit, or advisory and build a career path YOU control. Our structure makes it simple to discover what you enjoy most.

## WHY PROFESSIONALS CHOOSE US

### BIG FOUR REALITY

100+ hour weeks in busy season  
Stuck on one massive client for years  
Anonymous in a sea of thousands  
Rigid career path, limited flexibility

### OUR PROMISE

40 hrs off-season, 50-60 in busy season  
Diverse clients from \$2M to \$1B+  
Valued team member with direct mentorship  
Explore tax, audit, or advisory—your choice

*"If work is the most exciting thing in your life, you've got a boring life."*

— Our Philosophy

**76%** of accountants cite **respectful relationships** as key to job satisfaction.

*We're built to deliver exactly that.*

## DIVERSE CLIENT EXPOSURE

Unlike Big Four firms where you're stuck on one massive client for years, our professionals gain **immediate, broad exposure** across industries—building versatile skills that accelerate your career:

### MANUFACTURING

Production & Distribution

Cost accounting, inventory valuation, supply chain analysis, operational efficiency  
**\$5M – \$500M+ clients**

### REAL ESTATE

Development & Investment

Partnership structures, 1031 exchanges, cost segregation, fund accounting  
**\$10M – \$1B+ portfolios**

### PROFESSIONAL SERVICES

Consulting & Advisory

Revenue recognition, M&A support, compensation structures, growth strategy  
**\$2M – \$200M+ firms**

Work directly with business owners and executives **from day one**—see the real impact of your work.

# WORK-LIFE INTEGRATION

## Flexible Time Off (FTO)

Minimum 120 hours required annually—including one 5-day consecutive break. Take time guilt-free.

## Hybrid Work Model

Built on trust. Manage your schedule. Deliver results. Asynchronous work supported.

## Early Fridays

Summer and fall schedules let you start your weekend early and recharge.

## AI-Powered Efficiency

Modern tech eliminates tedious data entry so you focus on high-value advisory work.

# TOTAL REWARDS PACKAGE

COMPENSATION	HEALTH & WELLNESS
<ul style="list-style-type: none"><li>● Big Four-competitive salary &amp; bonuses</li><li>● 401(k) with 100% match on first 6%</li><li>● Immediate vesting—yours from day one</li><li>● Annual profit-sharing contributions</li></ul>	<ul style="list-style-type: none"><li>● HDHP + HSA with triple-tax advantage</li><li>● \$200/month wellness stipend</li><li>● Free financial planning services</li><li>● Generous paid parental leave</li></ul>

# INVEST IN YOUR GROWTH

## ► Formal Mentorship Programs

One-on-one career guidance with senior leaders

## ► Conferences & Workshops

Expand your skills with full firm support

## ► Innovation Time

Dedicated time for personal projects

## ► Community Engagement

Paid volunteer time for charitable causes

# WHAT MAKES US DIFFERENT

## ► No Weekend Work Required

We respect your personal time, even during busy season

## ► Path to Partnership

Clear, achievable career progression with transparency

## ► Close-Knit Culture

Know everyone by name—colleagues become friends

## ► Real Client Impact

Meet directly with business owners and see results

**READY TO REIMAGINE YOUR CAREER?**

Visit our careers page or contact our recruitment team today!

*We build careers—not just jobs.*