

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
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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	OUR PROMISE
100+ hour weeks in busy season	40 hrs off-season, 50-60 in busy season
Stuck on one massive client for years	Diverse clients from \$2M to \$1B+
Anonymous in a sea of thousands	Valued team member with direct mentorship
Rigid career path, limited flexibility	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	REAL ESTATE	PROFESSIONAL SERVICES
Production & Distribution Cost accounting, inventory valuation, supply chain analysis, operational efficiency \$5M - \$500M+ clients	Development & Investment Partnership structures, 1031 exchanges, cost segregation, fund accounting \$10M - \$1B+ portfolios	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

- Big Four-competitive salary & bonuses
- 401(k) with 100% match on first 6%
- Immediate vesting—yours from day one
- Annual profit-sharing contributions

HEALTH & WELLNESS

- HDHP + HSA with triple-tax advantage
- \$200/month wellness stipend
- Free financial planning services
- Generous paid parental leave

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.