



**YOU'VE**

**GOT**

**QUESTIONS?**

**WE'VE**

**GOT**

**ANSWERS**

**Berkowitz  
Pollack  
Brant** **40** YEARS  
Advisors  
+CPAs

# #WHOWEARE

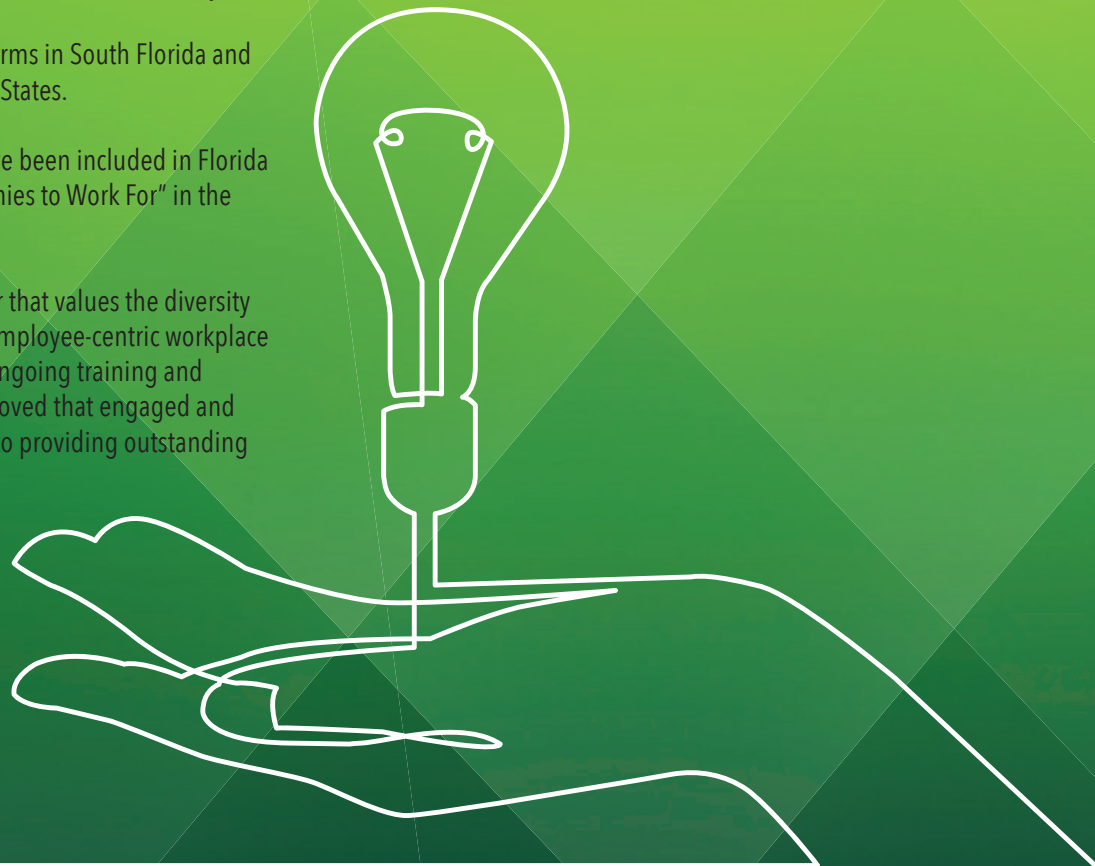
## ABOUT US

Established in 1980, Berkowitz Pollack Brant is an independent advisory and public accounting firm with offices in Miami, Fort Lauderdale, Boca Raton, West Palm Beach and New York City.

We are one of the largest accounting firms in South Florida and one of the top 100 firms in the United States.

Berkowitz Pollack Brant is proud to have been included in Florida Trend's annual list of the "Best Companies to Work For" in the state for several years.

We are an equal-opportunity employer that values the diversity of our firm members. We provide an employee-centric workplace focused on integrity, mutual respect, ongoing training and community service. Our success has proved that engaged and satisfied firm members are dedicated to providing outstanding services to clients.



# ABOUT US

## OUR CULTURE

# WHAT WE #STAND FOR

## OUR CULTURE

Our unique firm culture is just one reason why *Inside Public Accounting* has recognized us as one of the “Best of the Best” CPA firms in America and why we’ve earned the coveted Pyramid Award for long-term excellence.

We have carefully cultivated an environment that improves productivity, promotes flexibility and enables firm members to pursue their professional and personal goals. With this in mind, we encourage collaboration, camaraderie and teamwork and value the contributions of all team members at all levels.

For new firm members, we provide opportunities to develop relationships with colleagues including directors, to help develop skills and begin establishing professional networks.

Our firm offers opportunities for growth, including high-level individualized training and development programs, mentoring and coaching.

# WHAT OTHERS SAY ABOUT OUR #TEAM



**IMPROVE**

**CULTIVATE**

**MENTOR**

## WHAT WE BRING TO THE TABLE

- We earn our clients' work by providing strategies and solutions that meet their requirements for trusted advisors.
- We offer a clear path to career growth.
- We each have the ability to contribute to the firm's vision and make an impact.
- We receive direction and support in a quest to become experts in fields in which we are passionate.
- We enjoy working with our colleagues and treasure our positive employee culture.
- We have access to directors and industry experts who share their knowledge and support our professional development.
- We practice in nearly 20 languages and promote diversity.
- We work on complex and exciting client work that challenges us to think outside of the box.
- We excel at creating multi-disciplinary teams that leverage our strengths.

#WHAT  
WEDO

Berkowitz Pollack Brant represents a diverse client base of domestic and international businesses and individuals. Our clients include entrepreneurs in a wide range of industries, including real estate, healthcare, manufacturing and distribution, technology, and professional services.

## OUR SERVICES INCLUDE:

- Assurance and attest services
- Business consulting
- Business valuation
- Computer forensics
- Domestic tax planning and compliance
- Estate planning
- Forensic accounting
- Foreign Corrupt Practices Act (FCPA) investigations
- Forensic investigations
- International tax planning and compliance
- Litigation support
- Mergers and acquisitions due diligence
- Personal financial planning
- Post-transaction dispute services
- Real estate and construction tax and consulting
- Succession, trust and estate planning
- Tax-exempt entity compliance and consulting

# WHAT OUR #FOUNDER HAS TO SAY

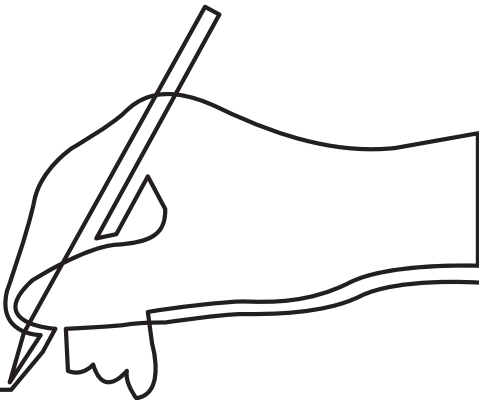
## A NOTE FROM RICHARD A. BERKOWITZ, JD, CPA

From day one, I envisioned Berkowitz Pollack Brant to create a high-performance firm centered on professionalism, integrity, collaboration and commitment to community. We hire smart, dedicated and caring individuals who share these values and our enthusiasm to work in the fast-paced and exciting accounting profession.

Chief Executive Officer Joseph L. Saka, the directors and I believe that the best way to learn and improve skills is to acquire knowledge through practical application that involves working alongside others. As a result, all of our incoming team members are assigned mentors to offer advice and support ongoing professional development that results in rewarding careers.

I am honored that you are interested in working with us and welcome your consideration of Berkowitz Pollack Brant as your future home. I wish you tremendous success in your career.

All the best,  
Richard Berkowitz  
*Founding and Executive Chairman*



# WHY WE #GIVEBACK



**VOLUNTEER**

**PARTICIPATE**

**SERVE**

## COMMUNITY INVOLVEMENT

Throughout our firm's history we have earned accolades and honors for our commitment to community service. Our firm members serve on boards, volunteer time and participate in a range of activities that raise funds for community services and under served populations.

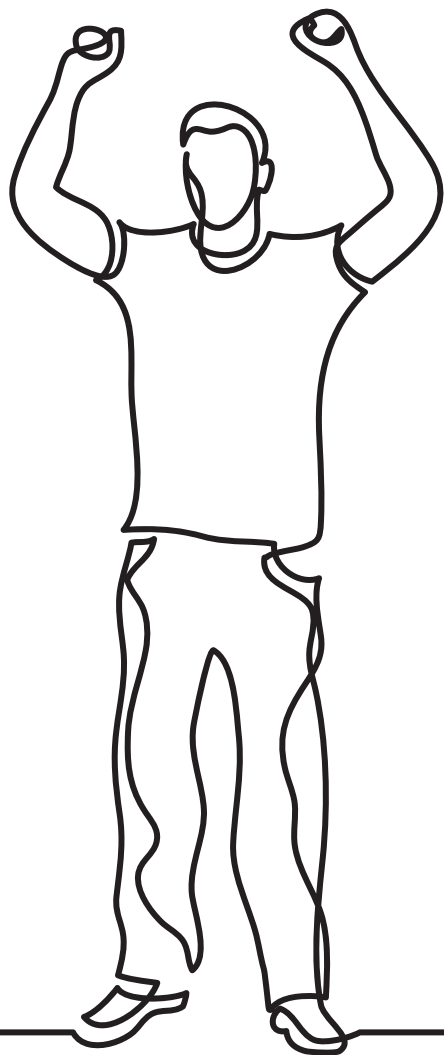
At Berkowitz Pollack Brant, we believe that involvement in the community should not be limited to the firm's directors. Rather, we recognize the skills and passions of each of our team members and provide opportunities for all to participate in efforts that improve the communities where we live and work.

Our commitment to community also extends to our professional network of accountants, for which our firm members have served as president of the FICPA, advisory board members of the AICPA and leaders within our global network of CPA firms.

LIFE

WELL

LIVED





# WHY WE'RE #TRENDING

The well-being of our firm members is our top priority. We provide the tools required to succeed both professionally and personally and support the ongoing physical, mental and emotional wellness of our firm members.

## AMONG OUR BENEFITS:

### **Flexibility**

- Alternative work arrangements and flexible schedules
- Compressed work week schedule during summer months
- Flexible self-managed paid time off (PTO) policy

### **Wellness and Culture**

- Adjustable standing/sitting desks
- Biometric and antioxidant health screenings
- In-house flu shots
- Reimbursed gym memberships
- Social events with colleagues and family members that promote camaraderie and friendship
- Weekly celebrations during deadline season with food and activities that promote wellness and spending time with peers
- Weekly deliveries of fruits, vegetables and snacks for each office

### **Insurance and Retirement**

- Comprehensive retirement plan and profit sharing options
- Health Savings Account (HSA) and Flexible Spending Account (FSA)
- Life insurance, short and long-term disability insurance
- Medical, dental and vision insurance, including secondary insurance that offers cash back for qualifying wellness check ups

### **Continuous Learning and Development**

- Certification reimbursement program
- CPA review course reimbursement program
- Tuition reimbursement program for master's degree

### **Additional Benefits**

- Membership reimbursement for Costco, BJ's or Sam's Wholesale Club
- Parking and transportation subsidy
- State-of-the-art technology and laptops for firm members at all levels

### **Women's Leadership**

Women's Leadership Initiative group that offers team members an opportunity to share best practices for managing work while integrating personal responsibilities. The group hosts quarterly meetings that offer a supportive environment and promote collaboration where generations can learn from each other.



**HOW YOU BECOME PART OF THE**  
**#TEAM**

## OPPORTUNITIES

### Entry-Level Associate

We offer entry-level associate positions in our Tax Services, Audit, and Forensic and Business Valuations practices. As an associate, you will be exposed to a range of disciplines and client engagements. We provide you with opportunities to learn from industry leaders who can help you to develop the skills needed to grow your career.

### Internship

Berkowitz Pollack Brant offers a variety of internship programs that provide valuable experiences to reinforce your selection of a chosen field of study and provide a solid foundation on which you may build a successful future career path.

We seek candidates who have a desire to learn and who are willing to take initiative and demonstrate leadership skills. Our goal is to help you develop into a future advisor and strategist who can provide clients with added value for their investment in accounting services.

- A [Departmental Internship](#) in our Tax Services, Audit and Attest or Forensic and Business Valuation Services practices requires a three to four month commitment.
- A [Rotational Internship](#) is a unique seven-week program that provides experience in our departments: Tax Services, Audit and Attest Services and Forensic and Business Valuation Services.

### Summer Leadership Program

During our Summer Leadership Program, we offer students hands-on activities led by members of our Tax Services, Audit, and Forensic and Business Valuation Services practices. The program is extremely interactive and ends with a visit to a client's property, which has become a favorite feature for past participants.

JOIN

OUR

TEAM

**Interested?** Apply online at: [www.bpbcpa.com/careers](http://www.bpbcpa.com/careers)  
with your school career center.

# Berkowitz Pollack Brant

**40** YEARS

**Advisors  
+CPAs**

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West Palm Beach and New York City.

**[www.bpbcpa.com](http://www.bpbcpa.com)**

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Apply online at: [www.bpbcpa.com/careers](http://www.bpbcpa.com/careers) and with your school career center.