

YOUR DESTINATION FOR SUCCESS



Competitive Compensation and Benefits

- Health insurance coverage
- Personal time off, including half day Fridays all summer
- 401(k) retirement plan
- Long-term disability insurance
- Holidays
- Flexible spending/cafeteria plan
- Continuing education reimbursement
- Flexible scheduling
- Teambuilding activities, which included themed events, lunches and contests during busy season, annual firm events where families are invited.

Summer Leadership Institute

This program is for highly qualified sophomores and juniors who are considering a career in public accounting. The next Summer Leadership Institute is scheduled for May 15, 2018 in Helena, Montana.

Community Support

Giving back to the communities in which we live and work is both a privilege and a tradition of Anderson ZurMuehlen. Each year our offices invest in their communities through donations, sponsorships and volunteer hours. Many of our shareholders and professional staff serve in a volunteer capacity as board members for local nonprofit organizations. We're proud to participate in an annual community service day called, "Spirit of Service," where our staff devotes an entire day helping others.

National Experts

Anderson ZurMuehlen is an independent member of the BDO Alliance USA, a nationwide association of independently owned, local and regional accounting, consulting and service firms with similar client service goals. The BDO Alliance USA presents an opportunity for firms to expand services to clients without jeopardizing their existing relationships or autonomy by accessing the resources of BDO USA, LLP and other Alliance members. This collaboration allows our firm to provide national resources to our clients while maintaining our local approach.

Anderson ZurMuehlen Stats

\$26.1 million in net revenue

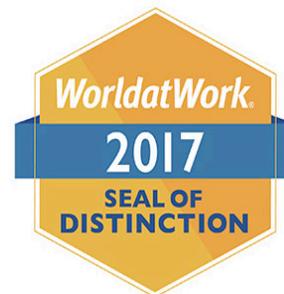
7 Montana Offices

230 employees

Founded in 1957 in Helena

***Our passion is to improve
the lives of those we
work with:***

***our clients,
our co-workers and
our communities***



Professional Development

Our formal staff development program supports and aligns personal career goals with the firm's strategic plan. Employees are challenged to achieve the highest level of technical expertise and credentials through continuing education opportunities and valuable work assignments. Achieving and maintaining the CPA designation is an integral part of your career growth.

Women Leadership at Anderson ZurMuehlen

Women make up 70% of our employees at the firm and all seven offices are directed by female office vice-presidents.

Coaching

At Anderson ZurMuehlen, our shareholders and staff are your colleagues. You'll interact with and learn from experienced employees with diverse knowledge. In addition, we've developed a list of core competencies that provide a clear career path at each level of your career.

Specialty Industries

Employees gain a broad understanding of day-to-day business operations, along with the accounting and technological issues facing small to mid-sized businesses and nonprofits in a variety of industries.

Credential Bonus

We offer incentives to those who obtain their CPA credentials, as well as reimbursement and educational programs to help you achieve this goal. For those taking and passing the CPA exam in their first year we offer a \$2,000 bonus and if the exam is passed in your second year of employment there is a \$1,000 bonus.

Referral Rewards

Our success depends on imagination, motivation and the chance for each of us to grow in our own way. Help us share the Anderson ZurMuehlen experience with talented contacts and you could receive a referral reward up to \$1,500.

Clothing Allowance

We follow a "business casual" dress code that reflects our professionalism, provides comfort, and encourages productivity. The transition from a student wardrobe to business casual attire can be expensive. To alleviate some of this burden, each new college graduate hired as a full-time employee receives a \$500 allowance to purchase appropriate clothing. An additional \$500 is awarded on your first anniversary.

Anderson ZurMuehlen & Co., P.C., is a top 200 CPA and business consulting firm. With seven locations, the firm serves clients throughout the United States and is the largest Montana-owned CPA firm. Please go to our website for current job openings: www.azworld.com/careers. For more information, please contact Maggie Long, HR Generalist, 406.442.1040, or mlong@azworld.com.