

# Associate Opportunities

Start your career with Keiter and gain the valuable public accounting experience you need to springboard your career to partner, manager, controller, or CFO.

We offer a variety of careers in public accounting to fit with your career goals:

Positions at the entry-level include:

- Audit Associate
- Tax Associate
- Business Valuation and Forensic Services Associate
- Risk Advisory Associate



## Keiter is all about

- Exceptional Client Service
- Rewarding Careers
- Supporting our Community

“

Keiter has provided me with a challenging work environment that has helped me advance as a professional in my career, while allowing me to work alongside high caliber colleagues who have developed into close friends.

- **Brett Sinsabaugh, CPA**

Manager

Business Assurance & Advisory Services

Keiter class of 2011 from VCU

”

## Benefits

Keiter employees are our most important assets. For this reason, we focus on the importance of developing careers, fostering a fun firm culture, and supporting a flexible work environment. Below are just a few of our benefits.

### Health, Wellness, and Insurance

- Health & Dental insurance (Several options, some Firm paid)
- Group term life and AD&D insurance (Firm Paid)
- Short-term disability insurance (Firm paid)
- Long-term disability insurance (Firm paid)
- Gym membership reimbursement

### Work/Life Integration

- Four weeks paid time off for client service staff
- Eight to nine paid holidays per year
- 1/2 day Fridays from Memorial Day to Labor Day (client service staff)
- Flexible hours outside of busy season
- Reduced hour work options

### Retirement & Incentives

- 401(k) plan including automatic Firm contribution
- Incentive compensation bonus for client referrals
- Recruiting referral based bonus
- Performance bonus



Connect with us!

For the complete list of benefits, please visit our website at <https://keitercpa.com/careers/this-is-your-firm/>

## Paid CPA Review

The CPA credential is critical in our industry. It inspires confidence in our clients and is highly valued in the business community and by the Firm. We offer several benefits to help you obtain this credential.

- Assistance toward the cost of a review program of your choice
- Assistance with exam fees
- Paid time off for test taking days (up to 32 hours)
- Bonus for passing exam



## FAQs

### **What specific requirements do I need to have in order to apply?**

We require that our Associate candidates be eligible to sit for their CPA exam prior to their start date. We give preference to those candidates with 150 credits hours who are eligible to be a licensed CPA in the State of Virginia.

### **How many hours will I be required to work?**

The number of hours worked per week varies depending on our clients needs and the time of the year. Associates are expected to spend 80-85% of their time working on client projects as assigned by their supervisors.

### **If I interviewed on campus last year for an internship and did not receive an offer, should I apply for an Associate position?**

Yes! Competition for internships is extremely competitive and we end up having more great candidates than we have positions. Applying again shows us that you are truly interested in working for Keiter.

### **When should I apply?**

We conduct on-campus recruiting for Associate positions during the Fall recruiting season for positions that would start the following year.

In most cases, we will conduct an on-campus interview as a first round and then bring selected candidates to continue the interview process on-site in our offices. Our goal is to mail offers no later than the day prior to Thanksgiving.

### **Who will I work with as an Associate?**

At Keiter, Associates work with all levels of employees, from interns to partner and even with clients!

### **What kind of training will I receive?**

All new Associates attend our in-house orientation. In addition to the on-the-job training, new Associates attend staff level training through our national affiliations. At Keiter, we pride ourselves on our learning initiatives and we offer a variety of classes so our staff can stay up-to-date on new regulations and their areas of expertise.

