

Start your career with
A WINNING TEAM



BARNES DENNIG
Accounting • Tax • Business Insight



Our team succeeds



WHEN OUR PEOPLE SUCCEED

Being a local, mid-sized firm means our employees enjoy **personal flexibility**, as well as **competitive salaries** and **great benefits**.

We're dedicated to helping our staff grow and develop their careers. People are our most valuable asset. That's why seasoned professionals and recent graduates alike

choose to join the Barnes Dennig team instead of the big international firms.

In the past four years the firm has grown by 30% in revenues and people. As we gain larger clients, our staff also benefits from additional opportunities for success.



Barnes Dennig is Greater Cincinnati's sixth-largest accounting firm, and growing. **AND WE LIKE IT LIKE THAT.**

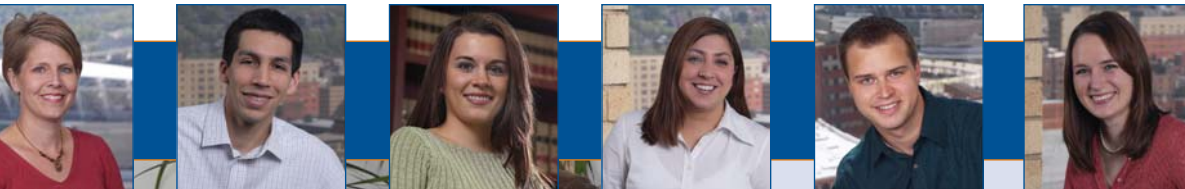
The Barnes Dennig Difference

At Barnes Dennig we believe in creating **cross-functional teams** of professionals who serve specific industries—our niche teams—rather than the typical division by audit and tax functions. Currently, we have teams dedicated to the niche areas of construction/real estate, manufacturing, not-for-profit, and wholesale/distribution. This structure helps us be more valuable business consultants to our clients. Equally important, it allows new staff to discover their talents in audit or tax before committing to one or the other.

Employee satisfaction is every bit as important to Barnes Dennig as client satisfaction.

Although we work in a team environment, we place tremendous emphasis on accommodating the personal and professional goals of each individual. By implementing the Retain Employees Through Active Involvement Now (RETAIN) program, sponsored by our CPA network, we have achieved a retention rate of 94% for the past two years, much higher than that of similar firms.

How? We work with each employee, at every level, to develop both an environment and a set of goals to help individual team members reach their career objectives. Personal development is a crucial element for professional success.



“Barnes Dennig allowed me the flexibility I wanted when I was ready to start a family. After my first child was born, the firm let me tailor my schedule to best meet my, and my family's, needs. Barnes Dennig is completely supportive, and I feel like I have the best of both worlds.”

Paula Hume
Tax Specialist

“Having contact with the president, CFO, and controller really helped me learn how entrepreneurs think.”

Jeff Hagedorn
Staff Accountant

“At Barnes Dennig, every new employee works on a team that handles all areas of public accounting for a specific group of clients. By focusing on a specific industry sector, you will build knowledge fast and advance your career. The team atmosphere creates a stronger bond with your co-workers, since everyone's working together toward the same goal.”

Megan Ankerman
Staff Accountant

Benefits that reward **TEAMWORK**

Benefits

In addition to very competitive salaries, Barnes Dennig offers a wide range of benefits to team members, including:

4-Day Work Weeks in Summer – Accounting staff generally work 32-hour weeks in summer months.

Vacation – Earned on a monthly basis, accounted for annually.

Holidays – Nine holidays observed annually.

Flextime Schedules – Staff are encouraged to work flexible schedules that meet the needs of both clients and staff.

CPA Exam – Bonus given to employees who pass the exam.

Tuition Reimbursement – For staff wishing to further their education, a tuition reimbursement program is available.

Continuing Education – Both internal and external CPE training provided.

Mentoring Program – All staff members select a senior mentor on-staff and meet with him or her regularly to discuss career opportunities and personal goals.

Profit Sharing – An annual contribution, based on the firm's profitability for the year, is made to the 401(k) plan for each participant.

Professional Association Dues – The firm pays the cost of membership in professional organizations.

Medical, Dental, Vision – Comprehensive coverage is available.

Maternity and Disability Leave – 60% of normal salary is continued during a medically necessary leave of absence.

Section 125 Plan – Staff portion of medical and dental premiums are withheld on a pre-tax basis; medical and dependent care reimbursement accounts are available.



Steve Hube, CPA
Director; Personnel

Bill Cloppert, CPA
Managing Director

Jay Rammes, CPA
Director; Recruiting

Fun Facts

Barnes Dennig both hosts and participates in several team-building events and activities throughout the year, including:

Lunch Buddies – Each year, our employees partner with Corryville Catholic School to make a new friend: a lunch buddy.

Employees travel to Corryville and share lunch with a child—the lunches are structured as a mentoring environment.

April 15th Party – A celebration of the end of tax season.

Chili Cookoff – In the fall our employees show their hand at cooking. The Chili Cookoff is always a big hit—the event contains cooking, competition, and voting with co-workers.

A Day At Keeneland – Every October our employees enjoy a day at Keeneland Race Track in Lexington, Kentucky.

Holiday Party – Annual end-of-the-year festivities that include employees and their significant others.



Clients recognize Barnes Dennig as an ideal business partner, while current and potential team members are attracted to the career opportunities that the team structure provides.”

Bill Cloppert, CPA
Managing Partner

Barnes Dennig: **JOIN OUR TEAM...**

Interested in joining the Barnes Dennig team? Send your resume today to Bill Bagley, Human Resources Director, at bbagley@barnesdennig.com.



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LEADERSHIP TRAINING



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As part of our commitment to helping team members grow and develop their careers, we've brought Bill Bagley, Human Resources Director, on board. Bill has over 20 years of experience assisting people in the accounting field as they become strategic partners within their chosen field. Developing leadership ensures that people are our most valuable asset.



STAFF ACCOUNTANT LEVEL

We work with new staff to help them discover their talents in audit or tax before committing to one or the other. Additionally, we groom individuals new to the field of accounting to succeed. As they develop professional credibility—

presence, client and team member relationship management, presentation manner and style, time management skills, professionalism, and general quality of work—opportunities for advancement to the next level will present themselves.



SENIOR ACCOUNTANT LEVEL

More seasoned team members are encouraged to further their understanding of all aspects of the accounting field. They take on more responsibilities in the area of client service, as well as an increasing leadership role as they mentor less

experienced staff members. Once they've proven their responsiveness to both internal and external client requests, they are promoted to a higher level of responsibility within the firm.



MANAGER LEVEL

The most experienced team members assume an even greater level of responsibility. They are expected to make strategic contributions to the firm, bringing creativity to internal and external situations and leading staff

members to attain higher productivity goals and greater client satisfaction. At this level, team members interface more directly with specific clients on a consultative basis to better meet their needs.



DIRECTOR LEVEL

To reach the Director level, team members must demonstrate an exceptional level of leadership and marketplace eminence, plus have made a significant impact on driving new business and revenue to the firm. Directors have proven

themselves capable of delivering consistent and constant positive role modeling, mentoring less experienced team members to help them and the firm grow and improve for the future.