

Why Barnes Dennig? Video Transcript

Jay Rammes, Managing Director

Jay Rammes ([00:08](#)):

Hi, I'm Jay Rammes. I'm the managing director of Barnes Dennig and Company. I've been here for over 25 years. And in my role as managing director, probably the thing that's most important to me is culture and what defines us as a firm. And when speaking to new recruits to the firm, I think that's probably something we both should be talking about and something that should be very important to you is, who is Barnes Dennig, and what do they stand for? Because your career is a lot more than the paycheck. It's about the intangibles that come along with the job and the company and the people you associate with. Ever since I've been here, there's been three driving principles of Barnes Dennig, that being our commitment to our team, our commitment to our clients, and our commitment to our community. All through those is a concept of development and making things better than they were.

Jay Rammes ([01:01](#)):

When it comes to our commitment to our team, we look for the best people we can find and do what we can to invest to maximize their potential. Give them the tools either through training, mentoring, guidance, experiences, that will help them become all they want to be in their careers. There was always a phrase by Bob Barnes that said, "Without great people, we can't serve great clients." And in the 25 years I've been here, we've taken that to heart. When it comes to the experiences that you have here, we're a big enough firm where we've got some very large technical, meaty clients. But what you'll find is that from day one you're a key part of the client service team. You're not just one small piece of a much larger service team and get lost in the client service ability. You are a key component of every engagement that we go through, whether it be on the assurance side, the tax side, or the consulting side.

Jay Rammes ([02:00](#)):

With all of that said, again, one of the guiding principles when we talk about commitment to team is the concept of work-life balance, and I know people talk about that a lot and it's really important. I think the thing to know is why our firm was founded. Our founding partners, Bob Barnes and Al Dennig, left a firm that didn't treat their people very well and they felt like it was their driving principle to not only set up a firm but to lead it with a commitment to their employees so that they felt like they had the resources and the support to grow in their career. So that's the commitment to our staff and our team. The second is a commitment to client service, back to the, "Without great people, we don't have great clients." Well, because we treat our employees well, because we invest in their development, our ability to retain our employees is much better than the industry average.

Jay Rammes ([02:56](#)):



And with that, that means we're able to bring out to our clients the same people year after year. Not only is there a continuity of service, but because they've been here longer, they've developed more, they're able to deliver more value to that client relationship. Our guiding principle when it comes to client services, to make our clients lives easier. And we're going to do that either by making the process as efficient and as painless as possible for the client or by delivering the most value through the best advice we possibly can. And then that brings me to the third principle, or the third pillar, and that being our commitment to our community. We've all been very, very blessed at Barnes Dennig. Being here for 25 years, I've seen the firm grow.

Jay Rammes ([03:38](#)):

I personally have been the recipient of this commitment to team and we try to do what we can to make the community that's blessed us as much as they have by helping affect change in our community. Our non-for-profit practice is probably one of the largest in the city, and that's really a mission and a calling for those that serve on a not-for-profit team. And it's not just a service line that we work. Again, it's a calling, it's our commitment to work with those organizations, hopefully at a lower price than many of our competitors, so that they can spend more dollars on their mission. We continue to further that community involvement through our Outreach Day and channeling money to all those organizations.

Jay Rammes ([04:22](#)):

So really, when you talk about Barnes Dennig and who we are, it's those three pillars. It's the commitment to our team, commitment to our clients, and commitment to the community. So love to have you here. Thanks.