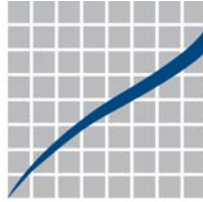


BiggsKofford

CERTIFIED PUBLIC ACCOUNTANTS
BUSINESS SPECIALISTS

Basic Benefits Summary

- **Promotion Bonus** – Team members receive bonuses upon promotion, ranging from \$1000 - \$4000.
- **Incentive Compensation Bonus** - BiggsKofford will pay each employee an Incentive Compensation bonus, if annual growth initiatives are earned.
- **Recruiting Bonus** - Team members will be paid a bonus for referring new team members, ranging from \$1,000 to \$4,000
- **Referral Bonus** - Team members will receive a bonus for clients referred to financial advisors with whom BiggsKofford has an alliance agreement.
- **CPA Exam Assistance** – BiggsKofford provides exam study materials and pays for testing and licensure expenses.
- **Advanced Education & Certification Assistance** – BiggsKofford will pay the expenses for advanced educational degrees and other certifications which are aligned with the firm's strategic direction.
- **Group Health insurance, dental plan, life insurance, and more** - BiggsKofford pays 99% of the team member cost for group health insurance and offers optional dependent coverage, dental, extended life insurance and AFLAC products. Section 125 Flexible Spending Accounts and Health Savings Accounts are also available.
- **Retirement Plan** - BiggsKofford has a Simple IRA plan and contributes 2% of salary for all team members. Team member contributions are optional.
- **Vacation** – Ten days per year. Vacation time increases with years of service and/or certain promotion levels.
- **Additional Time Off** – Team members have the option of banking hours from busy season to be used as additional time off during off season.
- **Holidays** – Paid holidays include New Year's Day, Thanksgiving Day and the day after, Memorial Day, Independence Day, 1/2 Day of Christmas Eve, Christmas Day, Labor Day, and Tax Season Day (after April 15th).
- **Sick Leave** - 5 days per year.
- **Bereavement** - 3 days per incident upon the death of an immediate family member.
- **Customized Maternity Leave** – BiggsKofford will customize a plan for maternity leave that works for you and the firm.



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Benefits of Our Environment

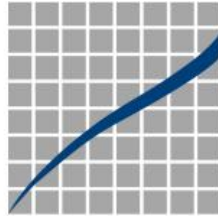
- **Work/Life Balance** –
 - Office hours are flexible with start times between the hours of 6 a.m. and 8:30 a.m.
 - The average amount of hours per week during busy season is 55-60 (less than industry average).
 - There are no mandatory office hours during busy season.
 - We offer an optional flexible work week during off season.
 - Fun factor: We plan fun activities throughout the year to lighten up the stress and provide team members with breaks during busy season (breakfasts, lunches, birthday parties, bingo games....and more!).

- **Opportunities** –
 - We give self-directed promotion and advancement to move at your own pace.
 - You will get to participate in our marketing shadowing program with Directors/Partners.
 - You will participate in Strategic Teams, which make recommendations on firm policies & procedures.

- **Breadth of Experience** –
 - New hires are provided the opportunity to work in tax, auditing, consulting, special projects, and merger and acquisition to provide a solid accounting platform and allow team members to see what they like and where they excel.
 - You will work with a large client base in both size and industry including Real Estate, Home Builders, Manufacturing, Casinos, Doctor groups and Non-profits.

- **Team Environment** –
 - Our unique corporate structure promotes team work and interdependence.
 - Community involvement is a top priority for the firm. We participate in team-building events outside the office and many of our team members are active in local charity organizations.
 - Best practices, our ongoing feedback system which includes setting annual goals and objectives, 360 feedback (you give and receive feedback from all levels of the firm), performance reviews, and salary increases.

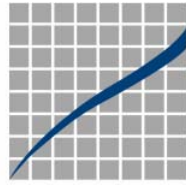
- **Training & Technology** -
 - New hires get extensive orientation and training.
 - You will learn from beginning, intermediate or advanced continuing education courses designed and taught by AICPA nationally recognized instructors specifically for BiggsKofford.
 - We offer dual monitors, a paperless environment, on-line research tools, remote access, and more.



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Commitment To Team Members

1. Your team members will be recruited based on their superior character, talent, and the capacity for significant growth.
2. You will be trained on the importance of individual and team roles in achieving our mission.
3. You will receive assistance in creating a career development plan that considers your expectations, needs and career objectives.
4. Your assignments, training, and development opportunities will be based on your roles and responsibilities, enhance personal and professional growth and support the accomplishment of your career development plan. Our CPE and training commitment is in excess of minimum.
5. You will receive timely, candid, and constructive performance feedback and career counseling that enhances personal and professional growth.
6. You will work in an environment where mentoring is part of the culture.
7. Your personal commitments and interests will be respected.
8. You will receive above average compensation that reflects the value of your performance and level of responsibility assumed.



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Chris Blees
CEO

I graduated in 1994 from a small school in western Colorado. Through my entire college career I anticipated working for a Big 6 firm (now Big 4), and I was sure that was the direction I would go after graduation.

It was mid-February of my senior year, and I interviewed with several accounting firms including, some of the Big 6 firms that I so anxiously desired.

I received a call from a Colorado Springs firm, BiggsKofford (BK), for an interview. I hesitated, anticipating an offer with my Big 6 dream. However, I decided to meet with Jerry Biggs, since I was going to the Front Range that day anyway.

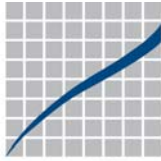
That was the best decision of my life. After meeting with Jerry, Kurt Kofford and a handful of others with BK that morning, my perception of what I wanted was changed.

They presented a different view of the CPA profession, one where a CPA is more than an auditor or a tax accountant. Their view showed me that accounting is a profession where a CPA is an advisor to the entrepreneur.

In addition, they promised a working environment where I would not perform audits all day or be “rat-holed” into an industry by chance. Rather, they spoke of work load variety and advancement based upon hard work not just years of service. This was the philosophy I was looking for, but during those college years, I didn’t know where to find it.

I received very attractive offers from the Big 6 firms, but I took a chance and declined, even before BK offered me anything. Perhaps that seems a bit foolish, but when Jerry called and offered me the job, it was the smartest bet I ever made.

I’ve been with BK for over 13 years now, and they have offered everything they ever promised...and much more.



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BUSINESS SPECIALISTS



Deborah Helton
Manager

I went to college at CSU-Pueblo and graduated from their 3/2 program, where I got my bachelor's degree in business with an emphasis in accounting, as well as my masters in business administration.

After my interview with Jerry Biggs, I was determined to become a part of this firm, because I knew it was different. I was impressed by the youth of the firm and the partner group and the non-traditional, entrepreneurial approach.

After working here for over five years, I am truly glad to be a part of the BK team. I have a voice in how the firm is run and which direction is best for the future of the firm. I get to be a part the supervisory process and can help grow the firm in a different way – by making sure those that I supervise are thriving and feel like they have the tools they need to succeed.

As I've grown in my positions, I have learned that there are three main goals that I want to see accomplished in my career. 1. I want to continually be challenged and grow my technical skills. 2. I want to have a good quality of life, as far as spending time with my family. 3. I want my desires and standards to align with the firm's desires and standards.

At BiggsKofford, I can truly say that all three of my career goals have been and are being met. I enjoy spending time with my two sons and my husband, as well as volunteering in the community. BiggsKofford gives me the flexibility I need to be committed to my family, as well as my career. The environment here and the people give me the opportunities I need to continue living my life and enjoy work at the same time.



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BUSINESS SPECIALISTS



Tiffany Flint
Senior Associate

I decided my freshman year of college at UCCS that I wanted to be an accountant, because of the opportunities in the field and that I would be able to work in any industry, which really intrigued me.

I interviewed in October of my senior year with the recruiting coordinator, Ken Majerus and Tammy Apaydin. During my interviews, what I noticed about BiggsKofford that I hadn't at other companies I had interviewed with was that they truly cared about their employees and their clients. We discussed the activities during tax season to keep the work environment positive and productive, as well as the dedication to the clients and the work product.

As an intern, I prepared tax returns for entities and individuals within the first week and had the opportunity to do a wide variety of projects and returns. I appreciated that I wasn't just making copies and coffee. I noticed that the BK environment was really refreshing and people were very positive. Also, everyone was willing to answer my questions, and it was obvious that they wanted to help you learn and grow as an accountant.

During my interview, we had discussed the Performance Review Cycle, mainly focusing on the 360 Review. I learned in school that this was a valuable part of running a company, but that many companies didn't do this. This showed me that BK was on the cutting edge and that it was focused on continuous improvement for the team members and the company.

After graduating, I worked in an industry position for a while and decided to return to BK. This was one of the best decisions that I've made, and I'm so glad to be a part of this team. I've had the opportunity to see both sides by working in both tax and audit. I've also learned a lot by working with my supervisor, Kristina. She always has an open door, and I feel free to ask any questions that I might have.

I want to keep moving up in the company, and I'm glad to see that there aren't timelines. I like the fact that I get to choose my pace. If I excel quickly in one area, I don't have to wait around to get promoted through the promotion application process.



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Josephus LeRoux
Senior Associate

I grew up in Pretoria, South Africa. I love to run, so I eventually came to the United States on a track and field/cross country scholarship at a university in Oklahoma. From there, I transferred to Western State College in Gunnison, Colorado, and ran for the cross country team there.

I realized that accounting was what I wanted to pursue after taking my introduction to accounting class. After graduating, I got a job at a public accounting firm in Denver, but quickly got tired of the commute and decided to search for a job in Colorado Springs.

Fortunately, there were connections between the firm I was working at in Denver and BiggsKofford. When I interviewed in late 2004 with BK, I was impressed to find a committed group of people who truly enjoy their jobs.

After working with BK for a while now on the auditing side, I still enjoy my job. I want to get my CPA license soon, and eventually, I want to go into forensic accounting. BK is helping me take the additional classes that it takes to get my forensic accounting license as well.

Not only do I enjoy my time working at BK, but I like the fact that there are people here who enjoy the things that I like outside of the office, like cycling, running and being outside. I am married and have a son, and I enjoy spending time with them.



“I’m
impressed with their
entrepreneurial
spirit.”

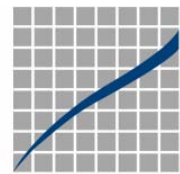
*Jeff Smith, President
Classic Homes*

“I think that BiggsKofford’s Vision Statement exemplifies itself in looking at Classic Homes’ tremendous growth. Starting in 1990, we closed 28 homes and generated \$3 million in gross revenue, and in 1998, we closed over 700 homes and had over \$120 million in revenue. The direct consultation from BiggsKofford has allowed us to feel confident in the major decisions we had to make in order to achieve that growth.

I am impressed with their entrepreneurial spirit and their ability to stay up on current trends in their industry so that they have the most up-to-date advice for their clients. This enables us to make the best business decisions possible. They’ve been very fair on the fee side and they have taken on a role of being a partner by attending both our quarterly and annual planning sessions with our bankers.

BiggsKofford’s professional integrity and entrepreneurial spirit will help any business get to their next level. I would highly recommend BiggsKofford.”

The proof is in the work.



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