



*The following are testimonials about why our employees enjoy working at BiggsKofford:*

"I enjoy working with the people and feel that I have a lot to learn from all of the Directors. I truly believe that the most **powerful** quality that a company can have is **leadership**, and without that leadership I wouldn't still be at BK."

"[I enjoy the] **flexible** schedule, **enjoyable** work, good people to work with, ability to pursue own course for **advancement**."

"I enjoy the public accounting environment. BK has a very different **atmosphere** compared to the jobs in the past in which my coworkers were extremely social, to their detriment at times. I enjoy that everyone is **focused** at performing the task at hand. I enjoy being around other hard working people. I am not sure I could go back to the old **environment** ... I see myself working BK for a long time to come."

"[BiggsKofford offers] **unique** CPA firm **culture**, unique client services and projects and **flexible** schedule."

"**Flexibility**. Opportunity for **growth**. Being exposed to a variety of work tasks, lots of learning opportunities. Sense of community and **genuine** care for my family responsibilities."

"I feel like I have had opportunities for **advancement** that I might not have elsewhere. In addition, BiggsKofford does a good job of maintaining a schedule that provides work-life **balance** versus other CPA firms."

"Working here **challenges** me on a daily basis, and I feel that the working conditions are much better at BiggsKofford than in the CPA industry in general. Based on my observation, employees who apply themselves have ample **opportunity** to advance within the firm."

"I have **enjoyed** being able to work in different departments. As someone who can get bored, this has made me quite **happy**."

"I've seen others **promoted** in a short period of time based on the work they have put in, and not necessarily based 100% on years of service and experience. We are given the **opportunity** get work **experience** in different fields within the firm."

"The Directors are very open in providing client contact and **challenging** staff members with new **opportunities**. I feel that the firm gives employees the ability to determine their own destiny based on the employee's work ethic and **initiative**."

"From what I can see, [BiggsKofford] seems to **promote** growth for all of their employees and even **encourage** it."

"[I] enjoy working here. I have been **challenged** this busy season and feel I have grown a lot in terms of **technical** skills and **organization** skills."

"[I like the] **advancement** opportunities, work **environment** and our team, [and] firm **reputation**."

*-BK Team, May 2015*