

...if only it were that easy



...maybe it should be.

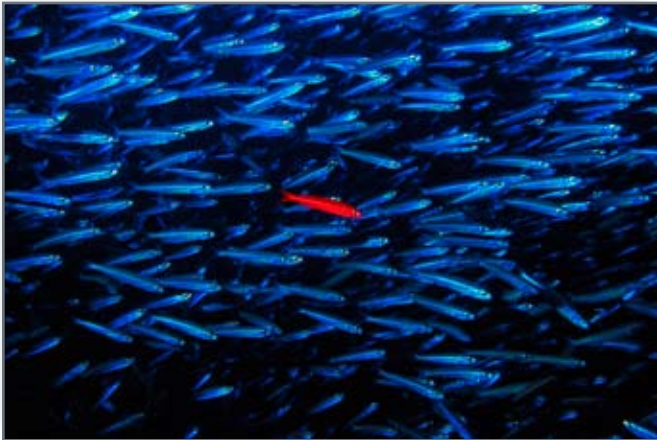
PLACEMENT SERVICES OVERVIEW



McKONLY & ASBURY_{LLP}

CERTIFIED PUBLIC ACCOUNTANTS

www.macpas.com



Permanent Placement Services

Finding the right candidate should be this easy...

McKonly & Asbury was founded as a firm committed to the ideal of providing superior service to our client and the community. Over our three decades of existence, we have grown to become one of the largest and most qualified public accounting and consulting firms in the region.

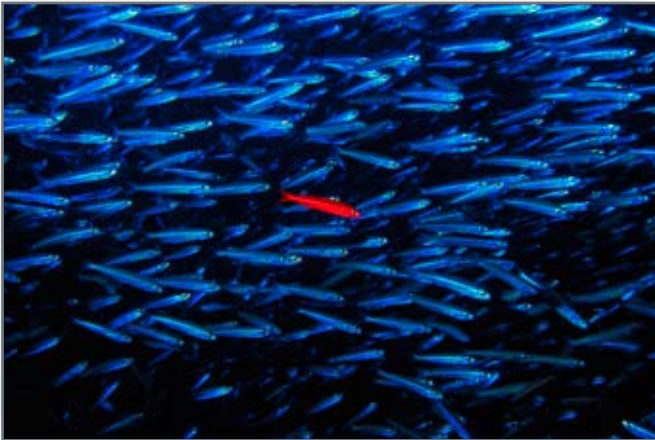
We owe that growth to our clients, who challenge us to deliver exceptional value every day. Sometimes that means providing services beyond what the typical accounting firm delivers. For many years, we have assisted clients with their staffing needs, providing advice on placement of key management and accounting personnel. We have formalized this service into our Permanent Placement Services segment, providing a defined, value added process as a fee-based service.

As your CPA firm, who better to partner with to assist you with your confidential or currently vacant staffing needs in critical areas like finance, accounting, and executive positions? We know your business intimately. Let us help you find that key team member.

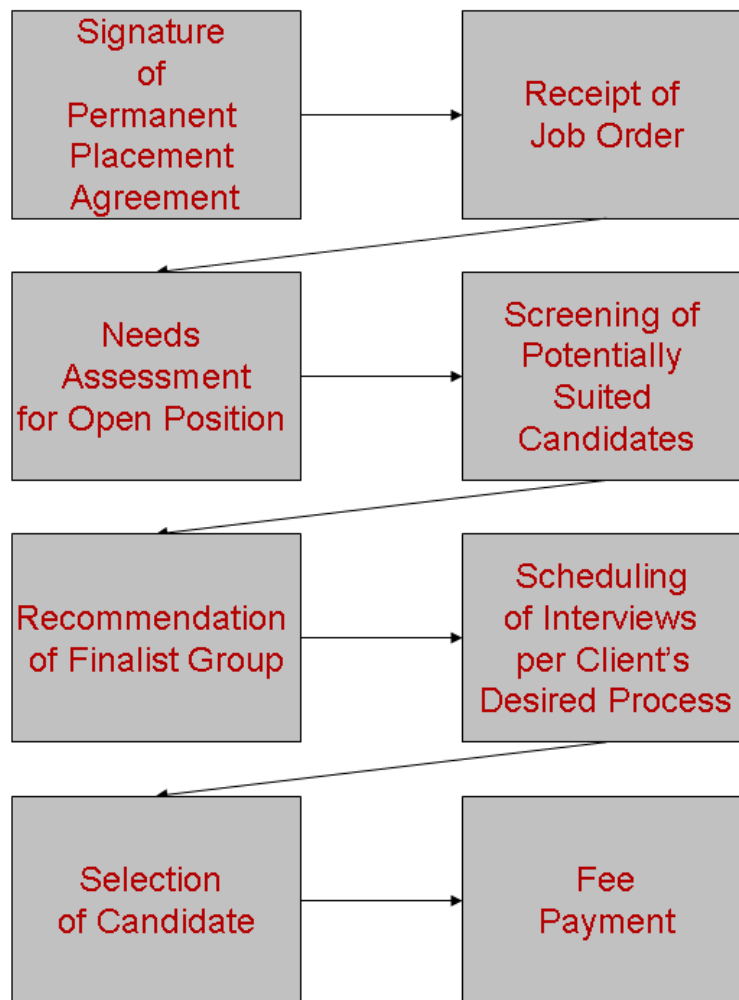
Our Permanent Placement process follows a defined set of steps to ensure you are getting the right candidate without expending valuable internal resources sifting through a sea of worthless resumes.

The process is simple and alleviates some of the burdens you can encounter during the hiring process. Contact us to assist you with finding the right person to fit that key role in your organization.

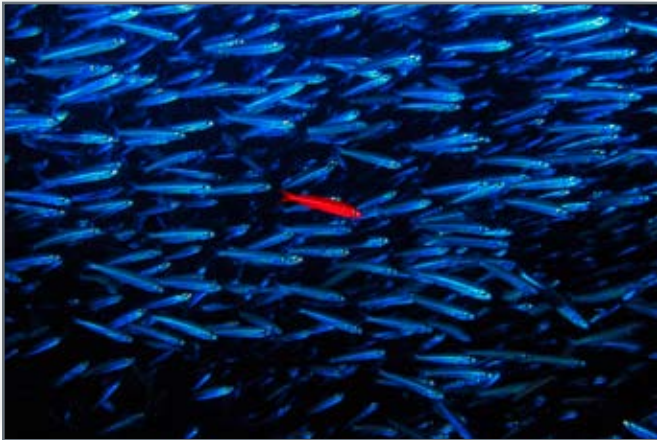
Our
Process



Finding the right candidate should be this easy...



Our defined process is designed to give you maximum benefit at minimal burden on your team. And best yet, you don't pay a dime until you find the **RIGHT** candidate.



Finding the right candidate should be this easy...

McKONLY & ASBURY LLP
CERTIFIED PUBLIC ACCOUNTANTS

January 1, 2007

Dear (candidate),

Thank you for your interest in our organization. Your background is impressive, and we will keep your resume on file should we have an opening in the near future.

Sincerely yours,

Human Resource Manager

McKONLY & ASBURY LLP
CERTIFIED PUBLIC ACCOUNTANTS

January 31, 2007

Dear ():

I would like to take this opportunity to thank you for taking the time recently to speak with (and) regarding their need for a XXXXXX. They certainly enjoyed speaking with you and appreciated your patience throughout their search process.

While they were very impressed with your qualifications, our client was faced with a difficult decision however; they have selected another candidate who they believe more closely matches what they are looking for in the position. We certainly plan to keep your resume on file should we become aware of any other appropriate positions in the near future.

Thank you again for your interest and good luck in all your future endeavors!

Best regards,

Human Resource Manager

MEMBERS:
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EST. 1982
BEST PLACES
TO WORK

MSA
HEADQUARTERS
111 EAST WASHINGTON STREET
HARRISBURG, PA 17101
TEL: 717-651-1000 • FAX: 717-651-1014

1000 MARKET STREET, SUITE 200
LANCASTER, PA 17602
TEL: 717-397-1000 • FAX: 717-397-1012

Much of the burden on an organization during the hiring process involves following up with potential candidates, interviewees, and your final choice. Our process takes that burden off your plate, and gives you a level of anonymity that helps in confidential and executive searches.

Team
Profile



Katie Nix
Placement Specialist

Ms. Nix joined the firm in 2006 as the Human Resource Manager. She serves as the key contact for recruiting, employee benefit, and HR compliance. Additionally, she has provided HR consulting services to our clients. She is a key coordinator of our efforts to achieve and maintain our status as a Best Place to Work in PA.

Previously, Ms. Nix served as a placement specialist and assistant branch manager for one of Central Pennsylvania's largest temporary and permanent placement services.

Ms. Nix also leads the firm's Placement Services segment. McKonly & Asbury specializes in providing fee-based placement services to clients in need of accounting, finance, and executive-level positions. As one of the Best Places to work in PA, the firm attracts interest from a unique pool of candidates. Ms. Nix assists our clients in searching for and placing key team members.

To contact Ms. Nix:

Email: knix@macpas.com
Phone: 717.761.7910
Fax: 717.761.7944



Firm
Profile



Our Harrisburg Office

Solutions for Your Success

McKonly & Asbury, founded in 1973, is one of the MidAtlantic's most respected accounting and consulting firms. Our firm employs over 100 individuals, giving us one of the highest concentrations of CPAs and other certified professionals in the region. Our specialized team includes designations not often found in regional firms, like Certified Information Systems Auditors, Certified Internal Auditors, and more.

We have been recognized by the Central Pennsylvania Business Journal as the 2nd largest CPA firm in our region for the past two years. And the national trade journal, **Inside Public Accounting** named us an All-Star firm for growth in 2006, meaning we were among the top ten accounting firms nationally in terms of growth in 2005-2006.

We are registered with or members of:



Our clients, concentrated in the MidAtlantic, include companies with facilities and operations across the United States and around the world.

At McKonly & Asbury, we are focused on providing the local service and attention you deserve, delivered by a professional team boasting all the depth and expertise of international firms. We focus on recruiting, developing, and retaining the brightest minds in accounting and business consulting because we understand that a strong team provides the best service to our clients. As evidence of this dedication, we have been named one of the **Best Places to Work in PA** five years running! This translates into excellent service from a highly qualified team. We focus on our client's needs and initiate ideas that help them achieve their goals.

We are a member of IGAF Worldwide, with over 140 member firms in nearly 60 countries, bringing a world of expertise to our clients.

Firm
Profile



Our Lancaster Office



Our Lehigh Valley Office



*Our Suburban
Philadelphia Office*



Our Baltimore Metro Office

Industry Specialties

- Family Business
- Manufacturing / Distribution
- Real Estate
- Affordable Housing
- Construction
- Nonprofit Organizations
- Employee Benefit Plans

Service Specialties

- Auditing & Accounting
- Tax Advising & Compliance
- Tax Minimization Studies
- Consulting Services
 - Sarbanes-Oxley Compliance
 - Internal Audit Outsourcing
 - Information Systems Audits
 - Business Valuation & Transaction Advisory
 - SAS 70 Audits
 - Forensic Accounting
 - Outsourced Accounting
 - Quality Assurance Reviews
- Placement Services

Affiliated Companies



AN AFFILIATE OF McKONLY & ASBURY LLP

- Internal Audit Outsourcing
- Internal Audit Co-sourcing
- Regulatory Compliance Audits / Assistance
- Trust Examinations



ANCHOR
Financial Group

- Individual Wealth Management
- 401k Plans
- Executive Compensation Plans