

McKONLY & ASBURY^{LLP}

CERTIFIED PUBLIC ACCOUNTANTS

YOUR CAREER
STARTS
HERE



Careers at



www.macpas.com/careers

Welcome to the **FIRM** with opportunity



Our Mission

BEST 
ACCOUNTING
FIRMS 08
TO WORK FOR 09

BEST PLACES
to work in **PA** 2011
2003 • 2004 • 2005 • 2006 • 2007 • 2009

Our commitment to future and existing employees is to create a Great Place to Work. At McKonly & Asbury, we feel the solution to success is about service. And great service to our clients begins with great service to our team. Creating an environment that identifies and develops our team members' strengths leads to a culture of employee engagement. And engaged employees serve our clients better. It's why we've been named a Best Place to Work in PA for seven years and a Best Accounting Firm to Work For in the nation for two years! Your career with us is a journey. Your Career Starts Here!



Focus on YOUR Strengths

Career Pathing

When you first join our firm, you have the same opportunity as anyone else. It's up to you how far you want to take your career. Our job is to guide you once you've determined how far you want to go in the firm, helping you with your "career pathing". Early in your career with McKonly & Asbury, you will choose a Career Counselor whom you will meet with throughout the year to solicit advice and discuss your personal career track.

At M&A, we have all the experience of the larger, international firms while maintaining the benefits of a smaller firm. Our diverse client and industry base will keep you challenged and provide you with continuous opportunities to learn. Our employees regularly interact with clients, managers, and partners, promoting a collaborative spirit and challenging them to continue to grow personally and professionally.

Performance Feedback

Three times a year, you'll receive a performance evaluation to give you feedback on your strengths and areas for improvement. This feedback gives you an opportunity to talk with your manager about the next steps in your career as well as to receive proactive advice. In these evaluations, you

will set goals and determine the steps to achieve your goals. Some steps could include: areas for improvement; the next step up in our organization; or feedback on how to get more involved in the community. During these meetings, future goal setting and developing a strategic plan for the next 120 days will take place.

Strength-Based Approach to Management

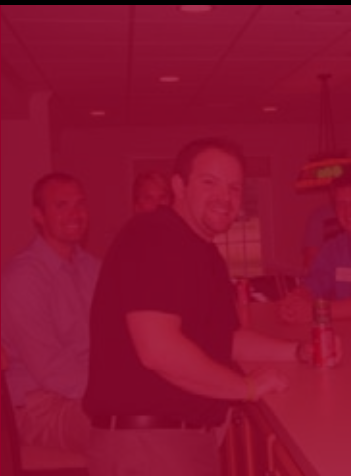
From the moment you start your career at McKonly & Asbury, we will begin to help you identify your inherent strengths. As time goes on, we, as an organization, can help position you to tap into your strengths. We believe this will encourage you to reach your potential.

Here is how we harness the power of engaged employees...

- Identify your strengths
- Find your right fit
- Align employees with great managers

At McKonly & Asbury, we help guide your personal development and as a result, you become engaged in your career.

Your Career Starts Here! Our commitment to each employee is to cultivate personal development and assist you in identifying your career path.



"What I wanted was the opportunity to be part of something great that was being built. I wanted to know that my handprint could be on the future of the organization, rather than just being an employee number. M&A has offered me all of that and more. As I grow as a professional, my supervisors constantly work with me to get me in a role that fits my strengths. I am encouraged to contribute to the team in areas that I am passionate about."

Daniel Matarrese, Tax Manager

Working at M&A

What You Can Expect From Us

Work-life Balance

During your collegiate years, you became the master of balancing school and your personal life. When you join McKonly & Asbury, we encourage you to maintain that same balance, but now between your career and your personal life. We want you to take those same skills and apply them to your life here at McKonly & Asbury.

We understand the importance of, and encourage a balance between professional, family, and personal life, and therefore, have instituted a policy of year-round flex time. Because the partners are committed to maintaining a friendly professional atmosphere and providing a balance with personal and family priorities, every year we utilize our Best Places to Work survey results and the partners strongly consider the recommendations generated during the survey process. Policy changes like our casual dress code and personal time off policies are a direct result of staff feedback. We believe that by encouraging work-life balance, we can help you be in control of your career.

The Right Tools

Here at McKonly & Asbury, we strive to be in touch with the latest technology available. We are constantly updating our firm's technology. Our firm is fully networked and all accounting staff are furnished with lap-top computers, as well as a private work area. Our state of the art technology allows you to access our firm-wide network whether you're in the office or out in the field at a client's site. We also offer a defined curriculum of in-house and external CPE training customized to each professional's current certification level and future development goals. We believe that by giving you the right tools, we are better able to invest in you.

Industry Leading Benefits

We know that great employees deserve great benefits. That's why we are proud to offer a full range of top-notch benefits to both full-time employees as well as part-time employees. Our wide range of benefits include: Competitive Salaries; Merit Based Bonuses/Raises; 401(k) Plan; Health & Wellness Benefits; Insurance Benefits; and Paid Time Off for ten holidays, personal time, and for completion of the CPA exam. Other benefits include a Tuition Reimbursement Program and CPA and

Other Study Materials Reimbursement Program.

Controlling your CAREER and your LIFE

- Leading edge technology to work in the field from home
- Part-time positions (with benefits) to balance family time
- Training and development plans that meet your goals



"Changing from a full-time to a part-time employee was easy here at McKonly & Asbury. I had all the right tools to allow me to work from home and still care for my son. Having a work-life balance was extremely important to my family and at McKonly, it shows."

Lindsay Young, Supervisor

Building a Better Community

At McKonly & Asbury, community service has become a very important part of our culture. We encourage all employees to give back to the community and continuously provide opportunities and assistance for our staff, and our firm as a whole, to get involved in community service and development projects. We take part in various activities, such as fundraisers and blood drives, which we organize and attend.

An event that we take part in every year and one that has become a part of who we are as an organization is the United Way's Day of Caring. This is a firm-wide event where employees have the day, paid, to work as a team to help another organization. Every year we shut down our office to participate in the United Way's Day of Caring.

Many of our employees also serve on advisory boards or committees for non-profits and other local organizations throughout our community, which we strongly encourage.



"McKonly & Asbury encourages all of their employees to become involved in community organizations. I spent two years volunteering as a

secretary on a local non-profit board. During this time, my commitment required a flexible work schedule so that I could make meetings and events on time. McKonly & Asbury allowed me to have the flexibility in my schedule in order to not only serve our clients, but also serve our community."

Danielle Hulock, Manager

Our Clients



"We are continually impressed with the depth of talent M&A has to offer us, and the results they deliver."

Scott F. Frost
Controller and Assistant Treasurer
Weis Markets, Inc.

From providing broadcast service to the Olympic Games, to manufacturing packaging for the world's largest food producers, to providing affordable housing in our own community, McKonly & Asbury's clients touch our daily lives. We measure our own success by our clients' dynamic and innovative stories of success, knowing that we have played a key role in helping them achieve their goals.

Industry Groups



- NON-PROFIT



- FAMILY BUSINESS
- EMPLOYEE BENEFIT PLANS

- MANUFACTURING

- CONSTRUCTION



- AFFORDABLE HOUSING
- REAL ESTATE

- BANKING AND FINANCIAL SERVICES



Financial Outsourcing Solutions (FOS) is a leading provider of internal audit and compliance services to financial institutions located in Pennsylvania, Maryland, New York, New Jersey, and Delaware. The professionals at FOS have significant experience in providing internal audit and compliance services to community financial institutions, and presently provide these services to more than 75 financial institutions.

FOS FINANCIAL
OUTSOURCING
SOLUTIONS

AN AFFILIATE OF MCKONLY & ASBURY LLP

Our Practice

Growing and Diverse Segments



Can you imagine helping...

- Audit a \$300 million dollar family-owned manufacturing company with locations in 10 states?
- Earn tax credits for a multi-family affordable housing development in a Pennsylvania city?
- Develop and execute tax strategies for a Fortune 1000 company in more than 40 states and several foreign countries?
- Serve as the Internal Auditors for a multi-billion dollar financial institution, safeguarding customer deposits and dealing with federal and state regulators?
- Test and remediate financial and information systems controls for a publicly-traded insurance company?
- Step in as the accounting team for a company that lost its CFO, controller, and key accounting staff?
- Advise a local business on how to restructure and update general ledger accounts to meet business, management, and tax-planning goals?

That's what a day at work in our audit, tax, consulting, and banking internal audit segments is like. The clients we serve are as diverse as the engagements we work on. The Path You Choose will be filled with challenging and rewarding work and opportunities for growth and advancement.

As a McKonly & Asbury professional, you will be part of a leading regional accounting and consulting firm with nearly 100 team members and specialized professionals including CPA's, CISA's, CIA's, and other unique certifications. The firm has offices in the Harrisburg, Lancaster, and Lehigh Valley areas. McKonly & Asbury has been named an All-Star Firm by Inside Public Accounting in 2006, 2007, and 2008, ranking McKonly & Asbury as one of the ten fastest growing accounting firms in the nation for 2006, and as an industry leader in management metrics for 2007 and 2008. For seven years, McKonly & Asbury has been named a Best Place to Work in PA by The Best Companies Group and also has been named a Best Accounting Firm to Work For in the nation for two years by Accounting Today. McKonly & Asbury is an independent member of IGAF Polaris, an association of similar firms with over 800 offices in 85 countries.

McKONLY & ASBURY LLP

CERTIFIED PUBLIC ACCOUNTANTS

FOS

FINANCIAL
OUTSOURCING
SOLUTIONS

AN AFFILIATE OF MCKONLY & ASBURY LLP

offices located in:

Camp Hill, PA
Lancaster, PA
Allentown, PA

www.macpas.com
www.fosinternalaudit.com