



CREATE YOUR  
FUTURE WITH US



**CALIBRE**  
CPA GROUP

CALIBRECPA.COM



FIND YOUR FIT

## FULL-TIME OPPORTUNITIES

### AUDIT AND ASSURANCE

Strong client relationships are the heart to being an effective auditor. As an Audit Staff, you will assist with the audit of financial statement accounts and document accounting systems and internal controls to support the preparation of financial statements and other client deliverables.

### ACCOUNTING AND FINANCIAL SERVICES

Our AFS professionals provide outsourced accounting services to our clients. As a Staff Accountant, you will work with clients in their daily administration of the finance departments, processing A/R, A/P, cash receipts, cash flow, payroll, monthly closing and tax form preparation.

### TAX PREPARATION

As a Tax Staff, you will assist with multiple tax engagements to prepare tax returns for individuals, corporations, non-profits, and partnerships to ensure delivery of quality tax services to firm clients. Calibre has made the process of tax planning and compliance more effective and easier for our clients.

### PAYROLL COMPLIANCE

Calibre is one of the few CPA firms in the country with a national payroll audit program. As a payroll auditor, you will travel to employer locations to determine employer compliance with collective bargaining agreements.

ACCESS THESE JOB  
OPENINGS AND MORE  
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# BENEFITS

Calibre offers competitive salary and benefits packages as well as paid time off needed to keep employees healthy and motivated.

## BENEFITS INCLUDE



**Medical, dental, disability, life insurance and discounted vision benefits**



**Profit sharing plan and optional 401(k) plan with employer match**



**Transit Benefits**  
Pre-tax deduction to cover commuting expenses



**Generous paid vacation, holidays, sick time and personal days**



**Voluntary Insurance Benefits**  
Accident coverage, additional short-term disability, and additional dental coverage to supplement the firm's coverage



**Education Reimbursement Program, CPA Exam Assistance**  
Firm covers 100% of the costs associated with preparing and taking the exam



**AICPA**

CPA Exam Candidate Affiliate

**AICPA membership, plus one state society membership**



We give our Audit and Assurance team every tool necessary to foster clientele relationships. Our client base consists of a wide variety of associations and not-for-profits, labor unions, employee benefit plans, and commercial enterprises.



## BEYOND WORK



Our Diversity & Inclusion Committee reflects various tenures, office locations, and positions. It includes diversity across race/ethnicity, gender, identity, religion, sexual orientation, age, and disability that promotes a sense of belonging where every voice is valued, respected, and heard.



Community service and supporting our clients' efforts and other charitable causes is a tradition at Calibre CPA Group. Through our Calibre Cares program, we make it a priority to give back to the communities where we live and do business, helping us do our part to make a difference in the world. Many of our employees spend their personal time serving our community and as a firm, the Calibre Cares program affords us the opportunity to participate in such notable causes as The Salvation Army's "Angel Tree" Program, DC Central Kitchen and more.



**WOMEN'S  
INITIATIVE  
NETWORK**  
CALIBRE CPA GROUP

Championed by women in leadership positions within the firm, WIN's mission is to create opportunities and programs for personal and professional development, mentorship, networking, and community service.

# CALIBRE CULTURE

Calibre is more than just a place to work. We give our employees the resources and tools they need to effectively grow their careers. We are looking for leaders, high performers, and innovators who want to better serve the community and nurture their career paths.

## MENTORING AND COACHING

Our Mentoring and Coaching Program is centered on an employee's individual goals and objectives. Mentors are paired with employees to ensure one-on-one attention. The Coaching aspect is designed to provide the technical skills and training needed for an employee to succeed in their current position and the resources needed to achieve career growth.

## WORK LIFE INTEGRATION

We encourage our employees to make use of their vacation time and to balance family obligations and other interests with work demands.

## GROWTH & DEVELOPMENT

We offer firmwide CPE credits which include technical and leadership training to support career progression and to present quality service to our clients.

## INVESTING IN YOU





**Mary Margaret Prange, CPA**

Partner

"My career with Calibre began as a new staff member right out of college in 2001 and I joined the Partnership in January 2014. I knew Calibre was the absolute perfect fit for me from my first interview and on-site visit- the people, the work, and the clients-it just felt like home."



**Xinyi Jiang, CPA**

Audit Staff

"I participated in the Summer Externship Program with Calibre, and I had the chance to come to the Bethesda office to explore what public accounting looks like. After the externship, I participated in the Summer Internship Program. I then joined Calibre as full-time staff the following year. I really recommend participating in the Externship and Internship Programs. During these programs, I had a chance to talk to others working at Calibre, and everyone was so friendly and helpful."



**Leonardo Faustino, CPA**

Audit Supervising Senior

"The very first day of my work at the firm helped reassure me that pursuing accounting was one of the best decisions I had ever made in life. Calibre isn't just a place where I go to spend my weekdays; it is a place where I can find joy in what I do. The partners, managers, and seniors are committed to helping their staff succeed in various ways."



**Grace McDonald, CPA**

Audit Senior

"I interned with Calibre for two summers and after completing my master's degree I returned to Calibre as full-time staff. My coworkers and superiors want to see me succeed and actively work to develop my skills and understanding of the work. I also appreciate that every day I get to work on something new and constantly have opportunities to help on all different parts of the audit, so I'm always learning and never get bored."



**Amare Belay, CPA**

Audit Senior Manager

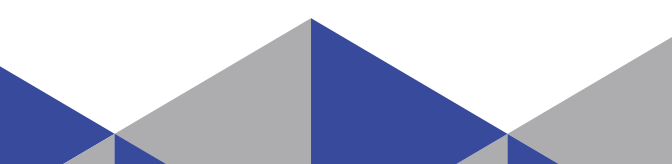
"I started with Calibre in 2018 as a Supervising Senior Auditor and I am now a Senior Manager in the audit department. Calibre provides me with the opportunity to work directly with clients and to build good relationships with them. Also, the staff at Calibre from staff all the way up to partner, are very helpful. There is a strong environment of teamwork. The people and the environment are very friendly and work together."



**Kendall Sullivan, CPA**

Audit Senior

"I started with Calibre as an intern prior to going into my senior year of college. I then returned to Calibre after graduation. From the minute I started my internship, I knew that Calibre presented me with the opportunity to grow in my career. I was immediately paired with a buddy to ease and help me through my internship experience. When I became a full-time employee, I was continually offered opportunities to grow and connect with other employees at my and more senior levels."



# ARE YOU READY TO TAKE THE NEXT STEP?

## YOUR FUTURE STARTS WITH US

Finding the firm that is right for you may be challenging. At Calibre, we are always looking for passionate professionals who want to join a dynamic team! We invite you to explore our programs that offer insight of what life is like at Calibre.



## EXTERNSHIPS

We welcome college sophomores and juniors to join us for a two-day experiential learning opportunity. Externs receive an introduction to Calibre, our industry, and participate in interactive activities while networking with the Calibre team.



## INTERNSHIPS

We offer internships to rising sophomores, juniors, and seniors. This eight-week experience allows for more profound discovery and hands-on training for participants. With a focus on training, audit, accounting and financial services, and tax, students develop a sense for their professional preferences in a real-world setting.

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