

A photograph of four business professionals in an office setting. A man in a light blue shirt and tie is seated at a table, looking at a tablet. A woman in a black sleeveless top stands behind him, smiling. Another woman in a black blazer is seated at the table, also smiling. A man in a light blue shirt is partially visible on the left. The image is overlaid with a geometric pattern of blue and green triangles on the left side.

**CREATE YOUR  
FUTURE,  
WITH US!**

[CALIBRECPA.COM](http://CALIBRECPA.COM)

# 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 skilled innovators who want to better serve the community and nurture their career paths.

## **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 and Development**

We are a National Association of State Boards of Accountancy (NASBA) registered provider of continuing education programs. Our firm provides training sessions covering both technical and non-technical topics throughout the year.

## **Mentoring and Coaching**

Our Mentoring and Coaching Program is centered on an employee's individual goals and objectives. Mentors are typically assigned to no more than three employees to ensure each employee has plenty of one-on-one attention. The Coaching aspect of the program is designed to provide the technical skills and training needed for an employee to succeed in their current position and the resources needed to help them achieve the next level of career growth.

## **Social and Community Involvement**

Calibre's commitment to serving our community is coordinated by our Calibre Cares and Social Committees. Calibre provides employees opportunities to work with area nonprofit organizations that make up a large portion of our client base. We also encourage employees to spend time together at our frequent social events. Past events include baseball outings, bowling, boat cruises, picnics, our own Calibre Bulldogs softball team, and holiday parties.



**WOMEN'S  
INITIATIVE  
NETWORK**

✦ CALIBRE CPA GROUP

## **Women's Initiative Network (WIN)**

WIN is a direct reflection of the inclusive nature of Calibre CPA Group's culture and our commitment to investing in our employees. Championed by women in leadership positions within the firm, WIN's mission is to create opportunities and programs for personal and professional development, mentorship and networking, and community service.



# FIND YOUR FIT

Our firm strives to find and hire talented people and place them into roles where they can contribute, grow, and be recognized for their achievements. Calibre's many teams provide our employees with the ability to find that perfect fit and grow in their preferred area of expertise.

## WHICH TEAM IS RIGHT FOR YOU?



### **Audit and Assurance**

Strong client relationships are the heart of being an effective auditor, therefore we give our Audit and Assurance team every tool necessary to foster those relationships. Our client base consists of a wide variety of associations and non-for-profits, labor unions, employee benefit plans, and commercial enterprises.



### **Accounting and Financial Services**

Our AFS professionals are part of a supportive and motivated team with a singular goal—understanding the complex issues our clients are facing, and addressing them with our reliable and effective outsourced accounting services.



### **Tax Preparation, Planning, and Compliance**

Our team of tax professionals has made the process of tax planning and compliance more effective and easier to understand for thousands of clients. They specialize in a variety of challenging areas, carefully interpreting complex laws, and delivering solutions to our clients.



### **Payroll Compliance**

Calibre is one of the few CPA firms in the country with a national payroll audit program in place. Our talented team of Payroll Compliance Auditors travel the country performing thousands of audits each year.

# WHY CALIBRE?

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



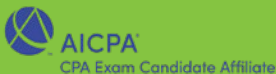
**Generous paid vacation, holidays, sick time and personal days**



**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 membership, plus one state society membership**



“Calibre continues to be an amazing journey for me. Everyone is so welcoming and really wants you to succeed. The company roots for me and Partners support my career in any way they can. I came into the company only having knowledge of certain areas of audit, now I can confidently complete an audit from start to finish and I learned this from Calibre.”

**Emilia Orelu**  
AUDIT

# INVESTING IN YOU

## YOUR FUTURE STARTS WITH US

At Calibre CPA Group (Calibre), we are always looking for new and passionate accounting talent. We understand that finding a job and the right firm can be tough. In addition to full-time positions, we have created the following programs to help interested college students find out what life at Calibre is like.

### Externships

We welcome juniors in college to join us for a three-day experiential learning opportunity. Participants not only receive an introduction to Calibre and our work, but also participate in group discussions, interactive presentations, and network with the Calibre team.

### Internships

We offer internships to rising college seniors. This eight-week experience allows for deeper 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.

## CALIBRE COLLEGE

One of the main reasons employees choose to work for Calibre is our commitment to continuing education and advancement. Our curriculum-based program for employees provides the ability to obtain additional technical and soft skills training. We call it “Calibre College”.

- Curriculum “Level” training based on your level of experience and provided by our internal experts.
- Firm-wide continuing education that offers a unique blend of soft-skills with technology training critical to successful career progression.

“I joined Calibre right after I graduated from American University three years ago. I have been provided with so many opportunities to grow as a professional auditor, along with sufficient training and help from all my co-workers. I am motivated by the support I get from management as an employee. Employees’ voices count and employees’ hard work is appreciated by the Firm!”

Jia Guo

AUDIT



ARE YOU READY

# TO TAKE THE NEXT STEP?

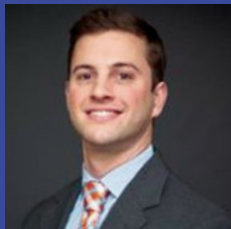


“Our biggest asset is our people. We view each team member as an individual and give them the highest support to grow professionally and personally throughout their career.”

Jim Kokolas, CPA  
MANAGING 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.”

Mary Margaret Prange, CPA  
PARTNER



“I started my career with Calibre as a Staff Auditor out of college. From day one, it was easy to see the passion that the Partners have for their clients and this firm, and that same enthusiasm filters all the way down to the staff level. Every week at Calibre is different and I wouldn't have it any other way.”

James Poulos, CPA  
AUDIT SENIOR MANAGER



WASHINGTON, DC

NEW YORK, NY

CHICAGO, IL

LOS ANGELES, CA

(866) 464-2839  
info@calibrecpa.com  
calibrecpa.com

