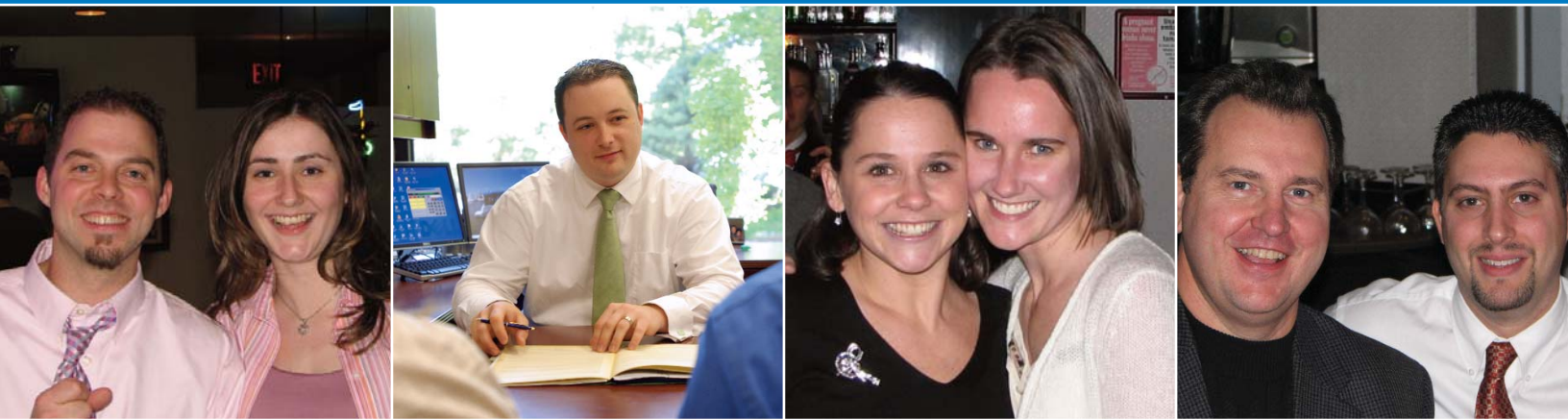




EVERY ACCOUNTING  
FIRM SAYS THEY'RE  
DIFFERENT...



*WE ARE.*

***WILKIN & GUTTENPLAN, P.C.***

# WHY ARE WE DIFFERENT?

**SIMPLY PUT**—it's our people and culture of caring.

We firmly believe that every staff member is not just an employee of the firm, but that they are also members of our family. Like any family, each person's opinions and needs are taken into consideration. We care about each other, celebrate each other's successes, and support each other.

That caring also extends to your career. We want you to be successful, enjoy your work and are committed to supporting you in your professional development. We continually evaluate and update our training programs to ensure that you receive the skills and knowledge you need. We are committed to providing you with career-long support to help you achieve your professional and personal goals.

## HAVE YOU HEARD ABOUT OUR AWARD-WINNING CULTURE?

Since 1983, we have grown to be one of New Jersey's top 20 accounting firms. We have consistently been the top-ranked medium-sized accounting firm to work for in the state and in 2007, the firm was ranked the "Best Place to Work in New Jersey." In addition, we have been named a "Best Place to Work" by the Mid-Atlantic Real Estate Journal.

# WHAT DOES THIS MEAN FOR YOU?

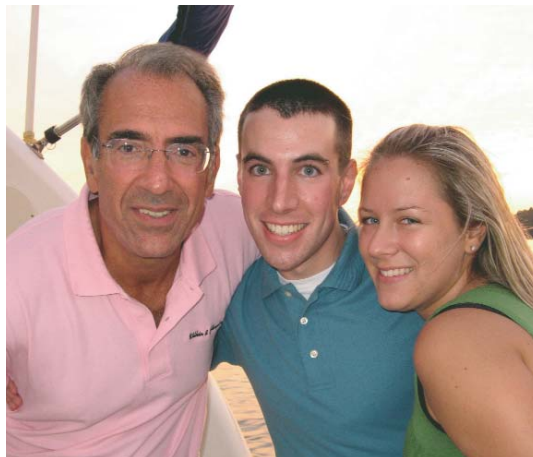
**ACCOUNTANTS** who join the W&G family can expect:

- *Everybody knows your name*

At W&G you're not just a number. Everyone, no matter their level, is on a first-name basis.

- *Smaller engagements mean seeing the "whole picture" more quickly*

Staff members with just one year of experience often work on engagements from start to finish. Smaller engagements translate into working on a larger number of clients, which generally means more variety. Staff is exposed to audits, reviews, compilations, tax and other work while interacting with a number of different clients.



- *You can make a difference*

Accounting staff has direct client interaction from "day one."

- *Timely feedback and guidance on your performance*

In addition to the annual evaluation process, you'll have the opportunity to provide feedback to those who supervise you. You'll also participate in the firm's coaching program, where a senior member of the firm will help you to identify growth opportunities and establish professional goals.

- *Our office culture is comfortable, informal and fun*

Our goal is to create a place where employees enjoy coming to work, whether it's with an ice cream social on a particularly hot day, sumo wrestling in the middle of a Saturday



Our employees come first and they are never sacrificed at the expense of our business.

- *Outstanding training and education opportunities*

The philosophy passionately cultivated by our managing shareholder and embraced by our entire firm is that W&G's people are our most precious resource. That's why we invest heavily in a formal, carefully structured training program. We combine practical, job-based learning with a comprehensive classroom-style curriculum to broaden our staff's accounting knowledge and technical skills.

- *Firm management is responsive to staff needs and concerns*

Every effort is made to accommodate the requests or suggestions made by employees to demonstrate management's desire to be responsive and flexible regarding staff concerns. The accounting committee, consisting of accountants of all levels (from manager down), meets on a regular basis to discuss the firm's accounting & audit practice and any other management issues that the group feels are important.

- *You have a home*

From the first day on the job, our staff has a space to call their own, a place to display their pictures and put their personal items.

during busy season, having a party to celebrate a milestone or holding our annual firm outing.

- *An open door policy*

We communicate openly and honestly with one another on an on-going basis. This supplements, rather than replaces, our formal communications, and everyone knows they can speak with an executive team member about virtually any professional or personal issue without fear of reprisal or judgment.

- *"Quality of life" isn't just a phrase—it's a philosophy*

Work/life balance is the core of our culture. Flexibility, competitive pay, benefits and a focus on growth are "wrapped" in an atmosphere of fun and informality. We work with all our employees so that each individual's personal and professional aspirations are met, and our "bank time" program lets employees control their rewards. Bottom line?

## THE CHOICE IS YOURS

**CONTACT US TODAY** to learn more about the opportunities available at Wilkin & Guttenplan.

Check out our website at [www.wgcpas.com](http://www.wgcpas.com) or contact Jules C. Frankel, CPA, MBA at 732.846.3000 or [jfrankel@wgcpas.com](mailto:jfrankel@wgcpas.com).



# A NOTE FROM ED GUTTENPLAN, MANAGING SHAREHOLDER

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*Welcome to Wilkin & Guttenplan. Like you, I was once just starting out my career. Now, more than 30 years later, I am the Managing Shareholder of one of the top accounting firms in New Jersey and I have assisted numerous accountants as they progressed through their careers.*

*What can you expect as an employee at Wilkin & Guttenplan? You can look forward to challenging and meaningful assignments where you will work closely with our clients. You will also find a friendly, open environment where you will interact with management on a daily basis while expanding your knowledge and experience.*

*We sincerely appreciate your interest in Wilkin & Guttenplan and hope you find the enclosed information helpful. Our employees are our greatest asset and we take personal pride in helping them reach their fullest potential. We wish you all the best as you embark on your career.*

*Sincerely,*

A handwritten signature in black ink that reads "Edward Guttenplan". The signature is fluid and cursive, with a long horizontal stroke at the end.

*Edward Guttenplan, CPA, MBA*