

# WE EXCEL

## Growing Together

### DEVELOPMENT AND INCENTIVES

- Firm CPA Exam Study Groups
- CPA Materials & Exam Reimbursement
- Mentorship Program
- Young Professionals Networking Events
- Employee Referral Incentives
- New Business Commission Program
- Paid Nationwide Travel Opportunities
- Deferred Compensation Plan
- Internally Designed Leadership and Development Program

### WORKPLACE CULTURE

- Company Picnic and Holiday Party
- "Dress for your Day" Policy
- Firm Sponsored Teams/Leagues
- Firm Sponsored Tickets to Sporting Events
- "End of Busy Season" Party
- March Madness Brackets, Fantasy Leagues, Super Bowl Squares and other activities.
- Busy Season Initiatives include: Weekly Happy Hours, "Busy Season Buddies", Catered Dinners Monday - Thursday, Breakfast on Saturdays

### WORK LIFE BALANCE

- Remote Work Arrangements
- Flexible Schedule
- Paid Holidays
- Generous PTO with Rollover
- Opportunities for Additional Accrued PTO
- Paid Time Off for Community Volunteer Events
- State-Of-The-Art Downtown Office

### TEAM COLLABORATION

- Technology Committee
- Policy and Procedural Committee
- Events Committee
- Continuing Education Committee
- Lunch and Learn Trainings
- Firm Support of Employee Participation in Local Leadership Training



Bowers has been in Central New York for over 40 years. We've enjoyed strong, steady growth and have a current size of over 120 professionals, including 60 CPA's, across our Syracuse, Rochester and Watertown offices.