

# Why E. Cohen?

## Benefits



### Competitive Compensation Package

At E. Cohen, we recognize our people must be at their best to be productive and focus on their work. That is why we offer competitive compensation packages designed to attract and retain the best accounting professionals in the industry.



### 401(k) and Company Match

E. Cohen recognizes how important it is to plan for retirement. E. Cohen's 401(k) plan is a great way to save for the future! E. Cohen will match your contribution into the plan up to a maximum of 6% of your total contribution. Employees may also be eligible for profit sharing. We want our employees to be successful throughout life and planning for a healthy retirement is a key to success.



### Health and Wellness Benefits

We are committed to provide the most competitive benefits possible, including comprehensive health insurance, dental and vision coverages, generous paid time off policy that includes regular holidays, floating holidays, and personal time-off. And that is just for starters!



### Flexible Spending Accounts

Flexible spending accounts are available to regular full-time employees. Under the plan, you can elect to have a portion of your salary withheld, pre-tax, to cover health care and/or dependent care expenses for yourself and your dependents.



### Flexible Work Arrangements

E. Cohen is committed to creating an environment of flexibility while maintaining focus on productivity and results. As a Firm, we are proud to work with our employees on a case-by-case basis when a flexible work arrangement is requested. We do our best to ensure that the employee's needs and the Firm's needs are addressed for each arrangement.



### CPA Assistance

Want one less thing to worry about while studying for the CPA exam? As an E. Cohen employee, you will receive a substantial discount on your review materials as well as paid time-off to sit for the CPA exam. You will also be eligible to receive interest free CPA prep class loans through E. Cohen if you are in need of further assistance. This loan is 100% reimbursable if you pass all four sections of the CPA exam within two years. Exam fees are also reimbursable. And once you pass the exam, you will receive up to a \$1000 bonus for your achievement!



### Tuition Reimbursement

We are proud to support our full-time employees that want to earn an advanced degree in areas related to the work we do. E. Cohen values formal training as a major component of professional advancement which is why our tuition reimbursement program is designed to help offset the cost of higher education.

# E. Cohen Careers

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### Programs



#### Bonus Program

E. Cohen employees are recognized for their contributions and hard work. The firm offers several bonus programs as a means of recognizing a job well done. Employees are also eligible for significant financial rewards for referring new employees and/or clients to the firm!



#### Career Development

The career development program is designed to accelerate your career. We carefully architected this program with the mission of helping employees master the skills vital to becoming a practicing professional, getting promoted and advancing their careers.



#### Professional Support

Regular full-time employees and full-time flex employees are eligible to receive 100% reimbursement for their CPA licensing fee. In addition, you are also eligible to receive reimbursement by the firm for professional accounting society dues for either the AICPA or a state society, on an annual basis. Lastly, we offer free CPE and professional development programs and courses to all employees.



#### Mentorship Program

We strive to ensure that each employee is empowered with a positive mentor/mentee experience. We offer training and guidance in this capacity to ensure our employees are best suited for their roles. Employees can partner with leaders in the firm to help them navigate challenges and understand best routes as they grow in their careers.



#### Community Give Back Program

E. Cohen's Community Give Back Program was established to encourage and help employees get involved in our community. Among its many features, it is designed to support your efforts through a formalized time-away-from-work provision that allows employees to take time each year to participate in volunteer programs. In addition to our staff's personal community service involvement, E. Cohen is proud to support a wide variety of initiatives designed to give back to the community we serve. The Greater Washington Community Foundation's Food for Montgomery Fund initiative and the Leukemia & Lymphoma Society's Light The Night Walk are just a couple of programs that we have supported to encourage giving back to our local community.



#### Family-Like Environment

E. Cohen understands that the job is more than the rewarding work assigned to you – it is about cooperative spirit, mentorship, and unity of purpose. We have built our firm around our core values and, like family, we try and give every employee a voice. We encourage everyone to express their opinions without being judged. Our culture is characterized by transparency, inclusiveness, equity, and trust. At E. Cohen, you are family.