



# EKS&H

EHRHARDT • KEEFE  
STEINER • HOTTMAN PC

CERTIFIED PUBLIC ACCOUNTANTS AND ADVISORS

YOU KNOW THE DESCRIPTION OF your ideal job, but what about your ideal company?

Would it include being named “The Best Place to Work” among similar-sized companies in Denver? Would it be a company where turnover is exceptionally low, growth opportunities abound and other professionals work with you directly everyday?

When you join EKS&H, you’ll become part of a talented team of trusted business advisors who serve clients in a wide range of industries. The opportunities to challenge yourself and share your expertise are endless. Individuals may be auditing a company’s financial statements, solving succession problems for a family business, forecasting a company’s financial future or researching international tax issues to help a client conduct business abroad. If you want to work for a company

that delivers proactive, innovative and comprehensive business solutions, EKS&H is the place for you.

We realize our people and their talent make all the difference to our continued success, so we continually invest in creating a culture that provides growth opportunities for our professionals and adds value for our clients. EKS&H’s core values are centered around fun, creativity, innovation, open communication and continual self-improvement for each employee.

If your ideal company is one driven by a passion for its culture, people and clients, then EKS&H could be a good fit for you. We invite you to learn more, and hope you’ll consider our firm as part of your future career path.

–The Principals of EKS&H





integrity

### ***EKS&H Core Values***

OUR TEAM MEMBERS FULLY EMBRACE our values-driven workplace, which promotes individual professional development and achievement while providing quality service to our clients. EKS&H core values include:

- Integrity and ethical values
- Direct, open and honest communication
- Commitment to clients
- Product quality and reliability
- Continual self-improvement / self-renewal
- Having fun
- People are the source of our strength
- Team-orientation / Commitment to each other
- Creativity / Innovation / Risk-taking
- Strong work ethic

### ***EKS&H Vision Statement***

EKS&H IS AN EVER-CHANGING, growth-oriented professional service firm, dedicated to becoming Trusted Business Advisors for our clients. We are committed to creating an environment that will challenge our principals and staff to expand our services and to provide solutions to meet the ever-changing needs of our clients.

We will reach new heights and grow as long as each principal and staff constantly improves themselves while holding to our values, which are the core of our success and beliefs.

### ***EKS&H Mission Statement***

EKS&H IS DRIVEN BY A PASSION FOR its culture, people and clients to help business owners and executives reach their goals by delivering proactive, innovative and comprehensive solutions. We as a firm are committed to the success of our clients and guarantee their satisfaction by providing:

- Services that exceed their expectations
- Timely service
- Service at the highest quality standard
- A team of experts who assist them by providing creative counsel
- Personalized services and products built on business relationships
- A networking base in the business community that serves their needs

We are dedicated to creating an environment where each member of the firm is committed to:

- A spirit of fun and cooperation
- The firm as a team member
- Developing a sense of ownership in the firm and the profession
- Quality and integrity within the firm and the profession
- Helping the firm's clients succeed
- Developing professionally and individually
- Open and honest communication
- Firm growth and profitability
- An awareness and sensitivity to the individual and firm needs

## ***EKS&H: Trusted Business Advisors***

AS TRUSTED BUSINESS ADVISORS TO our clients, our talented professionals deliver proactive, innovative and comprehensive solutions that address business issues relevant to top industries in Colorado and the Rocky Mountain region. By customizing our approach to meet each client's unique needs, EKS&H effectively helps solve business problems while guiding clients to achieve their goals.

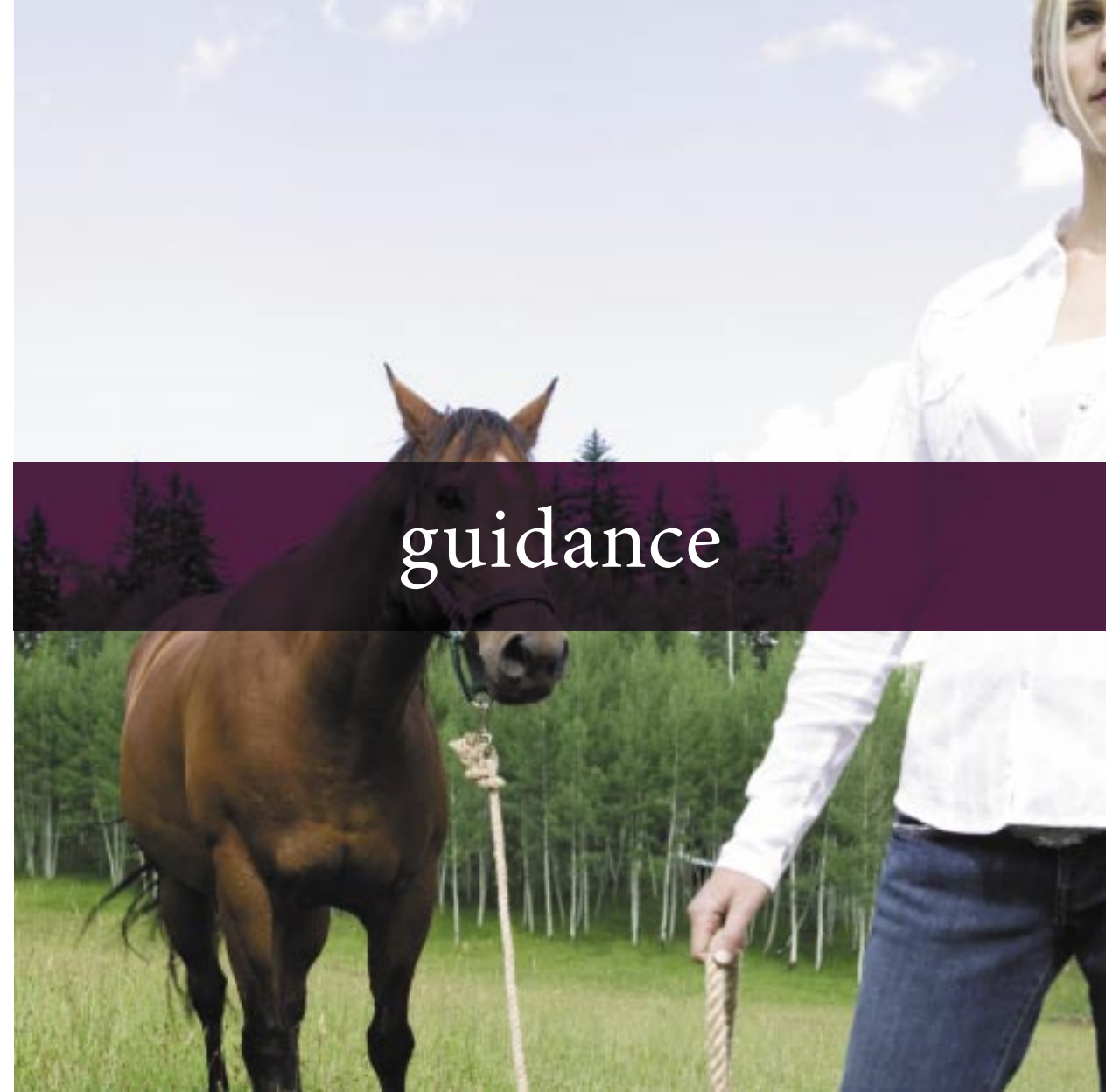
### ***Services***

EKS&H IS MORE THAN A TRADITIONAL accounting firm. While we do provide traditional services, our portfolio of offerings also includes assisting our clients on a range of complex business issues, including:

- business performance and profit improvement
- business and technology alignment
- business transition planning
- business valuation
- employee stock ownership plan
- estate planning
- executive search

- family office services
- financial modeling
- financing assistance
- individual and family wealth planning
- litigation support / expert witness
- management compensation
- management reporting
- merger and acquisition / due diligence
- organizational development and design
- process optimization
- real estate cost segregation
- research and development tax credits
- risk management
- strategic planning
- technology services

Our ability to advise clients beyond their traditional accounting needs separates us from smaller firms, yet the hands-on attention we provide also makes us a unique alternative to the national firms. When you work for EKS&H, you'll work with a team of trusted business advisors who provide just the right blend of breadth, depth and quality of service.





lifestyle

## *Culture*

OUR PASSION FOR PEOPLE AND CLIENT service inspires an ongoing investment in creating an award-winning workplace, where people embrace trust and integrity and practice those values while working on every client project. On multiple occasions, the *Denver Business Journal* named EKS&H “The Best Place to Work” among companies with more than 150 employees, based on employee surveys. We are very proud of this acknowledgement and feel it is a strong indicator that we are living our mission.

Valuing community relationships is an important part of EKS&H’s culture, and our professionals are actively involved in the communities they serve. As a company, we donate more than a quarter million dollars annually to multiple community and charitable organizations throughout Colorado.

We invest in our culture because we realize people and their talent directly influence our continued success. The result is that our clients not only stay with us, but grow with us.

## *Colorado truly has it all.*

MORE THAN 300 SUNNY DAYS A YEAR and the breathtaking Rocky Mountains set the scene for a beautiful city full of culture, sports, dining and recreation.

Living a Rocky Mountain life means you could be strolling down the 16th Street Mall...shopping in Cherry Creek...skiing down some of the world’s best slopes...camping in the Colorado mountains...reading at the Tattered Cover Book Store...jogging around Washington Park...cheering Denver’s professional sports teams...admiring works at the Denver Art Museum...hiking and biking on mountain trails...dining and dancing in LoDo...playing a round of golf...sipping a cappuccino at a downtown café...climbing a fourteenner...rafting down the Poudre river...jamming to a concert at Red Rocks or Fiddler’s Green...riding a roller-coaster at Six Flags...watching cattle roping at the National Western Stock Show and Rodeo...shopping at the Pavilions...or waterskiing at Horsetooth Reservoir.

Name your bliss, and Colorado has it. The only thing missing is you.

## *What Employees Say*

“I enjoy working at EKS&H because of the client interaction and job management. Staff through management work directly with the client, allowing everyone to be part of the client team.”

“The firm’s approach is to provide great client service while balancing the lives of their employees. It sounds too good to be true. However, EKS&H does it very well.”

“The best way I can describe it is that when I interviewed with EKS&H, the atmosphere/culture wasn’t ‘stuffy’ as were other CPA firms I had talked with. The people are what make this firm outstanding to work for. It’s like family. They care not only that you’re doing a good job at work, but also that you’re happy with the work you’re doing.”

“The people I met made me realize that it really was a firm that focused on fun! I was

interested in the flexibility the firm offers and its approach to having a balance between work and life outside of work. I’m glad I made the decision to work here right out of school rather than going to a different firm and THEN realizing that EKS&H offered exactly what I wanted.”

“The environment is very supportive and open. In general, the firm continues to encourage the growth of their employees both inside and outside the firm.”

“EKS&H is a firm that is truly dedicated to its employees, both professionally and as individuals. It’s one of the few companies that continues to grow, but maintains its personable environment. The firm recognizes and shows appreciation for hard work both in the professional and personal arenas. EKS&H is a very conscientious firm.”



support



satisfaction

### *What Our Clients Say...*

IN A RECENT CLIENT FEEDBACK SURVEY, EKS&H received a very high level of satisfaction in the following categories:

- Quality of service
- Expertise in the industries we serve
- Responsiveness to client needs
- Improves bottom line
- Solutions to business problems
- Range of services
- Tax planning ideas
- Continuity of service personnel
- Value received for fees charged
- Keeps client informed
- Competence of firm personnel

Clients also rated our staff members highly in these areas:

- Understand your business goals
- Have active interest in your business
- Get work done on time
- Are accessible when needed
- Present a positive attitude
- Listen to concerns
- Maintain professional appearance
- Are business advisors
- Tell about other firm services
- Return phone calls promptly
- Handle complaints fairly

At EKS&H we continually strive to anticipate our clients' needs and expectations. Our clients indicate they are highly pleased with most of our services and personnel, but we will not be satisfied until we achieve 100 percent positive ratings from all of our clients.

## *Perks*

- One-on-one mentoring program for all employees
  - Excellent benefit programs that start the day you start
  - Balance among personal, firm and client needs
  - Annual firm events: summer picnic, holiday party, spring field day and “end of busy season” party
  - Quarterly employee meetings and awards
  - Firm intramural sports teams (softball, football, roller hockey, Frisbee golf, basketball, bowling and more)
  - Extensive in-house training
  - 11-month year – option for more vacation time
  - On-site workout facilities
- CPA exam certification program
  - Tuition reimbursement program
  - Kudos and other forms of firm appreciation
  - Bonus for referring a new employee
  - Personal workspaces within recently renovated office that includes modern furniture and art work
  - Free coffee, soda, juice, candy and snacks
  - Firm-sponsored CPE classes covering both client service and personal growth subjects
  - Sponsorship and support of charitable organizations
  - Monthly jeans day and birthday party
  - Firm-sponsored lunches
  - Corporate bank membership
  - Corporate gym membership
  - **FUN ATMOSPHERE AND FUN PEOPLE**



balance

## *Final Thought*

EKS&H IS AN AWARD-WINNING WORKPLACE, WHERE WE LIVE OUR VALUES and hire and retain quality people, allowing us to better serve our clients. If you want a rewarding career at a company that cares about your continued success, please consider EKS&H. We'd love to hear from you.

• DENVER • FORT COLLINS •

[www.EKSH.com](http://www.EKSH.com)