

accountingTODAY



THE TOP WORKPLACES IN ACCOUNTING FOR 2017





Being everything to everyone, all the time

Being the best doesn't come easy, and the 2017 Accounting Today Best Firms to Work For put as much effort into earning their position in the following pages as they do in serving their clients.

But while firms can specialize when it comes to serving clients — picking a specific set of services or a narrow subset of clients to offer them to — when it comes to being a top workplace, they have to be generalists.

Between massive demographic changes,

major differences in generational viewpoints, and intense competition for staff, firms can't afford to leave any stone unturned in the pursuit of a competitive edge in recruiting and retention. That means that if there's a perk that's popular at the firm across the street, they need to offer it; if there's a policy that's considered cutting-edge, they need to adopt it; if there's a management approach that engages staff, they need to implement it.

And that means that there's a long roster

of tactics and strategies that are remarkably uniform across the Best Firms to Work For, from free food and in-office massages right up to transparency about financial performance and involving younger staff more in management.

An anonymous comment from an employee at Houston-based PKF Texas, one of this year's Best Mid-sized Firms to Work For, sums that roster up nicely from the staff perspective: "The firm offers a flexible work

environment, treats people as adults, trains me, feeds me, pays me well, introduces me to interesting people and challenging projects, and enjoys the best reputation of any firm in the city. What's not to like?"

Fulfilling those expectations requires dedication, commitment and an awful lot of work, and the willingness to live up to them is what makes the 100 practices on the next few pages the Best Accounting Firms to Work For.

— The Editors

Continued...

Large firms (250 or more employees)

Rank	Firm	Headquarters	Staff	% of employees		% of exec staff		Onboard hours	Training hours	Chief executive
				Male	Female	Male	Female			
1	Skoda Minotti	Mayfield Village, Ohio	267	57	43	88	12	40	32	Gregory Skoda
2	Bennett Thrasher	Atlanta	255	53	47	89	11	8	70	Jeff Eischeid
3	Friedman	New York City	440	53	47	83	17	20	30	See below ³
4	Kearney and Co.	Alexandria, Va.	585	58	43	63	37	40	40	Edward Kearney
5	MBAF	Miami	389	41	59	78	22	8	100	Tony Arqiz

Firms are ranked based on an employer policies and practices survey (one-third) and on an anonymous survey of employees (two-thirds). Created in partnership with Best Companies Group. To participate in future Best Firms to Work For rankings, visit www.bestaccountingfirmstoworkfor.com.

Notes: Staff — includes all staff, domestic and international. **Employee percentages** — might not total 100 due to rounding. **Onboard hours** — average number of hours a new hire spends in orientation. **Training hours** — average number of annual training and development hours received per employee.

1 Chuck Goodmiller and Chuck Inderieden

2 A. Kent Pittman, J. Mark Livingston and R. Brooks Malone

3 Harriet Greenberg and Fred Berk