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# Promises

*a collaborative endeavor*

## What you can expect from Siegfried

## What Siegfried expects from our professionals

### 1

#### Compelling Business Strategy

1. The Siegfried Group offers a unique business model centered on helping both our clients and our professionals achieve their goals.
2. By providing access to outstanding talent, we help our clients complete important accounting and financial work – whether it's helping with the implementation of a strategic project or managing an operational peak.
3. We are singularly focused on accounting and finance – this allows us to develop a greater understanding of our clients' business and develop innovative solutions that enable them to meet their objectives.

1. We expect our professionals to deliver the highest level of client service.
2. Every time a Siegfried professional is deployed to a client, they are essentially an ambassador of the firm. The service they deliver directly impacts our future business with the client.
3. We expect our professionals to be committed and flexible, to build relationships and demonstrate their talents by responding to each client engagement with enthusiasm and dedication.

### 2

#### Distinctive Culture

1. The Siegfried Group has a culture of connectivity. Both National and Market level leadership work closely with our employees so that they feel like they are part of a community.
2. Fun, Fairness and Building and Sharing Stakeholder Value are our core values
3. Our leadership demonstrates their respect and appreciation on an ongoing basis.
4. We are an open book company – we strive to be highly communicative with all levels of the firm.

1. We expect our employees to connect and form meaningful relationships with clients, leadership, and coworkers.
2. We look for our employees to be active participants in all aspects of the firm – assist with business development, refer a friend, attend firm and industry events, and help with internal operations.
3. We expect participation in firm meetings and candid feedback on how we are doing and how we can continuously improve.

### 3

#### Rewarding Career

1. We provide exposure to a variety of assignments, corporate environments and industries while expanding your network.
2. Our professionals complete critical work – our clients appreciate the service we provide and our professionals feel valued and important.
3. While our model incorporates bench time, our leadership team is focused on minimizing available time between assignments resulting in more engagement opportunities.

1. We expect our professionals to be energized and enthusiastic about client service. Fulfilling client needs is a source of great satisfaction.
2. Sales and Deployment at The Siegfried Group is a collaborative effort. Siegfried professionals are encouraged to take an active role in the process, including reaching out and staying in touch with their contacts/network, keeping their resume/profile up to date, and being open and flexible to the various opportunities that present themselves.
3. When deployed, we expect our professionals to take advantage of every opportunity to connect with our clients, to get involved and to demonstrate our value.

# 4

## Attractive Compensation

1. In addition to competitive base salaries we offer innovative incentive compensation plans that reward your production, nights out of town, involvement in business development and recruiting and team leadership.

1. We expect our professionals to be entrepreneurial.

2. Total compensation is very much in your own hands as our plans are not capped. Our top performers routinely earn more than 20% on average in incentive compensation.

# 5

## Enhance Marketability

1. Through a variety of client assignments you will gain the knowledge and experience to help you better understand where your strengths and interests are and better position you for future success.

1. Siegfried professionals thrive on new challenges, seek out learning and development opportunities, and are confident in their abilities.

2. At The Siegfried Group, professional development is centered around the “on the job” experiences our professionals gain at their client assignments.

2. We expect willingness and flexibility when it comes to assignment selection whether that’s travel tolerance, industry specifics, or technical task. While it’s our hope to deploy the majority of our professionals within their local metro area, our clients require travel.

3. Our engagements are typically 6 to 9 months in duration. Over a five year period, that translates into 7 to 10 potentially different client environments, industries or technical assignments.

3. We expect professionals to learn, grow, and expand their capabilities as time passes and to remain saleable to the needs and demands of our clients.

4. Additionally, because of the entrepreneurial nature of our business there are opportunities to develop non-technical skills. For example, professionals have the opportunity to enhance their business development, recruiting or leadership skills.

5. We also provide additional training and development opportunities through our Talent Management Department including:

- (1) Professional Development Allowance for Approved Professional Seminars, Courses, Association Dues and Networking Events;
- (2) BISK Self Study;
- (3) CPA Certification Reimbursement;
- (4) Professional License Renewals; and
- (5) Internal Training.



THE SIEGFRIED GROUP, LLP  
*Professional Service Partners*