



## We make opportunity happen.

Harris CPAs was established with the intent to create a single accounting firm that combines a commitment to proving a deeper relationship with our clients and providing a challenging and rewarding environment for professionals to grow. Today, the firm serves clients in Idaho and several western states, offering our clients a full range of accounting, auditing, and tax services.

As proof of Harris' original vision of providing excellent client service, the firm has experienced consistent growth since its founding, and now includes over 30 professionals with diverse industry experience and backgrounds. We provide auditing and tax services to a wide variety of industries including nonprofits, construction, real estate, retail, government entities and programs, employee benefit plans, schools, engineers and architects.

25

years  
in business

3

office  
locations

41

staff  
members

## Your first year at Harris.

Graduates will have an incredible opportunity to work in a growth driven atmosphere on a wide variety of client engagements. Upon arriving at Harris, you will be assigned a "buddy", a go-to person for any questions you may have as you begin your career. Each staff member is given in-depth training their first two weeks and over the course of their first year, will complete an audit track and a tax track. This approach provides a broad level of experience, which can be especially attractive to those not sure which area of accounting they prefer. Staff accountants work directly with seniors, managers, and partners on client engagements and will be involved in the entire process from planning to delivery. You will be encouraged to explore the many different client services and technical niche areas that our firm offers.

## Maximize your potential.

Harris recognizes that our value lies in our team members—and we do everything we can to show them our appreciation. We have several programs in place to help our staff reach their professional goals:

- **Mentoring:** Each new employee may select a more experienced member of the firm to help guide them and expand their skills.
- **CPA Exam assistance:** Study materials are provided and a reimbursement program for successful completion of each exam is offered.
- **On-the-job training:** We offer extensive training upon hire, annual CPE credits, in-house group trainings, and industry specific group trainings.
- **Memberships:** Harris pays for professional dues, license fees, and subscriptions for many financial and industry associations.
- **Benefits:** Fully paid medical, 401(k) matching contributions and 4 weeks of vacation.



Harris partners and staff apply our values to our everyday business practices as well as to our client relationships. We put in the extra work required to instill trust, be available, and foster collaboration. With internal committees devoted to these values, we are continuously creating new ways to incorporate each value into our culture.

## Our community matters.

Harris participates in programs that provide a positive impact in our community. As an employee, you are encouraged to reach out to the organizations you're passionate about, both as an individual and as part of the firm.

As part of our firm-wide community service initiatives, we donate pro-bono services to local nonprofit organizations through our Community Partnership Award. In addition, we volunteer at a local organization of our staff's choosing twice per year.

Each employee is given flexibility in their schedule to serve on the board of an organization or to volunteer their time to a nonprofit of their choice. Currently, we have employees of our firm active on the boards of organizations such as Meridian Arts Foundation, Idaho Youth Ranch and Friends of Idaho Public Television.

## It's not all about the numbers.

What separates us from some of the other firms in town? We pride ourselves in promoting a good work-life balance. We understand the importance of family and having a life outside of the office. We offer flexible start times during the off season, and with our cloud-based technology, offer the opportunity to work from home when needed.

During busy season, we show our appreciation of the staff's commitment by offering a Wellness Saturday, in-house massages, a weekly catered dinner, catered lunches to celebrate each tax deadline, an early closure on April 15th and bonus holiday day on April 16th.

During the off season, the fun continues and we enjoy monthly barbecues, an annual summer outing and picnic (seen below), a Christmas celebration and Winter Party, birthday celebrations and so much more!



# 2021 Opportunities

## Full Time Staff Accountant

**LOCATIONS: MERIDIAN & COEUR D'ALENE**

**START DATE: JANUARY OR SEPTEMBER**

As a staff accountant at Harris you will gain real-world experience and learn how to apply what you've learned in school and build a strong foundation for achieving your career goals. All Harris staff accountants do meaningful work on a wide range of tax and audit projects. You will be provided with direction and guidance by a mentor and will work side-by-side with experienced team members. Throughout your first year, you'll gain a unique perspective on our firm's practices and people, and forge critical relationships that will help you throughout your career.

## Winter & Summer Internship

**LOCATIONS: MERIDIAN**

Undergraduates will have an incredible opportunity to work in a growth driven atmosphere on a wide variety of client engagements. Each intern has the opportunity to audit and prepare tax returns for a variety of client types. Interns will work directly with seniors, managers, and partners on client engagements and are encouraged to explore the many different client services and technical niche areas that our firm offers.

The **winter internship** will last the duration of tax season (January through mid April). Interns will typically work 40 hours per week, Monday through Friday on an hourly basis during normal business hours. Flexibility in schedule to accommodate your spring class schedule can be arranged.

The **summer internship** will last 8 weeks in June and July. Interns will typically work 32 hours per week, Monday through Thursday on an hourly basis. Flexibility in schedule to accommodate your summer class schedule can be arranged.

### To Apply:

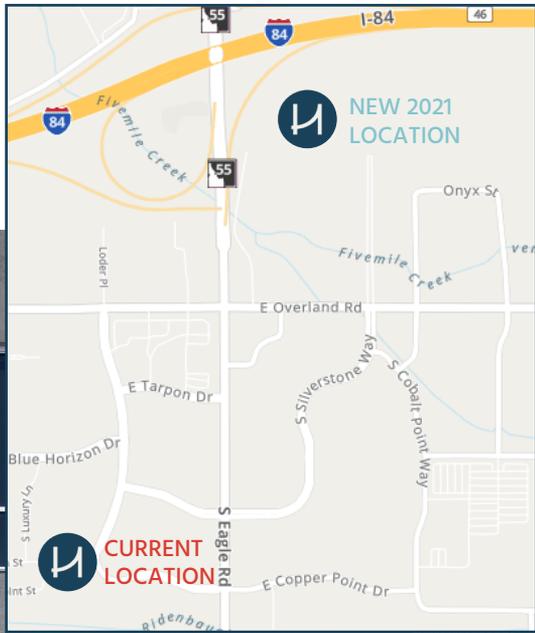
Harris is now accepting resumes  
on Handshake through September 30, 2020.



JAN 2021



WE ARE  
MOVING!



New Meridian Office is  
Under Construction!