

HARRIS
CPAs

www.harriscpas.com

They say there is strength
in numbers.

We couldn't agree more.



MERIDIAN | BOISE | COEUR D'ALENE

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 40 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 to
work from

42

staff
members

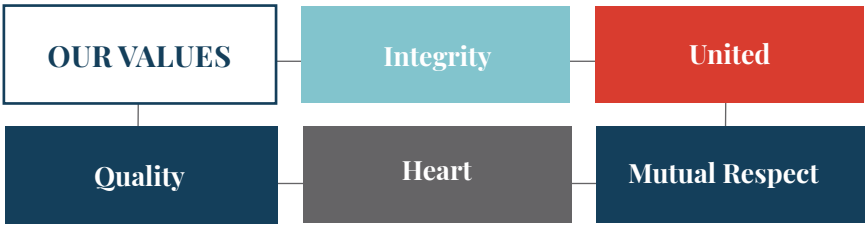
Your first year at Harris.

Graduates will have an incredible opportunity to work in a growth driven atmosphere on a wide variety of client engagements in both tax and audit their first year. Upon arriving at Harris, you will be given in-depth training covering our administrative processes and background of our firm and our mission and values. You will then begin a track in either the tax or audit department, lasting 4 months. During this time, you will be assigned a "buddy", a go-to person for any questions in that department you may have. After completing this track, you will then rotate to the other department for your next track. By the end of your first year, you will have had the opportunity to audit, prepare tax returns, have personal contact with clients, and begin to determine which department is the right fit for you. This approach provides an in-depth level of experience, and you will experience the full engagement process from start to finish.

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

FOR A LIST OF OUR CURRENT JOB
OPENINGS, PLEASE VISIT:

<https://harriscpas.com/careers/>

