



The difference is



**CCR**

THE DIFFERENCE IS

# OUR HISTORY

**For** 90 years CCR has been providing services to the people and businesses of New England. Today, with more than 200 professional and administrative staff in offices in Westborough and Boston, MA, Providence, RI and Glastonbury, CT, we are one of the region's oldest and largest independent certified public accounting and business advisory firms, offering a full range of audit, tax and consulting services to privately-held and public companies, not-for-profit organizations and individuals. It is this proud tradition of outstanding client service that has earned us national recognition as a top 100 firm:

## ACCOUNTING TODAY

CCR is ranked 96th on "The 2008 Accounting Today Top 100 Firms" list.

## PUBLIC ACCOUNTING REPORT

CCR is ranked 76th on *Public Accounting Report's* 2007 list of "America's 100 Largest Public Accounting Firms."

## PRACTICAL ACCOUNTING

Innovation Award Recipient 2006 and 2008

This award recognizes accounting firms that take the lead in developing new or improved services, or who promote efficiency in the practice of public accounting.

## INSIDE PUBLIC ACCOUNTING

CCR is ranked 91st on *IPA's* "2008 Top 100 Firms" list.

## LETTER FROM THE MANAGING PARTNER

David A. Platt, CPA, JD  
Managing Partner



**Year** after year, CCR turns to local colleges and universities seeking talented individuals to join our team; dedicated, enthusiastic students looking for a firm where they can learn, grow and succeed while balancing the demands of every day life.

At CCR, we focus our efforts on creating a culture that promotes those ideals, offering a variety of programs and benefits that allow for just that. We offer our recent college graduates, and all of our employees:

- A dynamic environment that promotes learning and provides exposure to a wide variety of clients and industries throughout New England;
- An extensive training program that includes professional development, soft-skills and personal enrichment courses as well as hands-on experience;
- The flexibility to achieve professional success and fulfill personal commitments;
- The opportunity to work with a team of professionals who have passion for their work, their clients and their communities.

The information contained in this brochure provides only a brief overview – we invite you to learn more by visiting our website at [www.ccrllp.com](http://www.ccrllp.com) or emailing us at [recruit@ccrgroup.com](mailto:recruit@ccrgroup.com). We appreciate your interest in our firm and look forward to speaking with you further.

Sincerely,

A handwritten signature in black ink, appearing to read "David A. Platt", written over a white background.

THE DIFFERENCE IS

# OUR EXPERIENCE

**CCR** believes that the key to providing outstanding client service is experience, both through formal learning and on the job. Our staff are provided the opportunity to work on a variety of client engagements from day one, always under the supervision of more experienced staff and partners. Upon hire every CCR employee is enrolled in the **College of Professional Excellence (COPE)**, our innovative learning and development program which each year offers more than 1,800 hours of professional development (CPE), a wide range soft skills classes and more than 40 personal enrichment courses such as wine appreciation, golf, personal financial planning and cooking.

For those employees interested in pursuing educational goals beyond COPE, CCR offers tuition reimbursement for relevant undergraduate- and graduate-level courses.

And, to ensure that your career is on the right track and you are focused on the right learning opportunities, all new employees participate in CCR's Mentor Program which pairs staff with more experienced colleagues who can offer support and guidance during the first year and beyond.

### Is getting a CPA license important?

Yes! In a rapidly changing business and financial environment, it is essential to become certified as evidence of professional qualification.

We ensure all employees stay up-to-date on the latest changes in auditing standards and accounting principles as well as pursue relevant credentials. Available upon hire, an allowance account is created for any professional who wishes to sit for the CPA exam, with a bonus payable upon completion.

THE DIFFERENCE IS

# OUR PEOPLE



**At** CCR we believe our most valuable asset is our people, which is why we work hard to create an environment that helps each member of the firm learn, grow and succeed, personally and professionally. We accomplished this goal by assembling a great team of individuals who are dedicated to making CCR a great place to work, for themselves, their colleagues and their clients.

### What is it really like to work at CCR?

We realize that the accounting industry is serious and succeeding requires a substantial amount of hard work and time, and that dedication shows on every client engagement. However, we also know that it is important to balance work with play. Throughout the year, CCR hosts a variety of events and activities such as:

- Make-your-own sundae breaks
- Busy-season socials
- Chair massages
- Annual holiday party
- Group outings to local sporting events
- Community Day of Caring
- Company-wide retreat at Gillette Stadium

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## OUR PEOPLE

We also understand our employees' growing need to balance work and family life, which is why we offer a wide range of employee benefits and **Work/Life Balance Programs** that include flexible scheduling, shortened work weeks and telecommuting.

CCR is also proud of our commitment to our community. Through The CCR Charitable Foundation, our firm participates in charitable events which benefit the towns in which we live and work and the causes our employees support such as:

- The Jimmy Fund
- The Greater Hartford Jaycees
- The Rhode Island Community Food Bank
- Community Harvest Project
- UMass Memorial Medical Center
- American Heart Association
- The Boys and Girls Club of Pawtucket
- Trustees of Reservations
- Combined Jewish Philanthropies
- Providence Children's Museum

And many other civic, religious and community organizations throughout New England

## MEET THE PEOPLE OF CCR



**Even** in this client-centered industry, we believe that our employees come first. In fact, our firm's vision statement reflects that belief: **Outstanding People Providing Outstanding Service**. And while most firms have vision statements or core values, at CCR we truly live by ours by hiring and developing employees who grow and excel both in and out of the workplace. Below are just a few of those outstanding professionals:



**David Desmarais, CPA**

Tax Partner

*Education:* UMass, Northeastern University, Nichols College

*With CCR since:* 1998

*Hobbies/Interests:* Landscaping



**Kathryn Fohlin, CPA**

Audit Supervisor

*Education:* Providence College

*With CCR since:* 2004

*Hobbies/Interests:* Dancing



**William Tarzia, CPA**

Audit Partner

*Education:* Bentley College

*With CCR since:* 1994

*Hobbies/Interests:* Golf



**Marla Beck, CPA**

Tax Principal

*Education:* UMass, Amherst College

*With CCR since:* 2002

*Hobbies/Interests:* Travel



**THE DIFFERENCE IS  
YOU!**

**CCR** has become New England's leading firm because of our intense focus on creating a culture that, year after year, attracts the best and brightest from local colleges and universities – people like you! We have opportunities in the following areas:

#### **ASSURANCE ASSOCIATE**

Assist in problem solving and fact-finding, working side-by-side with more experienced team members who can provide direction, coaching and learning opportunities. Have the opportunity to gain an understanding of the business by working on various stages of the audit, including fieldwork in the areas of compliance testing, cash, accounts receivable, inventories, fixed assets, accounts payable and accruals. Typical responsibilities will include:

- Assist in performing audits and review engagements
- Assist in the preparation of financial statements and applying areas of GAAP
- Provide your input to our management leaders on suggestions to improve client internal controls and accounting procedures
- Maintaining relationships with key client personnel to obtain an understanding of business operations, processes and functions
- Communicating with the clients' customers, creditors, banks and related parties concerning audit issues
- Documenting work completed by preparing workpapers

#### **TAX ASSOCIATE**

Assist in preparing tax returns, working with more experienced team members who can provide you with direction, coaching and learning opportunities. Typical responsibilities will include:

- Work with tax software applications to complete tax returns for review
- Assist with responses to notices from the Internal Revenue Service
- Maintain relationships with key client personnel to obtain an understanding of business operations, processes and functions
- Assist in the projection of year-end filings
- Perform quarterly estimates and file extensions

#### **INTERNS**

Internships exist in various departments and offices at CCR, where interns are considered “professional staff” and as such perform many of the same roles and responsibilities as our first-year staff. Our goal is to provide college students with a rewarding and challenging internship through direct experience and training that will be beneficial for both the intern and CCR. Our hope is that our interns will eventually become full-time associates of the firm upon graduation from college.

To learn more about these opportunities visit our website at [www.ccrllp.com](http://www.ccrllp.com) or email CCR at [recruit@ccrgroup.com](mailto:recruit@ccrgroup.com).





## BENEFITS

## NOTES

**CCR** offers an array of employee benefits, some fully paid by the firm and others for which costs are shared between the firm and the employee:

- Medical and dental insurance
- Flexible Spending Accounts
- On-site flu shot and blood pressure clinics
- CPR and defibrillator certification classes
- Life insurance
- Short- and long-term disability
- 401(k), with firm match
- 16 earned-time-off days
- 9 paid holidays
- New client commissions
- Employee referral bonuses
- Tuition reimbursement
- In-house, firm-paid CPE
- Firm outings and social events
- Business casual attire
- Paid professional dues and licensing fees
- Summer hours
- Employee Assistance Program



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