



benefits package for accounting interns

parking

Parking costs are reimbursed by Cotton + Allen up to the cost of a monthly parking card. Or, if available, we will provide you with the use of a parking card to a nearby garage.

flexible work arrangements

We believe your main focus should be your college education. Our track record proves we have been very successful in scheduling intern work hours around school commitments. Our only requirement is that you work a minimum of 20 hours per week.

year-round commitment

We commit to providing year-round positions for our interns. During the fall and spring semesters, we will provide you with the same type of work environment and assignment that is available to our first-year team members. During the summer semester, we commit to providing our interns with at least half of their hours in accounting and tax assignments.

career development + continuing education

Cotton + Allen believes that continuing education and career development go hand in hand. While your intern experience is a significant enhancement to your college training, Cotton + Allen offers more with in-house training sessions as well as training opportunities provided by our network affiliation with RSM McGladrey, one of the nation's largest accounting and consulting firms dedicated to serving privately owned businesses.

life, ad&d + ltd

Life, accidental death and dismemberment, and long-term disability insurance are offered at no cost to all team members who work 30 hours per week.

health insurance

Team members who work an average of 30 hours per week on an annual basis are also eligible to join the firm's group health insurance plan (at their own cost).

dental insurance

Team members who work an average of 20 hours per week on an annual basis are also eligible to join the firm's group dental plan (at their own cost).

cafeteria plan

All team members, regardless of age or hours worked, are eligible to join the Cotton + Allen cafeteria plan, which allows you to pay for certain medical and dependent care expenses with pre-tax money.

401(k) savings plan

All team members who are at least 21 years of age are eligible to join the Cotton + Allen 401(k) savings plan on the first open enrollment date following their date of employment. Cotton + Allen matches at the rate of 50 percent of the team member contributions to a maximum of 5 percent compensation, with a six-year vesting program. Team members, such as interns, who work 1,000 hours or more in a plan year are eligible for a year's vesting credit.

kscpa membership

Cotton + Allen pays for each intern's annual dues for student membership in the Kentucky Society of Certified Public Accountants.

holidays

Cotton + Allen provides nine holidays throughout the year. Interns are paid pro rata for those nine holidays.

unpaid time off

With sufficient lead time, our interns may request and receive unpaid time off. Interns tend to use this option around test time, or just to soak up some summer sun.

dress for success

Cotton + Allen has adopted a "Dress for the Day" policy — a combination of traditional and business casual attire, where team members dress according to the meetings and work scheduled on their calendar for any given day.

a friendly atmosphere

At Cotton + Allen, our interns are part of the team — and it's an easy one to get to know. Everyone here is on a first-name basis, and you'll have access to every member of the team.

great stuff

Cotton + Allen team members benefit from a lot of great stuff. From the serious tools — your own networked computer with direct Internet access, direct phone and fax lines, business cards and more — to the fun stuff — Cotton + Allen clothing, coffee mug and other merchandise!

parties + other fun events!

Cotton + Allen has a number of fun events every year, and our interns are always on the guest list. There's the holiday party, the ever-popular tax season party, and the seemingly countless special events (usually centering around food) during busy season — we'll use any excuse to eat! We also routinely offer our team members free tickets to the arts, sporting events, museums, movies and much more!

subsequent to graduation

While nothing in the world is a sure thing, it is our intention to hire our interns as full-time team members after they graduate and are eligible to sit for the CPA exam. Our internship program offers a "try-before-you-buy" option that gives students a real-world taste of public accounting. An additional advantage for our interns who join us full time after graduation is that their intern hours count toward many of our full-time benefits, including vacation time.

we're high-tech

You can find Cotton + Allen on the internet at www.cottonandallen.com. Take a minute to learn more about us and if you have any questions, give us a call at **502-589-6050**.