



benefits package for professionals

a friendly atmosphere

At Cotton + Allen, you 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 everyone, including senior management.

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.

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

Cotton + Allen offers a variety of alternative work arrangements, including compressed work weeks, flextime and job sharing as well as part-time and seasonal positions.

career development + continuing education

We believe that continuing education and career development go hand-in-hand. That's why we offer training opportunities from a number of sources, including CPE courses offered by our network affiliate, 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 are also eligible to join the firm's group health insurance plan. Cotton + Allen contributes the amount of single coverage per month for regular full-time team members. The amount is pro-rated for regular part-time positions.

dental insurance

Dental insurance is available through the firm's group dental plan to team members who work an average of 20 hours per week.

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. The firm 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 who work 1,000 hours or more in a plan year are eligible for a year's vesting credit.

memberships + dues

The firm pays the annual dues for membership in the Kentucky Society of Certified Public Accountants and the American Institute of Certified Public Accountants. The firm also supports your involvement in related professional societies and organizations.

paid time off (PTO)

Cotton + Allen offers a minimum of 23 days of paid time off up to 32 days depending on years of service. This benefit is pro-rated for regular part-time employees

industry specialization

As a team member at Cotton + Allen, you will gain invaluable experience in audit and tax. And, if you are interested, we will help you specialize in other areas, such as employee benefits, financial planning and information technology, just to name a few.

performance evaluations

Cotton + Allen operates in a highly challenging, competitive market. For the firm to be successful, you must be successful. So, we have adopted "Success through People," a performance management process developed by RSM McGladrey. The process is designed to help you plan, develop and get the feedback you need to perform at your highest level.

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 hosts a number of fun events every year. 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!

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**.