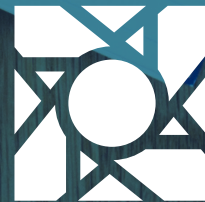


A top-down view of a wooden desk with various office items. A white smartphone with a black screen is in the upper left. A portion of a silver laptop is in the upper right. A blue spiral-bound notebook is in the center, with a green pencil resting on it. A pair of glasses is partially visible on the right edge. The entire image has a dark blue overlay.

Cray Kaiser Benefits at a Glance



Cray
Kaiser

CK | CPAs & BUSINESS ADVISORS

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www.craykaiser.com



Pay

- **Competitive Salaries**

Compensation is aligned to your experience, roles and responsibilities and growth plan.

- **Bonus Plan**

All employees receive quarterly mentoring to review growth plan, performance and achievement of bonus.

- **Paid Vacation**

Based on years of service

- **Paid Health & Wellness Time**

- **Bereavement Leave**

- **7 Holidays Plus 1 Floating**

- New Year's Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving
- Friday after Thanksgiving
- Christmas
- Annual floating Holiday - date determined by the partners

Time Off



Insurance

- **Hospital and Major Medical Insurance, heavily subsidized by the firm**

- **Optional Benefits**

Dental, Vision, Short- and Long-term Disability, Critical Illness and Voluntary Life

- **Workers Compensation Insurance**

- **Group Life Insurance**

- **Health benefits include counselors and support outlets**

We Pay For It!

- **CPA Exams**

We will support you on your journey to becoming a CPA.

- We pay up to \$2,000 of CPA exam-related fees
- \$800 Bonus upon successful passing

- **Professional Seminars**

They're required. We want you to keep up with all the latest trends and regulations, but we pay the fees for approved seminars.

- **Professional Organizations**

The firm pays your annual dues to AICPA, Illinois CPA Society and other approved professional organizations.

- **Travel & Expense Reimbursement**



Planning for the Future

- **401K and Profit Sharing**

Cray Kaiser will help you prepare for retirement with a hybrid plan that involves both profit sharing and traditional & Roth investment opportunities.

Other Cool Perks



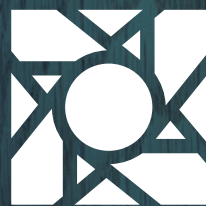
- **New Client Referral Bonuses**
- **Employee Referral Program**
- **Dress For Your Day**

Choose what you wear based on your day. No clients, dress casual! Of course, we have professional standards, but we want you to be comfortable.

- **Mentoring Program**
- **Various social events year-round to connect team members outside of the day-to-day activities**
- **Tax Season Fun**
 - Food, food, and more food.
 - Saturday games & competition

Hybrid work model

- **YOUR needs are a priority - set a schedule that works for your work/life balance**
 - Hybrid work models enhance physical and mental health
 - Job satisfaction breeds career success! A hybrid model helps you reach your goals



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