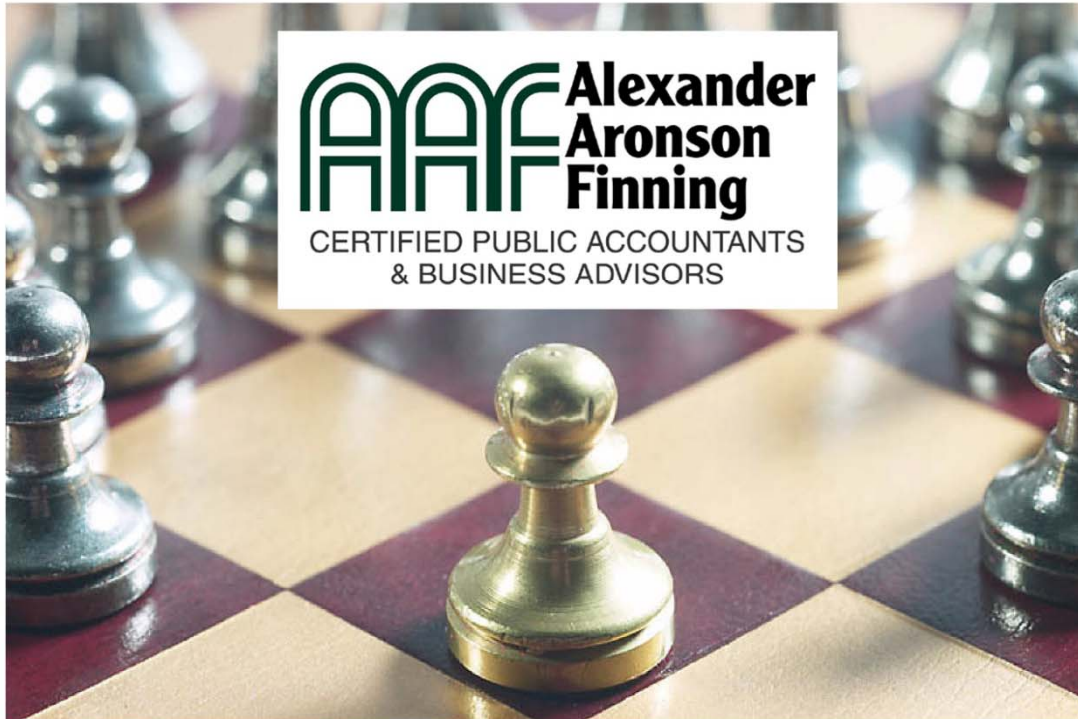


**WHEN ALL THE FIRMS LOOK THE SAME,  
THERE IS ONLY ONE THAT STANDS OUT...**



**Don't take unnecessary risks.  
Select a firm that has proven success!**



2010



Westborough Headquarters  
21 East Main Street  
Westborough, MA 01581  
508-366-9100  
FAX: 508-366-9789

[HR@aafcpa.com](mailto:HR@aafcpa.com) • [www.aafcpa.com](http://www.aafcpa.com)

**Wellesley · Westborough · Worcester · Cambridge**

# Our Commitment To You

*You've worked hard to get to where you are today. Selecting an accounting firm that supports your achievements and expands your horizons is invaluable to you.*

*When you select Alexander, Aronson, Finning & Co. (AAF), you choose a team that represents the best in New England and across the country. We work with you to give you the foundation to build your career. After all, we understand the key ingredient to our success is the people that represent AAF.*

*Select a firm that will support you! If you have any questions, please let us know. We look forward to working with you!*

*Sincerely,  
The AAF Team*

**AAF** Alexander  
Aronson  
Finning  
CERTIFIED PUBLIC ACCOUNTANTS  
& BUSINESS ADVISORS

# About AAF

Alexander, Aronson, Finning, & Co., P.C. (AAF) is one of New England's largest full-service public accounting and business advisory firms with offices in Wellesley, Westborough, and Worcester. Formed in 1973, AAF professionals proactively provide accounting, tax, and business solutions to companies and individuals throughout the United States and internationally.

AAF has been honored as a best place to work for four years in a row. Most recently, AAF ranked #9 among mid-sized firms in the Boston Business Journal's Best Places contest. In the Boston Globe's Top Places to Work contest, AAF ranked #2 in its division, #1 in Careers and #5 in Ethics. This is a direct correlation to AAF's extensive training and mentoring programs. As the highest ranking CPA firm on the Boston Business Journal's Best Places to Work and Boston Globe's Top Places to Work lists, the AAF team simply represents the best of the best.

**AWARD  
WINNING**



AAF is a rapidly growing firm with 13 Partners – 8 of whom joined AAF as staff accountants right out of college – and over 100 team members. We work with clients in all stages of their business life cycle, from start-up through business expansion, maturity and succession. AAF's expanding client base includes a variety of privately held and family-owned companies, as well as nonprofit organizations and associations located in New England and in selected states throughout the U.S. One of our most unique qualities is the nearly 50-50 representation of nonprofit and for profit clients.

AAF holds firm and individual memberships in the Massachusetts Society of Certified Public Accountants (MSCPA), the American Institute of Certified Public Accountants (AICPA), the International Association of Professional Accountants (IAPA), and the UK200Group. IAPA and UK200Group are organizations made up of independent accounting firms throughout the U.S. and the world. Through our membership, AAF professionals are able to assist clients with growing needs in a broadening global economy.

AAF is also a socially responsible firm. AAF professionals take leadership roles by serving as volunteers on the boards of a number of local and statewide organizations. Many are often asked to serve as business advisors, teachers, and lecturers to members of the business community.



# Testimonials

We are proud of AAF team members and we like to show it. Herb Alexander, AAF's Managing Partner, personally greets every new employee to the firm. We are a firm of choice because we listen to what team members have to say and continually work to make improvements along the way.

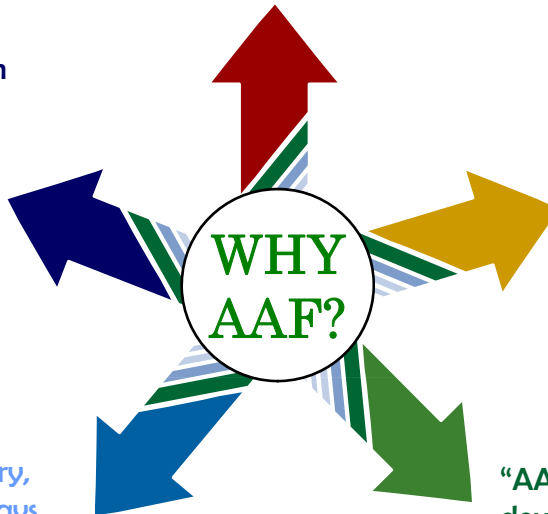
**"AAF promotes teamwork, professional development and advancement by providing each professional with consistent, lifelong learning opportunities that challenge each person's intellectual curiosity."**

**"One Person – One Firm – One Concept!!! This is a place where all professionals are valued and where success is at your fingertips."**

**"Working at AAF is like working with family. I have developed more skills at AAF than I did at a national firm. Everyone is a team player and we all work together to achieve the objectives and goals of the firm."**

**"In a challenging industry, everyone at AAF is always willing to lend a hand so that everyone excels. Each member of the team is an important component to the success of the firm."**

**"AAF really values my development and growth. The camaraderie and support system makes meeting deadlines easier. I know that if I need help, my team will support me."**



# AAF's Career Path

As one of the most respected public accounting firms in New England, our size and client mix make us an ideal firm with whom you can build your career. We are large enough to offer you a diverse client base and experience, yet small enough to bring out the individual in you.

From an entry level Staff Accountant to a Partner, you will work with your peers as a client service team. Our team sizes allow all levels the opportunity to work directly with clients. As a result, all members of the team are visible and have the foundation and knowledge to work together as a true cohesive team.



## Staff Accountant

Staff accountants work with semi-senior and senior accountants on client engagements. They also work closely with managers and partners to ensure a client's needs are met.

## Semi-Senior Accountant

Semi-seniors supervise staff accountants and work directly with the senior and manager on each engagement. They assist with preparation of work papers and drafting financial statements.

## Senior Accountant

Senior accountants have responsibility for fieldwork, work paper review, staff development, job planning and scheduling.

## Supervisor

Supervisors direct the overall activities of client engagements simultaneously across multiple client service teams. They assist the team in ensuring the highest quality services are offered to clients.

## Manager

Managers are responsible for building and maintaining client relationships, overseeing the process and flow of the engagements, and coaching and monitoring AAF seniors and staff.

## Partner

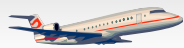
Partners oversee all client engagements and relationships. They demonstrate the leadership, drive, sound business judgment and entrepreneurial spirit that the firms thrives on.

# Expanding Your Horizons

As a dynamic and progressive firm, AAF professionals have extensive knowledge in several areas and industries. This is a direct result of the firm not initially developing team members as “specialists” - working in one specific area of accounting (i.e. tax, auditing or advisory services). Since you will be exposed to a full range of accounting and consulting services, you will continually enhance your skill set and, thus, be able to grow with the firm. This firm approach enables you to provide clients with the highest level of communication and overall services on a regular basis.

AAF's clients also represent a wide range of industries. Some industries include:

- Manufacturing and Distribution
- Automobile Dealerships
- Construction
- Commercial Real Estate
- Physicians and Health Care
- High-Tech/Biotech
- Software Development
- Retail
- Waste Removal
- Community Health Centers
- Arts Organizations
- Community Development Agencies
- Higher Education
- Private and Charter Schools
- Community Development Corporations
- Social and Human Service Agencies



AAF has an expansive client base. A large majority of our clients are located throughout Boston and in neighboring towns within an hour of our Westborough headquarters. Out-of-town engagements are, thus, infrequent.

# What to Expect

## *Hands on Experience*

Our team members complete their engagements in an average of two to four weeks. This time frame enables you to work on a larger number of client situations, thus increasing your exposure to many areas of responsibilities and industry groups. This broad exposure also helps professionals assume responsibilities more quickly, enabling them to progress within AAF at a more rapid pace.

## *Balanced Workload*

Fiscal year-ends are as diverse as our client base. As such, we have work available throughout the year. This gives you opportunities to learn and grow faster.

## *Evaluation Process*

The evaluation process is a key part of your professional development. Your work is evaluated and reviewed daily by your supervisor. Supervisors submit a written evaluation after any engagement that lasts 40 or more hours. Formal reviews are conducted on a trimester basis while staff level and compensation are evaluated annually.

## *Assignment Scheduling*

Scheduling for assignments is based on a team member's professional development. Client preferences can be made known and will be considered when scheduling assignments.

## *High Tech Firm*

The majority of our engagements are performed utilizing electronic work papers. Assignments can be completed in an efficient and timely manner while also exposing you to leading-edge technology.



# Benefits

AAF offers an extensive benefits package. Our plans and programs are focused on your life, personal, and business needs.

## PERSONAL TIME OFF

- Includes vacations, sick days, national and religious holidays, and personal time

## MEDICAL PLAN

- Company-subsidized Total Health Program. Contributions paid with pre-tax dollars

## 401 (K) PLAN

- Company matches 50% of the first 6 percent of an employee's contributions

## DENTAL PLAN

- Group dental insurance available

## RECOGNITION PROGRAM

- Outstanding contributors are recognized and awarded for going above and beyond

## FLEX BENEFIT PLAN

- Provides additional medical cost coverage. Contributions paid with pre-tax dollars

## TUITION REIMBURSEMENT

- Includes Accounting Masters Program

## CPA EXAM

- Receive paid time off while taking the exam -exam fee and study materials are paid for (once per section)

## DISABILITY INSURANCE

- Fully paid long and short-term disability

## DEPENDENT CARE

- Provides coverage through pre-tax employee contributions

## MEMBERSHIP DUES

- Offer full coverage for firm supported professional and civic organizations

## LIFE INSURANCE

- Fully paid for one year's salary coverage

## FIRM ACTIVITIES

- Company supported outings, parties, and other firm celebrations

## MENTOR PROGRAM

- Guidance to let you reach your full potential

## INTERNAL TRAINING

- Provide the foundation that enables you to progress throughout your professional development

# What We Look For

While a strong GPA is important to us, we are looking for more than just high marks. Communication skills and any course work in general business, management, or computer science are relevant.

Also important to our selection process are business and personal references and work experience, including everything from formal internships to cooperative study programs. Involvement in extra-curricular activities will also tell us a lot about you.

If you are interested in growing with the firm, we look forward to learning more about you! To submit a resume, please send an e-mail to [hr@aafcpa.com](mailto:hr@aafcpa.com). If you want to find out more about AAF, visit us online at [www.aafcpa.com](http://www.aafcpa.com). Current job openings are posted regularly on our "Careers" page.

Visit us online at  
[www.aafcpa.com](http://www.aafcpa.com)

**CONTACT AAF...**

**By e-mail:**  
[HR@aafcpa.com](mailto:HR@aafcpa.com)

**By telephone:**  
(508) 366-9100

**By fax:**  
(508) 366-9789

**By mail:**  
Westborough Headquarters  
21 East Main Street  
Westborough, MA 01581

**AAF Alexander Aronson Finning**  
CERTIFIED PUBLIC ACCOUNTANTS & BUSINESS ADVISORS

WHERE EVERY CLIENT IS A VALUED CLIENT

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**Breaking News @ AAF**

AAF Co-President, Carla McCall, will serve as moderator of the SBANE Capital Connections Series seminar

AAF honored by the Boston Globe as the #2 Top Place to Work

[Read Details & Archives >>>](#)

**Awards and Recognition**

AAF is proud to be an award winning firm with team members that continue to surpass all expectations.

**CLIENT TOOLS**

- Insightful Tips
- Deadlines
- Online Tax Guides
- Newsletter Archive
- News Flash Archive
- Events
- Document Portal
- Tax Organizer

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