



PISENTI & BRINKER LLP

Certified Public Accountants & Advisors



YOU ARE
HERE.



Let the Journey Begin

At your graduation ceremony, someone will stand in front of you and tell you that you have just completed the first step of a journey. A journey that will define your future. We agree with that sentiment and would pass along a few suggestions for how to start that professional journey in accounting.

Although you can be an accountant just about anywhere in the world, there is a place for you right here in the North Bay. Our area is filled with innovation and new business opportunities; opportunities that need the talents acquired in an accounting firm like Pimenti & Brinker LLP.

This booklet was prepared to give you some insight into a career in accounting and to point out a few of the differences you might face when making your decision for the perfect firm for you to grow and succeed. We have a track record of more than 50 years of bringing opportunities to talented people and we want to extend an opportunity to you.

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The team at Pistenti & Brinker LLP makes a difference in the communities where we live and work. Our staff is active in their communities and provide leadership to numerous non-profit boards and associations. We offer our support not just in monetary terms, but as volunteers, including coaching and mentoring youth. With 50 plus years in the North Bay, Pistenti & Brinker LLP knows the importance of meeting today's community challenges and those of the future.

What can you do for your community? Together we can do much more.





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Pisenti & Brinker LLP

12 hours ago

Why did you choose P&B to be your employer?



Like



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Sharilyn N I chose P&B because I knew that there were many very intelligent and qualified people here, and it was close to where I live.



Pisenti & Brinker LLP

13 hours ago

What was your internship experience like at P&B?



Like



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Nate I did expect to work on individual returns but did not expect the complexity of what we were given. Some returns were easy while others fairly difficult but personally it helped me in class. Learning and specializing in the new software also helped.



Pisenti & Brinker LLP

14 hours ago

What's fun about working at P&B?



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Kelsey We do a lot of firm-wide events that are really fun that people get into. It's a light, fun atmosphere when we all get together, but we can be serious and take care of our responsibilities when we need to.





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Pisenti & Brinker LLP Our internships offer a challenging, yet rewarding experience. Hands-on client experience will be with individuals and with mid-sized, entrepreneurial businesses. Engagements are multifaceted and provide a variety of assignments rather than just one small part. These tasks will give you a great sense of accomplishment when completed.



A Fast Growing Field

pbllp.com • According to the Bureau of Labor Statistics, the number of accounting jobs is expected to grow 11% over the next decade, which is faster than average.

Like • Comment • Share • 1 day ago



Andrea @AndreaL1234 19h

My experience at P&B has given me more real world exposure to the accounting world than I initially thought it would. The learning curve is so steep that, by the end of tax season, I was leaps and bounds beyond where I first started.



Courtney @CourtneyZ93 20h

One of the greatest aspects of the company is everyone having an open door policy and encouraging interns to ask questions. It's so great that you get to work with managers and partners one on one, and truly understand what is going on.



Jenna @JenSonoma23 20h

Transitioning from a mid-size firm to P&B was so much easier than I anticipated. I seamlessly moved to P&B using familiar software, found that auditing is just auditing, and quickly learned everyone's name. My voice was heard in every step of the audit. I'm a more well-rounded employee after working with P&B.



P&B

4 Tips for Finding Success in Accounting

When you make a decision to follow a career path in accounting, it is a lot like my rides on the trails. There are ups and downs and often new experiences around every turn. Accounting isn't for everyone, but to those who choose this profession, I have a few tips to pass along that should give you a head start on your future.

Select a firm that is a fit for you:

There are many differences between a large firm, a regional firm, and a small or local firm. Finding the right fit includes the considerations of where you want to live, how much you might need to commute or travel, what are your career opportunities and the timeline for advancement. The office culture and the alignment with your career goals and life are important so be sure to get your questions answered.

Take ownership of your work:

The accounting profession is challenging, dynamic and requires constant learning, growth, and dedication. You will work in teams, independently and have the responsibility of others depending upon and/or reviewing your work. Take ownership of what you do no matter what it is; embrace and seek opportunities to learn something new. Don't take shortcuts or assume that someone else is responsible for outcomes. Communicate status, ideas, and questions to those who are working with you. Always remember the client perspective and the ultimate deliverable or service you are performing.

Utilize the resources around you:

Seniors, Managers, and Partners have all been in your shoes. Seek their assistance and advice, learn from their experiences, and accept their feedback as growth opportunities. Learn to use online research tools and other resources to answer your technical questions or help ask better questions and propose potential solutions. Read publications, newsletters and other information sources to keep current on developments in the profession and issues your clients are facing. The people and tools are there and available; be proactive in using them and finding answers.

Work life balance:

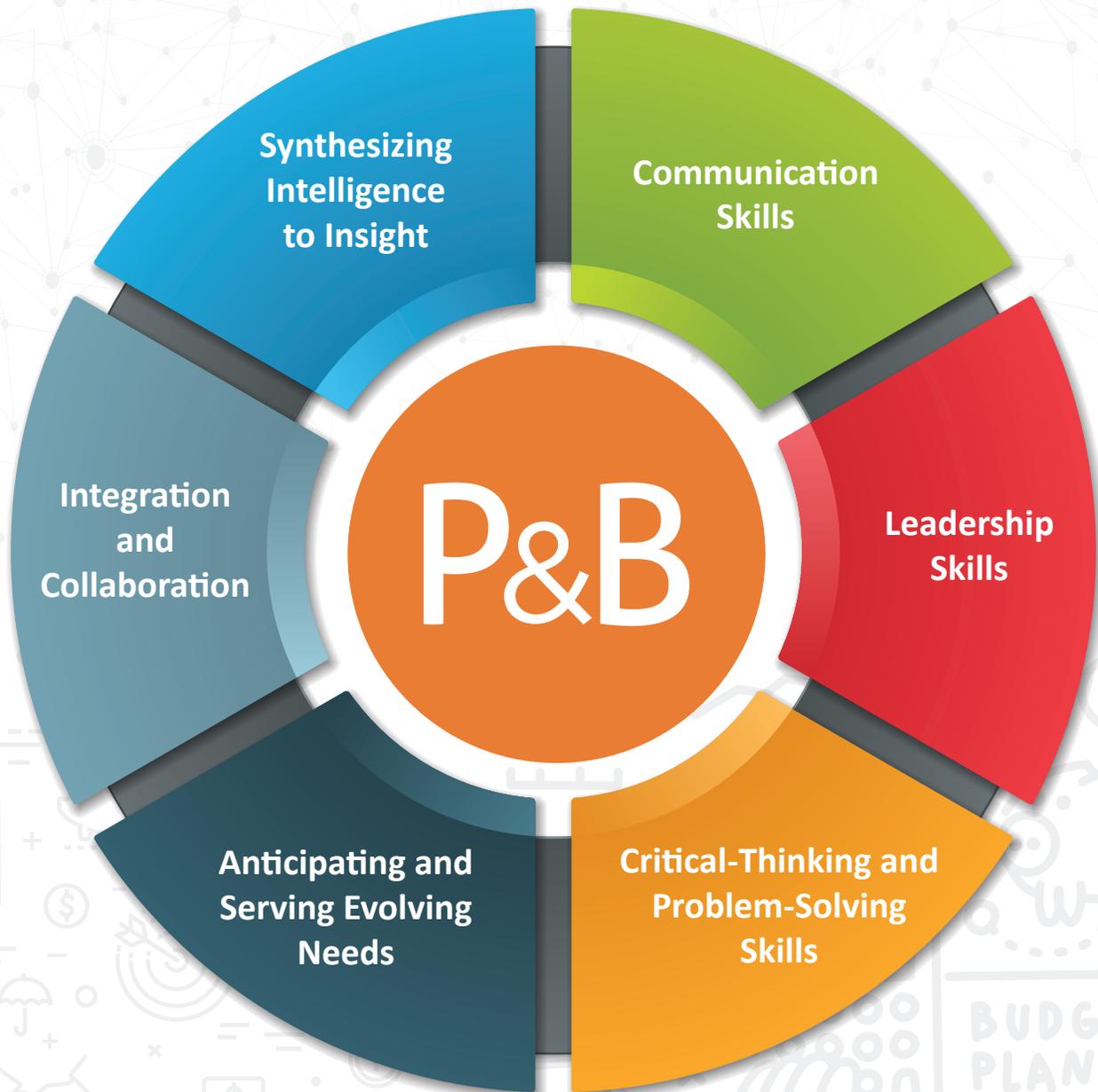
There is no denying that the accounting profession often involves long hours and a demanding schedule. Learning to balance work and life can be difficult but is achievable. Identify your personal priorities - family, hobbies, exercise - and schedule time for those activities. Finding the right balance is unique to each of us. Understand the expectations and tools your firm provides to help you find that right balance.

Josh Moore
CPA,
Partner



What's at the core?

The Core Competencies of the CPA of the future will include:



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Why choose a midsize firm?

- **Access to the top**
Team members work directly with Partners, Directors and Managers.
- **Variety of work assignments**
Learn about various businesses and industries.
- **Input into firm processes**
As part of a team you can contribute to management decisions.
- **Visibility, appreciation and recognition**
Smaller staff means being noticed for a job well done.
- **Total engagement exposure**
Experience an engagement from pre-job planning to wrap-up and delivery.
- **Less bureaucracy**
Smaller work environments are more agile and responsive.
- **Work/Life balance**
Collaborative environment lends itself to flexible work schedules.
- **Flexible career track**
Choose your path – tax – audit – consulting – business development?
- **Family affair**
Friendly collegial working relationships and family type gatherings foster a sense of belonging.
- **Job security**
Smaller firms know their greatest asset is their staff!



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Your Professional Presence

Plan to compliment your enthusiasm for a new job with the clothes you wear to your interview and, eventually, for your new position. There will be plenty of time for that extreme casual look when you are out of the office, but when you are representing the firm, you never know when a client or a partner in the firm will drop in. Better to show them you are a professional who respects the industry standards.

P&B's what not to wear:

- Denim with holes or tears even if you paid extra for them.
- Acid wash denim; a dark wash is best on denim days.
- Tank tops with spaghetti straps.
- Tops that reveal cleavage or undergarments.
- Dirty or overly worn shoes of any kind; check the heels... are the backs worn out from driving?
- Tee shirts with writing or slogans on them.
- Ball caps or beanies.
- Mini skirts.
- Fishnet stockings.
- Shorts.
- Anything that looks un-ironed; if the collar on that polo shirt is "curly", iron it.
- Bare midriffs.
- Sheer shirts or blouses that are easily seen through.
- Low rise pants that reveal undergarments.
- The list goes on... You name it, we've seen it.

P&B's Professionalism

- Work attire doesn't mean you have to give up your private style, but be aware that the workplace calls for its own style.
- Better to be overpowering in the interview rather than in the aroma you sprayed on. Be sure to avoid perfumes and colognes in the interview and in the workplace. Many workplaces restrict personal scents.
- Marked for success is not always the same as a tattoo or a piercing. Some companies limit this form of expression, so, it is better to tone down for the interview. If you make the cut, ask about the policy.
- You are your best personal brand ambassador.



P&B

Interviewing is a two way street

Most accounting firms want to know that you have accomplished a series of educational achievements in your pursuit of a career. You don't have to have been the valedictorian, but you should have the ability to communicate clearly during your interview.

Typical questions you may be asked include:

- Why did you decide to go into accounting?
- What do you know about our firm and why do you want to work here?
- How familiar are you with Quickbooks and Excel?
- Where do you want to be in 10 years?
- What are your expectations for your internship experience?

Being prepared for a job interview means that you will have a few questions of your own.

- What can I expect for a work schedule?
- Who will I report to?
- Is there a mentoring program for interns and new hires?
- What business skills will I be exposed to?
- Can you give me an understanding of the process to transition from intern to full time employee?





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Who is RSM US?

Pisenti & Brinker LLP has been a proud member of RSM US Alliance since 1994. RSM US Alliance is a premier affiliation of independent accounting and consulting firms in the United States, with more than 75 members in over 38 states, the Cayman Islands and Puerto Rico. This affiliation gives us access to a full range of national and international capabilities.

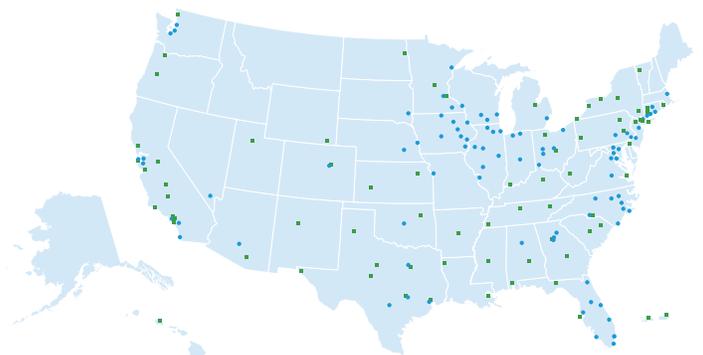
As a member of RSM US Alliance, Pisenti & Brinker LLP has access to resources and services RSM US LLP provides its own clients. RSM US LLP is the leading provider of audit, tax and consulting services focused on the middle market, with more than 9,000 people in 86 offices nationwide. RSM US LLP is a licensed CPA firm and the U.S. member of RSM International, a global network of independent audit, tax and consulting firms with more than 38,000 people in over 120 countries.

We accepted an invitation to become a member of RSM US Alliance because it is a natural fit with our commitment to our clients and our determination to stay at the forefront of developments affecting accounting and consulting firms today.

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Welcome to P&B!

Full Benefit Package • CPA Exam Assistance • Extensive Training
Work/Life Balance • Mentor Program • Giving Back to my Community

Our Alumni come together to make P&B an amazing place to work and build relationships.

