

rk| & YOU



A BRIGHT FUTURE.

"If I could give a bit of advice to someone exploring career options, I'd say look for a firm that encourages you to form strong personal relationships. At RKL, the people I work beside aren't just my colleagues, they're my friends."

— Kirsten Midkiff, Small Business Services Group



WELCOME to RKL

A World-Class CPA Firm. At Home in Central and Eastern Pennsylvania.

Looking for a firm where pursuing a promising career and enjoying a fulfilling life aren't mutually exclusively concepts? A place where you can grow professionally with exceptional training opportunities and on-the-job experiences? A workplace that understands you're not only building a career, you're building a life?

Welcome to RKL. One of the nation's fastest-growing CPA firms, RKL recruits only the best and brightest talent to be part of our team of more than 300 professionals. In Central and Eastern PA, RKL stands apart in our success and growth. For graduates with the right qualifications, this means diverse career opportunities, top-quality training and potential advancement at a regional firm that puts people first. For undergraduates, an internship at RKL offers diverse and meaningful career experiences that will help you define your career path in public accounting and open the door to future career opportunities.

One of the Nation's Fastest Growing Accounting Firms.

- Fastest-growing CPA firm in the U.S. according to *Inside Public Accounting**
- Ranked 9th on *Accounting Today's* "Pacesetters in Growth"*
- Ranked 17th largest CPA firm in the Mid-Atlantic by *Accounting Today**
- Ranked the 72nd largest firm in the nation by *Accounting Today**
- Largest CPA firm based in Central and Eastern Pennsylvania

*in 2014

The Best of Both Worlds.

A "top 100" CPA firm located right here in your own backyard. With offices located in communities recognized for their outstanding quality of life, you'll find yourself right at home here at RKL.



"I enjoy the variety of work I'm doing and the opportunity to work directly with clients this early in my career. It all started with my RKL internship, which provided a strong foundation for where I am today."

– Kevin Lee, Tax Services Group

UNSTOPPABLE future

I want each day to present a chance to move forward.

Ready for a career that's going places? At RKL, each day presents new opportunities to move forward. Whether it's helping clients meet their goals, developing new relationships with your colleagues or volunteering in the community, you'll start off strong with opportunities that shape a bright future.

Our professionals hold themselves to high standards on the job and when it comes to their future career paths. To them, advancing means continuously developing their technical and soft skills, exploring their talents to the fullest and having a vision for their careers.

- Learn directly from managers and partners in a team approach to client service
- Work with clients in the field—an experience that is limited for entry-level professionals at big-name firms
- Build your career with a firm that offers opportunities in a wide range of public accounting professions, from audit to fraud/forensic investigation
- Be part of a firm that invests in its people and believes in promoting from within
- Develop a career path that capitalizes on your best strengths and talents

"RKL is all about matching your strengths with your desired career path. I know that if I expressed an interest in gaining experience in a particular area, RKL would assign jobs to my schedule that would open the door to those opportunities."

– Ellen Dooley, Audit Services Group





"To me, career advancement means stretching myself as an individual. At RKL, I've had the opportunity to volunteer in the community, attend social events and collaborate with others. I know these experiences will have a lasting impact on my career."

— Dahraris Pesantez, Marketing

UNLIMITED opportunity

I want to grow professionally and personally.

The secret to developing a competitive edge is the lifelong pursuit of learning. It all starts here at RKL, where training and professional development are core to our growth-oriented culture. You'll find no shortage of opportunities to hone your technical and soft skills, stay current with our fast-changing industry and learn directly from professionals who are at the top of their game.

Recruiting and retaining a team this good doesn't happen by chance. We're fully invested in delivering the training, experience and advancement opportunities that high-caliber young professionals expect.

- Internships that provide diverse career experiences so you can identify the best path for your career in public accounting
- CPA exam fees and paid time off for studying for full-time staff accountants are provided by the firm
- High-quality technical and professional training through a variety of live and online CPE courses offered throughout the year
- A variety of personal and leadership development opportunities to help you realize your professional and personal goals

"As a recent college graduate, I'm gaining on-the-job experience and opportunities for growth and learning that have far exceeded my expectations. For motivated young professionals, this is the place to start your career off strong."

– Emily Snyder, Human Resources





"At RKL, I'm building my career in fraud and forensic accounting, a specialized discipline you won't find at most regional firms. Just as importantly, this is a firm that puts people first. It's a great fit for me."

– Jeremy Witmer, Business Consulting Services Group

UNCOMMON culture

I want to impact more than the bottom line.

At RKL, we're seeking well-rounded professionals who care just as deeply about making a positive impact on the world around them as they do about their careers. We believe in making great things happen here at the firm and in the communities we serve by surrounding ourselves with great people.

- Get connected with your peers and your communities through RKL Young Professionals for positive, life-enhancing personal development. From mixers to charity work, from team-building to training, you'll find a wide range of activities to make a difference and get involved.
- Build strong relationships in a work environment that fosters social connections. Frequent activities, including team lunches, picnics, happy hours, team-building activities and more, are held at our various office locations, in addition to firm-wide events.
- Build a career while you build a life. At RKL, we have high expectations of our team members – and generous rewards for them as well. You may be expected to chip in during busy times and to go the extra mile for your colleagues and clients. But you'll also have the opportunity to enjoy flexible scheduling and reasonable work hours that allow you to enjoy the life you're building. The bottom line: at RKL, work-life balance isn't something reserved for a select few – it's critical to who we are as a firm.

Enriching Our Communities

In 2013, RKL team members contributed their time, talent and treasure to support more than 100 community organizations throughout York, Harrisburg, Lancaster and Reading.



JOIN US for a Bright Future

Is RKL the right fit?

- I want a “big-firm experience” with a small-firm working environment.
- Developing the technical and professional skills to advance my career is important to me.
- I want to be part of a firm that shares my interest in making a positive difference in the community.
- I want to engage with clients – not simply log hours in a cubicle 40 hours a week.
- I want to work in an environment where every team member is valued for his or her contribution.
- I want to work for a firm where I can be exposed to a wide range of accounting disciplines.
- I want to work for a firm where I can learn from the best and brightest in public accounting.
- I want the free time to explore my interests and spend time with friends and family.

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CONNECT
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