

Our Mission

Provide opportunities for our **people**, contribute to the success of our **clients**, and enrich our **communities**.

Our Core Values

INTEGRITY

We do what is right



- **Trust:** We build and retain trust through honesty, communication, and cooperation.
- **Respect:** We treat one another, the workplace, our clients, and community members with dignity and respect.
- **Ethics:** We follow the strictest ethical guidelines of our profession in fact and in spirit.

COMMITMENT

We are passionate about what we do



- **Leadership:** We inspire and motivate one another, our clients, and our communities.
- **Growth:** We provide opportunities that enrich our people and help our clients flourish.
- **Innovation:** We anticipate change and stay at the forefront of our chosen specialties.

EXCELLENCE

Excellence is our standard



- **Service:** We distinguish ourselves through client service; seeking to be the standard by which all professional service firms are judged.
- **Knowledge:** We are thought leaders with a distinctive and informed point of view that translates into opportunities.
- **Quality:** We perform our work in a way we can be proud of, always challenging ourselves to improve.

Including You at Aronson

Inclusivity is currently an important buzzword, but Aronson has been acting inclusive in the boardroom and office from the the firm's inception. As you obtain a closer perspective inside, you'll see that 32 percent of our partners are women compared to the industry average of 22 percent. The current Chair of our Board of Directors is a woman and we were the first AICPA Top 100 firm to have a female Managing Partner. As you walk around you'll hear 24 different languages spoken around the office. You may also notice groups of demographically diverse groups of people, huddled in team rooms, working collaboratively to innovate and achieve the same goals- moving our firm and its clients towards the future.

Aronson Foundation & Community Enrichment

Social responsibility is the glue that holds our community together and Aronson employees (we refer to each other as team members) are passionate about the communities in which we live and work. Our team members participate in a wide variety of charitable endeavors, the most prominent of which is the Aronson Foundation, our public charity established in 2004 to support the various impactful programs within our communities. Priority for grants and other financial support is given to organizations that our team members recommend.

In addition to major grants, the Foundation also provides sponsorship for charitable events, funds special projects and offers other assorted monetary assistance upon request. Aronson team members work on several volunteer and fundraising projects to benefit charitable causes in their community throughout the year. Aronson is proud of our Community Enrichment Program, a formalized plan for supporting volunteer efforts and rewarding our team member's good deeds and commitment to charitable activity.

A sampling of Aronson LLC and Aronson Foundation supported organizations:

- ABC's Extreme Makeover Home Edition
- Aronson Foundation Scholarship Fund at Macklin Business Institute (MBI)
- Bread for the City
- Bridges From School to Work
- Bright Futures
- Building Bridges Across the River
- Children's Defense Fund
- Easter Seals
- Emerging Scholars Program
- Fairfax County Park Foundation
- Fishers House
- Hearts and Homes for Youth
- Interages
- Junior Achievement of Greater Washington
- Maryland Sheriffs' Youth Ranch
- Montgomery Co. Summer Youth Jobs Program
- Movember Foundation
- Musical Theater Center
- National Association of Black Accountants
- National Center for Children and Families
- National Children's Medical Center (DC)
- So Others May Eat (SOME)
- The Treatment and Learning Centers
- THON (Penn State IFC/Panhellenic Dance Marathon)

Career Development

At Aronson, we give you the opportunity to customize your own career path. We are a team that values your unique abilities and understands your needs. By giving you the tools to succeed, Aronson gives you the chance to do more than develop your career – we offer you the opportunity to build a future as part of one of the region's most successful firms.

We are committed to fostering a culture of learning. We believe that by providing you with the tools you need to succeed, the firm will succeed and thrive as well. Aronson team members work and learn from each other. We establish ourselves as the most knowledgeable and professional team of experts in the industries we serve and we take every opportunity to teach, learn, improve, and innovate.

Each member of the management team at Aronson is tasked with a very important job: ensuring and assessing the professional development of our team members. Managers have been trained to ensure that every team member's strengths are maximized and problem areas addressed in a timely fashion, allowing every team member to define their path and take advantage of the multitude of opportunities available with Aronson. We have designed a custom career development program called Aronson University which helps each team member develop a plan for growth. Aronson University is a comprehensive system that includes career counseling, training and personal attention at every stage of development. We firmly believe that every individual has the potential to flourish and grow in the nurturing and professional environment we have created.

Our continued growth means that we have substantial opportunities for talented and committed individuals. You will have the opportunity to grow both personally and professionally through our career counseling and mentorship programs.

Counseling and Mentorship

- o New Hire Buddy Program
- o Partner: Team Member Relationship with Triannual Check-ins
- o Mentorship and Coaching Seminars
- o Leadership Academies
- o Executive Coaching

<i>Time in the Office</i>	<i>Time Out of the Office</i>
Open Door and Flexible Work Arrangements	Paid Time Off
Dress For YOUR Day	Company Holidays
Social Events and Volunteer Projects	Summer ½ Day Fridays
Alternative Work Arrangements	Volunteer Leave
Busy Season Benefits & Events	Parental Leave

We've Got You Covered (Benefits)



401k Company Match



Health Savings Accounts and Flexible Spending Accounts



Medical, Dental, Vision Insurance



Pet Insurance



CPA Exam Assistance and Educational Assistance



Life and Disability Insurance