

### **Summary of Smolin's Full-Time Benefits:**

- Comprehensive medical coverage (medical, hospital, prescription)
- Dental/Vision
- 401(K)
- Profit Sharing
- Short Term Disability
- Long Term Disability, Term Life Insurance, and AD&D
- EAP (Employee Assistance Program)
- Flexible Savings Account (FSA)

### **Summary of Smolin's Culture and Team Perks**

*We recognize that our colleagues are our greatest assets!*

- Competitive salary and performance-based bonuses
- Promotions (policy to promote from within)
- Core Full-Time Working Hours (9-5:30pm)
- Paid Time Off and Flextime Days
- Flexible Work Environment (*The Firm encourages 4 days in the office*)
- Summer Fridays and Staff Appreciation Day (*designated days off*)
- Paid holidays (*The Firm observes seven paid Federal holidays*)
- Paid Bereavement and Jury Duty Day
- Sponsored team lunches
- Staff dinners during tax season
- Professional milestones, accomplishments, and ongoing appreciation
- Referral Bonus Program
- Professional Growth and Development Opportunities
  - CPA and EA partial reimbursement for study materials and exam
  - On-Demand access to industry-leading CPE courses
  - Paid CPA State Society Memberships and other Associations
- Annual Firm-Sponsored Team-Building Events:
  - Volunteer opportunities
  - Networking events
  - After tax season party
  - Summer picnic (*all offices meet at one New Jersey location*)
  - Seasonal events organized by the fun committee
  - Off-Site day of CPE training (*all offices meet at one New Jersey location*)

*Smolin is an equal opportunity employer and encourages candidates from all backgrounds to join our team. We value diversity and inclusion in our workplace.*