

# NEW ACCOUNTANT<sup>®</sup>

A better  
experience



awaits you



# One New Accountant + One Career Path

## How It All Adds Up at Weaver and Tidwell, L.L.P.

*As graduation approaches and the next leg of your life journey begins, you are faced with a number of potential career paths.*

Upon careful evaluation of your options, you will find there are a multitude of factors to consider when choosing a Firm that is not just an employer, but is an advocate of your personal and professional growth. Here are some key suggestions to reflect on as you embark on your journey:

### Never stop learning

Look for a Firm that offers a continuing education program including class work and hands-on training. To advance your career, look for a progressive curriculum that helps support your professional development. A training program should be aimed not only at building your technical knowledge, but also in growing your leadership and soft skills as well. Weaver and Tidwell, a certified public accounting and consulting Firm in Texas, encourages staff at all levels to participate in classes with colleagues and staff members as well as with their affiliate Firms throughout the country. They have access

to education from the top programs available in the profession – all designed to further your personal and professional development.

### Take ACTION to recognize one another

When looking for the right Firm, consider the core values of the Firm, which serve as the guiding principles that define and shape the Firm's organizational behaviors. Weaver and Tidwell understands the importance of creating a culture that embraces a positive values system and has defined its core values in the acronym A.C.T.I.O.N., which stands for: Accountability, Commitment to client service and the Firm, Teamwork, Integrity, Overriding commitment to respect, and Never-ending learning. Because these values are so important to the Firm, they are integrated into specific award programs so all employees take ongoing opportunities to recognize their fellow team members as they exhibit and live these values and behaviors.



### Weaver and Tidwell at a Glance

**Weaver and Tidwell** is a forward-thinking organization that promotes a life-work balance and truly invests in their people. A stable, dynamic certified public accounting Firm with offices in Dallas, Fort Worth, and Houston, they offer great benefits, flexible schedules, competitive salaries, a business casual environment and excellent locations.

#### Firm Facts

- + Ranked the largest regional independent accounting Firm in the Southwest by Practical Accountant Magazine
- + Ranked a Top 100 Accounting Firm in the Nation by Inside Public Accounting
- + 300 + team members and growing
- + Voted as a Best Places to Work by their staff in local markets
- + A full service provider of assurance, tax and risk advisory services
- + Focus on middle market, privately and publicly held companies
- + Servicing all major industries with niche practices in Energy, Manufacturing and Construction

*“Weaver and Tidwell offers the opportunity to stay on the forefront of a quickly evolving accounting world. You learn in a fast paced environment and have the ability to work on all types of clients. Weaver and Tidwell offers employees enough growth opportunities to succeed and grow individually along with sharing in the Firm’s success as a group. This is a place where your opinion is heard and your ideas can find a home.”*

*P. “Trish” Moffatt Gritta Fritsche, CPA, Manager*

Included in the awards are ACTION spot awards (financial reward), ACTION award memos, public recognition from peers, quarterly drawings for cash awards, and annual ACTION awards given at the Firm’s annual breakfast. At Weaver and Tidwell, they take action to recognize those in ACTION!

### **Gain leadership skills from the very start**

Look for a Firm that grows its people from the ground up, and one that strives to create an environment that cultivates leadership skills at all levels. A Firm investing in a leadership training program will provide an interactive, team building setting designed to help you develop the skills to grow and succeed.

Weaver and Tidwell’s leadership training curriculum is designed to reinforce the importance of an encouraging and humanistic management style and underscores their Firm’s commitment to a culture built around their ACTION core values. To that end, the Firm invests in a training program that provides an interactive, team building setting designed to help team members at all

levels develop the leadership skills to grow and succeed. The program focuses on helping participants discover their own strengths and capabilities, often by questioning and engaging them to be introspective and consider ways to improve their own personal performance. A strong emphasis is placed on understanding and celebrating individuals and having enthusiasm in instructing and coaching them. The goal is to help their people achieve a higher level of leadership capabilities; receive positive mentoring and have a sense of belonging and future within the Firm.

### **Take part in commitment to the community**

A Firm that gives back and acts as a civic leader in the community is a Firm you should consider. Look for a Firm that gives to its communities (both time and financially), and

actively participates in civic leadership roles, thus allowing you the opportunity to contribute personally and as a team member to your community.

Weaver and Tidwell understands the importance of supporting its communities and as a result, formed the Weaver and Tidwell Private Foundation. This entity of the Firm supports nonprofit organizations at both a corporate level, by providing a substantial contribution to one particular nonprofit organization each year, and also at levels that allow the Firm to provide contributions to multiple organizations.

### **Stay connected with other community professionals**

Whether you are interested in involvement in a young professionals’ organization, a group that promotes the prosperity of a marketplace, or a group of local industry professionals, the Firm you choose should provide a path to keep you connected. Staying connected provides the means for you to build your professional network, create business opportunities and foster long-term relationships.

### **Expect communication that keeps you in the Loop**

Look for a Firm that openly communicates – all the way from the interview process, to the day you start and beyond. Ask how communication is shared with the employ-

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ees and how you will personally receive information.

At Weaver and Tidwell, they have uncovered innovative ways to keep you in the loop. Does your second career aspiration include anchoring the evening news? Weaver and Tidwell implemented their own television station to communicate to their employees. This studio, or WTV, spotlights Firm professionals who participate in a professional newscast-format video that is used to spread important news and vital communication to the entire Firm.

In addition to WTV, Weaver and Tidwell's information is shared through: the Intranet, quarterly financial reports from the managing partner, weekly staff meetings and a variety of electronic and printed alerts. An annual State of the Firm breakfast is hosted for all employees where they are given a recap of the prior year's performance as well as a presentation of the Firm's future plans.

### Gain quality experience through an internship and beyond

An internship should provide an opportunity to accelerate your path in the public accounting field and provide the quality experience that you will need throughout your career. Through an internship, you are able to gain practical experience in a variety of accounting practices and industries, as well as receive valuable face



time with seasoned professionals who provide hands-on training and coaching. As your professional strengths develop, you will have opportunities to refine your skills in the practice area that interests you most. Whether your interest lies in assurance and risk services, international tax, forensic accounting or other specific areas, an internship can be the first step in finding that right fit.

At Weaver and Tidwell, they encourage their interns to experience work in a variety of industries and a broad range of practice areas. They host social functions and extra training and development for their interns, as well as helping them understand early on what type of work that they will be performing right out of school.

### Achieve efficiency through leading technology

In today's competitive environment, it is essential to remain at the forefront of the technological curve.

## What's in it for you?

### Firm Facts

- + A culture that encourages personal and professional growth
- + Commitment to a life-work balance
- + A training and development program that embraces the Firm's commitment to never-ending learning
- + Involvement in the community where they live and work
- + Competitive benefits including a staff profit sharing pool
- + A Path 2 Success program providing support and financial incentives related to passing the CPA exam
- + Opportunities to develop skills in "non-traditional" services
- + A Better Experience



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As a result, Weaver and Tidwell invests in innovative industry technology such as VoIP (voice over IP), video conferencing, paperless systems, remote connectivity, and leading software applications. They arm their team members with the latest hardware and software solutions, provide ongoing training opportunities and give their team members access to a group of Information Systems experts who continually seek solutions to further increase efficiencies.

### Get rewarded

Employees drive the success of the Firm they support and are the Firm's greatest asset. A smart Firm recognizes talent is valuable, and is a contributing factor to the Firm's overall success, and in turn re-invests in that talent. At Weaver and Tidwell, as the Firm meets its growth plans, a portion of their profits are placed in a staff profit sharing pool and distributed at year end. In addition to the profit sharing pool, the Firm offers a number of other benefits including bonus programs for referring new employees, bonuses for referring new business to the Firm,

401(k) plan matching, health insurance, competitive salaries and generous paid-time-off allowances.

### Live in a city with flair!

Gone are the days when you looked for a job to see where you were going to live. Now, most people want to be involved in the communities in which they will thrive, seek out the place they will live and then decide where they will work. So, pick a city that speaks to you. Arts districts, professional sports venues, scenic lakes and nature trails, along with world class shopping and fabulous restaurants may be features you are looking for. Weaver and Tidwell has offices in Dallas, Fort Worth and Houston, Texas – cities that possess all those things and more. These cities are also filled with citizens committed to a diverse offering of community support and involvement initiatives.

### Begin your career journey

Your career journey will be both exciting and challenging. Whether

your interest lies in developing skills in areas such as international tax, forensic accounting, wealth transfer, audits of publicly-held companies, green-e attest services for energy companies or corporate tax work and beyond, find the path that is right for you. Building your career involves the important first step of selecting a Firm that is not just an employer, but is also an advocate of your personal and professional growth. Weaver and Tidwell is an advocate for that choice, and they are proud to offer their team members *A Better Experience*.

