

# Looking for a different kind of accounting firm?

## You just found it. *Join us!*



**Five Core Values** serve as our compass for every decision made within and for the firm:

- > Trust and transparency
- > Keep it simple in a complex world
- > Keep it human, keep it personal
- > Embrace a healthy work life
- > Be better than yesterday

Finalist for BEST EMPLOYER IN TAX



Recognized on *both sides of the Atlantic* as a Great Employer and Place to Work



### Renew and Rejuvenate your accounting career and your life ... at DY USA!

[DY USA](#) assists UK businesses that are looking to enter and/or grow in the US, US businesses looking to enter and/or grow in the UK, US-UK dual citizens, UK individuals on short or long term assignment in the US, and US individuals on short or long term assignment in the UK.

Approximately 50% of our [clients](#) have been with the firm for more than five years. The majority of our clients come to the firm through referrals sent by satisfied clients and service providers referrals validating the quality of work, professionalism and service we provide.

At DY USA, we promote a 'people first' culture focused on fairness and equal opportunity, as well as a happy and healthy collegial culture that includes a positive work-life integration. In addition, we strongly encourage our team to take part in training and development programs to continually stay up-to-date with the most current accounting practices and offer access to holistic personal and professional development programs and business coaches.

**40-hour weeks.**  
(Yes, even during busy season)

**On vacation?**  
Leave your laptop at home.

**At DY USA, we focus on the work you get done.  
Not the hours you bill.**

## Benefits, Holistic Development and Rewards programs

DY USA provides a wide range of benefits, flexibility and rewards to holistically support our team members' professional development, personal well-being and job satisfaction. The firm consistently emphasizes the importance of work-life integration, supports team-building activities, demonstrates ongoing commitment to the community, offers flexible work schedules, and displays generosity and gratitude to our employees for loyal support and contributions to DY USA's success. Team members are offered opportunities to select from at their own discretion, to learn and improve themselves beyond technical topics. This has nurtured a sense of appreciation with the team, especially for those who once worked for larger organizations and understand the difference in opportunities larger accounting firms offer.



### Benefits:

- > Group Health Insurance (with an HSA option in the US)
- > Group Life Insurance
- > Group Short-Term and Long-Term Disability Plan
- > Retirement plan
- > Wellness programs
- > Paid time off plus additional PTO day awarded for each calendar year completed, up to 10 additional days
- > Flexible schedule options
- > Remote work options
- > Bereavement Leave
- > Jury Duty Leave

### Recognition:

- > Paid Sabbatical
  - *The firm provides a three month paid sabbatical for team members who have been with the firm for 10 years.*
- > Acts of gratitude to team members throughout the year

### Professional and Personal Development

- > Advanced degrees
  - *DY USA will pay for a team member's masters in taxation classes at an approved university.*
- > Sample firm-sponsored certifications
  - *IRS Enrolled Agent*
  - *Social Security Certification*
  - *UK chartered qualifications*
- > Sample firm-sponsored courses and events
  - *Weekly all staff meetings focused on technical and administrative topics as well as team building sessions.*
  - *Wellness programs*
  - *Time effectiveness training*
  - *Communications training*
  - *Building Resilience*
  - *Managing Change - Asking for Help*
  - *Managing Stress and Workloads*
  - *Team building activities*
- > Opportunities to travel to work with clients and colleagues in the UK and the US.
- > Access to a wellness coach and a business coach for confidential personal and professional development coaching sessions, on topics of each team member's preference.

### Community Involvement

- > Volunteering
  - *Each employee is awarded one additional PTO day per year to use for volunteering if they choose to do so.*
  - *Team members try to volunteer 1-3 times per year as a group.*
- > Charitable Giving
  - *The firm provides each team member with a charitable donation allowance to allocate to the organization(s) of their choice.*