



**JOIN  
OUR  
TEAM**



**At Hungerford Nichols,**

**We envision your career as a journey,  
not a destination.**

**Come see for yourself.**



## GET TO KNOW US

We thrive on innovation - good ideas that add up! Each unique member of our team is an essential, valued part of our success. Our people are valued for not only being conscientious, but creative too. We are not a team because we work together. We are a team because we respect, trust, and care for each other.

As a result of our employee investment efforts, Hungerford Nichols has been proud to experience high retention of employees and clients for more than 80 years of serving the West Michigan community. We've received multiple awards that recognize our commitment to enrichment, satisfaction and retention of a team that will continue to serve our community for many years to come.

## OUR SERVICES

**Our services include everything you'd expect from an accounting and advisory firm and more:**

Tax Planning and Preparation  
Individual, Partnership, Business, Trusts

Estate Planning

Accounting and Auditing  
Governmental, Employee Benefit Plans,  
Not for Profit, Closely Held Businesses

Accounting Solutions

Business Advisory

**We are interested in expanding service offerings. Let's talk even if you specialize in an area that is not listed here.**

# THE HIGH POINTS



- P Comprehensive Total Rewards Package**
  - o Student Loan Repayment
  - o CPA Support Program
  - o No Waiting Period for Most Benefits
- P Tools for Career Growth**
  - o Career Compass Guide
  - o Gallup Strengths Integration
  - o Individual Goals Linked to Firm Goals
  - o Leadership Programs
  - o Vast Continuing Professional Education Offerings
  - o Mentorship Program
- P High-Performance Environment**
  - o Fun, Comfortable, and Inclusive
  - o Work-Life Balance - More than just a buzzword
  - o In-House IT Support
  - o Open Door Policy

## YOU MAKE ALL THE DIFFERENCE

We have numerous "from the ground up" engagement initiatives we encourage employees to participate in.

- o Community Involvement
- o Green Team
- o Wellness Team
- o Fun Team
- o Diversity, Equity and Inclusion Team
- o Tech Team
- o Business Advisory Team
- o Or you could start your own!

# WE HAVE A KNACK FOR NUMBERS



FOUNDED:  
**1941**



TRASH CANS ALLOWED:  
**0**



REVENUE (2019):  
**MORE THAN  
\$15 MILLION**



REDUCTION IN LANDFILL  
CONTRIBUTIONS:  
**50%**



OFFICE LOCATIONS:  
**4**

- o GRAND RAPIDS, MI
- o GREENVILLE, MI
- o SAINT JOSEPH, MI
- o MUSKEGON, MI



AVERAGE FIRM  
VS. INDUSTRY TURNOVER:  
**10% vs 30%**



FREE POPCORN:  
**BOTTOMLESS**



RECOMMENDED DAILY  
WATER INTAKE:  
**1/2 YOUR  
BODY WEIGHT  
IN OUNCES**



EMPLOYEE COUNT:  
**100+**



OUR PEOPLE:  
**PRICELESS**



## VISION

To be the best independent CPA and advisory firm in West Michigan.

## MISSION

We are dedicated to implementing strategies that enhance the well-being of our employees, clients, affiliates and the community.

## DIVERSITY, EQUITY, AND INCLUSION STATEMENT

We are committed to inclusion, equity and collaboration for all employees, clients, and the communities we serve.

Our dedication to the diverse perspectives, ideas and experiences is central to our culture and encourages individuals to be themselves.

## VALUES

Visionary  
A Balanced Life  
Lifetime Learning  
Unity  
Excellence  
Support

# ENOUGH ABOUT US

## WE WANT TO GET TO KNOW YOU.



We're always in the market for friendly and hard-working candidates.

Drop us your resume to spark a conversation for future opportunities.

[careers@hungerfordnichols.com](mailto:careers@hungerfordnichols.com)  
616-949-3200

[www.hungerfordnichols.com/careers](http://www.hungerfordnichols.com/careers)



 **Hungerford  
Nichols** CPAs +  
Advisors  
*Where good ideas add up*