



BUSINESS  
ADVISORS  
AND CPAS



**MMB + CO Firm Profile 2024**



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# ABOUT US





# ABOUT US

**At MMB + CO, our focus is on the *here and now*, helping ensure a strong and vibrant future for each of our clients by maintaining our core approach to business—*personalized, one-on-one attention*. It's this forward-thinking, client-centered approach that has guided the firm and made MMB one of the most respected and successful accounting firms in the field.**

# ABOUT US

## Services

- Assurance and Audit Accounting
- Bank Financing and Bonding Assistance
- Business Valuations
- Corporate Tax
- Cost Segregation Studies
- Employee Benefit Plans
- Estates and Trusts
- GIPS Verification Audits
- Government Contract Compliance
- Individual Tax Planning
- Information Technology
- Transaction Advisory
- Consulting Services
- International Tax
- Litigation and Support Services
- Mergers and Acquisitions
- Multi-State Tax
- QuickBooks Services
- State and Local Tax
- Investigative & Dispute Resolution Services

## Industries Served

- Agribusiness
- Automotive Dealerships
- BOCES
- Charter Schools
- Colleges and Universities
- Construction
- E-Commerce
- Financial Institutions
- Financial Services
- Fire Districts
- High Tech and Start Up Ventures
- Hospitality
- Investment Advisors
- Manufacturing
- Not-For-Profit
- NY State Counties/ Towns/Villages
- Physician Groups
- Professional Service Organizations
- Public Authorities
- Public Libraries
- Public School Districts
- Real Estate
- Technology
- Wholesale Distribution

# ABOUT US

## BDO ALLIANCE USA

MMB is a member of the BDO Alliance USA – a nationwide association, and BDO International, a global network with offices in more than 160 countries. The alliance provides us with access to resources, as needed, to serve clients as they expand in the U.S. and internationally. BDO hosts training sessions, webcasts and writes articles on timely and important accounting news and innovations to which, as an alliance member, we have access.





# BENEFITS





# BENEFITS

*Below is a summary of the various benefits offered by the Firm.*

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- **Medical Insurance-** Coverage is available for all employees working at least 20 hours per week. The Firm contributes a set amount towards the employee's health insurance premium each month, and the employee is responsible for the remaining cost.
- **Dental Insurance-** Dental insurance is available to eligible employees through the Business Council (Ameritas Dental Plan). Employee is responsible for the cost of dental insurance coverage.
- **Vision Insurance-** Vision insurance is available to eligible employees either through VSP or EyeMed. Employee is responsible for the cost of vision insurance coverage.
- **Retirement Benefit-** Eligible employees can contribute to a retirement account on a pre-tax or post-tax basis. The Firm provides eligible employees with a retirement benefit based on two distinct contributions: a Safe Harbor Contribution and a Profit-Sharing Contribution. Employees are eligible to enroll in this benefit at two times per year – April and October, after having completed three months of service prior to these dates.
- **Group Life and Long-Term Disability Insurances-** Employees working at least 20 hours per week are eligible for coverage under the Firm's Group Life Insurance and Long-Term Disability Policies. Long Term Disability is equal to 60% of normal pay, for a maximum benefit of \$10,000 per month. Life insurance coverage is a flat \$100,000 with benefit age reductions at age 65 and 70. To qualify, an employee must complete 6 months of continuous service and coverage becomes effective the first of the month, following 6 months of service. The Firm pays the full cost of these benefits.
- **Short-term Disability-** Employees who have met 1 year of service are eligible for the Firm's short-term disability benefit which provides a percentage of normal gross pay based upon a sliding scale for a maximum of 8 weeks.



# BENEFITS

- **Voluntary Life Insurance-** Voluntary life insurance may be elected as a new hire or as part of a qualifying event. Employees can elect voluntary life insurance for themselves in increments of \$10,000 up to \$300,000. Elections desired in excess of the guaranteed issue of the \$100,000 will require the completion of an EOI. Employees may also elect voluntary life insurance for their spouse and/or child(ren). Employees are responsible for the premium associated with this additional coverage.
- **Health Savings Account-** Employees covered by a high deductible health plan and not enrolled in Medicare or claimed as a dependent on another person's tax return, are eligible for an HSA. Employees can make pre-tax contributions to a Health Savings Account of their choosing through payroll deductions or can open an HSA with the Firm's vendor UMB.
- **Flexible Spending Account (Medical | Limited | Dependent Care)-** Employees can make contributions to an FSA account on a pre-tax basis to cover health care and/or dependent care expenses.
- **Vacation-** Vacation entitlement is determined at the time of hire and is dependent upon position. Vacation can be taken in 30-minute increments. Up to 80 hours of vacation time may be carried over to the next calendar year.
- **Flextime | Half Day Fridays-** In an effort to provide a better work/life balance, the Firm has established flex time and half day Friday policies.
- **Paid Holidays-** In 2024, the Firm is providing 16 paid holidays.
- **Marketing Incentive Plan-** The marketing incentive plan is open to all employees who have developed or solicited new clients for the firm. An employee can earn up to 20% of the receipts from the first year's work. Incentive bonuses are paid out each January and July. For more details outlining specific eligibility, please see the Employee Handbook.

# CPA BENEFITS

- **CPA Exam Reimbursement & CPA Exam Bonus-** The Firm will reimburse up to \$1,500 of expenses incurred related to CPA study materials. Additionally, the Firm will reimburse employees for the expense of CPA exam registrations. If any part of the CPA exam needs to be retaken, it is at the employee's expense. Part-time employees are eligible on a pro-rated basis.
- **CPA Exam Bonus to be paid out in corresponding October, as follows:**
  - \$5,000 - After CPA exam is passed
  - \$5,000 - 1 year after obtaining CPA
  - \$5,000 - 2 years after obtaining CPA
  - \$10,000 - 3 years after obtaining CPA
- **CPE | License | Membership Reimbursement-** The Firm pays for all approved CPE in full, including any travel and related costs, in addition to all CPA license renewals, AICPA and NYSSCPA membership dues.
- **Employee Referral Bonus-** Employees who recruit experienced professionals to join the Firm may be eligible for a bonus ranging from \$3,000 - \$20,000, depending upon experience level. Please refer to the Employee Handbooks for full details related to this benefit.







# PROFESSIONAL DEVELOPMENT

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## CONTINUING EDUCATION

All partners and professional staff receive at least 40 hours of continuing professional education a year, including attending courses sponsored by BDO, national/regional conferences and numerous in-house seminars. MMB pays for all approved CPE in full, including any travel and related costs.

## STAFF DEVELOPMENT & REVIEW

**Staff performance is evaluated in two distinctive ways.**

- Engagement evaluations are completed on assignments which extend over 40 hours. The engagement evaluation process is two-fold. Not only does the reviewer (which could be a partner, senior manager, manager or senior) complete an evaluation form, but you prepare one as well. We at MMB + CO, find that this process provides open and honest dialogue and factual feedback relating to performance.
- Annual performance appraisals are completed and consist of collective input, which is summarized, evaluated by the Personnel Committee, and discussed with you by the partners.



# PROFESSIONAL DEVELOPMENT

## COACHING PROGRAM

The career development program at MMB+CO is a vital program designed to enhance the growth, development and career of all employees. Within the program, all team members are paired with a career coach with the focus being professional development. Your career coach will share their experience to help guide you in your career. Team members will work to develop professional goals with the support of their career coach.





# COMMUNITY INVOLVEMENT

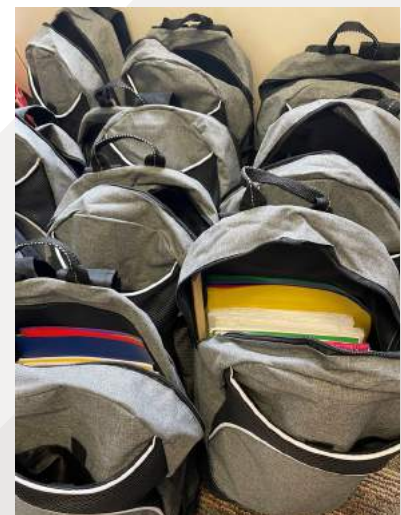




# COMMUNITY INVOLVEMENT

MMB + CO is very active in the communities in which we live and work. We are involved with many different local organizations whether it is serving on boards and committees or volunteering our time throughout the year. Annually, our Firm hosts a "Day of Caring" where we spend the day volunteering at local client businesses. We also annually participate in the United Way of the Southern Tier's Day of Action, the Food Bank of the Southern Tier's Leader of the Pack event, and volunteer at the Regional Food Bank of Northeastern New York. Aside from spending our time in the community, we also host holiday drives, Thanksgiving basket drives, school backpack drives, and so much more.

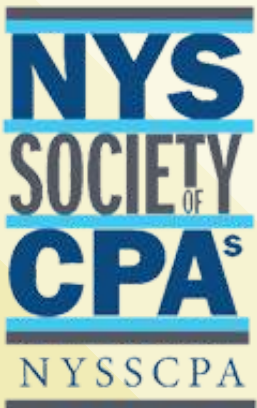
***We love to give back!***



# COMMUNITY INVOLVEMENT

MMB supports and encourages involvement in our community. Below are examples of the types of organizations in which our firm members actively participate:

- **New York State Society of Certified Public Accountants**
- **American Institute of Certified Public Accountants**
- **Estate Planning Council of Rochester**
- **Institute of Management Accountants**
- **National Association of Certified Valuation Analysts**
- **Upstate Chapter of Financial Planning Association**



**AICPA®**





# FIRM INVOLVEMENT



# FIRM INVOLVEMENT

**MMB + CO has a variety of committees within the Firm and room for everyone to get involved.**

- **Diversity, Equity & Inclusion Committee:** Helping to grow and sustain a diverse and inclusive work environment that reflects the communities we come from, the clients we serve, and the growth needed in our industry. The DEI Committee also provides an annual scholarship to provide financial assistance to minority students seeking to pursue a career in accounting.
- **Fun Committee:** Organizing all the fun group events within & outside the Firm. Happy hours, holiday parties, Bills games, kickball & bocce teams, and more.
- **Wellness Committee:** Keeping the wellness of Firm employees at the forefront. Walks & hikes, chair massages, meditation, fitness challenges & wellness tips.

**MMB also has a wide-range of technical committees involving staff from all five of our offices!**





# MEET OUR PARTNERS



# MEET OUR PARTNERS



**Trevor Bowler**  
*Rochester Office*



**Megan Broomfield**  
*Rochester Office*



**Michelle Cain**  
*Rochester Office*



**Alan Clink**  
*Latham Office*



# MEET OUR PARTNERS



**Michael DeBadts**  
*Rochester Office*



**Matthew Green**  
*Elmira Office*



**Angie Hanrahan**  
*Elmira Office*

# MEET OUR PARTNERS



**Christopher Healy**  
*Latham Office*



**Megan Hubbard**  
*Elmira Office*



**Raymond Jacobi**  
*Rochester Office*



# MEET OUR PARTNERS



**Mark Kovaleski**  
*Rochester Office*



**Jackie Lee**  
*Rochester Office*



**Heather Lewis**  
*Latham Office*

# MEET OUR PARTNERS



**Scott Lockwood**  
*Rochester Office*



**Andrew Matthews**  
Latham Office



**Reshma Mulchandani**  
*Latham Office*



# MEET OUR PARTNERS



**Susanne Neidrich**  
*Elmira Office*



**Krista Niles-Updyke**  
*Elmira Office*



**Kevin O'Leary**  
*Latham Office*

# MEET OUR PARTNERS



**Jason Redman**  
*Rochester Office*



**Tony Sandonato**  
*Rochester Office*



**Jim Schnell**  
*Rochester Office*



# MEET OUR PARTNERS



**Gordy Schuehler**  
*Elmira Office*



**Anthony Scinto**  
*Rochester Office*



**Debra Smith**  
*Latham Office*

# MEET OUR PARTNERS



**Kristina Stamatis**  
*Canandaigua Office*



**Shelby Stenson**  
Rochester Office



**Kathy Stickler**  
*Elmira Office*



# MEET OUR PARTNERS



**Megan Tan**  
*Latham Office*



**Kate VanBramer**  
Rochester Office



**Tom Zuber**  
*Rochester Office*