



**YOUR FUTURE
COUNTS**
at Kassouf

Kassouf
CPAs and Advisors

Who We Are

Founded in 1931, we are one of Birmingham's most established and respected firms. We use our strong history to propel our team toward a bright future. Our advisory mindset and firm vision are at the core of everything we do. We are more than accountants; we are trusted advisors for the array of industries we serve.



Succeed at Kassouf

At Kassouf, we succeed when our people succeed.

That's why we foster a rich culture of upward mobility, promoting 20% of our team in 2021 alone.

Our mentorship program guarantees continued advancement, pairing younger employees with management-level staff to help them along their career pathway.

Team Development

Our firm is committed to teamwork and working together in an atmosphere of unity, collaboration, and mutual respect. We are committed to providing guidance regarding your path to advancement, along with strategy and actions required to be successful in your profession and within our firm. Team development is part of our firm vision and one of our core values.



20%
Promoted
IN 2021



20+ Training
Opportunities
ANNUALLY

Example Kassouf Career Pathway

Kami West, CPA



Graduates December 2015
with Bachelor of Science in
Accounting



Earns Manager promotion
in 2022



Interns at Kassouf in 2016



Earns Senior Accountant
promotion in 2020



Starts full-time as a Staff
Accountant at Kassouf and
graduates from Master of Tax
Accounting Program
in August 2017



Passes Certified Public
Accountant (CPA) Examination in
September 2017



Firm Culture

Our rich firm culture is centered on our people. From our healthy work-life balance to fun opportunities with our Employee Engagement Committee, Kassouf's culture is forward-thinking.



The Employee Engagement Committee develops fun events and opportunities monthly for our team. Recent projects include the Popsicle Party, Two Truths and a Lie, Virtual Game Night, and College Colors Day.



The Kassouf Women's Initiative is designed to attract, develop, and retain our female team members through engaging training opportunities. The group also spearheads family-friendly work policies.



Our Service Rewards Program honors team members for their commitment to the firm. When an employee reaches 10 years of service, they're eligible to select a gift from the Service Rewards Catalog. Options include iPads, gift cards, staycations, etc. When you reach your 20th anniversary at Kassouf, you will receive \$100 for each year of service. You will continue to receive this monetary gift every five years following.

Our Services

Accounting
Audit and Assurance
Business Advisory
Estate Planning and Administration
Family Office Services
Client Accounting Services
Healthcare Advisory
Income Tax Planning
Litigation Support
Qualified Plans
Tax Compliance
Valuation Support
Wealth Advisory
Financial Planning

Our Industries

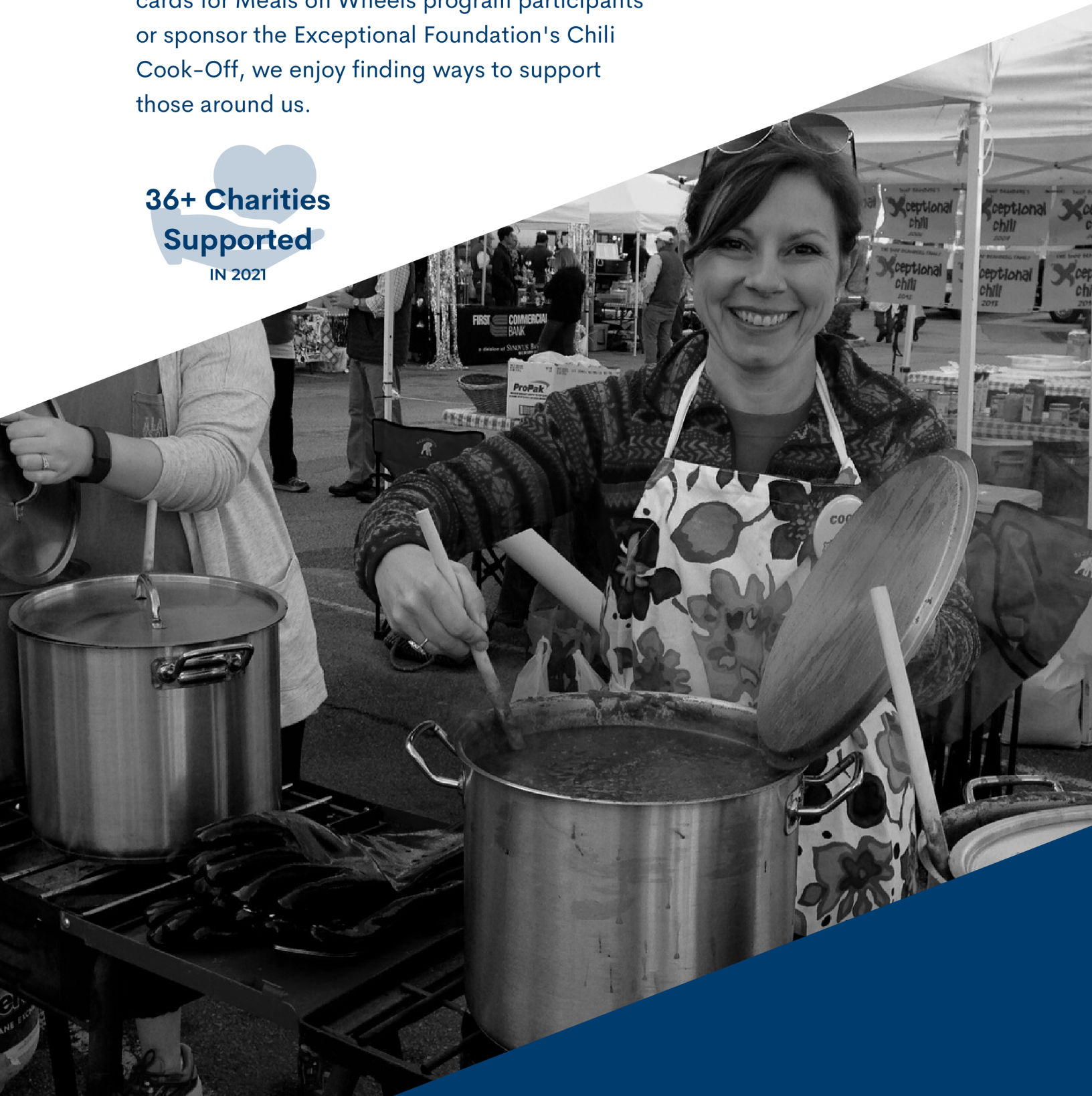
Construction
Manufacturing and Distribution
Retail
Family Office Services
Healthcare
Hospitality
Not-for-profit
Professional Services
Real Estate
Retail
Small Business
Technology



Giving Back

We believe in serving our community through our time, talent, and treasure. Whether we make cards for Meals on Wheels program participants or sponsor the Exceptional Foundation's Chili Cook-Off, we enjoy finding ways to support those around us.

36+ Charities
Supported
IN 2021



Here to Help

We know that planning your career trajectory requires thoughtful planning and decision making. If you have any questions, feel free to contact our team. We're here to support you.

Kassouf Recruitment Points of Contact



Bridget Adams, CPA
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CONNECT WITH KASSOUF

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