



Bergan, Paulsen & Company, P.C.
2009

Bergan, Paulsen & Company, P.C. is a financial services organization with four locations in Northeast Iowa (Waterloo, Cedar Falls, Cedar Rapids, and Coralville). The Firm has diversified beyond the typical CPA firm by providing alliances with investment and insurance services, technology consulting, accounting and tax services. The services we provide reflect our clients' needs.

The Firm employs 78 individuals, 12 working under various part-time schedules, 18 technology consultants and 12 partners. Bergan, Paulsen & Company, P.C. continues to strive to provide its employees an ongoing learning environment, opportunities for advancement and flexible work schedules.

We have maintained our Trusted Advisor role by being honest and up front, providing objective advice, and keeping lines of communication open. The Firm is well regarded in the communities we serve because of our unwavering commitment to outstanding client service.

**Our mission is to provide timely, quality services,
which exceed the expectations of our clients.**

Integrity • Passion • Accountability • Commitment • Teamwork • Excellence

Careers

At Bergan Paulsen, we're committed to hiring and developing talented, motivated individuals. In today's competitive market, it's crucial that we recruit people who will make an immediate impact and flourish under our values and standards. Our firm culture emphasizes teamwork, a flexible work environment and a supportive management team. We place a premium on professionalism by emphasizing confidentiality, independence, integrity, trust and proactive service.

And believe it or not, we also have fun. We're not your stereotypical stuffy accounting firm. We're down-to-earth people with outside interests, hobbies, families and lives. We believe in work-life balance/success and that in order for you to be productive at work, you have to be happy outside of here. So sometimes, we'll make you go home.

Bergan Paulsen was named the 8th best place to work in the Cedar Valley in 2007 by an annual survey done by Wartburg College. We encourage our employees to get involved in the community, whether it is through professional societies or volunteer work. Bergan Paulsen is an avid volunteer during the My Waterloo Days festival every year. We also offer an open environment/open door culture. We support employees who offer suggestions on making the Firm a better place to work and more efficient for our clients.

Whether you're just starting out or an experienced professional looking for a career change, Bergan Paulsen has a place for you.

Experienced

For experienced accounting professionals, Bergan Paulsen offers competitive salaries and benefits, as well as continuing education and professional development. We also offer the possibility of partner or shareholder opportunities.

Recent Graduates

Bergan Paulsen is a thriving, growing company that offers new professionals the ideal place to launch a successful career. Our mentor program gives newcomers the opportunity to work closely with managers and partners. We emphasize training, continuing education and a wide variety of assignments to facilitate career growth.

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Core Values

Core values of an organization are those values we hold which form the foundation on which we perform work and conduct ourselves. They are the basic elements of how we go about our work. Core values are the practices we use every day in everything we do. Bergan, Paulsen & Company, P.C.'s core values are as follows:

- Integrity
- Passion
- Accountability
- Commitment
- Teamwork
- Excellence

Mission

It is Bergan, Paulsen & Company, P.C. mission to provide timely, quality services which exceed the expectations of our clients.

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The Bergan, Paulsen & Company, P.C. Story

Bergan Paulsen History

Although we can trace our roots back to the 1940s, Bergan Paulsen as we know it today was formed by the 1987 merger of Murley, Bergan & Company and Smith, Paulsen & Evans, two Waterloo CPA firms. We opened our Cedar Falls office in 1992 and our Cedar Rapids office in 1996. Our newest office in Coralville (Iowa City) opened in March 2007.

About Us

Not all local accounting firms are created equal. We're a mid-sized firm built on solid Midwestern values. We have 76 employees and four offices in Northeast Iowa. Bergan Paulsen CPAs & Consultants provides auditing, tax and advisory services to corporate and individual clients across the region. But in our commitment to deliver More, we also go the extra mile to get to know our clients and their business, and provide personalized service.

We're an independent member of the BDO Seidman Alliance, a group of accounting firms around the country that pool resources to offer a level of specialty expertise that's usually only available from large national and international CPA firms. This alliance allows us to tackle complicated issues that smaller firms generally can't handle. It gives our clients an edge.

The BDO Seidman Alliance is a nationwide association of independently owned local and regional accounting and consulting firms sharing a dedication to exemplary client service. Our membership enables us access to a level of expertise in specialties that is usually available only from large national and international CPA firms. It allows us to expand the services we offer without compromising our relationships, independence or autonomy.

It's the best of both worlds, really: the expertise of an international accounting firm with the values and service-focus of a local firm.

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The Bergan, Paulsen & Company, P.C. Story (Cont.)

Services Bergan Paulsen Offers

- a. Individual Advisory Services
 - 1. Estate Planning
 - 2. Retirement Planning
 - 3. Personal Tax Planning and Preparation
- b. Business Advisory Services
 - 1. Employee Benefits Plans
 - 2. Monthly Accounting & Payroll Services
 - 3. Technology Consulting & Software Support
 - 4. Strategic Planning & Business Performance
 - 5. Business Tax Planning & Preparation
 - 6. Multi-State Consulting
 - 7. Succession Planning
- c. Assurance Services

Industries Bergan Paulsen Serves

- a. Manufacturing/Distribution
- b. Healthcare
- c. Retail
- d. Real Estate
- e. Construction
- f. Automobile Dealerships
- g. Nonprofit
- h. Agribusiness

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