

## The HBK Promise

Our philosophy is to provide our clients with quality and timely services to meet all their financial goals. It's not just a promise we make to our clients, it's a promise we make to each other!

*Passion for excellence in all we do.*

*Respect for our associates and their personal life.*

*One unified business with each member working for the betterment of all.*

*Maintain close personal relationships with our clients and understand their business.*

*Integrity and highest personal character.*

*Sustained and continuous learning and development.*

*Enjoy our career and our life's journey.*



If you are looking for an exciting and challenging firm where you can really make a difference and grow to your fullest potential, you owe it to yourself to contact HBK. Visit our web site [www.hbkcpa.com](http://www.hbkcpa.com) under "Careers", "Internship Program" or contact your Career Services office for further information.

Director of Human Resources  
7680 Market Street  
Boardman, Ohio 44512



# Creating Our Future Together!



Phone: 1-800-733-8613  
[www.hbkcpa.com](http://www.hbkcpa.com)

Working Together  
Sets Us Apart

# Careers

## Growth Through Training



At HBK, we believe our team members are our greatest assets—they are the key to

our growth and continued success. Because we realize their value, our team members are provided with the necessary resources and training to assist them in obtaining advancement at HBK and in achieving their individual career goals.

We offer our team members growth through progressive training programs such as:

- **Staff Level I** — Provides an introduction to your career at HBK.
- **Staff Level II** — Provides additional tools to help you reach your goals for success.
- **Staff Level III** — Provides techniques to expand your leadership and business development skills.

In addition, HBK offers unique programs tailored to enhance your professional and personal needs because your success is our success!

The **HBK Leadership University** is designed to enhance the knowledge and skills of team members. Our culture is that of continuous personnel development because learning is a lifetime commitment and never ends. HBK offers unlimited opportunity for great people and they recognize the investment we make in their careers.

- Formal and Informal Mentoring Programs.
- Practice Development Programs.
- Work Life Balance/Flex Time Program.
- Leadership Development Program.

## Internship Programs

HBK offers internship programs for accounting students who wish to gain “hands-on” experience before graduation. Participating in an internship is a great opportunity for you to get to know us and gain valuable on-the-job training. It is also a great opportunity for us to get to know you. Internships allow you to experience first-hand the “real world” of accounting. As an intern you will be doing much of the same work as an entry-level staff accountant and it will provide you the opportunity to determine if public accounting is the right choice for you.

## Benefits of an Internship with HBK

- Hands on Work Experience.
- Get to Know Us.
- Direct Contact with Principals.
- Assist in Determining Areas of Accounting for Future Interests.
- Fully Paid.

## About HBK

Established in 1949, HBK serves thousand of clients - ranging from individuals to small businesses to multimillion-dollar corporations – across the United States. We specialize in a wide variety of tax, accounting and business consulting services designed to help our clients achieve all of their personal and business goals.

At HBK, we are committed to providing service to the “whole client”. Part of that commitment is to help manage and protect the personal wealth that our clients have accumulated. In 2001, HBK formed HBK Sorce Financial, an independent advisory firm, because it is our responsibility as our client’s primary advisor to make certain we help them plan and protect their future.

## Why HBK?

- Ranked in the Top 100 Regional Firms.\*
- 2007 Best Employer in Ohio.\*\*
- Unlimited Opportunities for Advancement.
- World Class Training.
- Niche Practice Areas.
- Offices in Multiple States.
- Respect for Your Personal Life.
- Flexible Work Schedules.
- Competitive Salary/Benefits.

*\*Accounting Today—Top 100 Firms*

*\*\*Ohio Chamber of Commerce*

**Join the HBK Family**

