

Majority Woman-Owned Business is Honored with National Award

By Deborah Carroll

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Accounting Today Announces Best Accounting Firms to Work For in the U.S.

Bland, Garvey, Eads, Medlock + Deppe, P.C. (BGEM+D) has been honored as one of the Best Accounting Firms to Work For in the U.S. by Accounting Today. This is the second award for BGEM+D. In 2004 the firm was awarded the North Texas' Best Family-Friendly Company by Dallas Child magazine.

BGEM+D attributes their success to a focus on employees and their families. This focus started 35 years ago when the founding partner, John Garvey, read an article in the Wall Street Journal. "We started a four-day work week because we were here in Richardson and we had, not necessarily by design, ended up with largely a female workforce," he says. "We found a lot of women who were CPAs and well trained accountants who wanted to work, but didn't want to have to go to downtown Dallas. We capitalized on the labor market and we got a lot of good employees. We knew that we needed to have a way to accommodate their needs as mothers and homemakers; going to the four-day workweek just solved a lot of problems!" The strategy has worked, with the average employee working for the firm 9 plus years.

The ranking will appear in the January 5, 2009 issue of Accounting Today. The 60 firms are organized into three categories:

- 5 small-sized firms (15-24 employees),
- 40 medium-sized firms (25-249 employees) and
- 15 large-sized firms (more than 250 employees)

To be considered for participation, companies had to be public or privately held U.S. accounting firms with at least 15 employees.

Firms from across the country entered the two-part survey process to determine the Best Accounting Firms to Work For. The first part consisted of evaluating each nominated firm's workplace policies, practices, philosophy, systems and demographics. The second part consisted of an employee survey to measure the employee experience. The combined scores determined the top companies and the final ranking. Best Companies Group managed the overall registration, survey and analysis process and determined the final rankings.

If you are interested in working for BGEM+D go to <http://www.taxsmart.com> and click on Career Opportunities.

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