



CHALLENGE. OPPORTUNITY. **GROWTH.**

## A Career at Equity Methods

Equity Methods is an industry-leading consulting firm that helps some of the world's largest companies model, value, and account for equity compensation and other complex securities.



PUBLICLY TRADED  
CLIENTS

400+

COMPENSATION  
MODELED ANNUALLY

\$25  
billion

A TOP COMPANY TO  
WORK FOR IN ARIZONA

4  
years  
in a row

## Best-In-Class Consulting for Equity Compensation & Complex Securities

Our client base is comprised of over 400 publicly traded companies, spanning NASDAQ-listed small caps to Fortune 100 multinationals. Each year, clients trust us to model over \$25 billion in compensation expense that hits their financial statements. In providing our clients best-in-class service, we perform over 350 annual Monte Carlo simulations, transform millions of equity accounting records into thousands of quarterly reports, harness over 600 reporting algorithms, and leverage over 128 GHz in processing speed and 1 TB of RAM.

Visit [www.equitymethods.com](http://www.equitymethods.com) for an overview of our service offerings. Keep reading this brochure for a glimpse of what it's like to work with us and whether you'd enjoy being part of our team.

### Rigorous Thinking

Clients describe us as rigorous in our thinking, yet pragmatic and reliable in our delivery.

We've achieved this reputation by creating an environment where bright and highly motivated professionals collaborate to focus on solving problems, not billing hours—a place where we work smarter by utilizing technology.



### Meritocratic Approach

Our people say that EM is “meritocratic,” “nurturing,” and “long-run oriented”—a firm that rewards strong performance with new opportunities.

**Our numbers prove that we promote from within: 83% of our executives and 100% of our consulting leaders joined EM at the associate level. Moreover, 100% of employees are bonus eligible.**

### Are WE the right fit for YOU?

We look for high-energy, high-efficiency professionals with an aptitude for accounting or finance who exhibit intellectual curiosity, a collaborative mindset, and a passion for execution. Last year our headcount increased 20%, and we're preparing to welcome new consultants to the firm again this year.

EM is not the right firm for everyone. But if you are looking for a place where you can solve complex problems with other bright people to make a genuine and direct impact, apply today at [www.equitymethods.com/careers](http://www.equitymethods.com/careers).

# OUR VOICES

“It’s great to work at a company that really invests in the personal and professional success of each employee.”

**Therese Sebastian**  
Consultant, Valuation Services  
Joined in 2014



“It all seems impossible until it is done. Somehow, we always get it done!”

**Radostin Kanev**  
Senior Consultant, Financial Reporting Services  
Joined in 2011



“We want people who are awesome and want to do cool things, so only apply if this describes you.”

**Paul Leisey**  
No title necessary—he’s just that good  
Joined in 2006



“There’s a reason why Equity Methods won a Top Company to Work for in Arizona award. It’s a very collegial work environment.... Everyone counts at Equity Methods.”

**Fori Wang, CPA**  
Consultant, Financial Reporting Services  
Joined in 2013



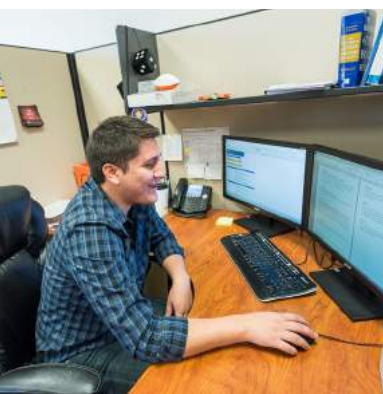
“If you like to work at a place where a lot of fun and a lot of hard work coexists, then you’d better knock on Equity Methods’ doors!”

**Arjun Sathya**  
Consultant, Financial Reporting Services  
Joined in 2013



“You don’t have to leave Arizona for a rewarding and high-impact consulting career.”

**David Outlaw**  
Manager, Valuation and HR Advisory Services  
Joined in 2009



# OUR VOICES

“If you love challenges, EM is the right place for you.”

**Boxian Kolb, CPA**

Senior Consultant, Financial Reporting Services

Joined in 2012



“I’m privileged to work side by side with some of the smartest and most dedicated folks in this world. Folks who continuously rise to a challenge and are seeking constant improvement. Being the best is what we strive for: best company to work *for* and to work *with*.”

**Raenelle James, CPA**

Director, Financial Reporting Services

Joined in 2007



“One of the most exciting aspects of my job is seeing how quickly our newest professionals broaden their skills.”

**Takis Makridis**

President and CEO

Joined in the Precambrian Era



“I was made for this place.”

**Arnold**

EM Special Ops, Data Services Unit

Joined in 2011; honorably discharged in 2013



$$i = (e + d)^f \times p$$

## On Maximum Impact

Candidates often ask us how to be successful at EM. Some have even requested a “formula for success.” While not everything that’s important can be quantified, we do aim to please. Success at EM depends on achieving maximum impact (i), which is a function of your personal inputs:

**ENERGY:** your intellectual horsepower and your hunger for solving problems.

**DEDICATION:** your persistence in stretching your capabilities and leaving your comfort zone.

**FIT:** your alignment with our values and the technical requirements of your role—now and in the future.

**PERSPECTIVE:** your ability to move beyond a task focus to see the bigger picture so that you can execute more broadly or more deeply as you progress.

The algebra is tongue-in-cheek, but it’s no accident that fit appears as an exponent. We devote so much space to fit because it makes a world of difference.



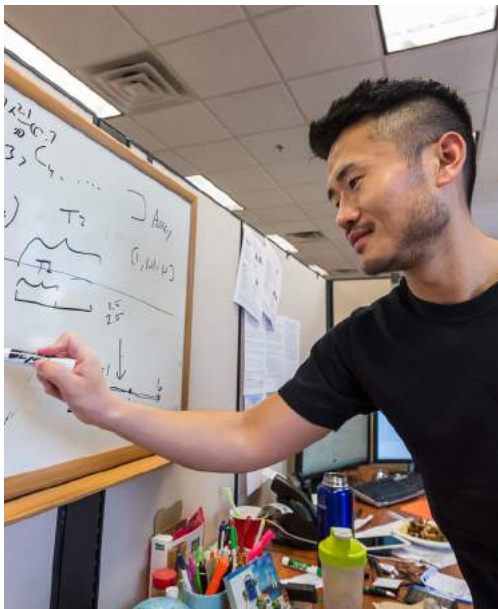
**HIGHEST SCORES  
EVER ACHIEVED**  
IN CLIENT SATISFACTION & LOYALTY  
FOR ASC 718 REPORTING PROVIDERS

**GROUP**



**Arizona's  
Most Admired  
Companies**

AzBusiness by bestcompaniesaz



*Everything you read here was compiled directly by the people who shape EM's culture on a day-to-day basis—not some outside PR firm. If you read this brochure and like what we have to say in print, chances are you'll like us in person, too.*



# A Taste of The EM Way

What follows is an internal guide describing our vision and values. True to The EM Way, it's subject to periodic upgrades.

## Why We Exist

We're on a mission to surprise and delight our clients with relevant solutions that make their lives better, one tranche at a time. Through fulfilling this mission day in and day out, we aim to generate sustainable profits coupled with financial security and self-fulfillment for the individuals on our team.

## Our Vision for Growth

Our aspirations, which are lofty, inspire us to approach our daily work as a vehicle for learning, collaboration, and professional growth. Each of us shares responsibility for maintaining and improving its engine. When we see a problem, we look first to ourselves to fix it, and when we see an opportunity, we ask ourselves how we can best seize it to create new expertise for attacking complex problems in our domain.

An inclination toward growth—in our client base, service variety, and human capital—is embedded in our DNA. We invest time and energy today in developing the people, processes and tools for tomorrow because we know that our choices now determine whether we'll have an organization we can be proud of in the future. We know that growth is uncomfortable and stretches us outside our comfort zones. And we're ready for it.

## Our Work Style

Since talk is cheap, collaboration is priceless, and getting started is the best route to getting done, we are strong believers in hands-on, step-by-step, multi-contributor approaches to our work. Thoughtful poking and prodding are how we refine our ideas. Ongoing iteration and knowledge sharing are how we innovate. And innovation is how we take charge of our destiny.

Flawless execution really matters to the clients we serve, so we're fearless, but not reckless. Bold, yet careful. We value substance over form, but are sensitive to the human element and know that sometimes form matters, too.



## How We Interact

We strive to hold ourselves and each other to high standards and to do so in a humane and respectful way. We understand that clarity and sensitivity in communication are necessary to sustain trust and unity of purpose.

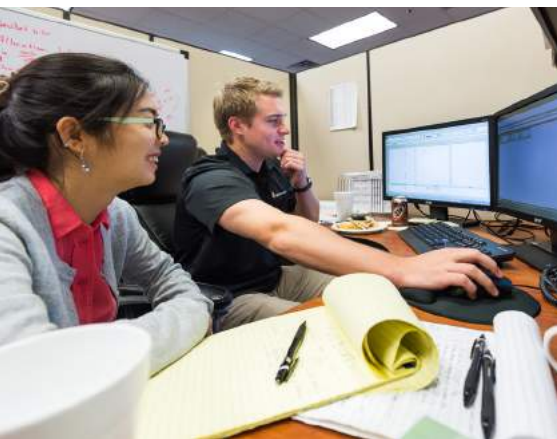
We're smart enough to know that we're not perfect and never will be, so feedback and continuous learning are essential. We know that feedback from others is a form of investment in our development, so we take pride in seeking it out. Each of us has mountains to climb, sometimes together and sometimes alone. We're committed to sharing our knowledge with each other and cheering each other on. And yes, we want to have fun on the journey.

## What the EM Way is NOT

The EM Way is not a writeup, but a way of thinking. It's a mindset that, at its best, embodies sound judgment and

the disciplined exercise of intuition. It produces decisions in alignment with our values. It preserves who we are through what we actually do. New hires, in particular, are asked to engage in the observation, discussion, and reflection necessary to cultivate the judgment and intuition exemplified by The EM Way's highest ideals—and start making efforts to put them into practice. Even when we fall short of our ideals, the ongoing effort to reach toward them makes us stronger and better over time.

Understanding and strengthening the mindset of the firm and deploying this understanding in creative ways is what growth is all about. In the end, The EM Way is more caught than taught. It will wither or flourish depending on our behaviors. For better or for worse, it represents who we are at any given moment. We commit to making it better each day.



## EMBRACE NEW WAYS OF THINKING.

Much of what we do at EM isn't taught in school. That's why you'll start with us as an apprentice, working under the direction of more experienced colleagues to complete tutorials independently and begin applying what you've learned to support the team.

In your first few months on the job, you'll focus on programming techniques and specific areas of technical accounting theory and valuation methodologies that fit your position. Equally important, you'll start to learn The EM Way—the mindset that embodies our values and shapes our decisions and processes.

## EMBARK ON NEW FRONTIERS.

As you achieve greater levels of competence, you will be entrusted with larger and more complex assignments and have opportunities to collaborate

with other members of the practice on critical initiatives. Eventually you will spearhead those initiatives.

As you earn the stripe of an emerging leader, you'll have visibility into broader business issues, and will have the chance to make an impact in entirely new areas, technical and non-technical.

## EMPOWER THE BUILDER WITHIN.

As Equity Methods continues to grow, so will you. We thrive on solving big problems for clients, which means that a builder's mindset characterizes our best and most capable people.

Throughout your time at EM you will be surrounded by unsolved problems—open territory ripe for the construction of new approaches and methodologies. Those with the courage to deal with the uncertainty and limited structure that come with novelty will find that it brings out their very best.



*Equity Methods is a Top Company to Work for in Arizona for the fourth year in a row, ranking #1 among companies of its size in 2016.*



EM Careers  
[equitymethods.com/careers](http://equitymethods.com/careers)