

ORANGE COUNTY REGISTER SUNDAY

By BILL QUINNAN
FOR O.C. REGISTER SPECIAL SECTIONS

THE VALUE OF FOCUS

One of Southern California's largest independently owned accounting, auditing and tax-consulting firms, credits its success to its talented and hard-working staff.

Haskell & White LLP

has focused on professional and personal development for its individual team members since its founding in 1988, and its efforts are getting noticed. One of Southern California's largest independently owned accounting, auditing and tax-consulting firms, Haskell and White was named to the Orange County Register's Top Workplaces for 2012 and was named among Best Places to Work in Orange County in 2013 by the Orange County Business Journal. The firm was also named to the latter list in 2010.

"This exceptional honor is a testament to the corporate culture we've built since our founding 25 years ago, which has always focused on valuing and developing the members of our team," said managing partner Wayne Pinnell in response to the firm's inclusion on the Register's list. "Our talented and hard-working staff is the pulse of Haskell & White, and we could not be more pleased to learn that they think as highly of Haskell & White as we do of them."



Headquartered in Irvine, with a second office in San Diego, Haskell & White provides a variety of tax, accounting and auditing services to public and private middle-market companies throughout the region.

In addition to traditional accounting services, such as tax consulting and planning, auditing, and due diligence for mergers and acquisitions, Haskell & White assists clients with Sarbanes-Oxley compliance, preparation for initial public offerings and ongoing SEC filings, and information-technology audits. Among the firm's areas of focus are real estate, manufacturing and distribution, technology and not-for-profit sectors.

According to the firm, its professionals strive to be viewed as business advisors, beyond the traditional auditor or accountant role. This means studying clients' businesses and industries thoroughly, offering insights into how they can be more efficient and cost-effective, and devising appropriate solutions for complex financial and transactional matters.

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COMPANY STATS

HASKELL
&
WHITE LLP

- Industry: Financial services
- Employees in region: 56
- Headquarters: Irvine
- Founded: 1988
- Web site: hwcpa.com

AWARDS:

- Top Workplaces
– Orange County Register, 2012
- Best Places to Work in Orange County – Orange County Business Journal, 2013, 2010

WHAT DO EMPLOYEES SAY ABOUT THE COMPANY:

The firm works hard to be relevant to the community through its work with businesses and nonprofits; the firm has a set of operating values that the leaders follow and use to guide decision-making.

The fact that the partners really value everyone's contributions to the firm.

Good combination of technical and "soft" skills training; firm tries to develop well-rounded professionals.

Through a sense of independence in accomplishing our work."

Many of its accountants are veterans of the “Big Four” (Deloitte, PricewaterhouseCoopers, Ernst & Young, and KPMG) and other national firms. The firm is a member of The Leading Edge Alliance, an international network of accounting and consulting firms.

Haskell & White employees enjoy opportunities for professional growth under the mentorship of industry leaders, as well as work-life balance and flexibility, providing opportunities to pursue both professional and personal passions, according to the firm. Employees of the firm are offered a clearly defined career continuum, enabling them to understand where their current positions might lead.

At the entry level are staff accountants, including recent college graduates or professionals with limited experience. Staff-level employees receive experience in the disciplines of both income-tax and auditing, as well as extensive on-the-job training, according to the firm.

With two to three years of public accounting or other qualifying experience, individuals might be hired as senior accountants for the firm. Seniors are responsible for the day-to-day completion of audit or tax engagements from beginning to end and for training staff-level team members.



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WAYNE PINNELL

- managing partner, Haskell & White LLP



Managers at Haskell & White, who typically have a base of 5 to 8 years of experience, are responsible for handling several client engagements simultaneously, as well as maintaining client relationships and developing a referral network for business development.

Senior managers have effectively developed the skills of a manager and are tasked with handling increasingly complex client situations. They may supervise managers and other client-service team members. Senior manager also becomes increasingly involved in firm management and are considered part of the firm’s executive group, which also includes principal and partners.

A principal possesses technical capabilities on par with the firm’s partners and often is assigned the full duties and responsibilities of partners, such as handling client relationships, community involvement and certain administrative duties. For some, the position of principal is a destination level where they may remain indefinitely, while for others, it is a stepping stone toward becoming a partner.

Candidates for partner generally have at least 12 years of experience in public accounting and have proven to be exceptionally skilled technicians, personal supervisors, client account managers and business advisors. They are responsible for developing and maintaining client relationships; reviewing and approving technical work products; and overall firm administration.

In addition to competitive compensation and benefits package, Haskell & White prides itself in also offering less tangible benefits, such as the camaraderie of its casual, friendly environment; the challenge of its high-quality, diverse client engagements; the pride it takes in its client service; and the satisfaction of the firm’s focus on work-life balance and flexibility.