



# The day-to-day at Y&A.

You're not a number. We've got plenty of perks. But what else can you expect?

## Open door policy:

We're open and approachable, encouraging you to talk to everyone for feedback. You'll get hands-on experience by working directly with senior team members and partners. Expect to not only gain experience, but to also work in many segments of public accounting—an absolute advantage of our smaller size.

## We see you:

Everyone on the Y&A team has a chance—starting on Day 1—to make the team and our work better. There's no experience necessary to make a difference.

## Our job:

We provide the tools to help you and all of our staff grow as professionals. This support of our teammates is how we best serve our clients, grow the firm, and inspire you along your career path.



# You're more than a number.

Contact us today:  
Ph. 780.468.7232 | Email: careers@ya.ca



www.ya.ca



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Because we put people—our clients and our employees—first. We don't believe in hiring smart people and telling them what to do. You're a bright mind, someone who can choose to shape your career in a meaningful way. Just know we'll be with you every step.

## Y&A:

- is a mid-size accounting firm in Edmonton.
- was founded in 1977.
- has over 2,000 clients. Our client base is authentic —acquired and retained by word of mouth, special recommendations and surpassing expectations.

### What we do:

Our team of highly trained professionals dedicate their work hours to assisting clients in growing their business and increasing their financial net worth. We help them make sound decisions for not only their business or organization, but also for their families and own personal satisfaction. Because like we said, people come first here.

## Why Y&A?

- Great CFE pass rate
- Growing company with opportunity to advance your career
- Higher level learning—resources of the firm with the majority having a designation
- Gain experience in every aspect of accounting; you're certainly not limited to audit
- Pay and perks encourage a balanced and fulfilling life
- Overtime days are numbered—we keep your hours in check

### Y&A + YOU. Does it add up?

Before we take the leap, most of us have a big idea of what we want our career to look like. But it's all the details—the bits and pieces of the workday—that really make up our job, our life, our joy.

*Answer a few simple questions to see if we're right for you.*

## Do you want to be yourself?

As we look to recruit students, we're thinking about character and potential. Technical competence, solid communication skills and the sensitivity to work well with others are essential. But what matters most?

You being you. Teams with diversity outperform teams of hardworking clones. Every. Single. Time. We hire people from varying life and work experiences. So think about adding your own unique perspective into the mix of our people-first culture.

### Do you want to grow?

We find students learn best when they're immersed in challenging and diverse assignments with more responsibility. And that happens quickly—the sooner we expose you to all facets of our business, the sooner you'll know how rewarding a challenge can be. You'll never feel stuck because our guidance will help you grow.

### Do you want a life?

Work should never hold you back from living a fulfilling life. We offer a great benefits plan, and flexible vacation days to make sure you're set up for health and happiness. You'll work four-day work weeks during the summer months. We'll pay you for studying and exam time, and of course, for overtime hours too.

We consider our staff to be our most valuable asset, and their success isn't only a goal—just like our dedication to client service, it's a crucial part of our culture. Since the beginning that's been our approach, and it works better than we could've ever imagined.

