

# Business News Release

## FOR IMMEDIATE RELEASE

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## FOR MORE INFORMATION

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### McKonly & Asbury Named #1 Best Accounting Firm for Young Accountants in 2024

Harrisburg, PA – McKonly & Asbury, a leading Mid-Atlantic accounting and business advisory services firm, is proud to announce it has been recognized as the #1 Best Accounting Firm to Work for Young Accountants in 2024 by *Accounting Today* and Best Companies Group. This distinction reflects the firm’s commitment to building a workplace culture that supports growth, flexibility, and trust – qualities that are highly valued by the next generation of accounting professionals.

In a professional landscape marked by a persistent talent shortage, McKonly & Asbury has taken steps to create a dynamic and inclusive environment where young accountants can thrive. The firm’s recognition is a direct result of its ongoing focus on fostering professional development, mental wellness, and work-life balance – all of which are increasingly important to young professionals.

### **The Secret to Success: Trust, Flexibility, and Investment**

“Recruiting and retaining young talent is not just about competitive salaries – it’s about offering a workplace culture that aligns with their values and aspirations,” said Holly Feltenberger, Director of Talent Acquisition and Retention at McKonly & Asbury. “At McKonly & Asbury, we understand that young accountants want to feel trusted and empowered in their roles. They also want to enjoy a fulfilling personal life while advancing their careers, and we are proud to offer them the flexibility and support they need to succeed.”

This dedication to the next generation of accountants is reflected in McKonly & Asbury’s robust internship program, which begins outreach as early as high school and offers college students real-world experience and meaningful responsibilities. “We don’t just want to give interns busywork; we want them to experience the real-world challenges of the profession,” said Janice Snyder, Assurance and HR Partner at McKonly & Asbury. “By offering hands-on learning

opportunities and support from mentors, we're not only preparing young accountants for success – we're also investing in the future of our firm."

### **A Culture of Professional Development**

McKonly & Asbury's commitment to professional growth is evident in its comprehensive employee development programs. The firm provides support for continued education, CPA exam prep, and CPE courses, as well as time off for employees taking the CPA exam. This focus on career advancement is further supported by initiatives such as mentorship programs and individual career development plans tailored to each employee's goals.

"The key to retaining top talent is to show them that we are just as invested in their professional growth as they are in our firm," Feltenberger added. "At McKonly & Asbury, we assign each employee a mentor, a buddy, and a direct report, ensuring they have the guidance and resources they need to excel."

### **A Flexible Work Environment for a Healthier Work-Life Balance**

As the workplace continues to evolve, McKonly & Asbury's flexible approach to work-life balance sets it apart. The firm's "dress for your day" policy allows employees to dress comfortably when they are not meeting with clients, helping to create an environment where individuals can be themselves while remaining professional.

Moreover, the firm emphasizes mental wellness by encouraging open dialogue and listening to employee feedback. "We want our team to feel comfortable sharing their thoughts and concerns with us. We value transparency and believe that fostering a culture of trust leads to better collaboration and higher job satisfaction," Snyder explained.

At McKonly & Asbury, being ranked #1 Best Place to Work, #6 Best Place for Women to Work, and #1 Best Place for Young Accountants to Work isn't just a recognition – it's a reflection of the inclusive and empowering culture we've built. These accolades demonstrate our commitment to providing an environment where young professionals can thrive, grow, and succeed. By fostering a workplace that values diversity, work-life balance, professional development, and mutual respect, we are not only attracting top talent but also ensuring that they have the support and opportunities to reach their full potential. Our culture is designed to help the next generation of accountants excel in their careers while maintaining a healthy, fulfilling work-life balance. This acknowledgement solidifies our commitment to being a place where young professionals can truly flourish.

### **About McKonly & Asbury**

McKonly & Asbury is a leading Mid-Atlantic accounting and business advisory services firm that serves as a trusted advisor and valued business partner to many of the region's most prominent

organizations. With expertise across a range of services, including advisory and business consulting, audit and assurance, tax, technology, and internal audit, the firm helps clients navigate complex challenges and achieve their business goals. McKonly & Asbury specializes in providing industry-specific solutions for sectors such as Affordable Housing, Construction, Employee Benefit Plans, Family-owned Businesses, Healthcare, Manufacturing and Distribution, Nonprofit, and more.

Headquartered in Camp Hill, Pennsylvania, with additional offices in Lancaster, Bloomsburg, and Philadelphia, McKonly & Asbury is recognized as a top 300 firm by Inside Public Accounting. The firm has been named a **Best Place to Work in Pennsylvania** for 20 years and ranked among the **Best Accounting Firms to Work For** in the United States for nine consecutive years, including #1 in 2024. McKonly & Asbury also earned the distinction of **#1 Best Place to Work for Young Accountants in 2024** and has been recognized as a **Best Accounting Firm for Women** for three years. As an independent member of PrimeGlobal, one of the world's top five largest associations of independent public accounting firms, McKonly & Asbury offers clients a global reach with a personal touch.

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