



## COHN REZNICK

ACCOUNTING • TAX • ADVISORY

James Martinko, CPA, Managing Partner, Bethesda  
[www.cohnreznick.com](http://www.cohnreznick.com)



**Left to right:** James Martinko; Jim and employees pose for picture during national Bold for Change initiative; employees during Day of Service

*Where:* Bethesda, Maryland

*Ownership of Business:* Corporation

*Size of Business/Number of Employees in Montgomery County:* 100-500 employees

***Describe how you and/or your organization invest in your employees. (e.g., benefits, professional development, workplace culture, etc.)***

We have extensive benefits including:

- Medical
- Dental
- Vision
- FSA
- Basic Life/AD&D
- Supplemental Life
- Short Term Disability
- Long Term Disability
- Generous paid time off including vacation, holiday, and CPA exam leave
- Higher Education Savings Plan 529 (John Hancock)

Employee perks:

- Employee Service Recognition Program: to formally celebrate the commitment and hard work of our employees and acknowledge how important of a role our employees play in our Firm's success

- Subsidized gym memberships
- Bright Horizons Care Advantage: provides direct child or adult/elder care to dependents, enabling employees to get to work when regular care arrangement is unavailable.

Professional Development:

- Education and training – firm wide training ladders
- Industry specific training
- Associate and Senior Associate Practice Development
- Leadership Development Program
- New Manager Program
- Partner Academy

Additional programs:

- **WomenCAN: a “Collaborative Advocacy Network” for Women at CohnReznick**
  - Creates a community supporting the development of women and provides the resources needed for success
  - Open to all of the Firm’s women
  - Events in the business community, forums, mentoring, etc.
- **Executive Women’s Forum: a client-facing business development initiative**
  - Designed to foster relationship building with clients, prospects and referral sources
  - Positions our women as leaders in their communities
  - Aligns with client values of gender diversity and women’s leadership
- **Diversity & Inclusion (D&I) Executive Council**
  - The council is developing the action plan that will define the Firm’s D&I goals and framework to achieve success.
  - Acts as an advisory board responsible for researching, assessing, reviewing and making recommendations to Firm leadership about diversity initiatives and effective implementation.
- **D&I Local Action Councils:**
  - Develop activities that align with the Firm’s overall D&I strategy but that are customized to address the challenges and opportunities of their specific offices.
- **Education and training – firm wide training ladders**

***What local and state regulations, policies, and/or approaches to the local economy are most helpful to you and your organization to attract and retain talent? Why is this important to you and the success of your organization?***

CohnReznick’s Bethesda office has more than 400 employees, many of whom are residents of the State of Maryland. The ability to hire so many Maryland residents is made possible because of the revenues generated by providing audit services to companies that are based in the State of Maryland. We continue to utilize the

dollars generated by Maryland-based contracts to hire more Maryland residents and bring more tax dollars back to the State.

Creating opportunities for our communities is not just a goal for CohnReznick; it's a core component of our mission statement. Whether it's conducting charitable giving programs in the neighborhoods of Montgomery County or supporting national charities in fulfilling their missions, CohnReznick is active. Many of our Maryland-based employees have opportunities to work and contribute to their community through CohnReznick CARES — our platform dedicated to Community, Advocacy, Responsibility, Education, and Service. Given the breadth and depth of our involvement in the non-profit community here in Montgomery County, it's important to recognize the time, talent and treasure that employers like CohnReznick contribute to the Montgomery County community.

To be featured in the MCCC "I Am An Employer" campaign, fill out your reasons for being a proud employer here.