

Because People Matter™

It's no accident that BPM's brand promise is Because People Matter™. Our full service approach to providing accounting, tax, and finance advice to our clients means we are constantly attracting and retaining a diverse workforce who think, work and ask questions in different, innovative ways.

We understand that motivated and talented employees are a successful company's greatest asset. We are driven by a practical, can-do, entrepreneurial spirit, and we value our staff as individuals, including the parts of them that go beyond balance sheets and tax filings.

10	Number of holidays observed at BPM
33	Percentage of female professionals who have been with BPM 5 years or more**
26	Percentage of female partners
60	Percentage of female managers and directors

* According to a June 2015 study by the HayGroup, the average variance in salary in the United States between men and women in the workplace is 15%

** 69% of all people have been with the firm 5 years or more



ANNUAL VACATION HOURS	
120	Non-exempt employees
160	Exempt employees
200	Managers and above

We are committed to:

Work-Life Balance:

BPM believes in a workplace that allows for a balanced life, with time for family, creative pursuits and community involvement.

Valuing Diversity:

Attracting and retaining a diverse, inclusive workforce is vital to BPM's ongoing success. Our multicultural employees represent more than 30 different countries and speak 21 different languages.

Opportunities For Growth:

Today's young accountants will be tomorrow's senior partners. We recruit the best accounting and finance professionals, then provide them with the training and advancement opportunities to keep them continually growing.

Fostering Women's Leadership:

BPM is dedicated to ensuring that all employees have the same opportunities for professional development and achieving success regardless of gender. Three of our talented women partners have been named among "The Most Influential Women in Bay Area Business" by the San Francisco Business Times and North Bay Business Times.

A Values-Driven Culture:



Our values include transparency, integrity and honesty. At “town hall” meetings, BPM management opens the agenda to all employees and readily fields questions – even the tough ones.

Social Responsibility:

BPM contributes to humanitarian causes. We are committed to emphasizing firm-wide environmental stewardship, and the majority of our Bay Area offices have Green Business certification either completed or underway.