

Company Profile

Mary Ann Markowitz & Associates

Traditional Excellence in Financial & Accounting Recruitment

A college diploma today gets a new graduate in accounting or finance a nice start—a \$50,000 base salary, plus hiring incentives and benefits. And if you're a company treasurer, the national average for total cash compensation is almost \$250,000 a year, according to one national study.

Talent is tough to find, especially in Dallas-Fort Worth. Top talent—the cream of the crop—is especially difficult. Today's bull market for accounting and finance professionals is a challenge that employers can rarely manage, day to day. Losing employees is another performance obstacle. High talent demand means employees are being wooed and wowed by competitors. And one bad hire by an employer? That can cost a company as much as three times an employee's annual compensation package (this includes not only base salary, but commission and bonus), according to a Harvard Business School study.

The answer for talent management in accounting and finance is relationship management—knowing, fulfilling and connecting people to people; companies to candidates, candidates to companies. **Mary Ann Markowitz & Associates (MAM)**, a Dallas provider of accounting and finance recruitment services, is the connector, adviser, supporter and facilitator for individuals within a company who seek financial talent of all types—permanent or temporary, full time or part time, senior executives to the most recent college graduate. Since the company's formation in January 2003, MAM has resisted the typical recruitment approach to match-making between companies and job candidates—a high-volume, transaction-focused, commission-driven flurry that pushes talent in and out of organizations.

MAM delivers a proven and traditional style of service. It is personal and professional, face to face, engaged and involved so that employers and candidates can come together to achieve optimal success and results. To MAM, a talent match is more about a connection than a contract; it must satisfy all parties and fulfill a purpose. The process must solve problems, answer questions, be deliberate, calming, progressive and personal. That's the MAM difference. Clients—employers and candidates—remain clients for life. They know whom to call, whether it's a CFO position or a billing clerk. It's a premier recruitment service that corporations, HR executives, finance and accounting executives depend on.



MAM specializes in connecting companies with the best financial and accounting talent available, and offers services in three ways: Executive Search, Temporary/Permanent Placement and Consulting Services.

Executive Search

- Controllers and Treasurers
- Senior and Staff Accountants
- Public Accountants - All levels
- Cost and Inventory Accountants
- Financial Reporting Accountants and Analyst
- All Tax and Auditing Positions

Temporary and Permanent Talent Placement

- Bookkeeping and billing, and other recurring activities
- Skill-specific responsibilities such as fixed asset accountant, corporate tax accountant and Interim CFO's
- Core accounting and finance positions

Hiring and Placement Consulting

- Project Management
- Financial System Implementation
- Reconciliation and Data Scrub
- Policies and Procedures
- Internal Controls
- Due Diligence
- Special Projects
- Financial Reporting and Analysis
- Business Process Enhancement
- Internal Audit
- General Accounting
- Budgets and Forecasts
- Tax Compliance

Mary Ann formed MAM in 2003, after more than 13 years as a Dallas-based financial recruitment specialist for another recruitment agency in Plano, Texas. During that time, Mary Ann was recognized as a Top 10 recruiter among thousands at a publicly held, international recruitment firm. After that, Mary Ann served as branch director at Spherion in Dallas. As MAM founder and president, Mary Ann serves clients such as Daisy Brand, MJB Wood, and Exco Energy. She is an active volunteer with the Institute of Management Accountants' Dallas chapter, serving as its director of education. She is also past president of the Dallas IMA. Mary Ann is a Dallas resident. When she's not connecting financial executives with top employers, Mary Ann enjoys hiking, traveling, yoga and an occasional rendezvous at Neiman Marcus. For more information about MAM, send e-mail to employers@mamrecruiting.com, or call (972) 308-9966.

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Company Description/Boilerplate

About Us

Mary Ann Markowitz & Associates (MAM) serves companies and career-seekers in accounting and finance with recruitment services designed to maximize mutual advantage between companies and candidates. MAM specializes in executive search services for senior-level executives, and offers candidates at all experience levels with permanent and temporary placement opportunities. MAM also provides customized employment consulting. MAM, based in Dallas, serves clients such as Daisy Brand, Exco Energy and MJB Wood with a proven and traditional style of service—personal, professional and face to face. The result: Employers and candidates come together to achieve optimal success and results. The company was formed in 2003 by Mary Ann, who has more than 18 years of professional recruitment experience. For more information, visit www.mamrecruiting.com, send e-mail to info@mamrecruiting.com, or call 972-308-9966. For media inquiries, contact Roy G. Miller at rmiller@rgmcomms.com, or call 903-422-5117.