



**BPK&Z**



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My name is Nathan Agre and I was promoted to manager at BPK&Z, CPAs and Consultants in 2006. You have a lot of career choices to make and I know BPK&Z is just one of them.

That first real job is a big decision. Nine years ago I was a senior at Northwestern College and had to choose where to work. I sent off quite a few resumes and had some interviews. There were two things I knew I wanted: a wide variety of work so I could learn and a smaller company where I would not get lost in the high turnover and constant travel that can be a part of some CPA firms.

I chose public accounting because I knew there would be a variety of work. I chose BPK&Z because I liked the people right away. They seemed relaxed and fun but still serious about their clients and the work they do. After the first interview I called my family and said, "This is where I want to work."

### **BPK&Z was a good choice.**

I started in June and had the slower summer to learn all the software and systems. Phil Kronlage, the firm President, told me to enjoy the summer because once the work starts "you won't have time to look back." He was right. I spend a lot of time with clients and with managers and shareholders here at the firm. I get the bigger picture of most of our clients as I work with owners and controllers, not only on the auditing and accounting issues, but also with their tax returns, business development, succession plans, and all the help they need to achieve their goals.

### **How should you choose a firm?**

When you start looking for a great first job, be sure to get a realistic picture of what the job will be like. If you like a very fast pace, constant travel, and a lot of competition, you might like a big firm. I did not want to travel all the time. I did want to roll up my sleeves and really help senior people and owners of companies early in my career, so a firm like BPK&Z was a better fit.

When you interview, talk to the team, not just the human resources or management people. You will get a better idea of the culture. Everyone is different and so take the time to find a firm that really values you.

I haven't looked back. I want to become a shareholder at this firm because I really like the people and believe in our clients. It's a good feeling to know that I am working in the right place and building a career that really suits me.

If you are looking for a smaller firm with great clients where you can work on complex issues with senior people quickly, consider BPK&Z. I would be glad to talk to you about this firm if you have questions. It was a great choice for me. Call me at 763 546 6211 or email me at [nagre@bpkz.com](mailto:nagre@bpkz.com).

Cordially,

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