



WORK/LIFE BALANCE

Community Activities

Our Team Members encourage each other to become active in the community. Cowan Guteski & Co. supports the [United Way of Ocean and Monmouth County](#). We also actively participate in community events such as [Relay for Life](#), [Holiday Express](#), [Day of Community Service](#), as well as various other events.

[American Cancer Society](#) – Cowan, Guteski & Co. is committed to community service. They are annually committed to the [American Cancer Society](#) as a Business and Industry Partner. This commitment allows the Firm to send team members to many American Cancer Society fundraising events including their annual wine tasting event, golf outing, and other galas. The firm in return gets periodic cancer awareness seminars from the American Cancer Society. This commitment is on top of the firm's commitment to support the local Relay for Life, an annual overnight walk-a-thon to raise money for the American Cancer Society.

[Buddy/Mentoring Programs](#) – In order to help make new hires and younger staff members feel more “at home,” Cowan Guteski & Co. has implemented the Buddy/Mentoring Programs. The Buddy Program involves a non-management level accountant who assists the new team member with the transition to our Firm. This includes introducing the new team member to fellow team members, organizing a first day lunch and greet, and just making sure they are fine the first few days. The Mentoring Program is beneficial to provide team members with career advice, additional opportunities to voice their opinions with management, and to gain professional and personal guidance.

[Summer Fridays](#) – Here at Cowan Guteski & Co. we believe it's important for our Team Members to maintain a happy healthy life outside of work. From Memorial Day to Labor Day, Team Members have the option of taking every other Friday off, pending hourly requirements are met.

[Three Day Tax Weekend](#) – All aspiring accountants know that work can get rather crazy from mid-January to April 15. As a means of keeping the work/life balance in tact our Team Members are given a 3-day tax weekend that can consist of either a Friday-Sunday, or two Saturdays. To celebrate a successful tax season, we have a party the day tax season comes to an end and receive the following day off to recuperate.