

Berry · Talbot · Royer

CERTIFIED PUBLIC ACCOUNTANTS



Berry Talbot Royer (BTR) a Certified Public Accounting firm conveniently located in Falmouth has served Maine businesses and their owners for more than 50 years. BTR has twice been recognized as one of the “25 Best Places to Work in Maine.” BTR offers a wide range of tax, accounting, auditing, management advice and technical expertise to businesses, individuals, governmental entities, and non-profit agencies. Berry Talbot Royer is also very involved in its community, working with Habitat for Humanity, The Center for Grieving Children and various other organizations in Maine.

Michael Royer is President and Managing Partner of Berry Talbot Royer. He works extensively with Maine businesses from start up through acquisition, merger, growth, succession, and sale. With over 25 years of experience working with companies during all phases of their growth cycle, Michael brings a strong entrepreneurial and creative problem solving perspective. He holds a Master of Science in Taxation Degree from Bentley College, Waltham, Massachusetts, and a Bachelor’s Degree in Business Administration from Stephen F. Austin State University, Nacogdoches, Texas. He began his career with the international accounting firm of Arthur Anderson and Co. and Reliant Energy, a Fortune 500 company based in Houston Texas, before relocating to Maine in 1986. Michael has served on several non-profit and business advisory boards.

Katie Zenko is a Tax Partner at Berry Talbot Royer and holds a Bachelor Degree in Accounting and Finance from the University of Southern Maine and an Associate Degree in Business from Southern Maine Community College. Katie started working at Berry Talbot Royer as an intern from Belarus State Economic University in Accounting. She is proficient in both her native Belarusian and Russian. After interning, Katie began her professional career at Berry Talbot Royer as a Staff Accountant and worked her way up to Tax Manager in four short years. Katie proudly became a Tax Partner in October 2012. She is a dedicated professional and provides strong financial advice to our staff and clients. Michael and Katie along with a talented group of employees provide comprehensive accounting and tax services for our clients.

We consider our internship program to be an integral part of our practice. We are looking for intelligent, talented and competent individuals. Interns at Berry Talbot Royer will be working alongside professional accountants. As an intern you will begin your training program in November gaining experience with practice individual tax returns and will attend the same tax update seminars as the professionals in the firm. Your training will explore both private and public sectors of the business world.

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As an intern you will benefit from an individualized development plan for tax season and will be exposed to the complexities of tax laws and tax deadlines. You will be immersed in the demands of the accounting profession while benefitting from the comprehensive knowledge and support from the staff. We have found this approach is less stressful and allows each individual's skills and strengths to development and mature within their scope of expertise.

Our most recent tax intern made the following comments about her time at Berry Talbot Royer:

- “My internship at Berry Talbot Royer was academically rewarding and provided me with a valuable educational experience. The objectives I set for myself during my internship were to be faced with challenging tax concepts, developing professional communication skills, and gain a better understanding of the public accounting profession. I was faced with a variety of tax concepts clients’ encounter and received training on widely-used tax software, allowing me to build upon my existing classroom knowledge. Furthermore, they assisted in developing my communication skills with clients in a setting with high emphasis on client relationships. The ability to communicate amongst professionals and clients is a needed and valuable skill I am happy I was able to experience.

During my time at Berry Talbot Royer, I felt very much included in all working activities and was always treated as a member of the staff. The staff is extremely knowledgeable and dedicated to their careers, contributing to a positive working culture. I was very satisfied and impressed with the team-oriented working environment and level of professionalism conducted. Despite the ‘busy tax season’, I was consistently engaged by management and staff to ensure I was receiving the most benefit from my internship. With that, there was always staff available to interns that welcomed us to reach out at any time. As an intern, it gave me confidence that I was gaining skills from highly credible individuals.

I received what I felt was superior training and guidance from a great and intelligent group of accounting professionals. I had an exceptional internship and positive insight to the career that I feel all accounting students should experience. I am pleased to say my internship at Berry Talbot Royer allowed me to not only accomplish my objectives, but do so while being supportive of my continuing education. The skills I acquired will assist me in my remaining time as a student and in developing my career in public accounting. I would highly recommend potential interns to strive for an internship at Berry Talbot Royer, and walk away with the same valuable learning experience I did.”

Previous interns also had the following to say about their time at Berry Talbot Royer:

- "My internship at Berry Talbot Royer was a wonderful opportunity to get hands-on experience in public accounting. My fellow interns and I joined the team long before the tax season, which allowed my immediate supervisors to start training us it. The intern training program at Berry Talbot Royer is simply amazing: it is very flexible, well-paced and rounded. I learned how to use very sophisticated cutting-edge software in preparing individual tax returns; more importantly, my dedicated supervisor was always ready to answer all of the questions that I had, which improved my understanding of Federal and State tax laws immensely. My supervisors and coworkers understood that during the learning

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process of training you are bound to make mistakes and whenever I made one, they explained it to me without any negative emotion. The fact that made the difference is that Berry Talbot Royer wants you to focus on doing things right instead of focusing on not making mistakes. Such positive attitude established a stress-free environment, easy to work in. By the time the tax season came, I was ready to face that challenge.

From the very first day I was treated like every other employee. Berry Talbot Royer has a very strong corporate culture and the management makes it a priority to provide a positive working environment. I was looking forward to coming to the office every day, because I anticipated the challenge of preparing complex tax returns. We all worked very hard during the tax season, but the atmosphere was not stressful at all – in fact, it was fun! A big factor in that is their wellness program: I was very surprised to learn that Berry Talbot Royer provides free healthy snacks and food and also chair massages towards the end of the season, something we all appreciated greatly.

It is very important to me that I was always trusted to do any kind of complex work within my scope of expertise. Not only it provided a great learning curve, but it also gave me confidence in my abilities and inspired me to do better. I became an experienced preparer of individual tax returns of various complexities, which is an extremely valuable skill for someone thinking of a career in public accounting.

Overall, I am extremely happy with my experience at Berry Talbot Royer. Working there was challenging, but the experience and understanding of the tax field that came from it was very rewarding. I highly recommend Berry Talbot Royer as a place to intern with to any accounting student looking for a similarly challenging and rewarding experience."

- "I have been lucky to work as a tax intern for Berry Talbot Royer for one tax season. The company has impressive training program for interns, management treats every intern as a part of the team, does not skimp on time to explain and discuss tax questions. Both permanent staff and interns received individual development plan for tax season and the overall atmosphere in the company was very inspiring and encouraged both individual and professional growth.

I previously worked as a tax intern in another CPA firm and BTR far exceeded any expectation I had of a tax internship. The quality of training is excellent and overall atmosphere in the office was friendly, co-operative and fun. The company often provided free lunch and closer to the end of tax season they invited massage therapist to provide free chair massages. I myself had never heard of such things offered to even regular staff, not even to mention seasonal interns!

Every intern had dedicated supervisor that was available to answer tax questions and help with the software questions. However firm put a lot of trust in individual's abilities and work, so we were supported but surely not micro-managed, which is very important during busy tax season. The firm was very accommodating when it came to the school schedule and they allowed us to have somewhat flexible work schedule as long as we met the minimum hour's requirements and performed well.

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Berry Talbot Royer is a very good place to start your accounting career and I recommend every student to take the internship opportunity there. You will gain experience with the sophisticated software, work with very talented and knowledgeable people and see how very successful (and very well managed) company works from the inside."

- "My tax internship at Berry Talbot Royer has been an amazing experience that not only taught me new accounting skills, but also gave me a much better understanding of the teamwork concept. From the very beginning I was treated more like an employee than an intern, and I was allowed to participate in company events and meetings. The professional staff were all extremely helpful and patient, and always managed to find the time to answer my questions. I was impressed by their knowledge, experience and the ability to explain tax concepts in a clear and accessible way. I was also inspired by the quality of their work and their genuine concern and respect towards their clients and co-workers.

I am extremely grateful for the one-on-one training I received at the beginning of my internship. It was specifically tailored to my needs and future duties, so that I was well prepared for the challenges of the tax season. I was trained in using several kinds of professional software including Pro System Fx Tax and QuickBooks Pro. I learned how to analyze company data, make tax journal entries and prepare a variety of individual, partnership and corporate tax returns. My first month spent at Berry Talbot Royer seems to have taught me more than my entire tax course at school. I was given the opportunity to get hands on experience working on challenging projects, which gave me a sense of accomplishment and helped me gain more confidence in my own abilities.

Berry Talbot Royer is also a great place to work because the partners of the firm are concerned with the well-being and happiness of their employees. The interns were allowed fairly flexible hours, which made it easier for us to reconcile work with school commitments. We were provided with company-sponsored lunches, snacks and chair massages. We shared many jokes and laughs during office games, which helped break up the day during the peak of tax season.

I would strongly recommend this firm to all students looking for a challenging and rewarding internship experience. I will always remember the people there as my mentors and team members, and I can only hope that one day I will become as good a professional as they are."

- "I would like to share my great internship experience at Berry Talbot Royer with people who are looking for a worthwhile internship program. Berry Talbot Royer is a small firm, but the mission statement of the company is "big enough to serve, small enough to care". Berry Talbot Royer indeed lives up to its motto. Not only does it care about serving the customers, but it also cares about the employees. I felt I was a part of the team in every single way. It definitely deserves the honor of being called "one of the best place to work" in Maine for consecutive years.

The employees and the two partners in the firm are always so welcoming. They always offer to assist you when you encounter questions, and keep encouraging you when you accomplish tasks. Every day during work, I would learn new things by working out different types of problems which I had never learned at school, but I didn't have to be afraid to ask for help. I

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knew my mentor and other coworkers were always ready to help me. Sometimes they would pull their chairs to your cubical and explain the answers in details. You can learn so much there, and most importantly, you will be inspired and desire to learn more along the way of pursuing your professional career.

The procedure of the tax internship in the firm is very organized and thoughtful. You will be trained to get a hold of tax software and practice on various types of tax returns prior to working on a "real" return. They will show you step by step: how to collect the relevant information, how to proceed in an efficient way, how to do research, and how to avoid frequent mistakes you make. You will learn, reinforce, and apply the skills you learned. They will further assist your learning with their years of accounting experience and passion. I strongly recommend Berry Talbot Royer to be the firm you do your internship with."

- "My internship at Berry Talbot Royer was a challenging yet very exciting and rewarding experience. It not only gave me valuable practical knowledge but also motivation and confidence to pursue a career in public accounting. When I first joined the firm as an intern, all I had was classroom knowledge of taxation and a desire to learn more and by the time my internship was over, I have gained skills and experience necessary to advance my career. So, whether you are confident that public accounting is your field or whether you are still in doubt, I would definitely recommend Berry Talbot Royer and here is why.

One of the most apparent advantages is the amount and the quality of training offered at Berry Talbot Royer. My internship began with a month of training, where I had a great opportunity to get hold of the tax software by practicing on the prior year's returns. I was also assigned a mentor who was always available and willing to answer my questions and explain technical issues that were new to me. Finally, the company arranged for me to attend a two-day tax seminar on the latest changes in the tax law. As a result, even before the tax season began, I was well prepared for it and there is no doubt that the training I had received not only reduced the amount of stress I would have otherwise experienced but also allowed me to be more efficient. Any time I had a question, I was able to get help and move on.

Another advantage of my internship was the scope of the exposure to the actual tax issues. During the course of my internship, I got a chance to work with pass-through entities, rentals, depreciation adjustments, farms and many more. All the topics that seemed abstract during my taxation class started to make sense once I saw them in practice. It is really amazing how each day brought something new and challenging.

Finally, my internship experience at Berry Talbot Royer was not only productive but also enjoyable and exciting thanks to the supportive and laid-back atmosphere at the firm. Since my first day there, I became a member of a great team and I knew I could always count on their support. Amazingly, there is much more to an internship than just preparing tax returns; I was lucky to be a part of an awesome team and I will remember that time, our lunches, jokes and fun breaks as one of the best experiences ever.

Looking back at my internship at Berry Talbot Royer I am very pleased with what I have been able to accomplish; I have gained valuable skills and got motivated to learn even more.

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I am very glad I have chosen Berry Talbot Royer because the training and support they provided me with have set me up for success, and now my success is my inspiration."

- "One thing I can say about the internship that went above and beyond my expectations is the quality of people at the firm. I can't say that all firms are like this, but, if they are, you'll have a much easier time being happy with your career choice. A big part of job satisfaction comes from who you work with, so if a person has to go to work every day with people who make them miserable, it will inevitably bring them down.

Berry Talbot Royer didn't disappoint. Everyone was intelligent, friendly, and helpful, which made the day go by much easier. I feel terrible for the person next to me who had to take an endless barrage of questions over the course of the season, but not once was a question answered with anything but a smile. It was the same no matter who I went to for help. It's a small firm, but the quality of the management and staff would make you think they had the resources of a large one.

All in all, the internship experience was well worth it. It teaches you about the "real" world of accounting that you couldn't get anywhere else. The people you work for typically know what it's like to be in your shoes, so it's a perfect way to get your feet wet without feeling like you aren't keeping up-being "new" is expected of you. I'd strongly recommend to any student interested in this field that they have an internship before they graduate, and I'd go so far as to say it'd be stupid of them not to. Personally, if I was looking to hire someone, I'd most likely choose the one with the work experience. Like I said, a person can read all they want about golf, but unless they go out and play they'll never be a good golfer."

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