

Description not needed: The visuals in this video only support what is spoken; the visuals do not provide additional information.

MY FIRST DAY AT RICHTER

Michael Dube, Vice President, CPA, CA: My first day at Richter was, you know, I would describe it as: I was nervous and excited.

Vanessa Velentzas, Partner, CPA auditor, CA: To be honest, back then, like looking back I didn't know what I was stepping into, but I knew it was something big.

Scott Binns, Partner, CPA, CA: I wasn't overly nervous. I think because I did the research to make sure I was going to a place where I felt I really fit in.

Tanya Greenidge, Partner, CPA, CA: I think at that point, it was a major milestone in my life. It was my first full-time job. I was very proud at that time, and I was happy and very eager to make an impact with the company even from day one.

Michael Dube: Richter is a firm that is 90 plus years old. They've been in the Canadian market for quite some time. They've you know, seen a lot of events come and go. Recessions, wars, the current pandemic that we're going through.

Tanya Greenidge: Richter's history is a history of innovation, and I would think that even now, during these times, the leadership group, they've had to overcome these obstacles and constantly adapt so that's why I would say we have that legacy of innovation.

Vanessa Velentzas: The thing that I think sets Richter apart and is a big part of its legacy is that we're not just financial advisors, we're not just auditors, we're not just tax advisors, we're not just consultants, we're really business advisors and we stand by our clients through every step of their journey.

Tanya Greenidge: Our workplace is built around collaboration and teamwork. So that's one of the things that I never felt shy, in coming to the workplace and as I was learning in my career, to actually just go knock on someone's door and ask them questions.

Vanessa Velentzas: So, our open-door policies really just what we use to describe the fact that our, you know, our office doors are always open. You know, if you're a partner or a manager, the doors are always open and we want to make sure that people feel free to come in, you know, and ask any questions that they have.

Scott Binns: The atmosphere at Richter is a "check your ego at the door" atmosphere in that no question is a stupid question. And that goes back to the teaching, and nourishing our people to be the best versions of themselves.

Michael Dube: I think there's going to be a lot more flexibility going forward. You know, we've learned some lessons from what we're currently going through in terms of how people best work at home, how people best work different hours. So I think we're going to see a lot more flexibility.

Tanya Greenidge: And that's going to be kind of the luxury, of people coming into the workplace right now, is they get to see the new working reality and they'll be that first generation to experience that. So, we have to navigate with them and we're going to need their ideas to help us succeed as a company in making that transition.

Scott Binns: Society has changed, families have changed, the way we work has changed, technology has changed, and I think that allows and provides us to be able to have a proper work-life integration. Work is part of my life, it's what I choose to do, but it should also integrate perfectly and align well with my day-to-day and family life.

Michael Dube: So, my advice to new employees of Richter is to keep up your enthusiasm.

Vanessa Velentzas: Always stay curious.

Scott Binns: You need to find the right place where you fit in and you can only do that by meeting as many people as you can.

Tanya Greenidge: What I'd like to say to new employees is that one of the most important factors when you're looking for a company, and always take this to heart, is the people that you're going to work with and that's one of the things to take away from this experience.