

"In high-growth companies to 'nail it' often means to create a working prototype others can believe in. At Tanner, each professional is their own successful prototype on a path to eventual mastery."

—Kent Bowman, Partner

"We look for people who will prove themselves on a smaller scale so they can be promoted to larger opportunities."

—Ray Ellison, Partner

"Many of us came from national firms. We brought the best parts from that experience to enhance the way forward. For me, it's all about engaging in meaningful work in a fun environment with people you care about."

—Todd McKinnon, Partner

"A core reason for Tanner's continuing success and growth is that each individual provides our clients with his/her own unique promise of value."

—Mark Erickson, Partner

"Creating the right culture is a big part of growing a successful practice. We don't take ourselves too seriously and try to have a sense of humor."

—Doug Hansen, Partner

"Our firm offers graduates a unique opportunity to prove themselves and achieve phenomenal success. It is no secret that our clients are impressive. Because of our one-of-a-kind culture and local roots we are able to recognize and reward talent in ways that appear to be unmatched in our market."

—David Sperry, Partner



Tanner is a PKF International Firm

September 9th • 5:45 PM

# An Unforgettable Evening!

**Concert / Mingle**  
at Tanner's offices in City Creek Plaza  
Featuring **Paul Ahlstrom**, author of the new book  
**"NAIL IT THEN SCALE IT"**

Network with professionals who are "moving the success meter"

Connect with your accounting peers from the five universities

Experience one of the hottest indie sound artists

"The average age in our firm is under 30, and the face of our firm is getting younger as more of our 20-something professionals assume positions of leadership. Our young professionals want to be challenged, receive "deep" mentoring, and be well compensated!"

— Jeff Bickel, Managing Partner

Featuring

The indie folk sound of  
**Joshua James**



# Nail It Then Scale It

“Unfortunately, the modern workplace’s most notable feature may be its lack of engagement and its disregard for mastery.”

– Daniel Pink, author of Drive: A Whole New Mind

The evening will feature the mastery of the indie folk sound of

**Joshua James!**

LEARNING AGENDA:

**NAIL IT THEN SCALE IT!**

- 1 Featuring **Paul Ahlstrom**, the author of the new book NAIL IT THEN SCALE IT, will share his thoughts on mastery



- 2 **Kent Bowman**  
Partner / Accounting Guru – “Why a Career at Tanner”
- 3 **Spouses of current Tanner professionals**  
“Why we think Tanner rocks”

**Network!**

**Listen!**

**Connect!**

**RSVP**

RSVP to – [jmitchell@tannerco.com](mailto:jmitchell@tannerco.com)  
or call 801•924•5131

