





Welcome!

A message from our leadership

Dear Future Team Member,

Thank you for considering a career with Castro & Company. We know that choosing the right company is one of the most important decisions you'll make—not just for your career, but for your life.

At our core, we are a people-first organization. We believe that when individuals are empowered to grow, supported by transparent leadership, and surrounded by a culture of respect and collaboration, they can achieve extraordinary things. That's why we foster an environment where initiative is celebrated, ideas are heard, and every person is treated as more than just a number—you're part of the family here.

We pride ourselves on maintaining an open-door culture, from senior leadership to team leads. No matter your role, your voice matters. We encourage you to take charge of your career journey, and we're here to support that growth every step of the way.

If you're looking for more than just a job—if you're looking for a place where you can make a difference, develop professionally, and be part of something meaningful—we'd love to meet



Our Leadership Style

At Castro, we foster a culture that empowers employees to take charge of their careers through continuous learning, mentorship opportunities, and clear paths for advancement. Leadership maintains an open-door policy that encourages transparent communication, collaboration, and the sharing of ideas at every level.

This inclusive approach is supported by a strong tone-at-thetop, where **executives lead by example**, **demonstrating integrity, accountability, and a genuine investment in employee growth.**



At our company, people are more than just employees—they're part of the family. We take the time to truly know every individual and recognize their unique strengths, aspirations, and contributions.

Unlike larger firms, where employees can feel like just another number, we prioritize meaningful connections, open communication, and a supportive environment that values the whole person. Our personalized approach creates a workplace where people feel seen, heard, and appreciated; fostering loyalty, collaboration, and a shared sense of purpose.



DEDICATED

Castro & Company is made up of passionate, experienced professionals who take a proactive approach to client needs. Each team member is committed to delivering exceptional service.

KNOWLEDGEABLE

We believe compelling results are only possible through the latest industry procedures. Therefore, our ability to adapt to this versatile industry illustrates our commitment to excellence.

TRUSTED

Our unwavering dedication to client needs and mission requirements has established our reputation as a reliable strategic partner. We share considerable trust and confidence with our clients because we prioritize their satisfaction.

Meet Our Partners



THOMAS CASTRO

Mr. Thomas Castro is the managing partner and has over 27 years of experience in public accounting with extensive experience providing Federal Government audit & advisory services.

MILLIE SEIJO

Ms. Millie Seijo brings more than 25 years of public accounting experience, specializing in Federal Government audit, advisory, and accounting services.

WAYNE FERENCE

Mr. Wayne Ference has accumulated over 30 years of experience in public accounting, with a deep background in Federal Government auditing, advisory, and accounting services.

Our History



2009 **Castro landed their first prime** federal contract with USITC.

2018

Castro & Company passes 10M in revenue.



2021

Separate Audit & Advisory practices are established to handle more clients, and Castro reaches 100+ employees.





2004

Thomas Castro left his secure audit job to establish his own path to success with Castro & Company.

2014

An office on King Street in Old Town Alexandria, VA was purchased.





2020

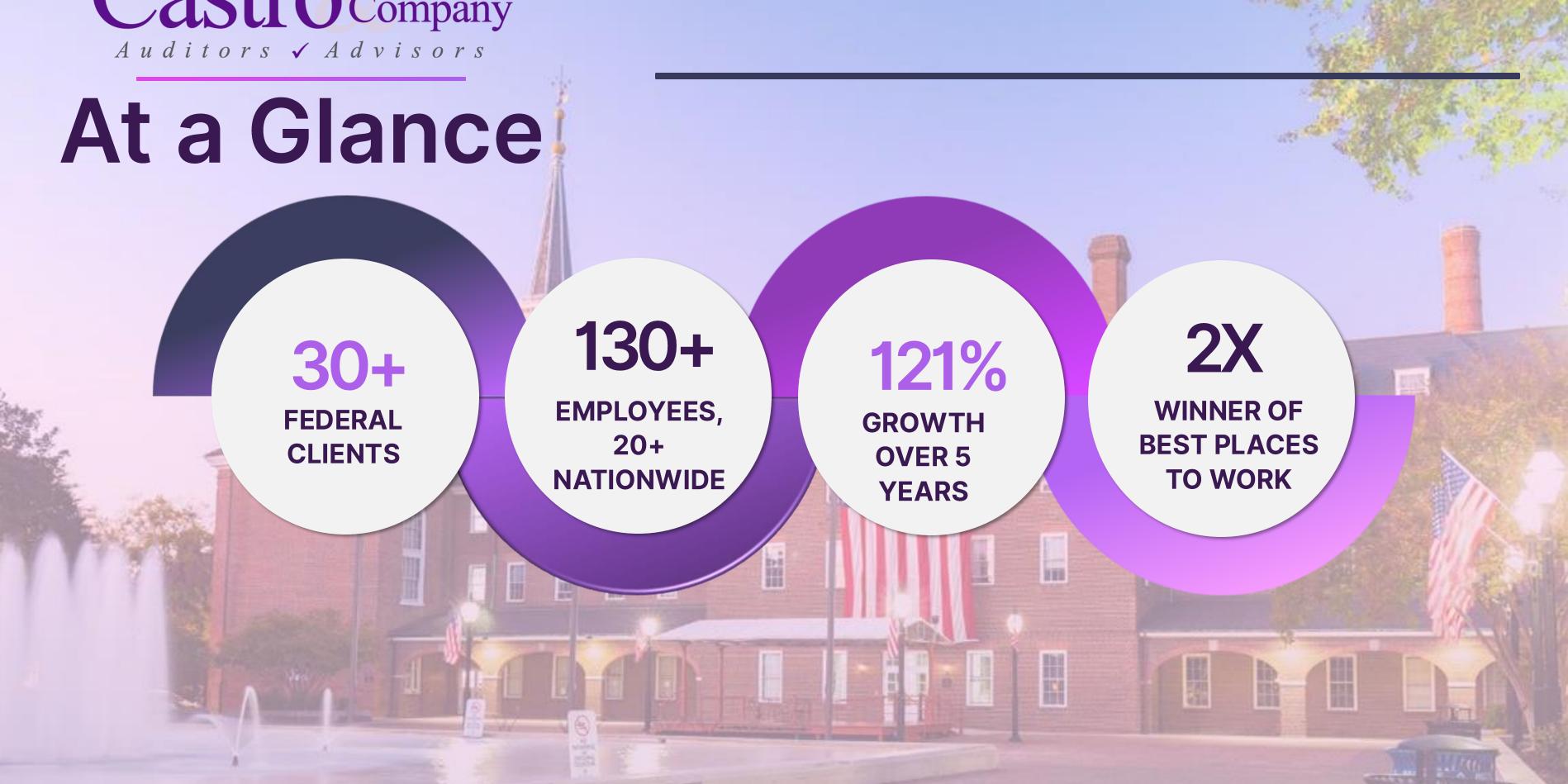
The new office, built and owned by Castro & Company was opened in Old Town Alexandria, VA.



2025

Castro & Company experiences 5 years of sustained growth.





What it's like to work with us —

We know your decision on where you build your career is a big one. We value our employees and want to give you more reasons to stay for the long term. We even have dozens of employees that have been with us for over 5 years!

Flexibility

While we put our clients first, we always make sure to do our best to accommodate employee's commitments outside the office.

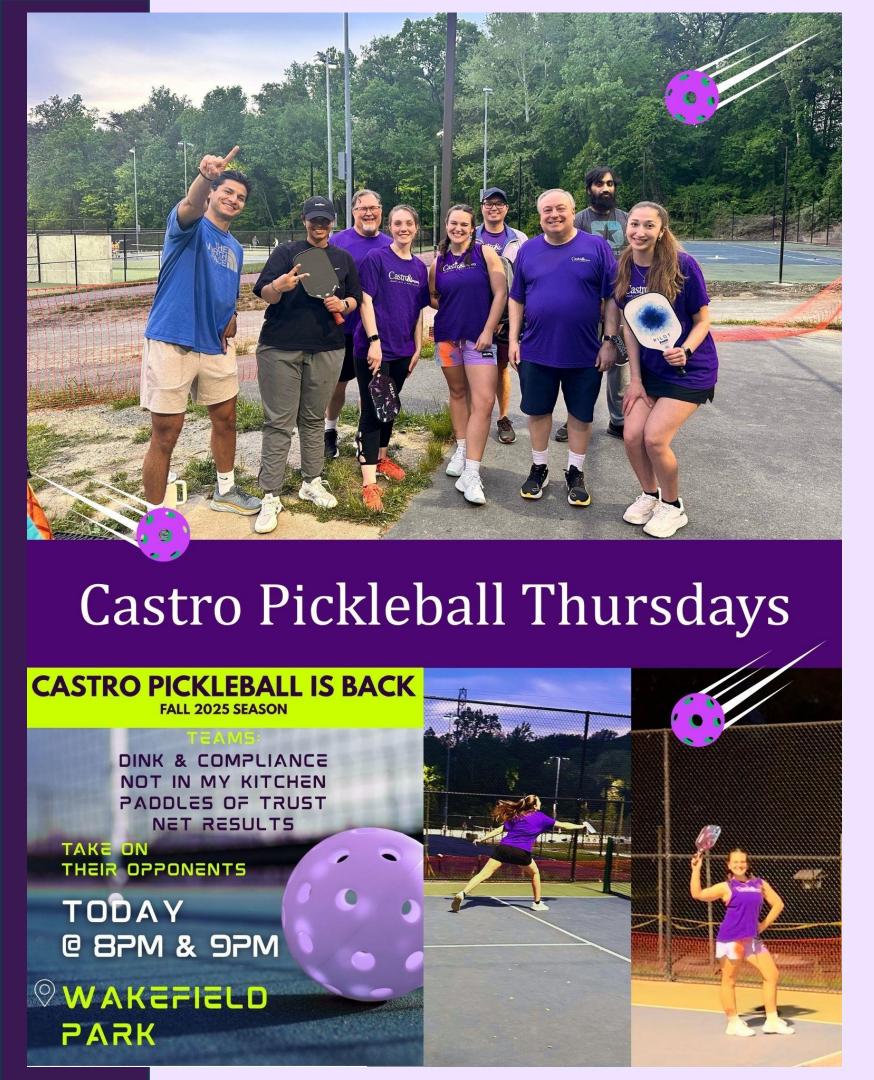
Career Growth

Castro values the career growth of each employee. We have multiple programs to support you to reach your potential with certifications, leadership opportunities and personal development.



Work Culture

Whether you're in the office or remote, Castro fosters a culture of teamwork and a positive work environment. Castro offers many opportunities to get to know your coworkers inside and outside the office with team networking events, pickleball and softball leagues, sporting event raffles, and even remote get-togethers!



"We take our work seriously, but not ourselves."



Castro Company Auditors & Advisors

Benefits Overview

Castro & Company offers extensive benefits to employees that match larger firms and provide employees with options that put *their* priorities first.



Benefits We Offer



Medical, Dental & Vision

Castro has partnered with United Healthcare to bring you the best program for your individual needs.



Insurance

Castro offers a variety of additional insurances including short-term, long-term disability and life insurance, so you can enjoy peace of mind.



FSAs – Medical, Dependent Care

No matter how good the program, there will still be out of pocket costs. Castro provides programs to help you cover those extra expenses.

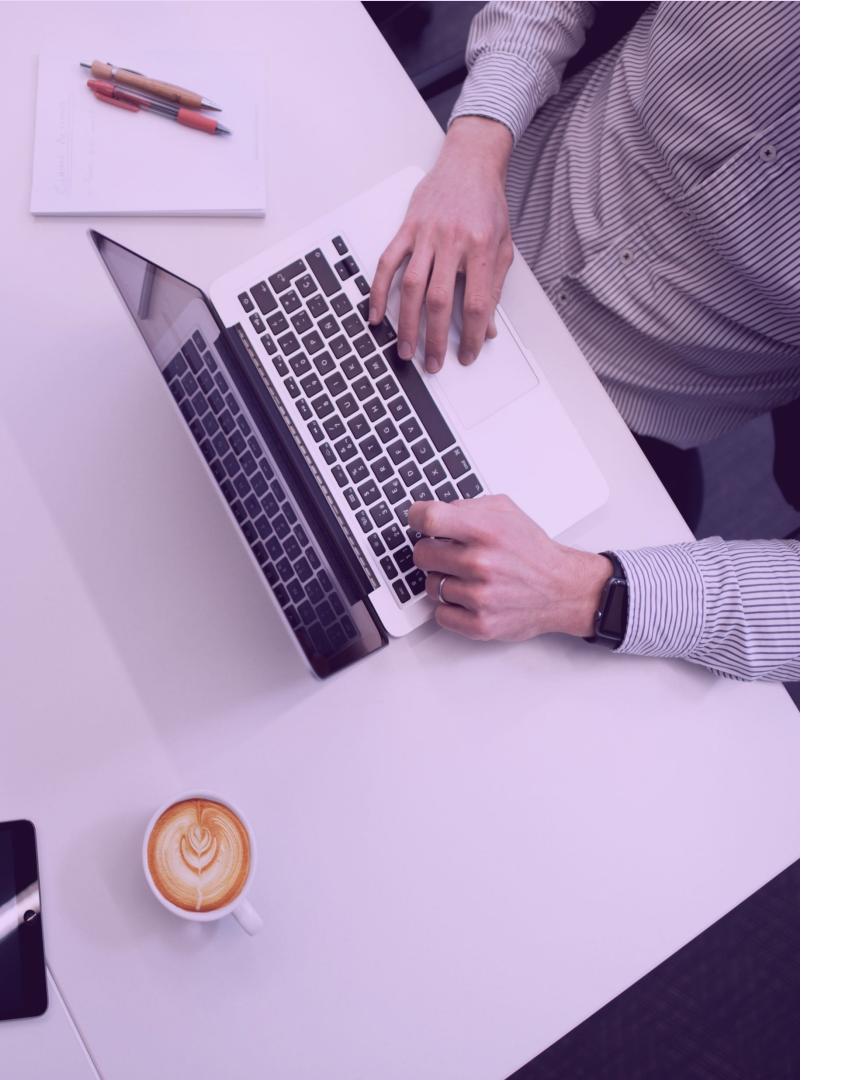


Retirement

It's important to choose the company that will help you secure your financial future. Castro provides matching contribution of 100% of the first 4% of the participant's compensation in our 401K programs.







New License & Certification Bonus Program

Castro & Company's bonus program rewards employees who obtain select licenses or certifications!



Bonus Amounts

- **CPA** \$10,000
- **CISA, CGFM** \$5,000 each
- CDFM, PMP, CISSP \$2,500 each (Advisory Managers–Partners only, pre-approval required)



CPA Study Support

 Exclusive Discount on Becker CPA Exam Review



Eligibility

- Full-time employees in Audit & Advisory Practices
- Certification must be earned while employed at Castro & Company

Paid Time Off

Position	PTO Days/Yr	PTO Hours/Yr
Partners & Principals	25	200
Directors, Sr Managers, Managers	21	168
Supervisors, Seniors, Staff	17	136
Administrative Support Staff	15	120



Additional Perks

Along with our traditional benefits, Castro also offers a variety of perks to their employees to help them achieve a work-life balance.

Through the employee wellness program, Castro offers up to \$25 off your gym membership!



Discounts on a variety of services including legal, identity theft and pet insurance!

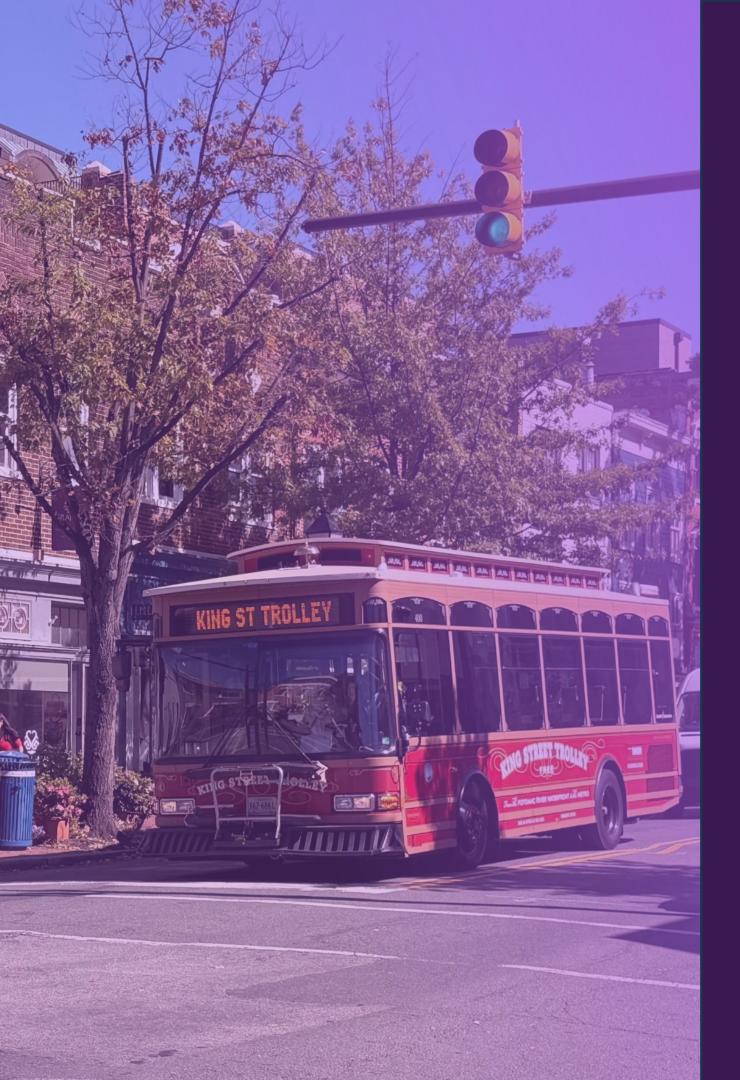


Castro has
partnered
with 1,000s of
brands to give
you the
discounts you
want!



Castro
frequently gives
away tickets to
popular
sporting events
through an
employee raffle!





Castro's Referral Program – Earn More Money!

Referral Type	Employee Referral	Referral with Security Clearance	Referral with CPA License
Staff	\$500	\$1,000	\$5,000
Experienced Staff	\$1,000	\$,2,000	\$5,000
Senior Associate or Supervisor	\$2,000	\$3,000	\$5,000
Manager	\$3,000	\$4,000	\$5,000

Join the Castro Team

Connect with us on our social platforms and see what we're all about!





Linkedin



Instagram