

**Castro** & Company  
*Auditors ✓ Advisors*

## Prospect Guide

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2026





# 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 you!**

# What We're All About

Castro & Company

## 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-the-top, where **executives lead by example, demonstrating integrity, accountability, and a genuine investment in employee growth.**

## Our People Are Our Priority

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.

# Our Core Values



## **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

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**THOMAS CASTRO**

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Mr. Thomas Castro is a CPA and managing partner who has over 27 years of experience in public accounting with extensive experience with Federal Government clients.



**MILLIE SEIJO**

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



**WAYNE FERENCE**

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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

**2013**

We moved to King Street in Old Town Alexandria, VA



**2020**

The new office was opened in Old Town Alexandria, VA



**2026**

We launched our new IT practice to better serve our clients

# At a Glance

**30+**  
FEDERAL  
CLIENTS

**130+**  
EMPLOYEES,  
20+  
NATIONWIDE

**121%**  
GROWTH  
OVER 5  
YEARS

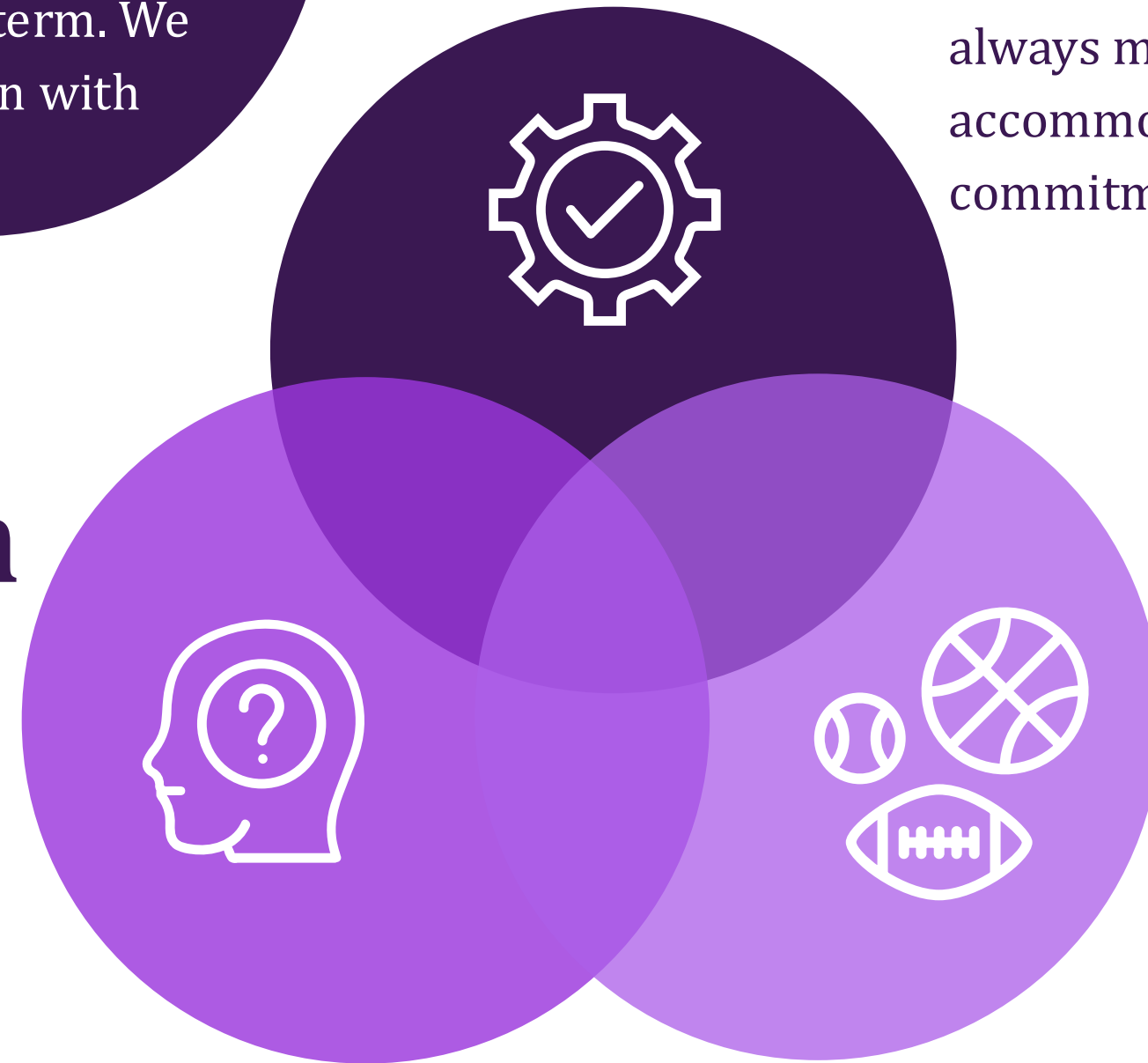
**2X**  
WINNER OF  
BEST PLACES  
TO WORK

# 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!

## 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.



## Flexibility

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

## 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 co-workers inside and outside the office with team networking events, pickleball and softball leagues, sporting event raffles, and even remote get-togethers!



# Castro Pickleball Thursdays

**CASTRO PICKLEBALL IS BACK**  
FALL 2025 SEASON

TEAMS:

- DINK & COMPLIANCE
- NOT IN MY KITCHEN
- PADDLES OF TRUST
- NET RESULTS

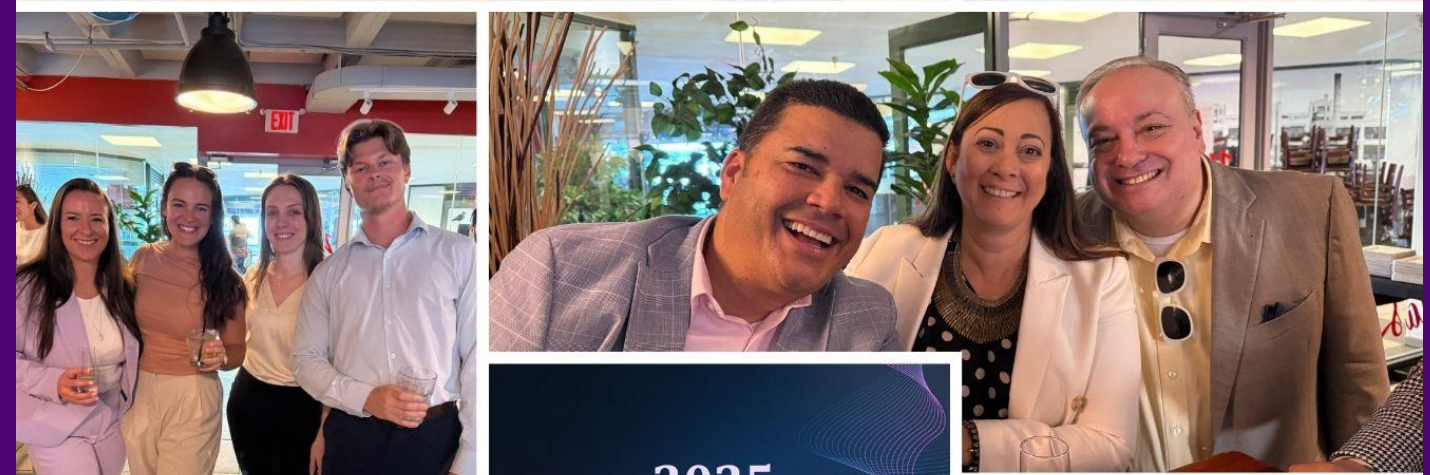
TAKE ON  
THEIR OPPONENTS

TODAY  
@ 8PM & 9PM

📍 WAKEFIELD  
PARK



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



2025  
Midyear Update

**Castro & Company**  
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# Benefits Overview

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

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# Benefits We Offer

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## 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.

**Castro & Company values  
your hard work and  
dedication!**

We have bonus programs for those employees who choose to advance their careers with a license or certification while working at our firm. We also have partnerships in place with professional certification organizations and discounts available as you prepare for your exams. Ask your Castro representative for more details!

**Castro & Company**

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**Bonus Program**

**\$10,000**

**CPA LICENSE**

**\$5,000**

**CISA & CGFM**

**\$2,500**

**CDFM, PMP, & CISSP**

**AND OTHER DISCOUNTS!**



# 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.

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The image features four purple callout boxes arranged horizontally. Each box has a white circular icon at the bottom and white text above it. The background is a dark purple gradient.

- Perk 1:** Through the employee wellness program, Castro offers up to \$25 off your gym membership! 
- Perk 2:** Discounts on a variety of services including legal, identity theft and pet insurance! 
- Perk 3:** Castro has partnered with 1,000s of brands to give you the discounts you want! 
- Perk 4:** Castro frequently gives away tickets to popular sporting events through an employee raffle! 

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# Castro & Company's Referral Program

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!

**Castro** & Company  
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**LinkedIn**



**Instagram**