



Prospect Guide

2026





Welcome!

A message from our leadership

Dear Future Team Member,

Choosing where to build your career is a big decision. At Castro & Company, we believe you deserve more than a job, you deserve a place where you can grow, contribute, and feel valued.

We are a **people-first organization** where initiative is encouraged, ideas are heard, and collaboration is part of who we are. Our open-door culture connects employees at every level, creating opportunities to learn from experienced leaders, take ownership of your career, and make a meaningful impact. Here, you're not just another employee, you're part of a team that supports your growth and celebrates your success. At our firm, we take our work seriously, but not ourselves!

Ready to build a career where your work matters? We'd love to have you join us.



What We're All About

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



THOMAS CASTRO

Mr. Thomas Castro is a CPA and managing partner who has over almost 30 years of experience in public accounting with extensive experience with Federal Government clients.



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

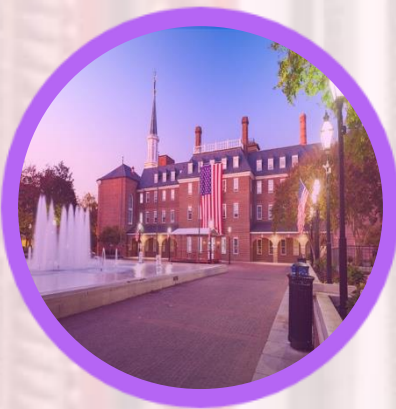
2018

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

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

140+
EMPLOYEES,
20+
NATIONWIDE

121%
GROWTH
OVER 5
YEARS

3X
WINNER OF
BEST PLACES
TO WORK

What it's like to work with us

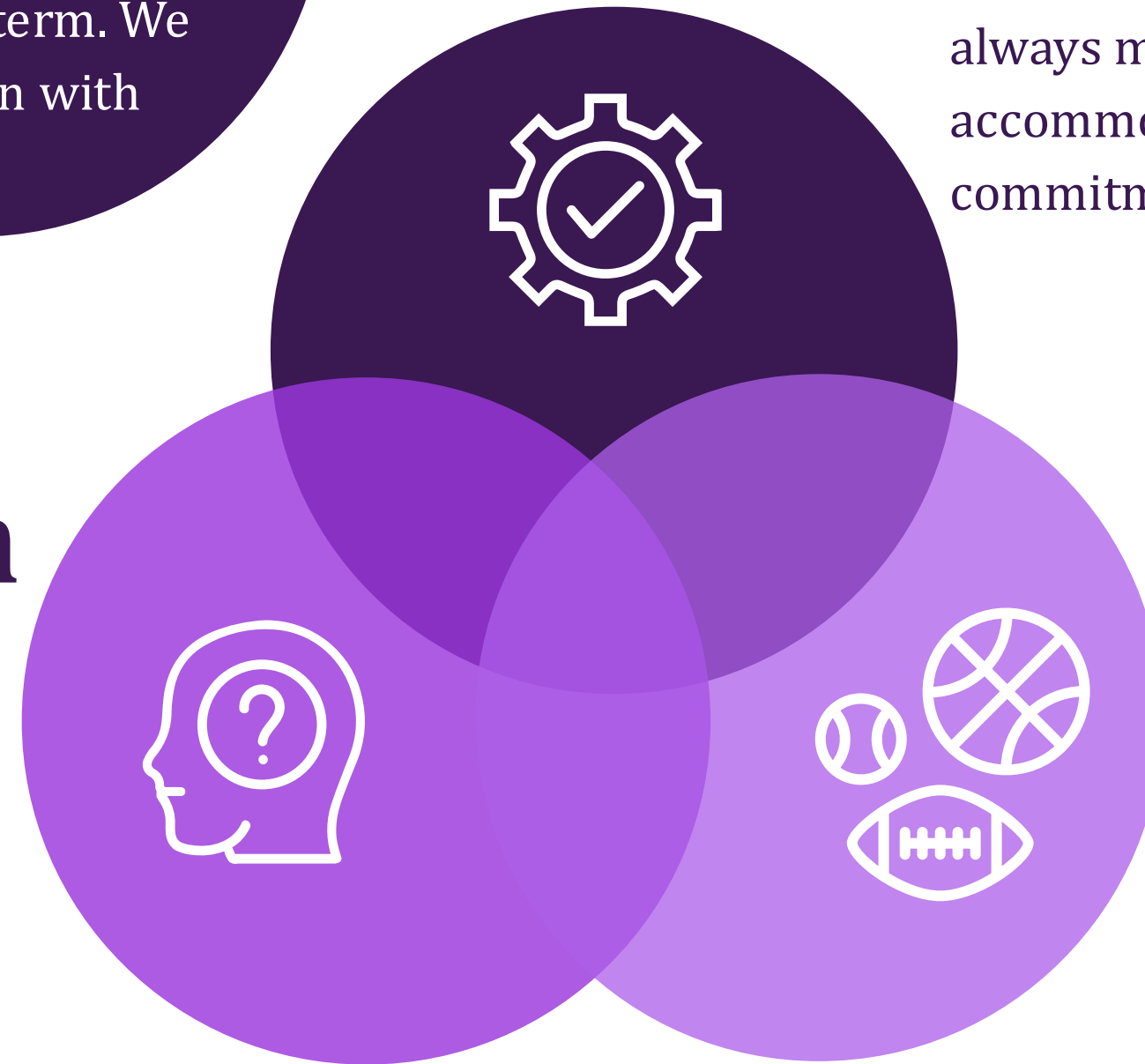
We know your decision on where you build your career is a big one. We value our employees and want to give you more reasons to stay for the long term. We even have dozens of employees that have been with us for over 5 years!

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



Castro & Company Summer Socials

"GREAT THINGS IN BUSINESS ARE NEVER
DONE BY ONE PERSON; THEY'RE DONE BY
A TEAM OF PEOPLE."



MEET THE TEAM

"Culture is simply a shared way
of doing something with a
passion."





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."



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.

**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
A u d i t o r s ✓ A d v i s o r s

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.

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 & 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

Internship & Externship Opportunities

Castro & Company
Auditors ✓ Advisors

Audit & Advisory
EXTERNSHIP

Castro & Company
Auditors ✓ Advisors
SPRING 2026
EXTERNSHIP PROGRAM



» Grow, Learn, and Make an Impact.
Your Externship Starts Here!

APPLY NOW

Join the Castro Team

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

Castro & Company
Auditors ✓ Advisors



LinkedIn



Instagram