



3E ACCOUNTING

one stop solution for your business

3E Accounting Makes Work-Life Balance Possible

Professionals in accounting firms usually face long hours and heavy workloads. Hard work and constant pressure are part and parcel of the job scope.

3E Accounting has the formula right. By putting the needs of employees first, the company has created a healthy work-life balance, and successfully retained talented staff. Anything that is important to their employees is important to the company too - whether it be the needs of children, pets or even travelling.

3E Accounting Walks The Talk

3E Accounting is a pioneer in actively promoting work-life balance. The company thinks outside the box and breaks down traditional boundaries and definitions of what is practical and not.

Managing Director Lawrence Chai believes that work-life balance does not exist in a vacuum, but rather, is fundamentally connected to how bosses lead and manage. Concepts such as professional autonomy, flexibility, time management and prioritizing the needs of the family are all a key part of 3E Accounting's company fabric.

With a team that comprises mostly women, 3E Accounting has established a unique culture that empowers female employees, and meets the demands of modern families.

For example, the firm has invested in an on-site child-friendly playroom, inclusive of nursing area and kids' corner. This provides parents in the company's workforce with tremendous benefits - not only in terms of free child care, but more importantly, comfort and security from having their children nearby at all times.

Flexibility Is The Key

3E Accounting offers its employees the autonomy to manage their individual work schedules, and encourages all staff to enjoy life

outside their careers - be it in their role as parents, or even the pursuit of individual passions. This system has effectively enhanced the team's productivity, enabling staff to work diligently but without the risk of burnout.

The company has implemented an innovative flexible time management system, where employees are welcome to start their daily 8-hour work shift any time between 8 am and 10 am. Staff that work longer hours can accumulate the extra time spent in the company's 'Time Bank', which can then be 'cashed out' anytime for emergencies or a day's leave.

The Benefits of Technology

3E Accounting has wisely made use of technology to enhance work flexibility and reduce manual workload. For example, cloud-based services such as the company's 'Telepresence Robot' enable employees to work remotely, even from home, all while staying in close contact with co-workers. Double Robotics Technology is adopted to successfully enable flexi-time, flexi-load and flexi-place arrangements.

3E Accounting's flexible work culture has paid dividends, with the company winning the prestigious Exemplary Employer Award 2016, organized by the Tripartite Alliance for Fair and Progressive Employment Practices (TAFEP). The company was also recently visited by Senior Minister of State, Mrs Josephine Teo, who was very impressed with how 3E Accounting has leveraged on state-of-the-art technology to enhance work flexibility.

A Great Place to Work

Successful work-life balance is built on personal trust and mutual responsibility. 3E Accounting stands apart from other firms because of its unwavering belief that happiness and satisfaction are the key to enabling employees to thrive at their jobs. This belief has helped establish the company as a market leader in today's highly competitive accounting industry.



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