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## IRS Banking on Public Service Pitch to Draw New Hires, in Tax Notes

**Tom Cullinans** insight on working for the IRS included in an article that discusses the IRSs new approach to recruiting

*Tax Notes*

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In a June 15, 2023, *Tax Notes* article, Atlanta-based Shareholder Tom Cullinans insight on working for the IRS is included in an article that discusses the IRSs new approach to recruiting.

Cullinan explains how the pay gap between the public and private sectors may not be as bad as its often perceived, at least when considered holistically. Working for the IRS comes with generous government benefits, such as retirement contribution matching, pension qualification after just five years of employment, and a delayed retirement bonus, among others.

The true pay gap shrinks even further when comparing hours worked by an IRS employee versus by a tax professional in private practice. I had some weeks where I was working 100 hours, said Cullinan, recalling his work as a CPA for three years before he became a lawyer. So maybe I was making twice as much, but I was working more than twice as many hours, he said. You count all that in, and its probably more financially competitive than many people think.

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