

Maria Holtz: Shaping Excellence

Maria Holtz has built a remarkable career at Bookminders by developing people, strengthening systems, and advancing the firm's commitment to consistent, high-quality service.

Maria Holtz joined Bookminders in July of 1996, bringing with her extensive accounting experience and a solid foundation in system design and process improvement. Her background prepared her to approach client work with both technical precision and a clear understanding of how strong systems support reliable outcomes.



From the start, Maria was eager to put her experience to work building strong client foundations. Within her first few months, she stepped into a client setup role, implementing Bookminders' services for new clients and helping establish effective, repeatable accounting processes. This work naturally led to broader responsibilities, and by 2000, Maria was leading the development of Bookminders' Quality Assurance processes, as well as the firm's standards and procedures.

As her role continued to evolve, Maria's impact expanded beyond individual client engagements to firm-wide initiatives. She played a central role in shaping how Bookminders trains, supports, and develops its staff, contributing to training programs, staff development efforts, and key technology implementations. Her ability to combine technical expertise with a clear, instructional approach has helped strengthen both people and processes across the organization. "I truly enjoy helping

people by teaching processes and working through challenges," Maria shares. "Seeing others gain confidence and clarity in their work is incredibly rewarding."



In 2011, Maria was promoted to Director of Training and Development, a role that reflects her long-standing leadership and institutional knowledge. Today, she continues to refine training programs, improve systems, and serve as a trusted resource for team members navigating questions or complex situations. Her strong work ethic, dedication, and enthusiasm remain central to the ongoing evolution of Bookmindors' practices.

Maria's career reflects the strength of an employee-centric culture that supports growth, balance, and long-term impact. By taking advantage of Bookmindors' flexible work options, she remains deeply engaged in the career she loves while spending meaningful time with her family. Her leadership in training, systems, and staff development continues to shape the trust and excellence Bookmindors is known for.

About Maria: Maria Holtz, a graduate of West Virginia University, is the Director of Training and Development at Bookmindors. She resides in Pittsburgh and enjoys sewing, reading, musicals and movies, and spending time with her granddaughter and family.