Dear Future CPA,

The Maryland Association of CPAs (MACPA) worked with area firms and organizations to create this navigational guide, cultivating pertinent information on your future career and the many organizations in Maryland you could consider your professional home. The guide contains resources on obtaining your CPA, tips on landing your dream job and additional information to aid in your future success. The meat of the guide is a robust listing of organizations with details that can help you paint a picture of what it would be like to work there.

We hope this guide serves as a go-to resource for you as you continue your journey to CPA. If you are not already, we encourage you to become an MACPA member! As a member, you will gain access to many benefits and opportunities to get you future-ready and stand out to these potential employers. Just visit macpa.org/benefits-guide to learn more and get a head start on your future success.

Please look to MACPA as your advocate throughout your career. If you have any questions, please reach out to us. We look forward to seeing you at an MACPA event real soon!

#FutureCPAProud

Rebekah Brown, CPA
CEO, MACPA
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Published by MACPA with the support of all the organizations featured in this guide. (Note this is not an all-inclusive listing of Maryland organizations.)

For additional copies of this Guide, contact: Lauren McDonough at lauren@macpa.org
Certified Public Accountants (CPAs) are all accountants — it’s in the name — but you won’t see “certified” when referencing an accountant. What that means...CPAs are a pretty big deal. Each CPA has met the highest standards in the profession by completing 150 hours in college, passing a stringent 4-part exam, fulfilling work experience and ethics requirements — all before gaining approval and being sworn in as a CPA! And not only do CPAs do incredible things to get to certification, they continually stay at the top of their game by fulfilling CPE credit hours annually.

As a CPA, you will also find yourself making more money, experiencing greater job security and being approached with more and more opportunities! You will become THE trusted advisor for individuals and businesses to further their success and vitality in an ever-changing economy. Sounds pretty awesome right!

Although a tough journey, earning the CPA credential means you reached the pinnacle of the profession — exhibiting an incredible amount of intelligence, ethics, integrity and commitment to lifelong learning. So, certification definitely matters not only for you and your future, it matters to the individuals and organizations that through your expertise, you will help thrive.
You are on your way to becoming an esteemed professional in the wonderful world of accounting and a trusted advisor in furthering our economy by reaching the status of Certified Public Accounting (CPA).

FOLLOW THESE FIVE STEPS TO BECOME LICENSED IN THE STATE OF MARYLAND:

1. Have you filled out the CPA Exam Application checklist? If you haven’t, visit: cpaguide.macpa.org

2. Once you have filled out this checklist and have determined your eligibility, you will be able to apply for the CPA exam. You can register for the exam at: www.dllr.state.md.us/license/cpa/cpaexam/cpaexamforms.shtml

   **Note:** It may take up to 90 days for the state of Maryland to review an application, especially during peak application periods following Spring and Fall semester graduations.

3. Upon approval, the Maryland Board of Public Accountancy will email you a Notice to Schedule (NTS) to sit for the exam. The NTS is valid for 180 days from the date issued. You will be directed to create an online account which you will use to register for each section of the exam. Date and location options for each exam section will be provided.

4. Once you have passed all four parts of the CPA exam, review the checklist for State Licensure referenced in *The Guide to Becoming a CPA in Maryland*, link referenced above.

5. Lastly, apply for State Licensure by visiting: www.dllr.state.md.us/license/cpa/cpaapply.shtml There will be an application fee of $67.

   **Note:** All support documents listed in the Maryland State Licensure Application Checklist section must be received within 90 days from the date an application is submitted to be considered complete by the Board. The Board will deny incomplete applications after 90 days.
Let’s get real for a minute! I am a proud CPA, but until my career journey landed me at the MACPA, I wasn’t playing to my true career strengths. I had a great job at a top mid-sized firm in the audit department where I was promoted to senior. BUT the problem was, it was draining me in a way it wasn’t draining others. It wasn’t the long hours or the complex information overload, it was the lack of utilization of my strengths that drained me. You can learn to do anything, but if you continuously work against your natural gifts, the ones that give you energy, you will get burned out quickly. So I left a great firm and a traditional CPA role and landed at the MACPA where I utilize my strengths every single day for the profession I know and love.

So, why am I telling this long-winded story? I wanted you to know more about me because I want you to learn these three important items from me.

**FIRST, INFORMATION OVERLOAD: ACCOUNTING IS THE LANGUAGE OF BUSINESS AND THE DICTIONARY IS JUST TOO BIG.**

The Bounce, created by the Business Learning Institute, teaches that learning technical proficiencies are critical at the beginning of your career. The greater this force in the beginning, the greater momentum you have for a career trajectory with more strategic leadership roles in the future. That is not to say that technical learning and refreshing isn’t needed in the latter part of your career, just that it is no longer the main focus. The focus then is on leadership proficiencies.

It is easy to get overwhelmed with all the information coming at you! Accounting is the language of business, but it doesn’t mean you need to know or master the whole dictionary. Once in the profession, you have a plethora of research tools available to you. Becoming a master researcher — not an external hard drive — is the skill you really need. You are not going to be able to answer every question a client asks you on a particular code, regulation or standard. But you will learn, with practice, where or who to go to for the answers.

**SECOND, THE CPA EXAM: HOW DO I TACKLE THIS MONSTER?**

Start studying early! The earlier you start, the fresher your knowledge from college and the more time you have to focus on it. As you grow in your career, you will become increasingly busier, both professionally and,
often, personally (family, kids, etc.). Once you start studying, stick with it. Maryland rules state that the credit for each exam section that you pass lasts 18 months from the date that you took the exam — not the date you found out you passed!

Some say you should start with the hardest section, so that you don’t risk losing other ones while trying to pass it. Others argue you should start with the easiest section because if you’re going to risk losing credit, that’s the one you’d rather have to retake. Either way, I think the more important piece is the time of year when you take the exams. You will have “busy seasons,” especially if you’re in public accounting. You should plan your schedule around these times. Take the exams that will be easiest for you when you are the busiest and the hardest exams when you have the most free time.

Get a good group of peers and work through it together. Share notes, tips and study sessions. It not only gives you some accountability, it gives you a network of people to vent to.

THIRD, THE CAREER PATH: WHAT DO I NEED TO DO NOW TO GET THERE, LATER?

We’ve all heard it: It’s not what you know but who you know that leads to success in the business world. While I don’t think that is entirely true (we need essential technical and leadership skills), it certainly helps. You should begin to build that network of contacts now. In this world of hyper connectivity, you have access to leaders at your fingertips through social media.

The most important and influential lessons you will learn during your career path are about you. Consider investing in Strength Finders 2.0 and the VIA Survey of Character Strengths from the Positive Psychology Center at the University of Pennsylvania. Both of these metrics helped me understand more about myself and the type of career and life I was really suited for. Whether the results validate your career or cause you to question your role, it’s a great exercise in being your best self in and outside of the workplace. If you are preparing to enter the workplace, understanding your strengths can not only direct your job search but help you land the job. Bring the survey results with your resume; use them as talking points as to why you are a good fit in the organization.

I hope my journey to becoming a CPA and to strength fulfillment resonates with you in some way. I would love to hear how you are navigating your way to CPA and please know I am here to help in any way I can!
Get the 411 by experiencing CPA Industries 101. You can breathe a sigh of relief, this isn’t another course but a quick snapshot of all the possibilities ahead of you as a future CPA.

PUBLIC PRACTICE
You could find yourself providing professional services, from tax and financial planning to business consulting and strategic planning, to individuals and businesses. You can work on your own as a sole practitioner or as a member of a public accounting firm. As a public accountant you would provide services in areas such as:

- Audit
- Assurance Service
- Environmental Accounting
- Forensic Accounting
- Information Technology Services
- International Accounting
- Personal Financial Planning
- Tax Advisory Services
- Internal Auditing
- Management Accounting
- Financial Reporting
- Financial Management
- Tax Planning

GOVERNMENT
The role of CPAs in government encompasses all areas of our federal, state and local jurisdictions. The CPA has traditional duties in the areas of auditing, financial reporting and management accounting. Also, CPAs in government are able to evaluate and advise officials on the efficiency of governmental agencies on all levels.

NOT-FOR-PROFIT
CPAs in not-for-profit organizations provide the materials and information these institutions need to ensure they are fiscally responsible and making the most impact possible with their resources. Whether a CPA is on the staff of a not-for-profit organization or serves in an advisory capacity, he or she can help the organization solve tax problems, set up an internal control system, budget resources and prepare financial data for fundraising.
EDUCATION
As educators, CPAs are faculty members in colleges of business administration, professional schools of accountancy, graduate schools of business and community colleges. These CPAs are responsible for the instruction of students in areas such as auditing, financial accounting, taxation, cost and managerial accounting and ethics. In addition to teaching, educators have the opportunity to advise and influence students by organizing professional student groups and other activities. Researching, writing books and articles on accounting practices and theory are also components of the profession. Many educators also use their expertise and knowledge to consult businesses in management practices.

As you can see, your future career path is without boundaries and the opportunities for CPAs are vast. You can discover more about any of the above industries and secure a mentor in your area of interest by visiting: macpa.org/for-students.
Landing your dream job in accounting is not out of reach! You just need to buckle down and define what you envision your dream job to be. Do you want to be in the city? Do you want to start out in public? Take a look at the below factors to find your perfect organizational fit and use them to ask pertinent questions in the interview. Make sure you walk away with the information you need to determine if the job and organization is truly dream-worthy!

**I SEE MYSELF AT A:**
- Large public accounting firm
- Small public accounting firm
- Accounting firm with multiple locations
- Smaller non-profit organization
- Large organization or corporation
- Smaller business and/or industry
- Government
- Education

**I AM INTERESTED IN:**
- Taxes
- Auditing
- Information technology
- Consulting services
- Teaching
- Research
- Government accounting
- Not-for-profits
- Corporate accounting and finance
- Forensic accounting
- Risk management
- Business valuation
MY IDEAL ORGANIZATIONAL CULTURE CAN BE DESCRIBED AS:
☐ Work hard and play even harder
☐ Results-oriented
☐ Hard work is rewarded
☐ Great place to learn and grow
☐ Empowered to speak up
☐ Teamwork is encouraged
☐ Promotes advancement
☐ Strictly business
☐ Family-oriented
☐ Innovation is important

WHAT BENEFITS ARE IMPORTANT TO ME:
☐ Paid time off
☐ Flexibility
☐ Telecommuting available
☐ High starting salary
☐ Reasonably priced healthcare
☐ Attractive retirement savings program & matched by company
☐ Opportunity to volunteer
☐ Bonus pay
☐ Consistent salary increases
☐ Travel opportunities
☐ Ability to cross-train
☐ Wellness program

Consider the above factors when you are defining your dream job. What else would you like to see from an organization that isn’t listed? Where do you see yourself in 5 years and is this company it? Just remember, many people don’t find their dream jobs immediately and what you think you need now can evolve as you learn more about yourself and the accounting landscape. So, keep dreaming and learning. Land the job that meets your needs now, experience the organization and the profession and consider each opportunity presented carefully to ensure it meets and aligns with what you envision for your future success.
Overwhelmed with how to choose the best way to prep for the CPA Exam? There are so many CPA Exam Review providers out there, making a choice can keep you up at night. MACPA put together the below questions to ask yourself and your provider to help determine your best fit.

1. Consider how you like to study and what has worked best for you in the past. Do you need structure or does self study work well for you?

2. How is the review course taught and by whom? Do you need in person classes or will online work for you?

3. Will you be able to have repeat access to the review materials, if you don’t pass that part of the exam? For how long?

4. Does the course change based on the new exam updates?

5. What is the pass rate of the exam review provider?

6. Look for testimonials from your peers and others who just passed the exam.

7. What is the price of the exam provider? Are their discounts, financing or payment plans offered? Does your employer partner with a certain provider?

8. Do they offer a free trial or demo so you can experience the course before purchase? You want to make sure if your going to be watching hours of videos, the instructor doesn’t put you to sleep!

Gleim is committed to helping you pass your exams. Gleim has helped millions of candidates pass their accounting certification exams since 1974. Authored by professional educators, Gleim CPA Review courses provide the tools needed to pass the CPA Exam.

The Gleim Premium CPA Review Course includes the following:

- SmartAdapt (TM) Intelligently-guided review
- Access Until Your Pass® guarantee
- 10,000+ Multiple-choice questions
- 1,300+ Task-based simulations
- 350+ Simulations with Exhibits
- Digital and physical books
- Expert-led Gleim Instruct videos & Audio lectures
- Guidance from Personal Counselors

Gleim is pleased to offer you a FREE Gleim CPA Exam Guide that will answer all of your questions regarding the CPA Exam process and what to expect on Exam Day. Download your free copy here: www.gleim.com/cpa-review/exam-guide/

Ready to become a CPA? MACPA Members save 20% on our UNLIMITED access course!

UWorld Roger CPA Review’s award-winning program has revolutionized CPA Exam preparation. Proven with a 94% pass rate, our course enables you to master difficult accounting concepts on a deeper level—ensuring you excel on the exam and beyond in your career.

Top reasons to choose UWorld Roger CPA Review:

- Top-quality Practice Questions to ensure you fully understand the what, why and how.
- Extraordinary Instruction to keep you engaged and effectively learning and retaining key concepts.
- Smart Technology, providing a streamlined learning experience to help you pass faster
- Superior Support from a team dedicated to your success.

Proven Results, backed by a 94% pass rate. The profession’s top educators, employers, and organizations. Join the over 2 million professionals in accounting, medicine, law, finance and more who have passed their high-stakes exams with UWorld! Enroll today and save 20%.
Every few years, the American Institute of CPAs (AICPA) conducts what they call a “Practice Analysis” to determine the reliability and relevance of the CPA Exam to the knowledge and skills necessary for newly licensed CPAs; those in practice less than 2 years. This type of analysis is necessary to keep the CPA Exam relevant to the ever-changing role of the CPA, primarily newly licensed CPAs in the public accounting sector. The most recent practice analysis, conducted in 2021, focused on aligning the CPA Exam to the CPA Evolution licensure model that had been proposed through a joint effort of the AICPA and the National Association of State Boards of Accounting (NASBA).

For those who may not even know what CPA Evolution is; it’s an initiative to transform the CPA licensure model to recognize the rapidly changing skills and competencies the practice of accounting requires today and will require in the future. A joint effort of NASBA and the AICPA, this new licensure model will create a new CPA Exam that will consist of new core + discipline exams; the result of which will still be a CPA license. The core exams will test a deep and strong core knowledge in accounting, auditing, and tax; all of which to include an emphasis in technology. Then, each candidate will choose a discipline in which to demonstrate deeper skills and knowledge. Discipline choices include Tax Compliance and Planning (TCP), Business Analysis and Reporting (BAR) and Information Systems and Controls (ISC). Regardless of the chosen discipline, the result is a single CPA license, with rights and privileges consistent with any other CPA. A discipline selected for testing does not mean the CPA is limited to that practice area.
So, you might be thinking, what does this significant change to the CPA Exam have to do with the future of the accounting profession.

**FOR CPA EXAM CANDIDATES**

For current CPA exam candidates, this upcoming exam change is the most significant since the exam went computer based in 2004. If candidates are in the process of taking their CPA Exams and have not finished them by December 15, 2023 (the last day to test in 2023), they will be faced with completing their exams under the exam structure that takes effect as of January 10, 2024. There is a transition plan in place, so candidates won’t lose credit for CPA exam sections already passed. Below is a chart that shows how the current CPA Exam sections map to the new exam and how exam credit will be granted.

The good news is, there is still plenty of time to apply and sit for your exams before the new Evolution exam launches. Knowing how the current exam sections align with the new exam should assist in planning which order
candidates should sit for their exams. Also, with BEC being removed from the exam, candidates should take note that the written communication questions will also be removed from the exam. That may influence decisions on when to sit for the BEC exam. Gleim is perfectly positioned to help candidates with their exam testing plan. Visit Gleim’s blog www.gleim.com/cpa-review/blog/cpa-evolution-update on the latest news related to CPA Evolution for all the details.

FOR EDUCATORS
The AICPA has created a resource for faculty called the CPA Evolution Model Curriculum (thiswaytocpa.com/program/modelCPAcurriculum). This model curriculum will assist faculty who want to prepare their students to become CPAs. It aligns with the CPA Evolution initiative and comprises two main components: modules, topics, and learning objectives and examples of course offerings.

With the evolution of the profession and now, the CPA Exam, course curriculum should be reviewed to determine if the appropriate amount of data analytics (as an example) is included. Many universities or colleges are well prepared to provide course coverage to support this new exam; however, there are many that are looking for ways to amend their curriculum. Gleim Exam Review has been delivering webinars on topics that will assist faculty in modifying their curriculum. Topics include which data analytics tools are best suited for the classroom, how to integrate data analytics into your accounting curriculum, and how to design a data analytics course. Visit Gleim’s webinar archive page (www.gleim.com/cpa-review/webinar-archive) to view these webinars and other topics.

FOR ACCOUNTING FIRMS
The recent release of the CPA Evolution Exposure Draft is a culmination of research that started back in 2019. In 2019, the American Institute of CPAs released a research report (us.aicpa.org/interestareas/accountingeducation/newsandpublications/aicpa-trends-report) whose findings were alarming for the accounting profession. According to the report, hiring of new accounting graduates declined 11% since the previous trends report in 2016, with the number having fallen a whopping 30% across the previous two reports. But this didn’t reflect less hiring
among CPA firms; non-accounting hires in public accounting firms increased by 11 percentage points to nearly a third of total staff. This trend reflects the evolution of the accounting profession, which requires accounting firms to rely heavily on technology and data analysis. The narrative gleaned from these findings was that accounting curricula — and the CPA exam itself — were behind the times and the needs of the industry.

The AICPA and the National Association of State Boards of Accountancy responded with a “gap analysis” (https://evolutionofcpa.org/Documents/Accounting%20Program%20Curriculum%20Gap%20Analysis%20Report%203.15.2021.pdf) to determine specifically the areas that are becoming increasingly important to the profession, finding these areas include data analytics and IT audit, but even more so cybersecurity, IT governance and systems and organization control engagements. This gap analysis help formulate the model curriculum for colleges and universities.

In short, accounting graduates should be more prepared to fill the needs of the ever-evolving accounting firm with the new skills acquired as they work toward their CPA certification.

ABOUT GLEIM EXAM REVIEW
Gleim creates online self-study courses for accounting certification exams, including the CPA, CMA, CIA, and EA. For over 48 years, Gleim’s mission has been to maximize knowledge transfer while minimizing customers’ time, frustration, and cost. With their proven system of success, Gleim Exam Prep has helped millions of candidates earn passing scores.

ABOUT THE CPA EXAM
The Certified Public Accountant Exam is a uniform exam administered throughout the U.S. and internationally at Prometric Testing Centers. The CPA Exam is a 4-part, 16-hour exam that tests the knowledge and skill levels of individuals wishing to earn their CPA certification. The CPA has been the gold standard in accounting certification since it was first awarded in 1896.
MACPA membership means you are fully connected to your future profession, to an invested career advocate dedicated to your success and to resources to ensure you are future-ready!

Discover more about MACPA membership
www.macpa.org/future-cpa.
Directory of Organizations

(Note this is not an all-inclusive listing of Maryland organizations.)
BDO USA, LLP
Maryland Locations: Baltimore, Columbia, Owings Mills, Potomac

ORGANIZATION CONTACT:
Terri F. Smith, Campus Recruiter
tsmith@bdo.com 215-636-5634 bdo.com/mycareer/home

YEAR FOUNDED: 1910  NUMBER OF EXECS/PARTNERS: 820  NUMBER OF STAFF: 11,270

INDUSTRY SPECIALIZATIONS:
Asset Management; Auto Dealerships; Financial Institutions & Specialty Finance; Fintech; Gaming, Hospitality & Leisure; Government Contracting; Healthcare; Industry 4.0; Insurance; Life Sciences; Manufacturing; Natural Resources; Non-Profit & Education; Private Equity; Professional Services; Public Sector; Real Estate & Construction; Restaurants; Retail & Consumer Products; Technology

SERVICES/PRODUCTS:
Advisory, Audit & Assurance, Digital, Tax

GENERAL HIRING PRACTICES
Tax Season Intern Program: Offered
Minimum Acceptable Overall GPA: Accept 3.0 or above
Minimum Acceptable Accounting/Business Major GPA: Accept 3.0 or above
New Full-Time Hires Must Be 150-Hour Compliant: No
Sponsorship of Entry-Level Foreign Nationals: No

ADDITIONAL ORGANIZATION BENEFITS:
CPA Bonus, Becker CPA Review Course, BDO Counts, BDO Flex, Inclusion Events, Mentoring, Secondments, Training & Development

RECENT AWARDS OR ACCOLADES:
• National Best & Brightest Companies to Work For, National Association for Business Resources
• Seramount’s Top 75 Companies for Executive Women, Firmwide, Seramount
• Top Entry Level Employer, Firmwide, CollegeGrad.com
• 100 Best Companies for Working Parents, Firmwide, Seramount
• Best Company for Dads, Firmwide, Seramount

WHY A NEW GRAD SHOULD JOIN YOUR ORGANIZATION:
BDO’s Core Purpose is helping people thrive, every day. That means that we believe that our success as a firm depends on helping our clients, our communities, and especially our people thrive. We strive to give our employees what they need to grow both professionally and personally – from the flexibility to find work+life fit to the opportunity to give back to their communities.

#FutureCPAProud
"There's learning from books. And then there's learning by doing."

People who know, know BDO.℠

BDO. Beyond a career, a place to thrive.

At BDO, we believe in helping people thrive, every day. That core purpose extends to both the clients and businesses we serve, as well as the people we work with. At BDO, we'll make it a priority to offer you the mentorship, flexibility, and opportunity you need to grow and develop as a professional — today, tomorrow, and for the rest of your career. Because when our own people thrive, they can help make sure our clients do, too.

Terri F. Smith, Campus Recruiter
tfsmith@bdo.com

Accountants and Advisors www.bdo.com/careers

facebook.com/bdo.usa @GetToKnowBDO @BDO.USA

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BERT SMITH & CO.
200 East Pratt Street, Suite 4100, Baltimore, MD 21202

ORGANIZATION CONTACT:
George S. Willie, Managing Partner

gwillie@bertsmithco.com  202-393-5600  bertsmithco.com

YEAR FOUNDED: 1948   NUMBER OF EXECS/PARTNERS: 6   NUMBER OF STAFF: 40

INDUSTRY SPECIALIZATIONS:
Government, healthcare, not-for-profit and educational institutions

SERVICES/PRODUCTS:
Accounting, audit, advisory, assurance, financial management, reporting, information technology, and tax

GENERAL HIRING PRACTICES
Tax Season Intern Program: Accept 3.0 or above
Minimum Acceptable Overall GPA: Accept 3.0 or above
Minimum Acceptable Accounting/Business Major GPA: Accept 3.0 or above
New Full-Time Hires Must Be 150-Hour Compliant: No
Sponsorship of Entry-Level Foreign Nationals: No

ADDITIONAL ORGANIZATION BENEFITS:
Competitive Compensation, Generous Leave Policy (PTO), Health Insurance including dental and vision, 401(k) Plan, Life Insurance, Long/Short-Term Disability Insurance, Flexibility Spending Accounts, Parental Leave, CPA Exam Reimbursement, New CPA Bonus, Professional Memberships and Dues, Recruitment Incentive

RECENT AWARDS OR ACCOLADES:
Visit us at bertsmithco.com/news-events

WHY A NEW GRAD SHOULD JOIN YOUR ORGANIZATION:
Bert Smith & Co. offers professional growth and development opportunities. The firm maintains a diverse, dynamic, and challenging work environment where members receive support, coaching, and training critical to advancing their careers. The firm fosters communication and collaboration among team members. The opportunity to travel to various destinations, performing quality work, has been most attractive to current members.
CLA (CliftonLarsonAllen, LLP)
1966 Greenspring Drive, Suite 300
Timonium, MD 21093

ORGANIZATION CONTACT:
Michele Chalmers, Managing Principal - Maryland Region
Michele.Chalmers@claconnect.com 410-453-0900 claconnect.com

YEAR FOUNDED: 1953  NUMBER OF EXECS/PARTNERS: 1,100  NUMBER OF STAFF: 7,500

INDUSTRY SPECIALIZATIONS:
Primary industries served include agribusiness, construction and real estate, cooperatives, dealerships, employee benefit plans, federal government, financial institutions, healthcare, government contractors, higher education, manufacturing and distribution, nonprofit, professional services, state and local government and technology.

SERVICES/PRODUCTS:
Service areas include wealth advisory, outsourcing, digital, audit, tax, and consulting services.

GENERAL HIRING PRACTICES
Minimum Acceptable Overall GPA: Accept 3.0 or above
Minimum Acceptable Accounting/Business Major GPA: Accept 3.0 or above
New Full-Time Hires Must Be 150-Hour Compliant: No
Sponsorship of Entry-Level Foreign Nationals: No

ADDITIONAL ORGANIZATION BENEFITS:
Generous paid time off, flexible work arrangements, holidays, medical, dental, vision, workers’ compensation, flexible spending accounts, disability, continuous learning, retirement, profit sharing program, life/AD&D insurance, quarterly stipend and perks program, volunteer time off, pet insurance, CPA bonus program, parental leave, and employee assistance program.

RECENT AWARDS OR ACCOLADES:
• In January 2022, CLA Earns Great Place to Work® Certification, Based on Employee Workplace Experience
• CLA was named 8th on the 2022 Top 100 Firms List by Accounting Today
• CLA Named the Top Audit Firm for Credit Unions for the ninth consecutive year by Callahan & Associates
• Construction Executive Names CLA Top U.S. Construction Accounting Firm for the fourth year in a row
• Since 2015, CLA has awarded $6.5 million dollars through 388 grants to organizations across the country and granted by the CLA Foundation
• CLA was selected as a Top DC Advisor Multi-Office Firm 2021 by the National Association of Plan Advisors (NAPA)

Continued on next page
• Forbes recently included CLA as one of their top 500 companies for Best Employers for Diversity 2021
• In September 2021, CLA announced a corporate sponsorship with the National Association of Black Accountants (NABA)
• CLA Wealth Advisors ranked 53rd on Barron’s 2022 Top 100 RIA Firms List
• CLA was rated by the Financial Times 300 as Top Registered Investment Advisor
• CLA ranked #1 by Department of Labor for number of Employee Benefit Plan Audits

WHY A NEW GRAD SHOULD JOIN YOUR ORGANIZATION:
CLA provides you with unlimited opportunities so you can explore new experiences and build your inspired career. When we talk about our CLA family culture, we point to our relationships. We know and support each other. We belong to something bigger. It’s a culture driven by our values and lived by our people.
Where is your there?

CLA brings balance to get you where you want to go. Start at CLAconnect.com/balance.

We’ll get you there.
CPAs | CONSULTANTS | WEALTH ADVISORS

Michele Chalmers, 410-453-0900, Baltimore, CLAconnect.com

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Cohen & Company
201 International Circle, Suite 400, Hunt Valley, MD 21030

ORGANIZATION CONTACT:
April Cohen, Senior Human Resources Generalist
April.Shultz@cohencpa.com  410-891-0339  cohencpa.com


INDUSTRY SPECIALIZATIONS:
Investment, manufacturing, private equity, private companies, real estate & construction, professional services, technology & life science, transportation & logistics, wholesale & distribution, and not-for-profit.

SERVICES/PRODUCTS:
Full range of assurance, tax and advisory services to clients throughout the U.S. and worldwide. Serve a variety of clients, from privately held companies and their owners; to public and private funds, advisers and fund service providers within the investment industry; to Fortune 1000 multinational enterprises.

GENERAL HIRING PRACTICES
Tax Season Intern Program: Offered, Accept 3.0 or above
Minimum Acceptable Overall GPA: Accept 3.0 or above
Minimum Acceptable Accounting/Business Major GPA: Accept 3.0 or above
New Full-Time Hires Must Be 150-Hour Compliant: Yes
Sponsorship of Entry-Level Foreign Nationals: No

ADDITIONAL ORGANIZATION BENEFITS:
Competitive benefits package; Office socials and activities; Quarterly and ongoing community service initiatives throughout the year; One-on-one mentoring in first year; Involvement in firm committees, including cares/community, wellness and social; Extensive training and development opportunities.

RECENT AWARDS OR ACCOLADES:
Inc. 5000 fastest-growing businesses in America; Forbes’ list of America’s Best Tax and Accounting Firms; INSIDE Public Accounting’s 100 largest public accounting firms in the nation.

WHY A NEW GRAD SHOULD JOIN YOUR ORGANIZATION:
Starting a career at Cohen & Company means a unique opportunity to explore all that public accounting has to offer. Entry-level accountants gain real-world experience and work with our clients on a variety of tax, assurance audit and advisory projects from early on — while simultaneously being mentored by colleagues and welcomed into a community of learning and camaraderie.

#FutureCPAProud
DeLeon & Stang CPA's & Advisors
150 S East Street, Frederick, MD 21703

ORGANIZATION CONTACT:
Diana Contreras, Human Resources Manager

Contact Information:
- diana@deleonandstang.com
- 301-250-7360
- deleonandstang.com

YEAR FOUNDED: 1984  
NUMBER OF EXECS/PARTNERS: 6  
NUMBER OF STAFF: 48

INDUSTRY SPECIALIZATIONS:
Tax, Accounting, Assurance

GENERAL HIRING PRACTICES:
- Tax Season Intern Program: Offered
- Minimum Acceptable Overall GPA: Accept 3.0 or above
- Minimum Acceptable Accounting/Business Major GPA: Accept 3.0 or above
- New Full-Time Hires Must Be 150-Hour Compliant: No
- Sponsorship of Entry-Level Foreign Nationals: No

WHY A NEW GRAD SHOULD JOIN YOUR ORGANIZATION:
Our firm offers a fun work culture, in a casual and flexible environment, with our staff at the forefront. We offer a great benefits package and many opportunities for career growth, while working directly with and learning from everyone at the firm at every level.
E. Cohen & Company, CPAs
1 Research Court, Suite 101, Rockville, MD 20850

ORGANIZATION CONTACT:
Elizabeth Fuentes, HR Manager
efuentes@ecohen.com  301-691-3657  ecohen.com


INDUSTRY SPECIALIZATIONS:
E. Cohen provides an integrated suite of tax, assurance, and consulting services to high net worth individuals and a wide array of industries across the mid-Atlantic region that include construction, government contracting, hospitality, nonprofits, professional services, real estate, and wholesale distributors.

SERVICES/PRODUCTS:
Assurance, Tax, Consulting, Business Technology, Wealth Management, and Financial Planning Services

GENERAL HIRING PRACTICES
Minimum Acceptable Overall GPA: Accept 3.5 or above
Minimum Acceptable Accounting/Business Major GPA: Accept 3.5 or above
New Full-Time Hires Must Be 150-Hour Compliant: No
Sponsorship of Entry-Level Foreign Nationals: No

ADDITIONAL ORGANIZATION BENEFITS:
Competitive Salary, Tuition Reimbursement, Paid Time Off, Parental Leave, Health Insurance, 401k & Profit Sharing, Bonus Programs, Career Development, etc.

RECENT AWARDS OR ACCOLADES:
Accounting Today Best Accounting Firms to Work for 12 years; 2019 #1 Accounting Today Best Accounting Firms to Work for Women; Accounting Today Top 100 Firms (Capital Region); Accounting Today Managing Partner Elite; 2020 IPA Top 300 Firm; Washington Business Journal Top 25 Accounting Firm

WHY A NEW GRAD SHOULD JOIN YOUR ORGANIZATION:
The firm has built a tradition of excellence spanning nearly 30 years. As a nationally ranked professional services firm, our experts provide innovative solutions designed to exceed client expectations. Our strong commitment to the middle market enables us to advise clients at all stages of the business life-cycle. At E. Cohen our mission is to provide rewarding career opportunities and invest in the success of our employees. Through learning and development, career guidance, and mentorship, you will have every opportunity to reach your professional goals. Along the way, you will have the opportunity to affect positive change throughout the firm and build long-lasting relationships.

#FutureCPAProud
ELLIN & TUCKER

Ellin & Tucker
400 East Pratt Street, Suite 200, Baltimore, MD 21202

ORGANIZATION CONTACT:
Kevin Kiddy, Talent Recruiter
kkiddy@ellinandtucker.com | 410-727-5735 | ellinandtucker.com

YEAR FOUNDED: 1946   NUMBER OF EXECS/PARTNERS: 10   NUMBER OF STAFF: 120

INDUSTRY SPECIALIZATIONS:
Ellin & Tucker is known for handling complex issues for sophisticated clientele and offering highly specialized expertise in both traditional and rapid growth industries, such as construction, manufacturing, government contracting, professional service firms, technology and wholesale distribution, as well as independent schools and not-for-profit organizations.

SERVICES/PRODUCTS:
Ellin & Tucker is one of the leading accounting firms in the Mid-Atlantic region, specializing in Accounting, Auditing, Tax, Consulting and Forensic Accounting Services.

GENERAL HIRING PRACTICES
Tax Season Intern Program: Offered, Accept 3.0 or above
Minimum Acceptable Overall GPA: Accept 3.0 or above
Minimum Acceptable Accounting/Business Major GPA: Accept 3.0 or above
New Full-Time Hires Must Be 150-Hour Compliant: No
Sponsorship of Entry-Level Foreign Nationals: No

ADDITIONAL ORGANIZATION BENEFITS:
Comprehensive employee benefits program (Medical, dental, Life and LTD insurance, 401K Plan) which includes 100% employer-paid individual health insurance.

RECENT AWARDS OR ACCOLADES:
5th Largest Accounting Firm in the Greater Baltimore Region (Baltimore Business Journal)

WHY A NEW GRAD SHOULD JOIN YOUR ORGANIZATION:
For those eager to define their career path, Ellin & Tucker is equally ready to support their professional development and success. Our most important asset is our people, which is why we are dedicated to supporting our employees’ professional growth and advancement in the firm. You will have the opportunity to focus on a wide range of clients and industries with the support and guidance from firm leaders and mentors.

We believe in a true balance of personal and professional time, and we support this through social connections to foster strong relationships among team members and the opportunity for flexible work schedules.

We are a socially conscious firm committed to supporting the greater Baltimore community. You will be encouraged to take time for community engagement, whether through your own closely-held volunteer efforts or as part of our Giving Back Committee events.
ORIGINIZATION CONTACT:
Kelly DeRose, CPA, Partner

admin@grba.com | 410-583-7900 | grba.com


INDUSTRY SPECIALIZATIONS:
Closely-held businesses and related individuals

SERVICES/PRODUCTS:
Accounting, Tax and Management Consulting

GENERAL HIRING PRACTICES
Minimum Acceptable Overall GPA: No GPA requirement
Minimum Acceptable Accounting/Business Major GPA: No GPA requirement
New Full-Time Hires Must Be 150-Hour Compliant: No
Sponsorship of Entry-Level Foreign Nationals: No

ADDITIONAL ORGANIZATION BENEFITS:
• Quarterly cash bonuses for client referrals
• All continuing professional education (CPE), licenses and memberships paid by the firm
• Tuition reimbursement for accounting-related studies
• CPA exam and other professional designation reimbursements
• 401(k) with company match
• Health insurance, life insurance, free parking and much more!

RECENT AWARDS OR ACCOLADES:
Our most recent Peer Review was completed as of January 2021 where we received a pass rating, the highest rating available.

WHY A NEW GRAD SHOULD JOIN YOUR ORGANIZATION:
Discover Who You Can Become at GRB&A
• GRB&A provides comprehensive accounting services and consulting to small and mid-size business clients. As a firm, we are committed to making a positive, enduring impact on our clients, colleagues and community.
• At GRB&A, we believe in fostering a diverse workplace where our expert associates are

Continued on next page
empowered to learn, grow and contribute in meaningful ways. Team members make an impact from day one, establishing client relationships and helping small businesses thrive.

- Unlike other accounting firms where new hires are assigned limited, non-client-facing tasks, GRB&A facilitates employee growth and development and provides opportunities for team members at all levels to interface directly with clients.

- GRB&A is a professional but casual firm with a collaborative team environment. Each of our associates has the opportunity to shape the future of the firm, while maintaining a healthy work/life balance and making a difference.
Enroll in AACC’s Financial Accounting (CPA) or Professional Bookkeeper certificate program! After completing the required courses, you will be prepared to sit for the Certified Public Accountant exam or AIPB’s Certified Bookkeeper exam.

Courses offered include:

- BPA-201 Financial Accounting
- BPA-202 Managerial Accounting
- BPA-214 Professional Bookkeeper Keystone
- BPA-217 Small Business Accounting (Quickbooks)
- BPA-241 Intermediate Accounting
- BPA 256 Financial Management
- BPA 261 Cost Accounting
- BPA 262 Tax Accounting
- BPA 263 Auditing

NEED MORE INFORMATION? Email Reb Beatty, academic chair, at rebeatty@aacc.edu, or use the QR Code to visit the college’s accounting website.
GRF CPAs & Advisors
4550 Montgomery Avenue, Suite 800N, Bethesda, MD 20814

ORGANIZATION CONTACT:
Chere Boone, HR Recruiter

cboone@grfcpa.com  301-951-9090  grfcpa.com

YEAR FOUNDED: 1981  NUMBER OF EXECS/PARTNERS: 24  NUMBER OF STAFF: 140

INDUSTRY SPECIALIZATIONS:
Nonprofit, Government Contractors, Professional Services

SERVICES/PRODUCTS:
Accounting, Assurance, Tax, and Advisory Services

GENERAL HIRING PRACTICES
Tax Season Intern Program: Offered, Accept 3.0 or above
Minimum Acceptable Overall GPA: Accept 3.0 or above
Minimum Acceptable Accounting/Business Major GPA: Accept 3.0 or above
New Full-Time Hires Must Be 150-Hour Compliant: No
Sponsorship of Entry-Level Foreign Nationals: No

ADDITIONAL ORGANIZATION BENEFITS:
Group medical insurance plan, life insurance/accidental death & dismemberment, short term disability, long term disability, dental care, profit sharing and 401K retirement savings plan, flex spending plan, PTO, holidays, student loan repayment assistance, continuing education/tuition assistance, professional dues and licensing, computer purchase program, CPA bonus, recruitment incentive, flexible work schedule, and direct deposit.

WHY A NEW GRAD SHOULD JOIN YOUR ORGANIZATION:
GRF is recognized annually among Inside Public Accounting’s Top 200 Firms, Accounting Today’s Best Accounting Firms to Work For and the Washington Business Journal’s Top 25 Accounting Firms. The firm was also named one of the Top Firms in the Capital Region for 2021 and a 2021 Firm to Watch by Accounting Today, and GRF earned a spot on Forbes’ list of America’s Top Recommended Tax and Accounting Firms.
Gross Mendelsohn & Associates
1801 Porter Street, Suite 500, Baltimore, MD 21230

ORGANIZATION CONTACT:
Linda Pietras, Director of Human Resources
lpietras@gma-cpa.com  410-685-5512  gma-cpa.com

YEAR FOUNDED: 1960  NUMBER OF EXECS/PARTNERS: 23  NUMBER OF STAFF: 135

INDUSTRY SPECIALIZATIONS:
Real Estate, Construction, Manufacturing, Health Care, Not for Profits, Government Contracting, High Net Worth individuals and Families

SERVICES/PRODUCTS:
Full Service Accounting firm offering audit, tax, bookkeeping, family office, consulting, technology, forensic valuation and litigation support services as well as wealth management services

GENERAL HIRING PRACTICES
Tax Season Intern Program: Offered
Minimum Acceptable Overall GPA: Accept 2.8 or above
Minimum Acceptable Accounting/Business Major GPA: Accept 3.0 or above
New Full-Time Hires Must Be 150-Hour Compliant: No
Sponsorship of Entry-Level Foreign Nationals: No

ADDITIONAL ORGANIZATION BENEFITS:
We also offer summer internships!
Benefits offered to fulltime staff include, health, dental and vision benefits, short and long-term disability, group term life, supplemental life, accident and critical illness insurance. Employee Assistance Program. We have a robust bonus program and provide competitive vacation, sick leave and holiday programs.

RECENT AWARDS OR ACCOLADES:
• Top workplace 7 times!
• Listed in INSIDE Public Accounting as a Top 200 firm holding down the 171st spot on the list for 2022!

WHY A NEW GRAD SHOULD JOIN YOUR ORGANIZATION:
Continuous learning and growth. Great people and culture! Opportunities to get involved in community service and other firm initiatives like staff advisory board, DEI committee, social committee, RISE - women's initiative and leadership programs.

#FutureCPAProud
Come Grow With Us

We’re looking for talented CPAs and accountants to join our team

Named one of Baltimore’s top workplaces seven times

GROSS MENDELSONH
ACCOUNTING | TECHNOLOGY | WEALTH ADVISORY

Baltimore, MD | Fairfax, VA | www.gma-cpa.com/careers
Handwerger, Cardegna, Funkhouser and Lurman, P.A.
1954 Greenspring Drive, Ste 305, Timonium, MD 21093

ORGANIZATION CONTACT:
Joshua T. Zimmerman, Principal
jzimmerman@hcfl.cpa | 410-828-4446 | hcfl.cpa

YEAR FOUNDED: 1955   NUMBER OF EXECS/PARTNERS: 3   NUMBER OF STAFF: 29

INDUSTRY SPECIALIZATIONS:
Real estate, Government Contractors, Not for Profit, Employee Benefit Plans

SERVICES/PRODUCTS:
Individual/Company tax, Attest work, Accounting, Consulting and more

GENERAL HIRING PRACTICES
Tax Season Intern Program: Offered
Minimum Acceptable Overall GPA: Accept 3.0 or above
Minimum Acceptable Accounting/Business Major GPA: Accept 3.0 or above
New Full-Time Hires Must Be 150-Hour Compliant: No
Sponsorship of Entry-Level Foreign Nationals: No

ADDITIONAL ORGANIZATION BENEFITS:
We currently offer benefits to our employees that include but are not limited to the following: Paid Time Off (PTO); Medical, dental & vision insurance coverage with employer contribution toward premiums and any employee paid premiums are pre-tax; employer paid life and long-term disability insurance; 401(k) plan with both traditional and ROTH deferrals.

RECENT AWARDS OR ACCOLADES:
Firm members participate on various MACPA committees, including peer review, PAC, and tax.

WHY A NEW GRAD SHOULD JOIN YOUR ORGANIZATION:
HCFL values its employees and their personal time. We offer a flexible working environment, whether you prefer a traditional or alternative working environment.
KatzAbosch
Lutherville-Timonium

**ORGANIZATION CONTACT:**
Jennifer Groves, HR Director

jgroves@katzabosch.com  |  410-828-CPAS (2727)  |  katzabosch.com

**YEAR FOUNDED:** 1969  |  **NUMBER OF EXECS/PARTNERS:** 90  |  **NUMBER OF STAFF:** 90

**INDUSTRY SPECIALIZATIONS:**
Specializing in the following areas: Construction, Government Contracting, Medical, Nonprofit, and High Net Worth Individuals

**SERVICES/PRODUCTS:**
Accounting, Tax, Transaction Advisory, Outsourcing, Estate and Trust Planning

**GENERAL HIRING PRACTICES**
Minimum Acceptable Overall GPA: Accept 3.0 or above
Minimum Acceptable Accounting/Business Major GPA: Accept 3.0 or above
New Full-Time Hires Must Be 150-Hour Compliant: No
Sponsorship of Entry-Level Foreign Nationals: No

**ADDITIONAL ORGANIZATION BENEFITS:**
We offer full-time paid internships for undergraduates & advance degree students who are interested in a public accounting career. Plus work from home options and mentoring. Visit our Careers page on our website to learn more.

**RECENT AWARDS OR ACCOLADES:**
Accounting Today Top Regional Leaders; Best of Accounting Client Satisfaction Award by ClearlyRated; Baltimore Sun’s Top Places to Work; Construction Executive’s Top 50 Construction Accounting Firms

**WHY A NEW GRAD SHOULD JOIN YOUR ORGANIZATION:**
We are a midsize firm that believes in putting the success of our people first in order to provide a remarkable client experience. This means we pay close attention to the work/life balance and supporting teammates’ continuing education. We are large enough to provide a diverse learning environment, while small enough you’ll have the opportunity to define success and drive your progress, as we help you develop the skills needed to realize your career goals. Additionally, we may work hard during the day, but we make sure to balance it out with some play. From sponsoring office happy hours to team outings like high ropes courses, fishing and fun runs.
KBS CFO
10423 Armory Avenue, Kensington, MD 20895

ORGANIZATION CONTACT:
Robin Thieme, CEO

cfosolutions@kbscfo.com  301-942-5989  kbscfo.com

YEAR FOUNDED: 2004  NUMBER OF EXECS/PARTNERS: 1  NUMBER OF STAFF: 12

INDUSTRY SPECIALIZATIONS:
Manufacturing, Distilleries, Breweries, eCommerce, Government Contractors

SERVICES/PRODUCTS:
Virtual CFO and Client Accounting Services

GENERAL HIRING PRACTICES
Tax Season Intern Program: Accept 3.0 or above
Minimum Acceptable Overall GPA: Accept 3.0 or above
Minimum Acceptable Accounting/Business Major GPA: Accept 3.0 or above
New Full-Time Hires Must Be 150-Hour Compliant: No
Sponsorship of Entry-Level Foreign Nationals: Depends

RECENT AWARDS OR ACCOLADES:
Author of Virtual CFO Course for AICPA, Featured on Future Proof and Change Your Mindset Podcasts

WHY A NEW GRAD SHOULD JOIN YOUR ORGANIZATION:
KBS CFO embraces a “success = learning” environment where the team is there to support everyone in achieving success.

We adopt a virtual flexible work environment with technology embedded into the daily work experience.

KBS CFO provides a very innovative process for candidates through a 3-day virtual working interview simulation. Please let us know if you would like to learn more about the value of working for KBS CFO or, more specifically, about the working interview process.
KBST&M
9515 Deereco Road, Suite 801, Timonium, MD 21093

ORGANIZATION CONTACT:
Jeffrey Davis, Firm Administrator
hr@kbstm.com  410-308-0300  kbstm.com

YEAR FOUNDED: 1985  NUMBER OF EXECS/PARTNERS: 9  NUMBER OF STAFF: 35

INDUSTRY SPECIALIZATIONS:
KBST&M is a full-service public accounting firm and financial advisor serving a broad array of industries, including: Real Estate, Construction, Professional Services, Healthcare, Not-for-Profit, Hospitality, Retail, Death Care, Estates and Trusts, and Employee Benefit Plans.

SERVICES/PRODUCTS:
Tax Preparation and Planning, Assurance, Business Valuation, Bookkeeping, Advisory, IT Consulting

GENERAL HIRING PRACTICES
Tax Season Intern Program: Accept 3.0 or above
Minimum Acceptable Overall GPA: Accept 3.0 or above
Minimum Acceptable Accounting/Business Major GPA: Accept 3.0 or above
New Full-Time Hires Must Be 150-Hour Compliant: No
Sponsorship of Entry-Level Foreign Nationals: No

ADDITIONAL ORGANIZATION BENEFITS:
• Bonuses for new client development
• Flexible work schedules / hybrid work opportunities
• Summer half-day Fridays
• Firm-wide annual volunteer day
• New CPA bonus
• Health and dental insurance we pay a large percentage of premiums for individuals AND their eligible families
• Health savings account with firm contributions
• Life insurance and long-term disability insurance
• 401k/Profit sharing
• Paid association/membership dues
• Continuing professional education
• Paid time off, sick time and holidays

For over 35 years KBST&M has provided premier personalized service to meet clients' needs in the fields of accounting, auditing, tax, information technology, business valuation, management advisory services, and wealth management.

The Trusted Advisor for all your Financial Needs

Want to learn more?
Contact Us at 410.308.0300 or kbstm.com

Continued on next page
WHY A NEW GRAD SHOULD JOIN YOUR ORGANIZATION:
At KBST&M, our company culture encourages teamwork, integrity, professional development and commitment to our staff and clients. When you partner with us, you’ll find a robust team of coworkers with whom you can collaborate and advance your career. Entering staff will have the opportunity to develop expertise in a wide variety of services and industries, all while learning from professionals at every level of the firm. In addition, we provide a work/life balance, a great benefit package and a chance to give back to the community during our firm-sponsored community service days.
King & Associates
124 Slade Avenue, Suite 100 Baltimore, MD 21208

ORGANIZATION CONTACT:
Pamela King Smith, CPA, President
pamela@king-king.com  410-486-4500  king-king.com

YEAR FOUNDED: 1957  NUMBER OF EXECS/PARTNERS: 3  NUMBER OF STAFF: 10

INDUSTRY SPECIALIZATIONS:
Accounting/Tax/Auditing

GENERAL HIRING PRACTICES
Tax Season Intern Program: Accept 3.0 or above
Minimum Acceptable Overall GPA: Accept 3.0 or above
Minimum Acceptable Accounting/Business Major GPA: Accept 3.0 or above
New Full-Time Hires Must Be 150-Hour Compliant: No
Sponsorship of Entry-Level Foreign Nationals: No

ADDITIONAL ORGANIZATION BENEFITS:
Health, Dental & Retirement plans available

WHY A NEW GRAD SHOULD JOIN YOUR ORGANIZATION:
King, King & Associates is a vibrant well established CPA firm in the Baltimore area. Our staff is exposed to a variety of clients, assignments in different areas of our practice and the opportunity to excel in their career.
<table>
<thead>
<tr>
<th>ORGANIZATION CONTACT:</th>
<th>Kristie Garbarino, Office Administrator</th>
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<tbody>
<tr>
<td><a href="mailto:kmiller@lenmiller.com">kmiller@lenmiller.com</a></td>
<td>410-539-4600</td>
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<tr>
<td>lenmiller.com</td>
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<tr>
<th>YEAR FOUNDED:</th>
<th>1976</th>
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<tbody>
<tr>
<td>NUMBER OF EXECS/PARTNERS:</td>
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<tr>
<td>NUMBER OF STAFF:</td>
<td>19</td>
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<th>INDUSTRY SPECIALIZATIONS:</th>
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<tbody>
<tr>
<td>Construction Contractors, Defense Contractors, Food Service Industry, Hotels, Manufacturers, Professional Practices, Real Estate Developers, Rental Activities, Retail Operations, Retail Merchants, Wholesale Distributors</td>
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<th>SERVICES/PRODUCTS:</th>
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<tr>
<td>Accounting, Auditing, Business Valuations, Consulting, Employee Benefit Plan Audit, IRS Audit Assistance &amp; Representation, Merger &amp; Acquisition Advisory, Planning Services (estate; financial; retirement; succession), Tax</td>
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<th>GENERAL HIRING PRACTICES</th>
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<tr>
<td>Tax Season Intern Program: Offered, Accept 3.0 or above</td>
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<td>Minimum Acceptable Overall GPA: Accept 3.0 or above</td>
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<tr>
<td>Minimum Acceptable Accounting/Business Major GPA: 3.0 or above</td>
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<tr>
<td>New Full-Time Hires Must Be 150-Hour Compliant: No</td>
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<tr>
<td>Sponsorship of Entry-Level Foreign Nationals: No</td>
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<th>ADDITIONAL ORGANIZATION BENEFITS:</th>
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<tr>
<th>RECENT AWARDS OR ACCOLADES:</th>
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<tr>
<td>• Expertise “14 Best Accountants in Baltimore – 2022”</td>
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<td>• Baltimore Business Journal “People on the Move”</td>
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<td>• Exit This Way, Baltimore Magazine “FIVE STAR wealth manager”</td>
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<tr>
<th>WHY A NEW GRAD SHOULD JOIN YOUR ORGANIZATION:</th>
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<tr>
<td>We are looking for eager-to-learn professionals who are highly motivated to succeed. We will lend our support and give you every opportunity to further expand your knowledge and skills. If you want to join a team that is dedicated to their clients and has created a culture of excellence, this may be a good fit for you. We offer a great work environment, flexible hours, competitive pay and a generous benefits package.</td>
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<tr>
<td>We are not your stereotypical CPA firm. We offer a generous compensation and benefits package – up front. Also, our open-door approach fosters an atmosphere of communication and development. And while the concept of a “busy season” sounds challenging, the work is interesting, engaging and rewarding year-round, where you can put your analytical skills to the test.</td>
</tr>
</tbody>
</table>

#FutureCPAProud
Lanigan Ryan, P.C.
555 Quince Orchard Road, Suite 600, Gaithersburg, MD 20878

ORGANIZATION CONTACT:
Brian K. Pollack, CPA, Partner / Director of Recruiting
BPollack@LaniganRyan.com | 301-258-8900 | laniganryan.com

YEAR FOUNDED: 1990  NUMBER OF EXECS/PARTNERS: 7  NUMBER OF STAFF: 45

INDUSTRY SPECIALIZATIONS:

SERVICES/PRODUCTS:

GENERAL HIRING PRACTICES
Tax Season Intern Program: Accept 3.0 or above
Minimum Acceptable Overall GPA: Accept 3.0 or above
Minimum Acceptable Accounting/Business Major GPA: Accept 3.0 or above
New Full-Time Hires Must Be 150-Hour Compliant: Yes
Sponsorship of Entry-Level Foreign Nationals: No

ADDITIONAL ORGANIZATION BENEFITS:
Competitive salary, 401(k) plan with company matching contribution, profit sharing plan, new client development bonuses, health insurance, life insurance, long-term disability insurance, summer Fridays (shortened work days) & compressed summer schedule options, tuition reimbursement for up to $2,500 CPA review course, cpa exam fee reimbursement on first attempt of each exam, day off to take the cpa exam on first attempt of each exam, bonus for passing CPA exam, firm payment for professional licenses and professional organization dues, mentoring program, leadership development training, paid continuing professional education, annual firm-sponsored ski trip and fall vacation (in addition to earned vacation days), annual March 15th, April 15th and holiday celebrations, charitable involvement including annual Golf for Charity tournament and community volunteer day.

Continued on next page
RECENT AWARDS OR ACCOLADES:
• 2021 Inside Public Accounting Top 400 Firms
• 2021 Best Accountants in Gaithersburg, Expertise.com
• Accounting Today Best Accounting Firms to Work For, 9 years
• American Subcontractors Association of Metro Washington Service Member of the Year

WHY A NEW GRAD SHOULD JOIN YOUR ORGANIZATION:
As a mid-size firm, our unique position within the market offers the advantages of both a small firm and a large one… advantages that directly and positively impact our team members, providing them many opportunities to learn new skills, develop specializations and see “the bigger picture” more quickly.

At Lanigan Ryan, we emphasize the value of each member of our team by cultivating an environment that encourages open communication and collaborative problem-solving, while championing the individual growth of our people in the career path of their choosing.

We financially support licensure, professional education and have created a variety of internal coaching and leadership development programs designed to promote self-awareness and enhance socio-emotional skill sets.

When it comes to creating deep personal relationships, we take our bonding opportunities very seriously – from happy hours to firm-sponsored vacations. Lanigan Ryan team members and their families enjoy annual ski trips and beach vacations to enviable locations, like beachfront Jamaican resorts to all-inclusive Cancun properties. It’s these deep connections among our team members that create unparalleled bonds and team spirit, both in the office, and outside of it, ensuring we can collaborate effectively to create the best possible results for our clients.
Already have a Bachelor’s degree?

Get the additional coursework needed to apply for licensure to practice as a Certified Public Accountant (CPA) in the State of Maryland.

All of Carroll’s Business & Accounting programs feature:

- Affordable tuition
- Expert faculty
- Real-world experiences
- Flexible scheduling (including online)

For more information, visit carrollcc.edu/CPA-prep. Or contact our Admissions office at 410-386-8430 or admissions@carrollcc.edu.
LSWG CPAs & Business Advisors
201 Thomas Johnson Drive, Frederick, MD 21702

ORGANIZATION CONTACT:
Kathaleen Lucey, Office Manager
klucey@lswg.cpa  301-662-9200  lswg.cpa

YEAR FOUNDED: 1965  NUMBER OF EXEC'S/PARTNERS: 9  NUMBER OF STAFF: 47

INDUSTRY SPECIALIZATIONS:
Automotive, Construction, Hospitality, Medical, Not-for-Profit, Professional Services, Real Estate, Local Governments, Technology

SERVICES/PRODUCTS:
Full range of accounting, auditing, tax, and business consulting services to a client base comprised of individual, nonprofits, and privately-held companies and their owners.

GENERAL HIRING PRACTICES
Tax Season Intern Program: Offered
Minimum Acceptable Overall GPA: Accept 3.0 or above
Minimum Acceptable Accounting/Business Major GPA: Accept 3.0 or above
New Full-Time Hires Must Be 150-Hour Compliant: No
Sponsorship of Entry-Level Foreign Nationals: No

ADDITIONAL ORGANIZATION BENEFITS:
Health, Life & Disability Insurance, Section 125 Plan (medical and dependent care reimbursement accounts available), 401(k) salary savings w/ employer contributions 401(k) salary savings w/ employer contributions.

RECENT AWARDS OR ACCOLADES:

WHY A NEW GRAD SHOULD JOIN YOUR ORGANIZATION:
If you are tired of your commute, feel you are getting nowhere in your current job, or want to be more involved and make a difference in the community in which you live, we want to hear from you. We offer professional development, cutting edge technology, we volunteer together, we work hard – and play hard, too!
Mister, Burton & Associates, LLC
Hunt Valley

**ORGANIZATION CONTACT:**
Kevin Pyzik, Principal

- kpyzik@mbcpagroup.com
- 410-771-9040
- mbcpagroup.com

**YEAR FOUNDED:** 1985  **NUMBER OF EXECS/PARTNERS:** 20  **NUMBER OF STAFF:** 20

**ADDITIONAL LOCATIONS:**
Wide array of industries across the Mid-Atlantic region including: Construction and Real Estate, Land Developers, Home Builders, Manufacturing and Industrial, Transportation and Logistics, Professional Services, High Net Worth Individuals and Family Office.

**INDUSTRY SPECIALIZATIONS:**
Accounting, Tax, Management Advisory and Consulting Services

**SERVICES/PRODUCTS:**
Consumer spices, seasonings and flavor brands and flavor solutions for food manufacturers, food service operations and restaurants.

**GENERAL HIRING PRACTICES**
- Minimum Acceptable Overall GPA: Accept 3.0 or above
- Minimum Acceptable Accounting/Business Major GPA: Accept 3.0 or above
- New Full-Time Hires Must Be 150-Hour Compliant: No
- Sponsorship of Entry-Level Foreign Nationals: No

**ADDITIONAL ORGANIZATION BENEFITS:**
Health Insurance, 401(k) Match and Profit Sharing, flexible work arrangements, mentorship program, CPA prep course and exam reimbursement, assistance with advanced degrees and specialization credentials.

**WHY A NEW GRAD SHOULD JOIN YOUR ORGANIZATION:**
Mister, Burton and Associates offers a great learning environment with specialized training programs for all employees. Our office environment allows for communication and collaboration among team members across various levels, allowing employees the opportunity to take on a variety of different projects.
MKS&H CPAs & Business Consultants
70 Thomas Johnson Drive, Frederick, MD 21702

ORGANIZATION CONTACT:
Elizabeth Oxendine, Office Manager
lizo@mksh.com 410-296-6200 EXT. 7002 mksh.com

YEAR FOUNDED: 1943 NUMBER OF EXECS/PARTNERS: 5 NUMBER OF STAFF: 28

INDUSTRY SPECIALIZATIONS:
Construction, Real Estate, International Tax & Accounting Services, Death Care, Manufacturing & Distribution and Non-Profit

SERVICES/PRODUCTS:
Audit & Accounting Services, Business Consulting and Tax Advice & Consulting

GENERAL HIRING PRACTICES
Tax Season Intern Program: Offered, Accept 3.0 or above
Minimum Acceptable Overall GPA: Accept 3.0 or above
Minimum Acceptable Accounting/Business Major GPA: Accept 3.0 or above
New Full-Time Hires Must Be 150-Hour Compliant: Yes
Sponsorship of Entry-Level Foreign Nationals: Depends

ADDITIONAL ORGANIZATION BENEFITS:
We offer a comprehensive, flexible, and market-competitive benefits program.

WHY A NEW GRAD SHOULD JOIN YOUR ORGANIZATION:
MKS&H promotes a healthy work-life balance for all employees. We provide flexible work hours, telecommuting and emphasize reasonable alternatives to the traditional 9 to 5 day. We want our employees to excel personally as well as professionally.
ML Lichtenberg & Associates LLC
215 Washington Avenue, Suite 205
Towson, MD 21204

**ORGANIZATION CONTACT:**
Gregory Farnworth, Tax Manager

- greg@cpamll.com
- 410-828-1230
- www.cpamll.com

**YEAR FOUNDED:** 2004  
**NUMBER OF EXECS/PARTNERS:** 3  
**NUMBER OF STAFF:** 7

**INDUSTRY SPECIALIZATIONS:**
Medical, Dental & Mental Health, Professional Services, Real Estate, Restaurants

**SERVICES/PRODUCTS:**
Full range of accounting, tax, and business advisory and consulting services to a client base comprised of individual, small to mid-sized businesses and their owners.

**GENERAL HIRING PRACTICES**
Tax Season Intern Program: Offered, Accept 3.0 or above
Minimum Acceptable Overall GPA: Accept 3.0 or above
Minimum Acceptable Accounting/Business Major GPA: Accept 3.0 or above
New Full-Time Hires Must Be 150-Hour Compliant: No
Sponsorship of Entry-Level Foreign Nationals: No

**ADDITIONAL ORGANIZATION BENEFITS:**
• Competitive compensation, including tax season and year-end bonuses
• Fully remote / virtual working options available
• Employer paid health insurance (100% of individual premium)
• Abundant paid time off (PTO) & paid holidays
• 401(k) plan with employer match
• Continuous professional development and mentoring opportunities
• Firm Paid CPA Prep Courses
• Free Parking

**WHY A NEW GRAD SHOULD JOIN YOUR ORGANIZATION:**
We are a great place to work due to our flexibility and willingness to give new hires the work/life balance we all desire. We offer remote work to assist with everyone’s needs. Our firm also offers great benefits with the majority of our benefits being at no cost to our employees. We provide our people the opportunity to develop their knowledge of tax and refine the practical skills of communication, responsiveness, professionalism when working with clients.
Myers and Stauffer LC
10200 Grand Central Avenue, Suite 200, Owings Mills, MD 21117

ORGANIZATION CONTACT:
Michelle Miller, Campus Recruiter

mmiller@mslc.com  317-208-2917  myersandstauffer.com/careers

YEAR FOUNDED: 1973   NUMBER OF EXECS/PARTNERS: 38   NUMBER OF STAFF: 1,000

INDUSTRY SPECIALIZATIONS:
Certified public accounting and health care reimbursement consulting firm

SERVICES/PRODUCTS:
Audit, accounting, data management and consulting services to government-sponsored health care programs.

GENERAL HIRING PRACTICES
Tax Season Intern Program: Offered
Minimum Acceptable Overall GPA: GPA of 3.0+ preferred
Minimum Acceptable Accounting/Business Major GPA: GPA of 3.0+ preferred
New Full-Time Hires Must Be 150-Hour Compliant: No
Sponsorship of Entry-Level Foreign Nationals: No

ADDITIONAL ORGANIZATION BENEFITS:
- Competitive compensation
- Paid internships and college credit opportunities
- Work from home opportunities
- Full-Time staff benefits package
- CPA study materials, reimbursement, and bonus eligibility
- Continuing education financial support
- Team-building events, social outings, and paid voluntary community service hours
- Collaboration directly with Senior Staff and Management with numerous opportunities for growth within the firm

Continued on next page
WHY A NEW GRAD SHOULD JOIN YOUR ORGANIZATION:

At Myers and Stauffer you will have a career that is rewarding on every level of the organization. We are committed to providing our employees with:

- Professional growth and development opportunities
- Educational opportunities leading to certifications
- A diverse, dynamic, and challenging work environment
- Strong leadership, communication, and feedback
- A well-balanced lifestyle, that includes personal and family time in addition to professional and networking opportunities
- Creative and innovative solutions to challenges facing our government clients
WHAT TO EXPECT FROM YOUR INTERNSHIP

1. CHALLENGING WORK
2. REAL RESPONSIBILITY
3. ROOM TO GROW

OUR OFFICE BY THE NUMBERS

5 ENGAGEMENT TEAMS PRESENT
11 CONTRACTS WITH FEDERAL CLIENTS
7 KEY LEADERS ON SITE
25 CONTRACTS WITH STATE AGENCIES

“One of the best parts of the internship was that you weren’t getting coffee for managers or doing busy work. At Myers and Stauffer you’re working on projects that staff are working on, too. This included being able to travel to complete field audits, sitting in on provider calls, and being included in state correspondent meetings.”

- Bailey Harris, summer 2019 intern

“Our interns are given meaningful roles on projects from the start. With a wide variety of ongoing projects, we are able to integrate new interns into our project teams throughout the year. That means that you will be working with experienced team members to meet the needs of our clients from week one.”

- Andy Ranck, CPA, member

For more information about Myers and Stauffer, visit myersandstauffer.com or reach out to our recruiting team at careers@mslc.com.
PB Mares
Baltimore

**ORGANIZATION CONTACT:**
Ashley Burcroff, Talent Acquisition Manager

[Email] AHBurcroff@PBMais.com  [Phone] 757-534-7464  [Website] pbmares.com

**YEAR FOUNDED:** 1963  **NUMBER OF EXEC/PARTNERS:** 50  **NUMBER OF STAFF:** 320

**INDUSTRY SPECIALIZATIONS:**
Tax, Audit and Consulting

**GENERAL HIRING PRACTICES**
- Tax Season Intern Program: Offered, Accept 3.0 or above
- Minimum Acceptable Overall GPA: Accept 3.0 or above
- Minimum Acceptable Accounting/Business Major GPA: Accept 3.0 or above
- New Full-Time Hires Must Be 150-Hour Compliant: Yes
- Sponsorship of Entry-Level Foreign Nationals: No

**ADDITIONAL ORGANIZATION BENEFITS:**
Competitive compensation, CPA exam study materials, 40 hours of CPE, 8 Paid Holidays, 401K matching, Hybrid work environment

**WHY A NEW GRAD SHOULD JOIN YOUR ORGANIZATION:**
There are dozens of reasons to choose a career with PBMais and many ways to build a successful career in public accounting. By deciding to become a part of our team, you get both – all the tangible and intangible benefits that make PBMais the right choice combined with all the opportunities you need to achieve your career goals.
SC&H Group, Inc.
910 Ridgebrook Road, Sparks, MD 21152

ORGANIZATION CONTACT:
James Dickinson, Chief Learning Officer
jdickinson@schgroup.com | 443-493-7865 | www.schgroup.com

YEAR FOUNDED: 1991  NUMBER OF EXECs/Partners: 56  NUMBER OF STAFF: 330

INDUSTRY SPECIALIZATIONS:
Accounting and Consulting Services

SERVICES/PRODUCTS:
Consulting, Audit, Tax, Investment Banking & Advisory, Wealth Management, Corporate Restructuring, Affordable Housing Real Estate

GENERAL HIRING PRACTICES
Tax Season Intern Program: Offered
Minimum Acceptable Overall GPA: Accept 3.0 or above
Minimum Acceptable Accounting/Business Major GPA: Accept 3.0 or above
New Full-Time Hires Must Be 150-Hour Compliant: No
Sponsorship of Entry-Level Foreign Nationals: No

RECENT AWARDS OR ACCOLADES:
Inc Magazine Best Places to Work; Baltimore Business Journal Best Places to Work; Public Accounting Top 100 Firms

WHY A NEW GRAD SHOULD JOIN YOUR ORGANIZATION:
Our success starts with our team! We look for bright, highly motivated people with excellent communication skills who are ready to think big. Those leaders are what set us apart from other tax, audit, and consulting firms, but our commitment to this bright & motivated team is what set us apart from other employers in the mid-Atlantic and elsewhere. We are particularly proud of the fact that SC&H Group boasts a staff retention rate far beyond the industry average. SC&H is also proud to have a client approval rating nearly five-times the industry average—a client loyalty metric of 84.4%, a world class rating of client satisfaction.
Squire Lemkin + Company, LLP
111 Rockville Pike, Suite 475, Rockville, MD 20850

ORGANIZATION CONTACT:
Kim Fitzgerald, Director
kfitzgerald@mycpas.com 301-424-6800 www.mycpas.com

YEAR FOUNDED: 1997  NUMBER OF EXECS/PARTNERS: 5  NUMBER OF STAFF: 20

INDUSTRY SPECIALIZATIONS:
Tax services for high net-worth individuals; estate and trust; small business; and real estate

SERVICES/PRODUCTS:
Financial planning, Management advisory/consulting services; tax consulting and compliance

GENERAL HIRING PRACTICES
Tax Season Intern Program: Offered
Minimum Acceptable Overall GPA: Accept 3.0 or above
Minimum Acceptable Accounting/Business Major GPA: Accept 3.0 or above
New Full-Time Hires Must Be 150-Hour Compliant: No
Sponsorship of Entry-Level Foreign Nationals: No

ADDITIONAL ORGANIZATION BENEFITS:
Health, dental and vision benefits, long-term and short-term disability, group life, 401(k) plan, unlimited PTO, flex work hours, R&R Days, work/life balance, tax weekend during tax season

WHY A NEW GRAD SHOULD JOIN YOUR ORGANIZATION:
We are a great place to work due to our flexibility and willingness to give firm members the work/life balance we all desire. We offer remote work to assist with firm members’ needs. Our firm also offers great benefits with the majority of our benefits being at no cost to the firm member. We also assist our firm members to grow with their knowledge of tax and learning the skills of communication, responsiveness, professionalism when working with clients.
Sturgill & Associates LLP
20 Liberty Street, Westminster, MD 21157

ORGANIZATION CONTACT:
Sue Myers, Partner

suem@sturgillcpa.com  410-848-4460  sturgillcpa.com

YEAR FOUNDED: 1963  NUMBER OF EXECS/PARTNERS: 2  NUMBER OF STAFF: 15

INDUSTRY SPECIALIZATIONS:
Manufacturing, Retail, Not-for-Profit, Agriculture, Professional Services, Estates and Trusts

SERVICES/PRODUCTS:
Tax, Financial Statements, Accounting, Valuations

GENERAL HIRING PRACTICES
Tax Season Intern Program: Offered, Accept 3.0 or above
Minimum Acceptable Overall GPA: Accept 3.0 or above
Minimum Acceptable Accounting/Business Major GPA: Accept 3.0 or above
New Full-Time Hires Must Be 150-Hour Compliant: No
Sponsorship of Entry-Level Foreign Nationals: No

ADDITIONAL ORGANIZATION BENEFITS:
Educational assistance programs, reduced summer hours, incentive bonuses

RECENT AWARDS OR ACCOLADES:
Carroll’s Best

WHY A NEW GRAD SHOULD JOIN YOUR ORGANIZATION:
We offer a relaxed work atmosphere. The smaller staff size gives you the opportunity to get to know all of your co-workers. Being a local firm allows you to get to know the clients you are working with and build a one-on-one relationship to assist them throughout the year.
The Rodeheaver Group, P.C.
6000 Thayer Center, Oakland, MD 21550

ORGANIZATION CONTACT:
Ashley Mousadis, HR & Marketing Manager
contact@rgroupcpa.com | 301-334-3127 | rgroupcpa.com

YEAR FOUNDED: 1983  NUMBER OF EXECS/PARTNERS: 30  NUMBER OF STAFF: 30

INDUSTRY SPECIALIZATIONS:
State & Local Government, Contractors & Construction, Non-Profit Organizations, Employee Benefit Plans, Outsourcing/Bookkeeping Services

SERVICES/PRODUCTS:
Accounting & Audit, Bookkeeping & Payroll, Business Consulting, Tax Services

GENERAL HIRING PRACTICES
Tax Season Intern Program: Offered, Accept 3.0 or above
Minimum Acceptable Overall GPA: Accept 3.0 or above
Minimum Acceptable Accounting/Business Major GPA: Accept 3.0 or above
New Full-Time Hires Must Be 150-Hour Compliant: Yes
Sponsorship of Entry-Level Foreign Nationals: No

ADDITIONAL ORGANIZATION BENEFITS:
Health Insurance, Short Term Disability, Life Insurance, HRA, 401(k)

RECENT AWARDS OR ACCOLADES:
Members of the AICPA, Maryland Association of CPAs, WV Society of CPAs, Construction Financial Management Association

WHY A NEW GRAD SHOULD JOIN YOUR ORGANIZATION:
Whether you’re a newly graduated accountant or you’ve got years of experience; there are a few important things you want from any firm you work for. We believe in providing superior services to every client, offering the newest technology and tools, the opportunity to work in various industries and a work-life balance. For all of those things and more; The Rodeheaver Group delivers.

The Rodeheaver Group is dedicated to helping all associates exceed their professional and personal goals. We recognize that our associates are our most important asset. Some of our core values include: passion for the well being of our community and its people, open and honest communication and client focus and responsiveness. The Rodeheaver Group is an accounting firm that truly cares about our clients, community and our people.
UHY LLP
8601 Robert Fulton Drive, Suite 210, Columbia MD 21046

ORGANIZATION CONTACT:
Eric Panfalone, Sr HR Generalist
epanfalone@uhy-us.com 586-843-2639 uhy-us.com

YEAR FOUNDED: 2001 NUMBER OF EXECS/PARTNERS: 112 NUMBER OF STAFF: 1,089

INDUSTRY SPECIALIZATIONS:
• Not-for-Profit
• Government
• Real Estate and Construction
• Auto Dealerships
• Employee Benefits
• Estates and Trusts

SERVICES/PRODUCTS:
Accounting, advisory, tax, audit and consulting.

GENERAL HIRING PRACTICES
Tax Season Intern Program: Offered
Minimum Acceptable Overall GPA: Accept 3.0 or above
Minimum Acceptable Accounting/Business Major GPA: Accept 3.0 or above
New Full-Time Hires Must Be 150-Hour Compliant: No
Sponsorship of Entry-Level Foreign Nationals: Depends

WHY A NEW GRAD SHOULD JOIN YOUR ORGANIZATION:
UHY provides unique and beneficial experiences as you develop your career in public accounting. The entrepreneurial atmosphere of the firm gives you an opportunity to accelerate at your own pace without having to worry about being benchmarked against your peers. Your progress is assessed by your individual accomplishments, your goals, and your drive to grow within the firm.

UHY allows for exposure to a variety of work, clients, and industries. At UHY you can expect to work on smaller teams, while seeing projects from inception to completion. You are mentored on providing “The Next Level of Service” to your clients and your teams. UHY truly allows an individual to grow within their own timeframe.

We won’t lie, busy season can be a challenge. But we try to keep it fun. In some of our offices, you will find an ice cream cart, smoothie station, arcade games, team dinners, massage days, fresh fruit, foosball, and more.

UHY will give you exposure and experiences earlier in your professional career path. By obtaining these experiences earlier on, this will allow an employee to be more impactful with our clients. By creating a career path unique to each employee’s goals and personality, you are given the skills, tools, and freedom to thrive in an environment full of opportunities.

While addressing today’s evolving business challenges within our collaborative environment, UHY can meet your expectations through various channels of networking, training, and client work.
Weyrich, Cronin & Sorra, LLC
20 Wight Avenue, Suite 210, Hunt Valley, MD, 21030

ORGANIZATION CONTACT:
Susan DiMaggio, Accounting & Human Resources Manager

YEAR FOUNDED: 1979    NUMBER OF EXEC/PARTNERS: 6    NUMBER OF STAFF: 55

INDUSTRY SPECIALIZATIONS:
Governmental Accounting, Business Valuation, Employee Benefit Plan Audits, Healthcare Services, Non-Profits, Construction, Real Estate, CIRA

SERVICES/PRODUCTS:

GENERAL HIRING PRACTICES
Tax Season Intern Program: Offered
Minimum Acceptable Overall GPA: Accept 3.0 or above
Minimum Acceptable Accounting/Business Major GPA: Accept 3.0 or above
New Full-Time Hires Must Be 150-Hour Compliant: No
Sponsorship of Entry-Level Foreign Nationals: No

ADDITIONAL ORGANIZATION BENEFITS:
Competitive compensation, robust healthcare plan, 100% of premium paid on life insurance, short-term disability and long-term disability, flex spending accounts, 401k and profit sharing, CPA study reimbursement, paid CPE, generous paid time off and holidays, close by 3pm on Fridays during the summer and jeans throughout the year.

RECENT AWARDS OR ACCOLADES:
• Baltimore Sun Top Workplaces four years running (2019, 2020, 2021, 2022)
• Voted Best Accounting Firm by Cecil County (2022, 2020, and 2019)

WHY A NEW GRAD SHOULD JOIN YOUR ORGANIZATION:
Whether you are an established CPA or a recent graduate, WCS has unique opportunities for you to deliver impactful business consulting and tax and accounting services to a wide array of dynamic clients. We are committed to understanding and supporting what inspires you. Just as we need to understand our clients’ goals and aspirations to serve them best, we also know the importance of understanding those of our employees. You’ll be part of a team that thrives on innovative thinking and finding unique opportunities. At WCS you will be a valued member of a professional team, with a concentration on personal career development, advancement within the firm, and a rewarding life/work balance.