

..... The future CPA's  
guide to passing  
the CPA Exam  
and finding their  
dream job! .....



# EMPLOYER GUIDE

free  
yourself



Take's one to  
know one.

**BRITTANY SCROGGIN, CPA**

Financial professionals across the country partner  
with Vaco to help them in their career journey.

As a former PwC Audit Associate and current CPA, Brittany  
utilizes her accounting and industry knowledge to help  
accounting and finance individuals find great opportunities.

If you're looking for new opportunities or would like to  
discuss your career goals, contact Brittany today!

[bscroggin@vaco.com](mailto:bscroggin@vaco.com)

C: 502-243-7476 | O: 502-340-1455

297 N. Hubbards Lane | Suite 101 | Louisville, Kentucky 40207



# Table of Contents

Why CPA?.....	4
Why Join?.....	6
Get Involved.....	8
Become a CPA.....	10
CPA Exam.....	14
Licensure.....	16
Continuing Professional Education....	17
Get Noticed, Get Hired.....	18
We know you're one of a kind, does your future employer?	
Firms.....	20

# Why CPA?

## INSTANT CREDIBILITY

Becoming certified is a lot like getting a law license. It's proof that you've mastered the vital elements of your profession through years of academic and technical training. As a CPA, you'll also have access to jobs with higher authority and responsibility — and you'll enjoy greater career stability. Best of all, being a CPA allows you to do meaningful work with highly motivated and multi-talented people. CPAs get to pick from highly specialized job functions, ranging from auditing to information technology. You can pursue jobs that will let you travel internationally — or find opportunities to give back through work for non-profit organizations.

## CPA... 3 LETTERS, A MILLION POSSIBILITIES

**Every business and organization needs a CPA**



From the smallest start-ups to the biggest government agencies to the Taylor Swifts of the world, every moneymaking body requires the skills of a CPA. The CPA credential is highly respected and internationally recognized. To a potential employer, it means high ethical standards, valuable experience, a superior education and crazy good skills. And employers are willing to pay for that.



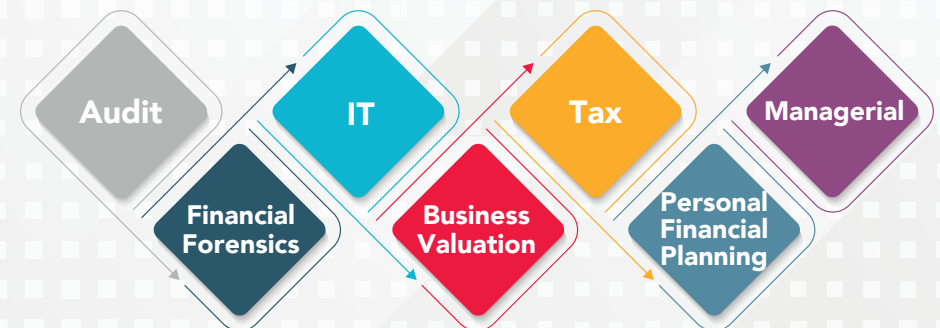
**10-15 PERCENT HIGHER SALARY**  
than regular accountants

**Becoming a CPA is an investment.** CPAs have the potential to boost their earnings by \$1 million over their lifetime compared to a non-CPA in the same position.

## INDUSTRIES



## SPECIALIZATIONS



# Why Join?

Joining the Kentucky Society of CPAs as a student is a key step to showing professors and employers you are serious about your profession, and a fantastic way to start networking and making contacts while still in school. Plus, when you join KyCPA you receive free AICPA student affiliate membership, as well!

## Benefits of **KYCPA STUDENT MEMBERSHIP**

- Eligibility to serve on KyCPA committees and task forces - Attending meetings with CPAs offers great networking opportunities and the ability to improve your leadership and organizational skills!
- A subscription to *The Kentucky CPA Journal*.
- A subscription to the monthly student member e-Newsletter.
- A professional staff at your fingertips - let us help you with questions about the CPA profession!
- Affiliation with the state's premier organization of accounting professionals; membership in a major professional association looks great on your resume!
- Eligibility for KyCPA Educational Foundation scholarships.
- Free entry into Professional Issues Updates throughout the year - a great opportunity to meet and network with CPA professionals.
- Discounts on CPA Exam Review Courses.
- Access to FREE technology webinars from CPA Crossings.

Join KyCPA today at [kycpa.org](http://kycpa.org)!

## Benefits of **AICPA STUDENT AFFILIATE MEMBERSHIP**

- Apply for national scholarships and participate in prestigious competitions.
- Have access to industry news and publications such as the AICPA News Update and CPA Letter Daily via email as well as the online version of the Journal of Accountancy.
- Get exclusive discounts and offers on products and services from partners like Hertz, Dell, FedEx and more.
- Get super-valuable deals and access to the latest industry information at a fraction of even regular AICPA member prices.





# Get Involved

## KYCPA STUDENT EVENTS

### Accounting Interview Day

Hosted by Georgetown College, this annual recruiting event for smaller colleges and universities is open to students seeking full-time employment or an internship. Participants have the opportunity to interview with up to 10 firms.



### CPA Exam Workshops

Each workshop offers a CPA Exam information session followed by a brief Becker CPA Exam review. A representative from the Kentucky State Board of Accountancy will provide an overview of the application process, and newly licensed CPAs share their Exam experiences.

Mock exams and other informational material are provided free of charge, along with refreshments.



### Student Ambassador Program

Student Ambassadors are students passionate about the accounting profession and becoming CPAs. Ambassadors display strong leadership, organizational and communication skills. Ambassador's primary objectives are:

- Building awareness of FREE KyCPA/AICPA dual student membership benefits to students and educators on your campus.
- Increasing the visibility of KyCPA on your campus.
- Strengthening ties between KyCPA and your school.

Student Ambassadors receive a number of benefits including a mentoring opportunity, letter of recommendation, credit for community service hours, invitation to and recognition at KyCPA's Awards Banquet and so much more!



### Spring Awards Banquet

Join KyCPA for an evening of celebrating and recognition of scholarship winners, CPA Exam passers, newly licensed CPAs, and recipients of CPA Exam awards of excellence.

### College to Accounting Professional University (CAP U)

Held in early June this free, two-day program is designed to enhance professional skills, master interviewing techniques, perfect networking and communication skills, and learn more about career opportunities through panel sessions, mock interviews, speed networking, and a Meet the Firms reception. Complimentary overnight hotel accommodations are available for out-of-town attendees accepted.

# Become a CPA

## KENTUCKY CPA EXAM REQUIREMENTS

- 18 years of age.
- Of good moral character—must report past felony or misdemeanor convictions.
- A graduate of an accredited college or university with a bachelor or master's degree that:
  - includes 27 hours in accounting courses; and
  - 12 hours in business related courses.

### Applying for the Exam

- Go to the Kentucky State Board of Accountancy (KSBA) website [cpa.ky.gov](http://cpa.ky.gov).
- Click on [Exam Candidates](#) and then click on the [Initial Application and Instructions](#) link.
- At bottom of page click on the [Application for the Uniform CPA Examination](#) link.
- You may type in your responses to the questions on the application and then print it out. Or you may print out the application and insert your answers in blue or black ink.
- **Have your signature notarized.**
- Submit a check or money order made payable to the **Kentucky Board of Accountancy** with the application.
- Be sure to place a check mark next to each section of the exam you want to take and plan to sit for in the next 6 months.
- A **final official** college transcript must be submitted with the application or soon thereafter. **Electronic** transcripts are acceptable from National Student Clearinghouse.

### Exam Fees and Refunds\*

- The AICPA, Prometric, and NASBA fees total \$224.99/section.
- The KSBA charges a one-time \$30 fee for all initial exam applications.
- There is also a \$30 per section fee for each initial and re-exam application.
- $\$224.99 \times 4 = \$899.96 + \$30$  initial application fee +  $\$30/\text{section}$  ( $\$120$ ) =  $\$1,049.96$
- Refunds:
  - Fees paid to the KSBA are non-refundable.
  - Fees paid to AICPA, NASBA, and Prometric may or may not be refunded by each of these entities based upon a series of factors including when a scheduled test is cancelled.

\*Verify exam fees annually



### Paying for and Scheduling the Exam

- Applications are processed by KSBA staff usually within 7-9 business days.
- KSBA staff enters data into the **Gateway System** operated by the National Association of State Boards of Accountancy (NASBA).
- NASBA then sends a **Payment Coupon** via email to each candidate.
- Candidates have 90 days to pay the fees. Payment may be made with a credit card at [nasba.org](http://nasba.org) or by calling 866-MY-NASBA (866-696-2722).
- After payment is received NASBA will send to each candidate a **Notice to Schedule** (NTS) which is valid for 6 months.
- Once the NTS is received go to the Prometric website [prometric.com/en-us/clients/cpa](http://prometric.com/en-us/clients/cpa) to schedule the exam.



## Taking the Exam

- You will be one of many candidates taking different exams at the site.
- Failure to comply with the rules of the test center may result in expulsion from the center and being prohibited from sitting for the exam.
- Backpacks, books, cell phones, etc. must be stored in a locker located outside of the testing room. DO NOT take your cell phone out of the locker if you are on a break!
- **Breaks:** One scheduled 15 minute break approximately 2 hours into each exam section. Clock stops. Additional breaks allowed **only** after a **testlet is completed** but the time to complete the exam continues to run while you are on a break.
- If you encounter a problem during the exam notify the test center administrator immediately.
- The test center administrator will prepare a report on the problem that will be reviewed by staff from Prometric, NASBA, the AICPA and the KSBA.

## Prometric Test Center

- You may go to any Prometric test center to sit for the exam.
- What you need for the exam:
  - Your NTS (It contains your password!)
  - One valid form of ID that contains your picture. (The name on this ID must match the name on your NTS so review the name on your ID.)
  - A secondary form of ID (this does not have to match your primary ID name exactly)

## Reviewing your Scores

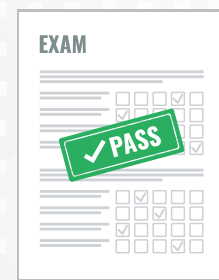
- The AICPA scores the exam.
- Exam scores are transmitted electronically to NASBA. NASBA transmits the scores electronically to the KSBA. Scores are posted on KSBA website when received.
- Type in your **KY ID#** to access your score. Your ID# is on every letter from the KSBA staff.
- If a score is not present on the website, that means the score has not been received.
- A paper version of your score will be mailed soon after your score is posted.

## Sitting for a New Exam Section/Retaking a Previous Section

- Go to [cpa.ky.gov](http://cpa.ky.gov).
- Click on the link for [Exam Candidates](#).
- Click on [Re-exam Application and Instructions](#).
- Complete the application and return it to the KSBA office with a check or money order made payable to the **Kentucky Board of Accountancy** for the number of sections you wish to take.
- The re-exam application will be processed and the previously described procedure will then take place.

## Exam Scoring

- Scores are reported on a scale that ranges from 0 to 99.
- A total reported score of 75 is required to pass each section. This is **not a percent correct score** and cannot be interpreted as a percentage **nor as 75 points**. Instead it is a weighted score – think ACT.
- AUD, FAR and REG: The total score is a weighted combination of scaled scores from the multiple-choice and task-based simulation questions.
- BEC: The total score is a weighted combination of the scaled scores from the multiple-choice questions, task-based simulations, and written communication tasks.
- Candidate Performance Reports: Read these very carefully.



As of April 1, 2020 Kentucky exam candidate scores will be posted online at the NASBA portal. Candidates should be able to log into the NASBA portal to receive their grade as well as print their score report.

# CPA Exam

## There are four sections to the Uniform CPA Examination® (Exam):

- Auditing and Attestation (AUD)
- Business Environment and Concepts (BEC)
- Financial Accounting and Reporting (FAR)
- Regulation (REG)

## You have a maximum of four and a half hours to complete the Exam:

- 5 minutes — Welcome/enter launch code
- 5 minutes — Confidentiality/section information
- 4 hours — Testing time
- 15 minutes — Break after third testlet (option to pause Exam timer)
- 5 minutes — Survey

Each of the four Exam sections is broken down into five smaller sections called testlets. These testlets feature multiple-choice questions (MCQs) and task-based simulations (TBSs). In the case of BEC, you also have to complete three written communication tasks. The number of MCQs and TBSs tested varies depending upon the specific section taken. You will receive at least one research question (research-oriented TBS) in the AUD, FAR and REG sections. To complete them, you will have to search the related authoritative literature and find an appropriate reference.

Examination Structure by Section

Section	Item		Testlet
	Type	Weighting	
<b>Auditing and Attestation (AUD)</b>  Time to complete: 4 hours	72 MCQs 8 TBSs	50% 50%	#1: 36 MCQs #2: 36 MCQs #3: 2 TBSs #4: 3 TBSs #5: 3 TBSs
<b>Business Environment and Concepts (BEC)</b>  Time to complete: 4 hours	62 MCQs 4 TBSs 3 (WC) Written Communication	50% 35% 15%	#1: 31 MCQs #2: 31 MCQs #3: 2 TBSs #4: 2 TBSs #5: 3 WC
<b>Financial Accounting and Reporting (FAR)</b>  Time to complete: 4 hours	66 MCQs 8 TBSs	50% 50%	#1: 33 MCQs #2: 33 MCQs #3: 2 TBSs #4: 3 TBSs #5: 3 TBSs
<b>Regulation (REG)</b>  Time to complete: 4 hours	76 MCQs 8 TBSs	50% 50%	#1: 38 MCQs #2: 38 MCQs #3: 2 TBSs #4: 3 TBSs #5: 3 TBSs



# Licensure

If you passed the Uniform CPA Examination as a **Kentucky candidate**, you must obtain a license within 5 years of passing your last exam or your exam scores will expire.



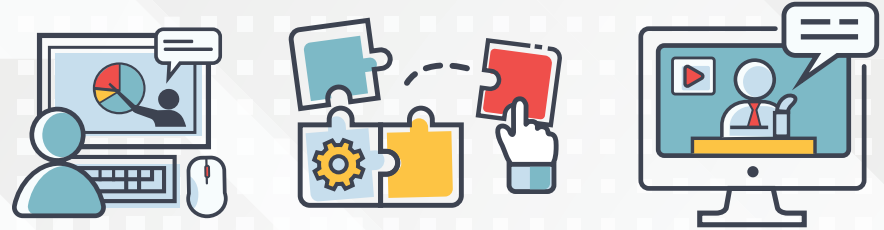
You **must meet at least one** of the following requirements to be eligible to apply for a Kentucky CPA license:

- Is a United States citizen
- Is a citizen of a foreign country who is legally residing in the United States (must supply supporting documentation)
- Is an employee and working in an accounting or attest position in a public accounting firm, company or an institution of postsecondary education located outside the United States, but which has an office or campus located in the United States.

**In addition, you must meet the following requirements:**

- Obtained 150 college semester hours that include 27 accounting and 12 business hours
- Completed 1 year of employment experience in an accounting or auditing position in public practice, industry or government that can be verified by a CPA, in any state, that had an active license during the year of employment to be verified. A year of experience is defined as 2,000 hours of employment in a period of not less than 12 months that is earned after meeting the Kentucky exam educational requirements.
- The experience must be within 5 years of the date you passed your last exam. The hours shall not include any leave or holiday time. The certificate of experience may be submitted for more than one place of employment to meet the 1-year/2,000 hours of employment experience requirement. The verifying CPA does not have to be your supervisor or have worked in your place of employment.

# CPE



- If you worked 3,000 hours or more in a public accounting firm during the reporting period you are required to complete 80 hours of Continuing Professional Education (CPE) that include 2 hours in ethics.
- If you worked less than 3,000 hours in a public accounting firm during the reporting period you are required to complete 60 hours of CPE that include 2 hours in ethics.
- If you were employed in industry, education or government during the reporting period you are required to complete 60 hours of CPE that include 2 hours in ethics.
- If your principal place of business is located in another state, you may satisfy the CPE requirements in Kentucky by indicating that you are meeting the requirements in the state in which your principal place of business is located. If the state in which your principal office is located has no CPE requirement for renewal, you must comply with all CPE requirements for renewal of the license in this state.

# Get Noticed

We know you're one of a kind, does your future employer?



## Engagement and Socialization

Get involved on campus, with KyCPA or in your community to help develop non-academic and conversational skills.

## Internship Experience

### Competitive GPA

If you have a 3.5 or higher, keep up the great work!

Where to start if you don't have a high GPA:

- Work on improving your grades. Visit a tutor, talk with your teachers (office hours are scheduled for a reason) and STUDY!
- Find ways to show potential employers what your strengths are. Many students are balancing a lot of extracurricular activities and jobs with their course work.

### Career Fairs

- Don't feel like you have to talk to the main recruiter — talk with any of the team members there.
- Give a firm handshake and make eye contact (practice this!).
- Greet the organization and take a minute to chit-chat before diving into your one-minute elevator speech.
- Don't linger. When the conversation comes to an end, thank the recruiter for their time and move on.

# Get Hired

## Before the Interview

- Do your research! Understand the company you are interviewing with and the role which you are specifically targeting. What are the primary functions of the job? Use this information to anticipate the focus of the interview questions. Example: Is data review a job function? You will get a question about a time you analyzed data and made a recommendation or interpretation.
- Be persistent and consistent with your job search and communications with those associated with any companies you have interest
- Create an excel tracker (total accountant move!) and include places and contacts to the positions you applied.
- Your resume shouldn't be a bulleted list that looks like a job description, this should highlight your accomplishments/tell your story – what and how much did you change, improve, grow, save, optimize, streamline, etc.?
  - When applying for a position make sure your resume is customized for that position.

## The Interview

- Make sure you tell your story thoughtfully and concisely, show engagement, be excited and be yourself.
- Be able to articulate what you've learned and how it applies to the position.
- Use the STAR method to help formulate your interview answers. Situation – Task – Action – Result
- Practice, practice, practice!
  - Video interviews have a way of bringing out some nervous ticks. The nice thing is because you can see yourself, you can notice those and correct them. You want to be as comfortable in a video interview as you are with an in-person interview and the best way to get comfortable is to practice.
  - Your answer may read well on paper or sound great in your head but sometimes when we speak out loud you realize the answer did not flow very well. Practice your interview answers out loud whenever you can.
- Ask a few thoughtful questions to the people you interview with, this shows your natural curiosity!

## Baldwin CPAs, PLLC

713 W. Main St.  
Richmond, KY 40475

KyCPA 100% Champion  
*All CPAs are KyCPA members*

### Contact email:

[lisa.marcum@baldwincpas.com](mailto:lisa.marcum@baldwincpas.com)

**Phone:** 859-626-9040

**Website:** [baldwincpas.com](http://baldwincpas.com)

**Year founded:** 1947

**Number of partners:** 12

**Number of professionals:** 55

**Organization type:** Local

### Additional locations:

Louisville, Lexington, Maysville and  
Flemingsburg, Kentucky

### Top industry specializations

Small Business, Construction, Governmental & Non-Profit, Financial  
Institutions, Healthcare

### Client services

Accounting, Bookkeeping & Payroll, Tax planning and preparation, Audits,  
Peer Review, Employee Benefit Plan Audits, Forensic & Litigation Services,  
Business Advisory Services, Human Resources Consulting, Retirement Plan  
Services, Wealth Management.

### General hiring practices

- Internships: Yes, paid
- Sponsorship of entry-level foreign nationals: No

### Additional benefits

- Flexible work schedules seasonal half days on Fridays
- Comprehensive health plan
- Paid holidays, generous PTO
- Paid CPE
- Remote work opportunities
- Group life insurance
- 401(k) with employer match
- CPA Exam reimbursement
- Productivity bonuses

### Why a new graduate should begin their career at our organization

We appreciate and encourage our employees to be their best selves. We have  
the growth and productivity of a large firm, but a small firm feel.

We provide training opportunities to help keep our employees up to date on  
industry news, as well as the advancing technology.

## Blue & Co., LLC

2650 Eastpoint Parkway, Suite 300  
Louisville, KY 40223

KyCPA 100% Champion  
*All CPAs are KyCPA members*

### Contact email:

[recruiting@blueandco.com](mailto:recruiting@blueandco.com)

**Phone:** 502-992-3500

**Website:** [blueandco.com](http://blueandco.com)

**Year founded:** 1970

**Number of partners:** 52

**Number of professionals:** 370

**Organization type:** Local

### Additional locations:

- Lexington, Kentucky
- Cincinnati and Columbus, Ohio
- Bloomington, Carmel, Columbus,  
Indianapolis, and Seymour, Indiana

### Top industry specializations

Healthcare; Consulting; Construction; Governmental; Manufacturing; Nonprofit  
Organizations; Personal Financial Services

### Client services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; Individual Tax/  
Financial Services/Wealth Management; State/Local Tax

### General hiring practices

- Internships: Yes, paid
- Minimum acceptable overall GPA: 3.2
- Minimum acceptable accounting/business major GPA: 3.2
- Sponsorship of entry-level foreign nationals: No

### Additional benefits

- Exam fees
- Exam review course
- Internal CPE programs
- License fees
- Professional association membership dues

### Why a new graduate should begin their career at our organization

We invest in making sure our team members feel fully developed as  
professionals. When you join our team, you are paired with a coach. Together,  
you will set goals to leverage your strengths and cultivate new skills. We have  
a solid plan for our strategic growth, and with growth comes opportunity.

## Dean Dorton

250 West Main Street, Suite 1400  
Lexington, KY 40507

KyCPA 100% Champion  
All CPAs are KyCPA members

### Contact email:

recruiting@deandorton.com

**Phone:** 859-425-7687

**Website:** deandorton.com

**Year founded:** 1921

**Number of partners:** 46

**Number of professionals:** 270

**Organization type:** Local

### Additional locations:

Louisville, Kentucky and

Raleigh, North Carolina

### Top industry specializations

Healthcare; Equine; Manufacturing/Distribution; Construction; Nonprofit/  
Government; Real Estate; Energy/Natural Resources; Higher Education

### Client services

Accounting and Financial Outsourcing; Audit/Assurance; Advisory/Consulting;  
Forensic Accounting; Business Valuation; Litigation Support; Technology/  
Software Consulting; Healthcare Consulting; Tax; Wealth Management

### General hiring practices

- Internships: Yes, paid
- Minimum acceptable overall GPA: 3.0
- Minimum acceptable accounting/business major GPA: 3.0
- Sponsorship of entry-level foreign nationals: Yes

### Additional benefits

- CPA study materials and CPA Exam fees
- Professional license fees
- CPE
- Professional association membership dues
- Maternity/paternity leave
- Paid time for volunteer service
- Gym/wellness reimbursement

### Why a new graduate should begin their career at our organization

You get the best of both worlds: a regional firm with a local feel. You will work on complex projects directly with partners. You will learn and grow next to team members who know your name. At Dean Dorton, you will have access to a variety of career paths while holding the keys to your own success.



## AT DEAN DORTON,

# YOUR OPPORTUNITIES ARE ENDLESS.

### SUMMER LEADERSHIP PROGRAM



### INTERNSHIPS

Tax  
Audit

### FULL-TIME

Tax  
Audit

### Outsourced Accounting

**ABS** (work on both tax  
and audit as you select the  
right career path for you)



## Jones, Nale & Mattingly, PLC

401 W. Main Street, Suite 1100  
Louisville, KY 40202

KyCPA 100% Champion  
*All CPAs are KyCPA members*

### Contact email:

debby.philpot@jnmcpa.com

**Phone:** 502-583-0248

**Website:** jnmcpa.com

**Year founded:** 1935

**Number of partners:** 7

**Number of professionals:** 28

**Organization type:** Local

### Top industry specializations

Financial Institutions, Construction, Manufacturing & Distribution, Telecommunications & Utilities, Not-for-Profit Organizations, Long-Term Care Facilities, Employee Benefit Plans and Governmental Entities

### Client services

Audit & Assurance, Tax, Advisory & Consulting Services, Peer Review

### General hiring practices

- Internships: Yes, paid
- Minimum acceptable overall GPA: 3.0
- Minimum acceptable accounting/business major GPA: 3.0
- Sponsorship of entry-level foreign nationals: No

### Additional benefits

- Competitive pay
- Annual performance bonus
- Paid holidays
- Vacation
- Health and life insurance
- 401k match
- CPE
- Professional association dues paid
- Bonus for passing CPA exam

We pride ourselves on reasonable work hours.

### Why a new graduate should begin their career at our organization

We look for aspiring accountants who are excited about public accounting and look for opportunities to take on challenges. You will have an opportunity to be involved in our audit and tax departments. We provide advancement opportunities and a flexible environment that promotes a work-life balance.

## Kelley Galloway Smith Goolsby, PSC

1200 Corporate Ct.  
Ashland, KY 41102

KyCPA 100% Champion  
*All CPAs are KyCPA members*

**Contact email:** tcarr@ksgscpa.com

**Phone:** 606-329-1811

**Website:** ksgscpa.com

**Year founded:** 1951

**Number of partners:** 12

**Number of professionals:** 22

**Organization type:** Local

**Additional locations:**

Pikeville, Kentucky and Cincinnati, Ohio

### Top industry specializations

Construction Companies, Closely Held Businesses, Family-Owned Businesses, Financial Institutions, Governmental Entities, Labor Unions, Medical Practices, Not-For-Profit, Restaurants

### Client services

Audit & Accounting, Bookkeeping & Payroll Services, Business Valuations, Employee Benefit Plan Audits, Estate Planning, Tax Services - Individual, Corporations, Fiduciaries, LLC's, Partnerships

### General hiring practices

- Internships: Yes, paid and unpaid
- Minimum acceptable overall GPA: 3.2
- Minimum acceptable accounting/business major GPA: 3.2
- Sponsorship of entry-level foreign nationals: No

### Additional benefits

- CPA exam fees
- CPE programs
- License fees
- Professional association membership dues

### Why a new graduate should begin their career at our organization

You would begin your career with one of the top ten leading CPA's Firms in Kentucky and one of the top 400 in the Nation. We have room for growth for an individual just starting out at any of our locations. We offer a competitive compensation and benefits package as well as a flexible work schedule

## Kemper CPA Group, LLP

941 N. Green Street  
Henderson, KY 42420

KyCPA 100% Champion  
*All CPAs are KyCPA members*

### Contact email:

nrascher@kempercpa.com

**Phone:** 270-826-4474

**Website:** kempercpa.com

**Year founded:** 1958

**Number of partners:** 69

**Number of professionals:** 350

**Organization type:** Local

### Additional locations:

100 S. 4th St. #300

Paducah, KY 42001

Locations throughout Indiana, Illinois,  
Kentucky and California

### Top industry specializations

Consulting; Government; Manufacturing; Medical/Health Care; Natural Resources; Nonprofit Organization; Personal Financial Services; Real Estate; Retail Trade

### Client services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; Individual Tax/Financial Services/Wealth Management; State/Local Tax; Virtual CFO

### General hiring practices

- Internships: Yes, paid
- Minimum acceptable overall GPA: 3.2
- Minimum acceptable accounting/business major GPA: 3.2
- Sponsorship of entry-level foreign nationals: No

### Additional benefits

- Exam fees
- Exam review course fees
- External CPE program fees
- Formalized mentor programs
- Internal CPE programs
- License fees
- Professional association membership dues

### Why a new graduate should begin their career at our organization

We believe in building relationships—with our clients and with each other. Our people are empowered to become leaders, regardless of their title or position within the firm. We make a habit of going above and beyond for our clients and each other, and that has driven our success.

## MCM CPAs & Advisors LLP

462 S. Fourth Street #2600  
Louisville, KY 40202

KyCPA 100% Champion  
*All CPAs are KyCPA members*

**Contact email:** hr@mcmcpa.com

**Phone:** 502-749-1900

**Website:** mcmcpa.com

**Year founded:** 2010

**Number of partners:** 51

**Number of professionals:** 350

**Organization type:** National

### Additional locations:

- Louisville and Lexington, Kentucky
- Jeffersonville and Indianapolis, Indiana
- Cincinnati, Ohio

### Top industry specializations

Auto Dealers, Construction, Financial Institutions, Government, Healthcare, Hospitality, Insurance, Not for Profits, Manufacturing & Distribution, Private Equity, Real Estate, Transportation & Logistics.

### Client services

MCM provides highly specialized services to a broad range of clients. We specialize in a variety of tax, assurance, accounting and consulting services and are proud to offer expertise in more than a dozen disciplines.

### General hiring practices

- Internships: Yes, paid
- Minimum acceptable overall GPA: 3.0
- Minimum acceptable accounting/business major GPA: 3.0
- Sponsorship of entry-level foreign nationals: Yes

### Additional benefits

We offer a comprehensive benefits package, including:

- health, dental, vision and life insurance
- 401k and employer match
- fitness reimbursement
- generous PTO plan
- and much more!

We have made the Best Places to Work list for over 14 years and counting!

### Why a new graduate should begin their career at our organization

MCM leadership is committed to providing opportunities for a balanced work-life schedule, casual/relaxed environment, open-door policy, community involvement and commitment to each employee for their professional growth within the firm. If you want broad exposure - MCM is the place for you!

## Monroe Shine & Co., Inc.

500 N. Hurstbourne PKWY, Suite 150  
Louisville, KY 40222

KyCPA 100% Champion  
*All CPAs are KyCPA members*

### Contact email:

info@monroeshine.com

**Phone:** 502-423-0311

**Website:** monroeshine.com

**Year founded:** 1925

**Number of partners:** 7

**Number of professionals:** 47

**Organization type:** Local

### Additional locations:

222 East Market Street

New Albany, IN 47150

### Top industry specializations

Construction & Real Estate, Financial Institutions, Employee Benefit Plans, Manufacturing & Distribution, Nonprofit, Auto Dealerships, Professional Service Firms, REMC's, Restaurants, Agriculture, Financial Services & Closely-Held Businesses

### Client services

Full-Service Public Accounting & Business Consulting, Wealth Management, Consulting, Audit & Assurance, Tax Services, Employee Benefit Audits, Employee Benefit Planning, Part-Time CFO Services, Succession & Estate Planning, Business Services

### General hiring practices

- Internships: Yes, paid
- Minimum acceptable overall GPA: 3.0
- Minimum acceptable accounting/business major GPA: 3.0
- Sponsorship of entry-level foreign nationals: No

### Additional benefits

- CPA Exam, review course fees and CPA Exam bonus
- License fees
- Generous PTO and extra holiday time
- Medical, dental and vision insurance
- Profit sharing and 401(k)
- Community involvement opportunities
- Snacks all throughout busy season
- Office social events

### Why a new graduate should begin their career at our organization

We encourage all staff to be involved in local organizations and give back to the community. Partners not only lead by example, but they are always ready to help employees find and develop involvement opportunities. We attribute our low employee turnover to these mentoring relationships.

## Strothman and Company

325 W Main St., Ste 1600  
Louisville, KY 40202

KyCPA 100% Champion  
*All CPAs are KyCPA members*

### Contact email:

humanresources@strothman.com

**Phone:** 502-813-7530

**Website:** strothman.com

**Year founded:** 1983

**Number of partners:** 15

**Number of professionals:** 43

**Organization type:** Local

### Additional locations:

Jeffersonville, Indiana and

Middletown, Kentucky

### Top industry specializations

Assurance/Audit, Tax, Entrepreneurial Business Services, Technology, and Strategic Advisory Services.

### General hiring practices

- Internships: Yes, paid
- Minimum acceptable overall GPA: 3.0
- Sponsorship of entry-level foreign nationals: No

### Additional benefits

Strothman and Company offers full time employees:

- a competitive salary
- an inclusive benefits package including medical, life, dental, vision, short and long term disability insurance
- and a 401(k) plan

Interns not applicable to benefits besides hourly rate.

### Why a new graduate should begin their career at our organization

Our firm is a best place to work because of our people, culture, benefits, and flexibility. The staff form friendships and bonds through our culture of events. We offer many benefits to our employees, ranging from health benefits and paid time off to continued education.

## VonLehman CPA & Advisory Firm

810 Wright's Summit Parkway, Suite 300  
Fort Wright, KY 41011

**Contact email:** [alane@vlcpa.com](mailto:alane@vlcpa.com)

**Phone:** 859-331-3300

**Website:** [vlcpa.com](http://vlcpa.com)

**Year founded:** 1946

**Number of partners:** 18

**Number of professionals:** 130

**Organization type:** Local

**Additional locations:**

Indianapolis, Indiana and  
Cincinnati, Ohio

### Top industry specializations

Construction; Distribution; Financial Institutions; Government; Manufacturing; Health Care; High Net Worth Individuals, Nonprofit Organizations; Professional Services; Real Estate

### Client services

Advisory/Consulting; Audit/Assurance; Business Valuation; Client Accounting & Advisory Services; Corporate/Domestic Tax; Employee Benefit Plan Audits; HR Consulting; Individual Tax; Internal Audit; IT Audit; Mergers & Acquisitions; State/Local Tax

### General hiring practices

- Internships: Yes, paid
- Sponsorship of entry-level foreign nationals: No

### Additional benefits

- Unlimited PTO and community service day
- Smart casual dress code
- Medical, dental, vision and short/long term disability insurance
- Firm paid: life insurance
- 401k
- Flexible spending account
- Parental leave
- CPA exam fees
- External CPE
- License fees
- Membership dues

### Why a new graduate should begin their career at our organization

VonLehman offers a fun, collaborative work environment that offers career growth opportunities, a smart casual dress code, and we take work/life balance seriously. Our leading edge facilities include an on-site cafe and advanced technology systems and equipment.



## College Scholarships

The Educational Foundation of the Kentucky Society of CPAs provides scholarships in amounts up to \$2,500. The scholarships recognize scholastic achievement and leadership qualities in students who plan to become CPAs.

### To be eligible for the scholarships, applicants must:

- Be enrolled in a Kentucky-based college or university
- Be a U.S. citizen,
- Have an overall grade point average of at least 2.75
- Have completed or are enrolled in Intermediate Accounting,
- Indicate plans to sit for the CPA exam (applicants who have completed all or parts of the exam are also eligible),
- Intend to stay and work/live in Kentucky upon graduation,
- Be a student member of the Kentucky Society of CPAs

**To apply for a scholarship**, applicants need to complete the online application form and submit the required documents. Applications accepted December 1, 2020 – February 22, 2021, 3 p.m. EST.

Scholarships may be used for tuition, enrollment fees, room/board, CPA Exam review materials, books and/or supplies.

**Questions?** Contact Samantha Soutar at 502.266.5272, 800.292.1754 (toll-free in Ky.) or [ssoutar@kycpa.org](mailto:ssoutar@kycpa.org).

[kycpa.org/edfoundation/scholarship](http://kycpa.org/edfoundation/scholarship)



# A LEGACY OF LEARNING FOR A LIFETIME OF SUCCESS +

Accountants around the world count on Becker for the industry-leading tools and support they need to excel. And it all comes down to one thing: results. Results rooted in a tireless commitment to the success of our students. Crafting personalized learning experiences. Unleashing cutting-edge technologies. Relentlessly advocating for the industry as a whole. And simply doing whatever it takes. For all these reasons and more, more than 1 million CPA candidates have chosen Becker.

Now, here's to the next generation of accounting experts. Here's to you.

---

Contact your local Becker representative,  
Robyn Sue Hampton-Peers, at [RHamptonPeers@becker.com](mailto:RHamptonPeers@becker.com)

**Becker**<sup>™</sup> +