

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



EMPLOYER GUIDE

September 2022





EDUCATIONAL
FOUNDATION

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 a U.S. citizen,
- Be enrolled in a Kentucky-based college/university or a Kentucky resident attending a bordering state (IN, OH, TN, WV, VA, MO, IL) college/university,
- Intend to stay and work/live in Kentucky upon graduation,
- Be a student member of the Kentucky Society of CPAs (it's FREE),
- 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).

To apply for a scholarship, applicants need to complete the online application form and submit the required documents. Applications accepted December 1, 2022 - February 22, 2023, 3 p.m. EST.

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

Questions? Contact 502.266.5272 or 800.292.1754

kycpa.org/edfoundation/scholarship

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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.



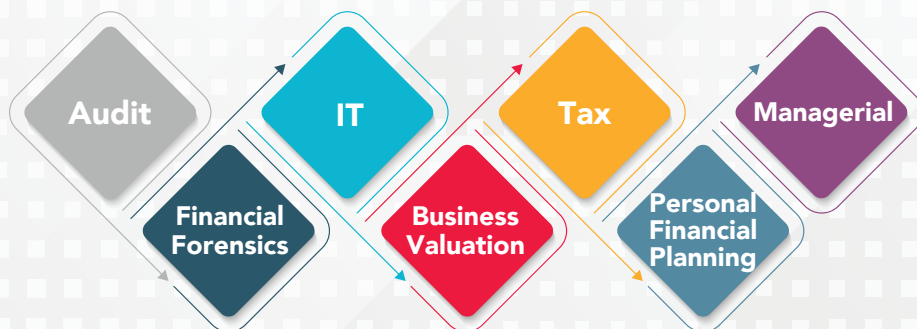
**10-15
PERCENT
HIGHER
SALARY**
than regular
accountants

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.

Join KyCPA today at 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)

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.
- 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 \$226.15/section (In 2023 fees will be \$238.15/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.
- $\$226.15 \times 4 = \$904.60 + \$30$ initial application fee + $\$30/\text{section}$ ($\$120$) = $\$1,054.60$
- 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](https://www.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 to schedule the exam.



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)

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.

Reviewing your Scores

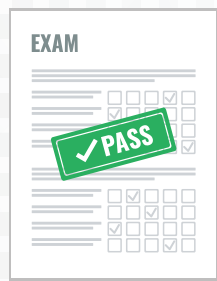
- The AICPA scores the exam.
- Exam scores are transmitted electronically to NASBA. NASBA transmits the scores electronically to the KSBA. Scores are posted on KSBA website when received.
- Type in your **KY ID#** to access your score. Your ID# is on every letter from the KSBA staff.
- If a score is 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.
- 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	
Auditing and Attestation (AUD) 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
Business Environment and Concepts (BEC) 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
Financial Accounting and Reporting (FAR) 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
Regulation (REG) 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

CPA Evolution

CPA Evolution is a joint initiative of the National Association of State Boards of Accountancy (NASBA) and the American Institute of Certified Public Accountants (AICPA). The initiative is transforming the CPA licensure model to reflect the rapidly changing skills and competencies the accounting profession requires today and will require in the future. It will put in place a flexible and adaptable licensure approach that will serve as the foundation for future-proofing the CPA profession.

What does this mean for the Uniform CPA Examination?

The specific content of the core and the disciplines will be determined by a CPA Exam practice analysis, which is currently underway.

Practice analyses — gathering information about the current and future state of the profession and the work of newly licensed CPAs — are conducted periodically as part of the AICPA's ongoing efforts to make sure the Exam is current and to maintain its validity and reliability. The current practice analysis will likely wrap up in 2022, and an Exam Blueprint will be exposed for public comment in mid-2022.

The AICPA and NASBA expect the new Exam will launch in January 2024.

What's next for students and CPA candidates?

Aspiring CPAs who are college freshmen now will be among the first to take the overhauled version of the CPA Exam when it launches in 2024. Current CPA candidates will be able to sit for the current CPA Exam until the launch of the new Exam, and a transition plan is being developed for candidates who have started but not completed the CPA Exam process as of January 2024. Under the new model, the AICPA and NASBA expect to attract students that today wouldn't necessarily choose the CPA route, but who are becoming more critical to the success of the CPA profession.

For more information visit evolutionofcpa.org.

Licensure

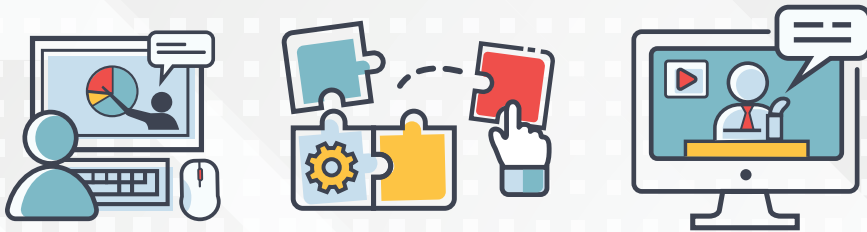
If you passed the Uniform CPA Examination as a **Kentucky candidate**, you must obtain a license within 5 years of passing your last exam or your exam scores will expire.



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!

Senior
Accountant

Audit
Manager

Accounting
Professor

FBI



Investment
Banking

CEO



CPA...

3 letters, a million possibilities

Small
Business
Owner



Tax
Manager



Health Care
Finance



Firm Partner

Entrepreneur

Forensic Accountant



kycpa.org/futurecpas

Baldwin CPAs, PLLC

713 W. Main St.
Richmond, KY 40475

KyCPA 100% Champion
All CPAs are KyCPA members

Contact email:

lisa.marcum@baldwincpas.com

Phone: 859-626-4966

Website: baldwincpas.com

Year founded: 1947

Number of partners: 6

Number of professionals: 57

Organization type: Local

Additional locations:

Lexington, Louisville, Maysville and
Flemingsburg, Kentucky

Top industry specializations

Small Business, Construction, Governmental & Nonprofit, 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, 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) 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.



Your
Future
Begins
Here

A photograph showing three people—two men and one woman—collaborating at a desk. One man is leaning over the desk, pointing at a laptop screen. The woman is sitting at the desk, looking at the screen. Another man is sitting next to her, also looking at the screen. The desk is cluttered with various items, including a laptop, a pair of headphones, and several small potted plants. The background is a bright window with more plants on the sill.

Join Our Team!

- Training & Development Opportunities
- Paid Internship Program
- Community Involvement
- Outstanding Compensation & Benefits Package

If interested in a career with Baldwin CPAs,
please contact our HR Director, Lisa Marcum, at
lisa.marcum@baldwincpas.com or 859.626.4966.



[baldwincpas](https://www.facebook.com/baldwincpas)



[baldwin-cpas-llc](https://www.linkedin.com/company/baldwin-cpas-llc)



[@baldwincpas](https://twitter.com/baldwincpas)

www.baldwincpas.com

RICHMOND | FLEMINGSBURG | LEXINGTON | LOUISVILLE | MAYSVILLE

Berry Kington & Utley PSC

2822 N Main St
Madisonville, KY 42431-9484

KyCPA 100% Champion
All CPAs are KyCPA members

Contact email:

sutley@bkucpa.com

Phone: 270-821-3355

Website: bkucpa.com

Year founded: 1995

Number of partners: 3

Number of professionals: 4

Organization type: Local

Top industry specializations

Local governments, not for profits and construction

Client services

Individual and business tax preparation, payroll and payroll returns, estate and trust returns, and QuickBooks support

General hiring practices

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

Why a new graduate should begin their career at our organization

Learning opportunities and professional growth from exposure to a diversified client base and services offered, enhanced by on the job training with a focus on long term client commitments.

Blue & Co., LLC

12800 N Meridian St Suite 400
Carmel, IN 46032

KyCPA 100% Champion
All CPAs are KyCPA members

Contact email:

recruiting@blueandco.com

Phone: 317-428-6863

Website: blueandco.com

Year founded: 1970

Number of partners: 51

Number of professionals: 470

Organization type: Local

Additional locations:

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

Top industry specializations

Consulting; Educational; Government; 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 fees
- Internal CPE programs
- License fees
- Professional association membership dues

Why a new graduate should begin their career at our organization

We seek constant communication with our team members. Our people are what make us unique. We invest in making sure our team members feel fully developed as professionals. We may work hard during the day, but we make sure to balance it out with some play.

Dean Dorton

250 West Main Street, Suite 1400
Lexington, KY 40507

KyCPA 100% Champion
All CPAs are KyCPA members

Contact email:

dmurphy@deandorton.com

Phone: 502-566-1043

Website: deandorton.com

Year founded: 1921

Number of partners: 51

Number of professionals: 287

Organization type: National

Additional locations:

Louisville, Kentucky and

Raleigh, North Carolina

Top industry specializations

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

Client services

Tax; Assurance/Audit; Business Consulting (Business Valuation, Litigation Support, Healthcare Consulting, Technology); Accounting & Financial Outsourcing

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

- Unlimited PTO
- Dean Dorton University
- Busy season perks

Why a new graduate should begin their career at our organization

Dean Dorton offers dedicated resources to new graduates while providing an experience that builds on the academic foundation. Our firm is forward thinking, team member focused, and ready to help you go wherever your life leads.



Community
Day of Service



Women's Initiative
Celebration



INNOVATING TOGETHER

SUMMER LEADERSHIP PROGRAM



INTERNSHIPS

Tax
Audit
Outsourced
Accounting

FULL-TIME

Tax
Audit
Outsourced
Accounting

Dominic Murphy • dmurphy@deandorton.com

deandorton.com

DEANDORTON

CPAs & Advisors

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: 9

Number of professionals: 35

Organization type: Local

Top industry specializations

Financial Institutions, Construction, Manufacturing & Distribution, Telecommunications & Utilities, Not-for-Profit Organizations, Long-Term Care and Governmental

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 vacation and holidays
- 401k match
- Medical and life insurance
- CPE
- Professional association dues paid
- Bonus for passing CPA exam
- Maternity leave
- Remote work
- Flexible hours
- Business casual dress code

Why a new graduate should begin their career at our organization

We look for aspiring accountants who are excited about public accounting, who are looking for opportunities to grow professionally, and enjoy working in a team environment with reasonable work hours. Team members will be introduced to a variety of challenging assignments in our audit and tax areas.

Kemper CPA Group, LLP

7200 Eagle Crest Blvd
Evansville, IN 47715

KyCPA 100% Champion
All CPAs are KyCPA members

Contact email:

mmartin@kempercpa.com

Phone: 812-421-8000

Website: kempercpa.com

Year founded: 1958

Number of partners: 69

Number of professionals: 350

Organization type: National

Additional locations:

Locations throughout Indiana, Illinois,
Kentucky and California

Top industry specializations

Consulting, Government, Manufacturing, Healthcare, Natural Resources,
Nonprofit, Financial Services, Real Estate, Retail

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

Our people are empowered to become leaders, regardless of their title or position within the firm. We believe in serving others, whether that means our clients or our coworkers. 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: 60

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 CPAs & Advisors is a strategic business advisory firm on a mission to help organizations of all sizes and structures throughout various industries. We provide a wide range of services, including traditional tax and assurance offerings and advisory services developed to meet the ever-changing needs of our clients and help them reach their short- and long-term goals.

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

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

We have made the Best Places to Work list for over 15 years and counting!

Why a new graduate should begin their career at our organization

Big 4 experience with the feel of a smaller firm. At MCM, you will receive the individualized attention while gaining broad exposure to the accounting world. We are committed to open-door policies, balanced work-life schedules and making an impact on our communities. Join our team!

JOIN OUR TEAM!

CPA
TEAM
GROW
SUCCESS
EXPERT
NURTURING
SERVE
BEYOND
GOALS
COMMAND
CULTIVATE
LEADING CPA FIRM
COMMUNITY
BEST PLACE TO WORK
TOP 100 CPA FIRM
ASSURANCE SERVICES
IT CONSULTING
LEADER SUCCESS
BEYOND
COMMAND
TECHNOLOGY
VISION
INSPIRE
CREATE
SERVICE
5 3 STATES
CITIES
ATTENTIVE
DEDICATED
EXPERT
NURTURING
VISION



Finding the right company to work for can be overwhelming. When you join MCM, you will find a place to launch your career. Our lifelong learning philosophy provides a thriving culture that will help you grow and take your career to the next level.

Kentucky, Indiana, Ohio
888.587.1719 | www.mcmcpa.com



Monroe Shine & Co., Inc.

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

KyCPA 100% Champion
All CPAs are KyCPA members

Contact email:

mmeriwether@monroeshine.com

Phone: 502-423-0311

Website: monroeshine.com

Year founded: 1925

Number of partners: 7

Number of professionals: 50

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. The Partners not only lead by example, but they are always ready to help a younger employee find and develop involvement opportunities. We attribute our low employee turnover to these mentoring relationships.

Sherman, Barber & Mullikin

210 W Third St.

Madison, IN 47250

Contact email:

bfoley@sbmcpas.com

Phone: 812-265-5312

Website: sbmcpas.com

Year founded: 1974

Number of partners: 3

Number of professionals: 10

Organization type: Local

Top industry specializations

Banking/Securities; Construction Contractors; Consulting; Manufacturing; Nonprofit Organizations; Utilities

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

Additional benefits

- Exam fees
- Exam review course fees
- External CPE program fees
- Internal CPE programs
- License fees
- Professional association membership dues
- Retirement
- Insurance
- Flexible schedule
- Dress for your day attire
- Fridays off in July and August

Why a new graduate should begin their career at our organization

Our firm is located along the Ohio River in historic Madison, Indiana. We are a firm rich in tradition but progressive in approach. Our growing audit, tax, and consulting practice provides challenging opportunities for professional growth while serving a diverse clientele.

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: 16

Number of professionals: 60

Organization type: Local

Additional locations:

Jeffersonville, Indiana and
Middletown, Kentucky

Top industry specializations

Manufacturing/Distribution, Real Estate, Government, Nonprofit, Emerging Markets, Professional Services

General hiring practices

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

Additional benefits

Full time: Strothman and Company offers a competitive salary and an inclusive benefits package including medical, life, dental, vision, short and long-term disability, paid parental leave, 25 days PTO, and a 401(k) plan.

Why a new graduate should begin their career at our organization

We are an innovative company that invests in our employees and their professional growth. Our team also enjoys excellent benefits, including a great work environment, open communication, training and development resources.

Tichenor & Associates, LLP

1700 Eastpoint Parkway, Suite 270
Louisville, KY 40223

Contact email:

jhesse@tichenorassociates.com

Phone: 502-245-0755

Website: tichenorassociates.com

Year founded: 1983

Number of partners: 2

Number of professionals: 15

Organization type: National

Additional locations:

Washington DC

Top industry specializations

Governmental Industries

Client services

Tichenor provides auditing and advisory services to a range of federal, state and local government entities. These services include financial statement audits, contractor audit assurance services and performance audits.

General hiring practices

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

Additional benefits

- Single paid premium for health, vision, dental and life insurance
- Vacation and personal time
- CPA bonus and study plan
- Flexible working times
- Paid CPE and CPA fees
- Team building events~ jeans day, paid lunches Friday, Christmas ugly sweater contest

Why a new graduate should begin their career at our organization

Tichenor & Associates, LLP is a family owned firm that focuses solely on governmental auditing. It is a great atmosphere to begin your auditing career as we provide experience in all types of audits and with our small firm atmosphere hands on mentoring with Audit Managers and Partners.

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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.

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Robyn Sue Hampton-Peers, at RHamptonPeers@becker.com

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