

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



EMPLOYER GUIDE

Published September 2024



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 November 1, 2024 - February 14, 2025, 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.



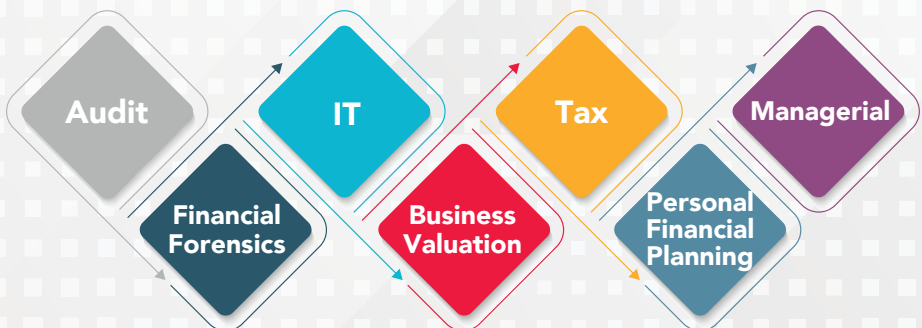
**10-15
PERCENT
HIGHER
SALARY**
than regular
accountants

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.



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/join!

Get Involved

KyCPA STUDENT EVENTS

Accounting Interview Day

Hosted by Georgetown College, this annual recruiting event is open to college students seeking full-time employment or an internship. Participants have the opportunity to interview with up to 12 firms.



Free 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.

Free Simulated Mock CPA Exam

Presented by The Kentucky Society of CPAs and Surgent CPA Review. A FREE simulated CPA Exam section of your choice. The goal is to simulate the format of taking the CPA Exam, using actual multiple-choice questions and simulations. Questions are laid out according to the Uniform CPA Examination Blueprints.



More info. at kycpa.org/futurecpas!



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 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!



KyCPA Celebrations

Join KyCPA to celebrate scholarship winners, CPA Exam passers, newly licensed CPAs, and recipients of CPA Exam awards of excellence at our Spring Awards Banquet. Visit kycpa.org/events for more information.

College to Accounting Professional University (CAP U)

This 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/Companies reception. Complimentary overnight hotel accommodations are available for out-of-town attendees accepted. A \$25 deposit is due at registration and will be refunded upon checkin. CAP U is Nov. 8-9, 2024, find out more and register at kycpa.org/events.

2023 CAP U



Accounting Career Opportunities Panel



How to Build Your Brand on LinkedIn



2023 Student Participants



Meet the Firms/Professionals Reception



2024 Spring Awards Banquet

2024 Scholarship Recipients

A row of blackboards with colorful chalk messages celebrating new CPAs, such as "PROUD of my new CPA", "Thanks MOM!", and "CPA Exam BOSS", displayed on a wooden table.

A large group of people are seated at round tables covered with white tablecloths in a banquet hall. The room is dimly lit with warm, ambient lighting. In the foreground, a man in a dark suit is seated with his back to the camera, looking at a tablet. To his right, a man in a light-colored suit stands and gestures with his hands while speaking. The tables are set with glassware, water bottles, and plates of food. In the background, more guests are seated at tables, and a few people are standing near a doorway. The overall atmosphere is formal and professional.

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 \$254.80/section (In 2025 fees will be \$262.64/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.
- $\$254.80 \times 4 = \$1,019.20 + \$30$ initial application fee + \$30/section (\$120) = \$1,169.20
- 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 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.

CPA Exam

There are three Core sections and one Discipline section to the Uniform CPA Examination® (Exam)

All candidates are required to pass three Core Exam sections:

- Auditing and Attestation (AUD)
- Financial Accounting and Reporting (FAR)
- Taxation and Regulation (REG)

Each candidate must choose and pass one Discipline section to demonstrate knowledge and skills in that particular domain:

- Business Analysis and Reporting (BAR)
- Information Systems and Controls (ISC)
- Tax Compliance and Planning (TCP)

You may take the four sections in any order.

Any candidate with Uniform CPA Examination credit(s) on January 1, 2024 will have such credits(s) extended to June 30, 2025.

In addition, the Kentucky Board of Accountancy voted to increase, from 18 to 30 months, the time in which an exam candidate earning an initial exam credit must successfully complete remaining sections of the Uniform CPA Examination. The Board's administrative regulation effectuating this change became effective June 4, 2024, and it is now in place.

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

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

Each Exam section consists of five parts that are called testlets. The first two testlets are comprised of multiple-choice questions (MCQs). The next three testlets contain task-based simulations (TBSs). The number of MCQs and TBSs varies depending upon the specific section.

Reviewing your Scores

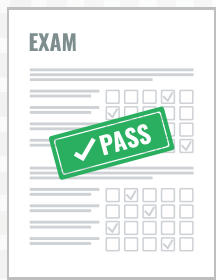
- The AICPA scores the exam.
- Exam scores are transmitted electronically to NASBA. NASBA transmits the scores electronically to the KSBA. Scores are posted on KSBA website when received.
- Type in your **KY ID#** to access your score. Your ID# is on every letter from the KSBA staff.
- If a score is 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.
- The total score is a weighted combination of scaled scores from the multiple-choice (MCQs) and task-based simulation (TBSs) questions. The weighted combination of scaled scores is 50 percent MCQs and 50 percent TBSs for both Core and Discipline sections, with the exception of ISC, which is 60 percent MCQs and 40 percent TBSs.
- Candidate Performance Reports: Read these very carefully.



Kentucky exam candidate scores are available online at the NASBA portal. Candidates can login to the NASBA portal to receive their grade as well as print their score report.

Examination Structure by Section

Section	Item		Testlet
	Type	Weighting	
Auditing and Attestation (AUD) Time to complete: 4 hours	78 MCQs 7 TBSs	50% 50%	#1: 39 MCQs #2: 39 MCQs #3: 2 TBSs #4: 3 TBSs #5: 2 TBSs
Financial Accounting and Reporting (FAR) Time to complete: 4 hours	50 MCQs 7 TBSs	50% 50%	#1: 25 MCQs #2: 25 MCQs #3: 2 TBSs #4: 3 TBSs #5: 2 TBSs
Taxation and Regulation (REG) 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 Analysis and Reporting (BAR) Time to complete: 4 hours	50 MCQs 7 TBSs	50% 50%	#1: 25 MCQs #2: 25 MCQs #3: 2 TBSs #4: 3 TBSs #5: 2 TBSs
Information Systems and Controls (ISC) Time to complete: 4 hours	82 MCQs 6 TBSs	60% 40%	#1: 41 MCQs #2: 41 MCQs #3: 1 TBSs #4: 3 TBSs #5: 2 TBSs
Tax Compliance and Planning (TCP) Time to complete: 4 hours	68 MCQs 7 TBSs	50% 50%	#1: 34 MCQs #2: 34 MCQs #3: 2 TBSs #4: 3 TBSs #5: 2 TBSs

Test Administrative Schedule and Score Release Timeline

Quarter	Core Test Dates	Core Score Reports	Discipline Test Dates	Discipline Score Reports
Q3 2024	July 1-Sept. 25	Approx. Nov. 1	July 1-31	Sept. 10
Q4 2024	Oct. 1- Dec. 26	Early Feb. 2025**	Oct. 1-31	Dec. 10

**All dates are subject to change **Could be throughout the Q4 2024 window*

2025 Core Section Administration and Score Release Schedule

The Core sections are available with continuous testing in 2025.

AICPA receives Exam data file by*	Target Score Release Date
Jan. 23	Feb. 7
Feb. 14	Feb. 25
March 9	March 18
March 31	April 9
April 23	May 8
May 16	May 28
June 8	June 17
June 30	July 10
July 23	Aug. 7
Aug. 15	Aug. 26
Sept. 7	Sept. 16
Sept. 30	Oct. 9
Oct. 23	Nov. 7
Nov. 15	Nov. 25
Dec. 8	Dec. 16
Dec. 31	Jan. 13, 2026

*Please note: Exam data files received after this date will be included in the next scheduled score release.

2025 Discipline Section Administration and Score Release Schedule

The Discipline sections will be administered in the first month of each quarter in 2025.

Testing Dates	Target Score Release Date
Jan. 1-31	March 14
April 1-30	May 16
June 1-30	July 17
July 1-31	Sept. 11
Oct. 1-31	Dec. 16

* For the second quarter of 2025 only, we were able to adjust the testing dates and score release dates to accommodate the credit extensions through June 30, 2025.

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.



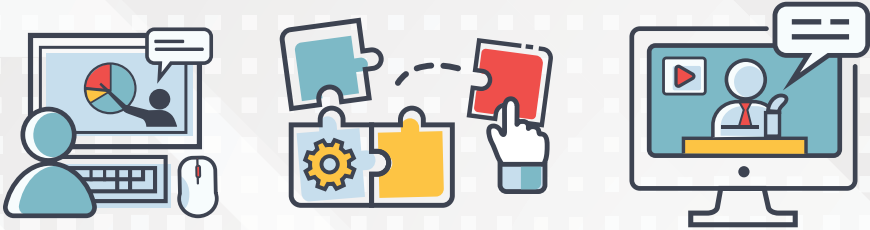
You **must meet at least one** of the following requirements to be eligible to apply for a Kentucky CPA license:

- 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!

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: careersatblue.com

Year founded: 1970

Number of partners: 66

Number of professionals: 512

Organization type: Local

Additional locations:

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

Top industry specializations

Consulting; Educational; Government; Manufacturing; Medical/Health Care; Nonprofit Organizations; Personal Financial Services

Client services

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

- Community Service Day
- Exam fees
- Exam review course fees
- Formalized mentor programs
- Internal CPE programs
- License fees
- Professional association membership dues

Why a new graduate should begin their career at our organization

Blue & Co. offers paid internships year-round! Start gaining experience while completing your degree so that you can dive right into your post-college career. With structured mentorship programs, CPA exam assistance, and award-winning learning and development, Blue is the place to accelerate your career. Come see what it's like to love your job.



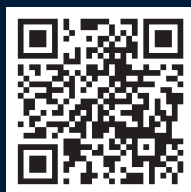
Jumpstart Your Career with Blue & Co.

We offer full and part-time internships year-round.
Now accepting applications for Jumpstart Summer
Leadership Program 2025.

Learn more and apply at careersatblue.com/campus



Ranked #1 for Kentucky!



Dean Dorton

250 West Main Street, Suite 1400
Lexington, KY 40507

KyCPA 100% Champion
All CPAs are KyCPA members

Contact email:

amanning@deandorton.com

Phone: 919-239-8284

Website: deandorton.com

Year founded: 1921

Number of partners: 97

Number of professionals: 575

Organization type: National

Additional locations:

Lexington, Louisville, and Fort Wright,
Kentucky

Indianapolis, Indiana

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: No

Additional benefits

- Health, dental, vision, life insurance, maternity/paternity leave
- 401k match and profit sharing
- CPA exam study materials and bonus program
- Unlimited PTO
- Dean Dorton University
- Wellness reimbursement
- Business casual dress code
- And more!

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.

Kemper CPA Group, LLP

7200 Eagle Crest Blvd
Evansville, IN 47715

KyCPA 100% Champion
All CPAs are KyCPA members

Contact email:

jkoester@kempercpa.com

Phone: 812-421-8000

Website: kempercpa.com

Year founded: 1958

Number of partners: 75

Number of professionals: 350+

Organization type: Regional

Additional locations:

Henderson, Morganfield and Paducah, Kentucky; Avon, Connersville, Evansville, Greenfield, Terre Haute, Vincennes, and Washington, Indiana; Livermore, Merced, Modesto, Stockton, and Tracy, California; Champaign, Effingham, Harrisburg, Marion, Mattoon, Mt. Carmel, Mt. Vernon, Olney, and Robinson, Illinois

Top industry specializations

Government; Manufacturing; Medical/Health Care; Natural Resources; Nonprofit Organizations; Real Estate; Restaurants; 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 (Part-time, full-time, seasonal and reduced schedules)
- Minimum acceptable overall GPA: 3.0
- Minimum acceptable accounting/business major GPA: 3.0
- Sponsorship of entry-level foreign nationals: No
- New full-time hires must be 150-hour compliant: No
- Work Model: On-site and hybrid options available (Depending on location and job responsibilities)

Additional benefits

- CPA Exam fee reimbursement
- CPA licensing fee reimbursement
- Becker Review study materials
- Paid study time
- Internal and external CPE programs
- CPA Exam bonus program
- 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. We believe in serving others, and we make a habit of going above and beyond for our clients and each other. By beginning your career with our firm, you have the opportunity to join a talented team of professionals who are dedicated to making a meaningful impact in the communities they serve.

LBMC

201 Franklin Road, Suite 400
Brentwood, TN 37027

KyCPA 100% Champion
All CPAs are KyCPA members

Contact email:

CampusRecruiting@lbmc.com

Phone: 615-377-4600

Website: lbmc.com

Year founded: 1984

Number of partners: 64

Number of professionals: 394

Organization type: National

Additional locations:

Louisville, Kentucky

Chattanooga, Tennessee

Knoxville, Tennessee

Charlotte, North Carolina

Top industry specializations

Privately-owned and Private-equity-backed Middle Market companies in the Healthcare, Manufacturing/Distribution, Real Estate, and Technology spaces, high Net Worth individuals, and government entities.

Client services

Tax, Audit, Advisory Services including Transaction Advisory, Cybersecurity, Litigation & Valuation, Healthcare Consulting, Data Strategy, AI, Business Intelligence, Staffing, HR, Technology, Financial, Procurement, and High Net Worth Planning

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

We're raising the bar on work-life balance with a comprehensive benefits program that focuses on personal and financial health. LBMC employees have access to learning and development opportunities and CPA/professional certifications.

Why a new graduate should begin their career at our organization

Our commitment to nurturing talent extends beyond internships. Joining LBMC means joining a supportive, innovative community with continuous learning and mentorship programs. Your unique perspectives are celebrated, and your contributions are recognized and rewarded.

**Audit
Manager**

**Senior
Accountant**

FBI

**Accounting
Professor**



**Investment
Banking**

CEO



CPA...

3 letters, a million possibilities

**Health Care
Finance**



**Small
Business
Owner**



Firm Partner

**Tax
Manager**



Entrepreneur

Forensic Accountant



**KY
CPA**

kycpa.org/futurecpas

Louis T. Roth & Co., CPA

2100 Gardiner Lane, Suite 207
Louisville, KY 40205

KyCPA 100% Champion
All CPAs are KyCPA members

Contact email:

info@ltroth.com

Phone: 502-459-8100

Website: ltroth.com

Year founded: 1939

Number of partners: 11

Number of professionals: 35

Organization type: Local

Top industry specializations

Medical, Construction; Real Estate & Development; Manufacturing; Retail;
Not-for-Profit Organizations

Client services

Business Accounting; Consulting & Valuation; Tax Planning & Preparation;
Employee Benefit Plan Audit; Financial & Retirement Planning; Financial
Statement Services; Quickbooks

General hiring practices

- Internships: Yes, paid and unpaid
- Sponsorship of entry-level foreign nationals: Yes

Additional benefits

- Competitive Salary
- Comprehensive medical/life insurance
- Profit sharing & 401k plan participation
- Ample paid time off
- Assistance paying costs of studying for CPA exam
- Reward for successful completion of CPA exam
- Continuing professional education

Why a new graduate should begin their career at our organization

- Environment promoting a healthy work/life balance
- Commitment to personal and professional development of team members
- Opportunity to work with a large variety of clients
- Direct interaction with the firm's partners, client executives and management
- Advanced Technology and Communication Systems

Louis T. Roth & Co.

Certified Public Accountants



What you can expect when you join our team:

- **Comprehensive salary**
- **Advanced technology and communication systems**
- **Comprehensive medical and life insurance coverage**
- **Continuing professional education**
- **Study material and CPA exam fee reimbursement**
- **Reward for successful completion of CPA exam**

www.ltroth.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: 6

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 and unpaid
- 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 West 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: 11

Organization type: Local

Top industry specializations

Closely-Held Businesses, Financial Institutions, Utilities, Nonprofit,
Manufacturing & Construction

Client services

Audit & Assurance, Management/Business Consulting, Tax Preparation/
Planning for Individuals & Businesses, Internal Audit, Small Business
Accounting Services, Utility Rate Consulting and Financial Advisory Services

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: No

Additional benefits

- CPA exam & review course fees reimbursement
- CPE & License fees paid
- Retirement plan & match
- Medical & life insurance
- Flexible schedule opportunities
- Hybrid work environment
- Dress for your day attire
- Fridays off in July & August

Why a new graduate should begin their career at our organization

Located along the Ohio River in Madison, Indiana (consistently ranked a top Midwest small town) 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.

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,
Angela White, at Angela.White@becker.com

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