Dear Future CPA,

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

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

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

#FutureCPAProud

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

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

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

Although a tough journey, earning the CPA credential means you reached the pinnacle of the profession — exhibiting an incredible amount of intelligence, ethics, integrity and commitment to lifelong learning. So, certification definitely matters not only for you and your future, it matters to the individuals and organizations that through your expertise, you will help thrive.
Becoming a CPA in Maryland

You are on your way to becoming an esteemed professional in the wonderful world of accounting and a trusted advisor in furthering our economy by reaching the status of Certified Public Accounting (CPA).

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

1. Have you filled out the CPA Exam Application checklist? Please visit: 
   The Guide to Becoming a CPA in Maryland.

2. Once you have filled out this checklist and have determined your eligibility, you will be able to apply for the CPA exam. Here is the website for registering for the exam here.
   **Note: It may take up to 90 days for the state of Maryland to review an application, especially during peak application periods following Spring and Fall semester graduations.**

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

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

5. Lastly, apply for State Licensure by visiting this website. There will be an application fee of $67.

**Note: All support documents listed in the Maryland State Licensure Application Checklist section must be received within 90 days from the date an application is submitted to be considered complete by the Board. The Board will deny incomplete applications after 90 days.**
Three Things Future CPAs Should Know!

BY REBEKAH BROWN, CPA & MACPA’S DIRECTOR OF DEVELOPMENT

Let’s get real for a minute! I am a proud CPA, but until my career journey landed me at the MACPA, I wasn’t playing to my true career strengths. I had a great job at a top mid-sized firm in the audit department where I was promoted to senior. BUT the problem was, it was draining me in a way it wasn’t draining others. It wasn’t the long hours or the complex information overload, it was the lack of utilization of my strengths that drained me. You can learn to do anything, but if you continuously work against your natural gifts, the ones that give you energy, you will get burned out quickly. So I left a great firm and a traditional CPA role and landed at the MACPA where I utilize my strengths every single day for the profession I know and love.

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

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

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

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

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

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

Get a good group of peers and suffer through it together. Share notes, tips and study sessions. It not only gives you some accountability, it gives you a network of people to vent to. Check out MACPA’s study groups as well.

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

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

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

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

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

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

GOVERNMENT
The role of CPAs in government encompasses all areas of our federal, state and local jurisdictions. The CPA has traditional duties in the areas of auditing, financial reporting and management accounting. Also, CPAs in government are able to evaluate and advise officials on the efficiency of governmental agencies on all levels.
NOT-FOR-PROFIT
CPAs in not-for-profit organizations provide the materials and information these institutions need to ensure they are fiscally responsible and making the most impact possible with their resources. Whether a CPA is on the staff of a not-for-profit organization or serves in an advisory capacity, he or she can help the organization solve tax problems, set up an internal control system, budget resources and prepare financial data for fundraising.

EDUCATION
As educators, CPAs are faculty members in colleges of business administration, professional schools of accountancy, graduate schools of business and community colleges. These CPAs are responsible for the instruction of students in areas such as auditing, financial accounting, taxation, cost and managerial accounting and ethics. In addition to teaching, educators have the opportunity to advise and influence students by organizing professional student groups and other activities. Researching, writing books and articles on accounting practices and theory are also components of the profession. Many educators also use their expertise and knowledge to consult businesses in management practices.

As you can see, your future career path is without boundaries and the opportunities for CPAs are vast. You can discover more about any of the above industries and secure a mentor in your area of interest by visiting macpa.org/future-cpa-guide.
Find Your Perfect Organizational Fit & Dream Job

Landing your dream job in accounting is not out of reach! You just need to buckle down and define what you envision your dream job to be. Do you want to be in the city? Do you want to start out in public? Take a look at the below factors to find your perfect organizational fit and use them to ask pertinent questions in the interview. Make sure you walk away with the information you need to determine if the job and organization is truly dream-worthy!

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

I AM DRAWN TO:
- A larger city where you are in the center of the action
- A medium-sized town where you can easily meet with your clients and/or consumers
- A smaller city where you might run into your clients and meet new ones while out and about

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

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

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

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

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

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

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

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

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

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

8. Do they offer a free trial or demo so you can experience the course before purchase? You want to make sure if your going to be watching hours of videos, the instructor doesn’t put you to sleep!
GLEIM CPA REVIEW
MACPA Members Receive a 20% Discount on Gleim CPA Review. Click here to receive your discount on Gleim’s Traditional & Premium Review Systems.
Gleim is committed to helping you pass your exams. Gleim has helped millions of candidates pass their accounting certification exams since 1974. Authored by professional educators, Gleim CPA Review courses provide the tools needed to pass the CPA Exam. The Gleim Premium CPA Review Course includes the following:
• SmartAdapt (TM) Intelligently-guided review
• Access Until Your Pass® guarantee
• 10,000+ Multiple-choice questions
• 1,300+ Task-based simulations
• 350+ Simulations with Exhibits
• Digital and physical books
• Expert-led Gleim Instruct videos & Audio lectures
Guidance from Personal Counselors
Gleim is pleased to offer you a FREE Gleim CPA Exam Guide that will answer all of your questions regarding the CPA Exam process and what to expect on Exam Day. Download your free copy here.

UWORLD ROGER CPA REVIEW
Ready to become a CPA? MACPA Members save 20% on our UNLIMITED access course! UWorld Roger CPA Review’s award-winning program has revolutionized CPA Exam preparation. Proven with a 94% pass rate, our course enables you to master difficult accounting concepts on a deeper level—ensuring you excel on the exam and beyond in your career. Top reasons to choose UWorld Roger CPA Review:
• Top-quality Practice Questions to ensure you fully understand the what, why, and how.
• Extraordinary Instruction to keep you engaged and effectively learning and retaining key concepts.
• Smart Technology, providing a streamlined learning experience to help you pass faster
• Superior Support from a team dedicated to your success.
Proven Results, backed by a 94% pass rate. The profession’s top educators, employers, and organizations. Join the over 2 million professionals in accounting, medicine, law, finance and more who have passed their high-stakes exams with UWorld! Enroll today and save 20%.
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- Affordable, within reach
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- Low cost textbooks

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CCBC
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What MACPA Membership Means to You!

MACPA membership means you are fully connected to your future profession, to an invested career advocate dedicated to your success and to resources to ensure you are future-ready!

- Scholarships for Schooling
- Leadership Academy
- CPA Exam Study Groups
- Targeted communications and resources
- CPA Exam Review Discounts
- Mentor Program
- Connection to peers and future employers
- Discounted or complimentary access to member events and continuing education
- Free AICPA student membership — Just because you joined MACPA
- Advocacy to ensure the vitality of the profession

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

(Note this is not an all-inclusive listing of Maryland organizations.)
Aronson LLC
111 Rockville Pike, Suite 600, Rockville, 20850

ORGANIZATION CONTACT:
Katherine Marrero, Senior Manager, Talent Acquisition

kmarrero@aronsonllc.com | 240-364-2627 | aronsonllc.com

YEAR FOUNDED: 1962   NUMBER OF EXECS/PARTNERS: 36   NUMBER OF STAFF: 300

INDUSTRY SPECIALIZATIONS:
Government Contracting, Non-profit, Construction & Real Estate, Technology, Professional Services

SERVICES/PRODUCTS:
Assurance, Tax & Consulting

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

ADDITIONAL ORGANIZATION BENEFITS:
People-First Inclusive Culture, Flexible Time Off, Expanded Parental Leave, Hybrid & Remote Work, Personalized Career Development & Coaching

RECENT AWARDS OR ACCOLADES:
2021 Top Workplaces USA, 2021 Accounting Today Best Firms for Technology, Inside Public Accounting Top 100 Firms, 2021 Washington Post Top Workplaces

WHY A NEW GRAD SHOULD JOIN YOUR ORGANIZATION:
Aronson provides a comprehensive platform of assurance, tax, and consulting solutions to today’s most active industry sectors and successful individuals. For more than 60 years, we have purposefully expanded our service offerings and deepened our industry specialties to better serve the needs of our clients, people, and community. From startup to exit, we help our clients maximize opportunity, minimize risk, and unlock their full potential.

At Aronson, each individual truly matters. With a focus on a people-first culture, we invest in your professional and personal development. Our leaders and team members care deeply about your goals and passions and want to help make those a reality. What matters to you, matters to us!

In 2021, Aronson was recognized by the Washington Business Journal as one of the “Best Places to Work” and by The Washington Post as one of the “Top Workplaces.” This is the 11th time Aronson has received the Washington Business Journal’s “Best Places to Work” award and the 7th year that Aronson has been recognized as a Washington Post “Top Workplace.”
BDO USA, LLP
800 Red Brook Boulevard, Suite 300, Owings Mills, MD 21117

ORGANIZATION CONTACT:
Terri Smith, People & Culture Recruiter, Campus
tsmith@bdo.com, 410-363-3200, www.bdo.com

YEAR FOUNDED: 1910  NUMBER OF EXEC/PARTNERS: 7  NUMBER OF STAFF: 102

INDUSTRY SPECIALIZATIONS:
Public Accounting

SERVICES/PRODUCTS:
Tax, Assurance & Legal/Litigation

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

ADDITIONAL ORGANIZATION BENEFITS:
Full benefits, CPA study materials & bonus

RECENT AWARDS OR ACCOLADES:
Yes – visit us at www.bdo.com/culture for the latest workplace awards.

WHY A NEW GRAD SHOULD JOIN YOUR ORGANIZATION:
At BDO, we believe that our success as a firm depends on helping our clients, our communities, and especially our people thrive. We strive to give our employees what they need to grow both professionally and personally – from the flexibility to find work+life fit to the opportunity to give back to their communities.
“The client called and thanked me, personally.”

Career Opportunities at BDO.

BDO provides assurance, tax, and advisory services to a wide range of publicly traded and privately held companies. We offer a sophisticated array of services, as well as the resources and capabilities of our global organization, combined with the personal attention of experienced professionals.

Terri Smith
People & Culture Recruiter, Campus
tfsmith@bdo.com

Accountants and Advisors
www.bdo.com/careers

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CareFirst BlueCross BlueShield
10455 Mill Run Circle, Owings Mills, MD 21117

ORGANIZATION CONTACT:
Tom White, Director of Accounting

tom.white@carefirst.com  |  410-998-6332  |  carefirst.com

YEAR FOUNDED: 1937  NUMBER OF EXECS/PARTNERS: 12  NUMBER OF STAFF: 5,700

INDUSTRY SPECIALIZATIONS:
Healthcare/Health Insurance

SERVICES/PRODUCTS:
Comprehensive portfolio of health insurance products and administrative services to 3.5 million individuals and employers in Maryland, the District of Columbia and Northern Virginia

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

ADDITIONAL ORGANIZATION BENEFITS:
At CareFirst, we understand the importance of taking care of our people. Our comprehensive and competitive benefits package gives you the opportunity to choose the best options for you and your family. That is why our benefits program includes a wide range of options designed to meet you and your family's wellness and financial needs. Benefits include Medical, Dental, Vision, 401k, Life Insurance, FSAs, PTO, and Tuition Assistance.

RECENT AWARDS OR ACCOLADES:
- “Ethisphere Institute World’s Most Ethical Companies
- Best Places to Work for LGBT Equality
- World at Work Seal of Distinction Award
- Chesapeake Human Resources Association’s James W. Rouse Diversity Award
- Symplicity’s Best Places to Work for Recent Grads
- Employer Support of the Guard and Reserve
- 50 Most Engaged Workplaces by Achievers
- Healthiest Maryland Businesses Wellness at Work Gold Award
- Workplace Wellness by Baltimore City Health
- American Heart Association’s Workplace Health Solutions Achievement Award

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

“We are also innovation leaders - our associates are continually finding creative and effective ways to deliver greater value and service to our members and improve the quality of life in our communities. The new normal for the health care industry is constant change and evolution and CareFirst strives to drive the future of health care through our advanced solutions.

We promote learning and development by encouraging and supporting our associates to invest in their own learning and development. We are guided by a powerful set of values that inform and influence our interactions with each other, our members and our community.”
CareFirst BlueCross BlueShield is hiring accountants.
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CLA (CliftonLarsonAllen, LLP)
1966 Greenspring Drive, Suite 300, Timonium, MD 21093

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

YEAR FOUNDED: 1953  NUMBER OF EXECS/PARTNERS: 116  NUMBER OF STAFF: 7400

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

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

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

ADDITIONAL ORGANIZATION BENEFITS:
Paid time off, holidays, medical, dental, vision, workers’ compensation, flexible spending accounts, disability, continuous learning, retirement, profit sharing program, life/AD&D insurance, perks program, employee assistance program.

RECENT AWARDS OR ACCOLADES:
• CLA Named the Top Audit Firm for Credit Unions for the eighth year in a row by Callahan & Associates
• Construction Executive Names CLA Top U.S. Construction Accounting Firm for the third year in a row.
• Since 2015, CLA has awarded $5.5 million dollars through 342 grants to organizations across the country and granted by the CLA Foundation.
• CLA earned the Nexia Firm of the Year Award in 2020
• Forbes recently included CLA as one of their top 500 companies for Best Employers for Diversity 2021.
• In September 2021, CLA announced a corporate sponsorship with the National Association of Black Accountants (NABA).
• CLA Wealth Advisors ranked 55th on Barron’s 2021 Top 100 RIA Firms List
• CLA was rated by the Financial Times 300 as Top Registered Investment Advisors

WHY A NEW GRAD SHOULD JOIN YOUR ORGANIZATION:
CLA provides you with unlimited opportunities so you can explore new experiences and build your inspired career.
Success has a way of finding collaborators.

CLA can help you reach your goals, then reach further.

WEALTH ADVISORY | OUTSOURCING
AUDIT, TAX, AND CONSULTING

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

Investment advisory services are offered through CliftonLarsonAllen Wealth Advisors, LLC, an SEC-registered investment advisor.
Cohen & Company

201 International Circle, Suite 400, Hunt Valley, MD 21030

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


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

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

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

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

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

WHY A NEW GRAD SHOULD JOIN YOUR ORGANIZATION:
Starting a career at Cohen & Company means a unique opportunity to explore all that public accounting has to offer. Entry-level accountants gain real-world experience and work with our clients on a variety of tax, assurance audit and advisory projects from early on — while simultaneously being mentored by colleagues and welcomed into a community of learning and camaraderie.
Our commitment to great people, teamwork and adaptability helps our clients succeed — whether we are working with privately held companies, private equity firms, public and private investment funds, or Fortune 1000 enterprises.

Learn more at cohencpa.com
DeLeon & Stang CPA's & Advisors
150 S East Street Frederick MD 21703

ORGANIZATION CONTACT:
Diana Contreras, Human Resources Manager


INDUSTRY SPECIALIZATIONS:
Tax, Accounting, Assurance

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

WHY A NEW GRAD SHOULD JOIN YOUR ORGANIZATION:
Our firm offers a fun work culture, in a casual and flexible environment, with our staff at the forefront. We offer a great benefits package and many opportunities for career growth, while working directly with and learning from everyone at the firm at every level.
ORGANIZATION CONTACT:
Andrew Bowen, Campus Recruiter

abowen@deloitte.com  410-353-6467  deloitte.com

YEAR FOUNDED: 1845  NUMBER OF EXECS/PARTNERS: 5,665  NUMBER OF STAFF: 98,368

INDUSTRY SPECIALIZATIONS:
Audit & Assurance, Tax, Risk & Financial Advisory and Consulting

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

ADDITIONAL ORGANIZATION BENEFITS:
Learn more here.

WHY A NEW GRAD SHOULD JOIN YOUR ORGANIZATION:
At Deloitte, our range of services, client work and depth of resources create the potential to make an impact through most any career. In addition to challenging and meaningful work, you will have the chance to give back to your community, have opportunities to advance diversity, equity and inclusion, and find the support, coaching, and training it takes to advance your career. Explore what it means to be part of Deloitte. Learn more here.
E. Cohen & Company, CPAs

1 Research Court, Suite 101, Rockville, MD 20850

ORGANIZATION CONTACT:
Elizabeth Fuentes, HR Manager

efuentes@ecohen.com  301-691-3657  ecohen.com


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

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

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

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

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

WHY A NEW GRAD SHOULD JOIN YOUR ORGANIZATION:
The firm has built a tradition of excellence spanning nearly 30 years. As a nationally ranked professional services firm, our experts provide innovative solutions designed to exceed client expectations. Our strong commitment to the middle market enables us to advise clients at all stages of the business life-cycle. At E. Cohen our mission is to provide rewarding career opportunities and invest in the success of our employees. Through learning and development, career guidance, and mentorship, you will have every opportunity to reach your professional goals. Along the way, you will have the opportunity to affect positive change throughout the firm and build long-lasting relationships.
Ellin & Tucker
400 East Pratt Street, Suite 200, Baltimore, MD 21202

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

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

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

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

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

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

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

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

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

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

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GLEIM EXAM PREP

Trusted by 300+ universities worldwide

Founded in 1974, Gleim provides easy-to-use exam prep materials to accountants of all backgrounds. Our mission is to maximize knowledge transfer while minimizing candidates’ time, frustration, and cost.

INDUSTRY SPECIALIZATIONS

Gleim is the leader in accounting exam prep. We aim to provide students and candidates with the best CPA review materials available. The CPA certification empowers accountants to distinguish themselves from other professionals, demonstrate their expertise, and go further in their careers.

PRODUCTS & SERVICES

Gleim CPA Review was developed using Dr. Gleim’s own proven study method. We equip accountants with everything they need to pass their exams with confidence on the first try. We've used the same innovative approach to set the standard for CMA, CIA, and EA exam review.

THE GLEIM PREMIUM REVIEW COURSE

- 91% Pass rate
- 10,000+ Multiple-Choice Questions (MCQs)
- 1,300+ Task-Based Simulations (TBSs)
- Access Until You Pass® guarantee
- SmartAdapt™ intelligently guided review
- 99% Satisfaction rate
- Personal Counselor & Accounting Expert support
- Gleim Facebook study groups
- Digital/physical books
- Simulated mock exams

RECOGNITION & ACHIEVEMENTS

Gleim created the very first self-study CPA course in 1974, and we've since helped candidates pass more than 1 million CPA Exams.

This year, the ABA awarded Gleim the Gold Stevie Award for Customer Service Department of the Year.

WHY NEW GRADS SHOULD CHOOSE GLEIM

Used by more top-10 accounting programs than any other review provider, professors everywhere trust our resources to prepare their students to pass. From the largest bank of exam-quality practice questions to our award-winning customer support—when you get Gleim, you get everything.

ORGANIZATION CONTACT:

Valerie Wendt, CPA Product Manager

valerie.wendt@gleim.com  800-874-5346, ext. 333  www.gleim.com/MACPA
Enterprise Community Partners
11000 Broken Land Parkway

ORGANIZATION CONTACT:
Julie Hudson, Sr. Talent Acquisition Specialist
recruiting@enterprisecommunity.com 410-772-3077
enterprisecommunity.org

YEAR FOUNDED: 1982  NUMBER OF EXEC/Partners: 8  NUMBER OF STAFF: 1,336

INDUSTRY SPECIALIZATIONS:
Non Profit/ Affordable Housing

SERVICES/PRODUCTS:
Affordable Housing

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

ADDITIONAL ORGANIZATION BENEFITS:
Medical, Dental, Vision, etc.

WHY A NEW GRAD SHOULD JOIN YOUR ORGANIZATION:
Enterprise is a mission focused company with great benefits and company culture.
Gary R. Bozel & Associates, P.A.
501 Washington Avenue, Suite 300, Towson, MD 21204

ORGANIZATION CONTACT:
Kelly DeRose, CPA, Partner

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

YEAR FOUNDED: 1984      NUMBER OF EXECS/PARTNERS: 11      NUMBER OF STAFF: 12

INDUSTRY SPECIALIZATIONS:
Closely-held businesses and related individuals

SERVICES/PRODUCTS:
Accounting, Tax and Management Consulting

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

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

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

WHY A NEW GRAD SHOULD JOIN YOUR ORGANIZATION:
Discover Who You Can Become at GRB&A
• GRB&A provides comprehensive accounting services and consulting to small and mid-size business clients. As a firm, we are committed to making a positive, enduring impact on our clients, colleagues and community.
• At GRB&A, we believe in fostering a diverse workplace where our expert associates are empowered to learn, grow and contribute in meaningful ways. Team members make an impact from day one, establishing client relationships and helping small businesses thrive.

Continued on next page
• Unlike other accounting firms where new hires are assigned limited, non-client-facing tasks, GRB&A facilitates employee growth and development and provides opportunities for team members at all levels to interface directly with clients.
• GRB&A is a professional but casual firm with a collaborative team environment. Each of our associates has the opportunity to shape the future of the firm, while maintaining a healthy work/life balance and making a difference.
Remote Positions Available: Apply Online @ www.grba.com

"GRB&A allows me to work on all aspects of accounting. Not restrict me to just one area. I love the exposure!"
Nicole Schuyler
(Senior Staff Accountant)

"The culture at GRB&A is very unique. It's professional, but also feels like family."
Bob Maisonneuve
(Manager)
GRF CPAs & Advisors
4550 Montgomery Avenue, Suite 800N, Bethesda, MD 20814

ORGANIZATION CONTACT:
Chere Boone, HR Recruiter
cboone@grfcpa.com | 301-951-9090 | grfcpa.com

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

INDUSTRY SPECIALIZATIONS:
Nonprofit, Government Contractors, Professional Services

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

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

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

WHY A NEW GRAD SHOULD JOIN YOUR ORGANIZATION:
GRF is recognized annually among Inside Public Accounting’s Top 200 Firms, Accounting Today’s Best Accounting Firms to Work For and the Washington Business Journal’s Top 25 Accounting Firms. The firm was also named one of the Top Firms in the Capital Region for 2021 and a 2021 Firm to Watch by Accounting Today, and GRF earned a spot on Forbes’ list of America’s Top Recommended Tax and Accounting Firms.
Headquartered in Bethesda, MD, GRF is a full-service professional services firm providing clients with audit and assurance, tax, outsourced accounting, and advisory solutions. GRF leverages a deep bench of industry expertise to assist nonprofit organizations, government contractors, privately held businesses, trusts, and individuals with their most challenging financial and operational issues.

See our open positions: apply.workable.com/grf-cpas-and-advisors/
Gross Mendelsohn & Associates

1801 Porter Street, Suite 500, Baltimore, MD 21230

ORGANIZATION CONTACT:
Linda Rogers Pietras, Director of Human Resources

lpietas@gma-cpa.com  410-685-5512  gma-cpa.com

YEAR FOUNDED: 1960   NUMBER OF EXECS/PARTNERS: 20   NUMBER OF STAFF: 115

INDUSTRY SPECIALIZATIONS:
Real Estate, Construction, Manufacturing, Health Care, Not for Profits Government Contracting

SERVICES/PRODUCTS:
Full Service Accounting firm - audit, tax, bookkeeping, family office, consulting, technology, litigation support and wealth management

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

ADDITIONAL ORGANIZATION BENEFITS:
We offer two health plans, dental, vision benefits, long term disability, group term life and supplemental life, short term disability and retirement plans.

RECENT AWARDS OR ACCOLADES:
Top workplace 7 times!

WHY A NEW GRAD SHOULD JOIN YOUR ORGANIZATION:
Opportunities to learn and grow. Great people and culture. Opportunities to get involved in community service and other firm initiatives including staff advisory board, DEI committee, social committee, RISE - women’s initiative and leadership programs!
Come Grow With Us

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

Named one of Baltimore’s top workplaces seven times

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ACCOUNTING | TECHNOLOGY | WEALTH ADVISORY

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

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

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

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

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

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

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

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

WHY A NEW GRAD SHOULD JOIN YOUR ORGANIZATION:
HCFL values its employees and their personal time. We offer a flexible working environment, whether you prefer a traditional or alternative working environment.
The Hoffman Group, LLC
10065 Red Run Blvd., Suite 220, Owings Mills, MD 21117

ORGANIZATION CONTACT:
Megan O’Donnell, Marketing Manager
modonnell@hoffmancpas.com 443-320-4101 hoffmancpas.com

YEAR FOUNDED: 2017  NUMBER OF EXEC/PARTNERS: 3  NUMBER OF STAFF: 26

INDUSTRY SPECIALIZATIONS:
Certified Public Accounting Firm

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

ADDITIONAL ORGANIZATION BENEFITS:

WHY A NEW GRAD SHOULD JOIN YOUR ORGANIZATION:
At The Hoffman Group, we understand that our employees are the foundation of our success. That’s why we provide a nurturing environment for them to thrive with endless possibilities for advancement. Our partners and managers work closely with all of our staff and provide ongoing learning to keep them challenged and provide a path to advancement in the company. Our mission is to see every team member reach levels of success in which they’d never thought possible.

We offer ongoing education and promotions from within, flexible work hours and ample vacation time, regular team building outings and happy hours, a fully stocked kitchen with free snacks and beverages, and one-on-one mentorship with our partners and managers.
KatzAbosch
Lutherville-Timonium

ORGANIZATION CONTACT:
Jennifer Groves, HR Director

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

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

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

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

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

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

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

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

ORGANIZATION CONTACT:
Robin Thieme, CEO

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

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

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

SERVICES/PRODUCTS:
Virtual CFO and Client Accounting Services

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

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

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

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

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

ORGANIZATION CONTACT:
Sharon E. Kenney, Office Manager

skenney@kbstm.com  410-308-0300  kbstm.com

YEAR FOUNDED: 1985  NUMBER OF EXECS/PARTNERS: 8  NUMBER OF STAFF: 35

INDUSTRY SPECIALIZATIONS:
Real Estate, Non-Profit, Professional Services, Medical & Dental

SERVICES/PRODUCTS:
Accounting & Auditing, Tax Preparation & Planning, Business Valuation, Advisory, IT Consulting

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

ADDITIONAL ORGANIZATION BENEFITS:
Health, Dental, (Firm currently pays a large percentage of premiums for all tiers of enrollment)
Long Term Disability, Life Insurance, HSA (Firm contributes), Paid PTO, Sick Time & Holidays,
401k/Profit Sharing, Flexible Work Schedules/Telecommuting, Paid Association Dues, Half-Day
Paid Summer Fridays, CPE, Firm-Wide Annual Volunteer Day.

WHY A NEW GRAD SHOULD JOIN YOUR ORGANIZATION:
We provide a work/life balance while maintaining our commitment to quality. Staff is given
ownership of projects and given the opportunity to see diverse industries and services. We
assist you in developing your accounting and leadership skills to grow within the Firm.
The Trusted Advisor for all your Financial Needs

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

Want to learn more? Contact Us at 410.308.0300 or kbstm.com
King  King & Associates
124 Slade Avenue, Suite 100 Baltimore, MD 21208

ORGANIZATION CONTACT:
Pamela King Smith, CPA, President

糖尿病@king-king.com  410-486-4500  king-king.com

YEAR FOUNDED: 1957   NUMBER OF EXEC/Partners: 3   NUMBER OF STAFF: 10

INDUSTRY SPECIALIZATIONS:
Accounting/Tax/Auditing

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

ADDITIONAL ORGANIZATION BENEFITS:
Health, Dental & Retirement plans available

WHY A NEW GRAD SHOULD JOIN YOUR ORGANIZATION:
King, King & Associates is a vibrant well established CPA firm in the Baltimore area. Our staff is exposed to a variety of clients, assignments in different areas of our practice and the opportunity to excel in their career.
Looking for a great place to work?

*Join Our Team*

Great Benefits and Opportunities to Expand Your Career

King, King & Associates, P.A.  
Certified Public Accountants & Management Consultants

124 Slade Avenue, Suite 100  
Baltimore, Maryland 21208  
(410) 486-4500 ♦ Fax (410) 486-6330  
www.King-King.com

Audit & Assurance ♦ Tax Compliance/Planning ♦ Management Consulting ♦ Business Advisory

Pamela King Smith, MS, CPA  
Kara C. King Bess, MBA, CPA  
Anthony G. King, MS, CPA, CGMA
Lanigan Ryan, P.C.
555 Quince Orchard Road, Suite 600, Gaithersburg, MD 20878

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

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

INDUSTRY SPECIALIZATIONS:

SERVICES/PRODUCTS:

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

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

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

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

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

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

When it comes to creating deep personal relationships, we take our bonding opportunities very seriously – from happy hours to firm-sponsored vacations. Lanigan Ryan team members and their families enjoy annual ski trips and beach vacations to enviable locations, like beachfront Jamaican resorts to all-inclusive Cancun properties. It’s these deep connections among our team members that create unparalleled bonds and team spirit, both in the office, and outside of it, ensuring we can collaborate effectively to create the best possible results for our clients.
Why waste time wondering about life after college when you can experience it first-hand? Our internships, externships, and daily shadowing opportunities provide participants:

- The experience of a day in the life of a Lanigan Ryan staff accountant
- Familiarity with a wide range of accounting services including tax preparation, audit procedures, and preparation of financial statements
- The chance to interact with people from all levels of the firm and discuss their careers at Lanigan Ryan
- A glimpse at the software used in the field
- A fresh perspective on a variety of industries and what to expect coming out of college

Please send inquiries and resumes to Brandon Blackburn at BBlackburn@LaniganRyan.com for a chance to learn more and to participate in our internship, externship, or shadowing programs.
LSWG CPAs & Business Advisors
201 Thomas Johnson Drive, Frederick, MD 21702

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

YEAR FOUNDED: 1965  NUMBER OF EXECS/PARTNERS: 9  NUMBER OF STAFF: 47

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

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

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

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

RECENT AWARDS OR ACCOLADES:

WHY A NEW GRAD SHOULD JOIN YOUR ORGANIZATION:
If you are tired of your commute, feel you are getting nowhere in your current job, or want to be more involved and make a difference in the community in which you live, we want to hear from you. We offer professional development, cutting edge technology, we volunteer together, we work hard -- and play hard, too!
The Number One thing that separates one CPA firm from another is their people.

Join our people!

At LSWG we take a team approach in everything we do. Each team member knows that he or she is part of something bigger than the individuals involved – and we know that we are only as good as our people.

When you are ready to begin your journey with us, email your resume to: hr@LSWG.cpa.

Serving mid-Maryland and the Washington, DC metropolitan area since 1965.

301.662.9200

www.lswg.cpa
Mister, Burton & Associates, LLC
Hunt Valley

ORGANIZATION CONTACT:
Kevin Pyzik, Principal

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

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

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

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

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

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

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

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

Year Founded: 1943          Number of Execs/Partners: 5          Number of Staff: 28

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

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

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

Additional Organization Benefits:
We offer a comprehensive, flexible, and market-competitive benefits program.

Why a New Grad Should Join Your Organization:
MKS&H promotes a healthy work-life balance for all employees. We provide flexible work hours, telecommuting and emphasize reasonable alternatives to the traditional 9 to 5 day. We want our employees to excel personally as well as professionally.
Myers and Stauffer LC
10200 Grand Central Avenue, Suite 200, Owings Mills, MD 21117

ORGANIZATION CONTACT:
Michelle Miller, Campus Recruiter

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

YEAR FOUNDED: 1973  NUMBER OF EXECS/PARTNERS: 35  NUMBER OF STAFF: 900

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

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

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

ADDITIONAL ORGANIZATION BENEFITS:
Competitive compensation, work from home opportunities, full-time Staff benefits package, and multiple opportunities to grow within the firm.

WHY A NEW GRAD SHOULD JOIN YOUR ORGANIZATION:
• At Myers and Stauffer you will have a career that is rewarding on every level of the organization. We are committed to providing our employees with:
• Professional growth and development opportunities
• Educational opportunities leading to certifications
• A diverse, dynamic, and challenging work environment
• Strong leadership, communication, and feedback
• A well-balanced lifestyle, that includes personal and family time in addition to professional and networking opportunities
• Creative and innovative solutions to challenges facing our government clients
WHERE YOUR WORK MATTERS

WHAT TO EXPECT FROM YOUR INTERNSHIP

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

WHAT CAN WE DO FOR YOU?

EDUCATION REIMBURSEMENT
CPA SUPPORT AND BECKER STUDY MATERIALS
WORK-LIFE BALANCE
NETWORK OF MENTORS

"During my internship I've learned how to balance investigating an issue individually with the frequency with which I ask for help. There's an optimal level of both independent and collaborative problem solving that allows interns to develop their understanding of the industry content while also considering time constraints and utilizing the resources and experience around the firm."

- Andrew Carroll, summer 2020 intern

"Over the course of their internship, our interns get to work on real business projects, including disproportionate share hospital audit engagements, cost report settlements, and more. We believe the best way to learn is through these hands-on opportunities. This gives interns a better understanding of the work we do and how it sets us apart from other CPA firms."

- Amy Perry, CPA, executive committee

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

@myers-and-stauffer-lc @MyersStauffer
PB Mares
Baltimore

ORGANIZATION CONTACT:
Ashley Burcroff, Talent Acquisition Manager

EMAIL: AHBurcroff@PBMares.com | PHONE: 757-534-7464 | WEBSITE: pbmares.com

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

INDUSTRY SPECIALIZATIONS:
Tax, Audit and Consulting

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

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

WHY A NEW GRAD SHOULD JOIN YOUR ORGANIZATION:
There are dozens of reasons to choose a career with PBMares and many ways to build a successful career in public accounting. By deciding to become a part of our team, you get both – all the tangible and intangible benefits that make PBMares the right choice combined with all the opportunities you need to achieve your career goals.
We Don’t Just Hire Accountants, We Hire Partners

Now Hiring:
Accountants
Consultants
CPAs
Seasonal Tax Preparers
Client Services
& MORE

Our offices are located in North Carolina, Virginia, Maryland.

Competitive compensation package to include:
• CPA exam study materials
• 40 hours of CPE
• 8 Paid Holidays
• 401k matching and much MORE!

Submit your resumes to Careers@PBMares.com for an immediate response.

You can also visit our career site at www.pbmares.com/careers/
or connect with us on LinkedIn.
PKF O’Connor Davies
Bethesda

ORGANIZATION CONTACT:
Jacob Clarke, Human Resources Campus Recruiting Coordinator
jclarke@pkfod.com  201-788-8867  pkfod.com

YEAR FOUNDED: 1891  NUMBER OF EXECS/PARTNERS: 20  NUMBER OF STAFF: 900

INDUSTRY SPECIALIZATIONS:
Government, Housing, Real Estate, Not for Profit, Cannabis, ETC

SERVICES/PRODUCTS:
Audit, Tax, Advisory, Family Office Services

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

ADDITIONAL ORGANIZATION BENEFITS:
Firm Paid CPA Prep Courses, Summer and December Fridays, Tuition Reimbursement

RECENT AWARDS OR ACCOLADES:
Ranked Among Best Accounting Firms by Accounting Today 2021/ Ranked #1 Accounting Internship by The Vault in 2020

WHY A NEW GRAD SHOULD JOIN YOUR ORGANIZATION:
Great Work/Life Balance, Multiple Career Paths to fit your personal definition of success, Firm Wide Activities
RSM US
100 International Drive, Suite 1400, Baltimore, MD 21202

ORGANIZATION CONTACT:
Sarah Ferguson, Senior HR Generalist
sarah.ferguson@rsmus.com | 410-246-8665 | rsmus.com

YEAR FOUNDED: 1926  NUMBER OF EXECS/PARTNERS: 858  NUMBER OF STAFF: 13,197

INDUSTRY SPECIALIZATIONS:
Business and Professional Services, Consumer Products, Financial Services, Government Contracting, Health Care, Life Sciences, Manufacturing, Nonprofit, Private Clubs, Private Equity, Real Estate, Technology

SERVICES/PRODUCTS:

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

ADDITIONAL ORGANIZATION BENEFITS:
Medical, Dental, Vision, 401(k) with company match, PTO, flexibility options, Accolades program, parental leave, resources for reliable childcare, education and licensing reimbursement

RECENT AWARDS OR ACCOLADES:
On Great Place to Work US’ Best Workplaces for Parents 2021 List

WHY A NEW GRAD SHOULD JOIN YOUR ORGANIZATION:
At RSM you can own your future. You will gain more exposure to client variety, a flexible, supportive culture and endless opportunities to pursue your personal and professional aspirations in a year-round or seasonal role. Your past experiences will enhance our collaborative teams, and you’ll be empowered to achieve your career goals and make an impact at our firm and beyond. Choose from a variety of industries, career paths and locations to find your perfect fit at RSM.
We don't just see potential. We champion it.

At RSM, we value the hard work you've done to get where you are. And we'd like to help fuel your growth by understanding your goals and providing experiences to help you become your personal best and a true value to our team. Your unique talents make our team stronger and enhance the insights we bring to the middle market. Our focus on the needs and goals of our employees is as intense as our focus on our clients—leading us all toward greater things.

Experience the power of being you. Apply today at rsmus.com/careers.
SC&H Group, Inc.
910 Ridgebrook Road, Sparks, MD 21152

ORGANIZATION CONTACT:
James Dickinson, Chief Learning Officer

j dickinson@schgroup.com 443-493-7865 schgroup.com


INDUSTRY SPECIALIZATIONS:
Accounting and Consulting Services

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

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

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

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

- Nearly 100% graduate placement rate
- $68K+ current average salary for recent graduates
- High-paying internships, scholarships and unique learning opportunities
- Optional fraud prevention and forensic accounting certificate program
- Students recruited by top CPA firms
- Graduates employed by non-public accounting entities including the FBI, Amazon, Marriott, MDOT, McCormick and Perdue Farms
- Graduate school placements include Temple, Ohio State and U of SC
- Ranked 14th by National Association of State Boards of Accountants for CPA exam performance, and multiple Elijah Watts Sells Award winners
- Home to nationally recognized Iota Pi chapter of Beta Alpha Psi

Learn more: salisbury.edu/accounting
Squire Lemkin + Company, LLP
111 Rockville Pike, Suite 475, Rockville, MD 20850

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

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

INDUSTRY SPECIALIZATIONS:
Tax services for High Net Worth Individuals; estate and trust; small business; and real estate

SERVICES/PRODUCTS:
Financial planning, Management Advisory/Consulting Services; tax consulting and compliance

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

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

WHY A NEW GRAD SHOULD JOIN YOUR ORGANIZATION:
We are a great place to work due to our flexibility and willingness to give firm members the work/life balance we all desire. We offer remote work to assist with firm members’ needs. Our firm also offers great benefits with the majority of our benefits being at no cost to the firm member. We also assist our firm members to grow with their knowledge of tax and learning the skills of communication, responsiveness, professionalism when working with clients.
Stoy, Malone & Company, P.C.
705 York Road, Towson, MD 21204

ORGANIZATION CONTACT:
Jaime O’Connor, Firm Administrator

joconnor@stoycpa.com  410-828-1961  stoycpa.com

YEAR FOUNDED: 1917  NUMBER OF EXECS/PARTNERS: 6  NUMBER OF STAFF: 26

INDUSTRY SPECIALIZATIONS:
Individual and Business taxes, Estate Planning, Payroll, Client Accounting, Audits, Review and Compilations, and much more.

SERVICES/PRODUCTS:
Tax, A&A and Controller Services

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

WHY A NEW GRAD SHOULD JOIN YOUR ORGANIZATION:
We have a team approach to provide high quality client service for tax compliance, planning, financial statements, and general business consulting. You will find that we treat our staff as valuable resources. While we work hard we strive to strike a balance between our professional and personal lives. Some of our many benefits we offer are as follows: flexible hours, parking, retirement benefits, casual dress, purple Friday’s, one of the only CPA firms not to require Saturday hours during tax season.
Sturgill & Associates LLP
20 Liberty Street, Westminster, MD 21157

ORGANIZATION CONTACT:
Sue Myers, Partner

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

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

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

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

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

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

RECENT AWARDS OR ACCOLADES:
Carroll’s Best

WHY A NEW GRAD SHOULD JOIN YOUR ORGANIZATION:
We offer a relaxed work atmosphere. The smaller staff size gives you the opportunity to get to know all of your co-workers. Being a local firm allows you to get to know the clients you are working with and build a one on one relationship to assist them throughout the year.
TGM Group LLC
Salisbury

ORGANIZATION CONTACT:
Christine English, Human Resources Manager

cenglish@tgmgroupllc.com 410-742-1328, X128 tgmgroupllc.com

YEAR FOUNDED: 1993 NUMBER OF EXECS/PARTNERS: 36 NUMBER OF STAFF: 36

INDUSTRY SPECIALIZATIONS:
Agribusiness, Construction, Financial Institutions, Healthcare, Local Governments, Manufacturers, Non profits, Public Companies (SEC), Small Business

SERVICES/PRODUCTS:
Accounting/Auditing, Tax, SEC Public Company Financial Reporting, Forensic/Fraud, Business Consulting, Business Valuation, Bookkeeping/Payroll, Trust & Estates

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

ADDITIONAL ORGANIZATION BENEFITS:

WHY A NEW GRAD SHOULD JOIN YOUR ORGANIZATION:
TGM Group is a full-service certified public accounting firm that provides financial accounting, attestation, tax advisory, retirement and estate planning, business consulting, SEC public company financial reporting, business valuation and fraud investigative services. Our firm is committed to hiring talented individuals that enjoy what they do. Employees will have a unique opportunity to see what public accounting is all about by working with multiple services and industries with our clients on a variety of tax and audit projects. We strive to provide our clients with the highest level of quality, personalized service.
The Business & Accounting programs at Carroll Community College will help get you started in this in-demand field.

We offer high-quality, low-cost Associate degrees in:

**Business Administration**
Transfer seamlessly to a Business/Accounting baccalaureate program at a 4-year school.

**Accounting Concentration**
Graduate job-ready for entry-level accounting positions, or transfer to complete your Bachelor’s degree in Accounting.

All our Business & Accounting programs feature:
- Expert faculty
- Flexible scheduling (including online options)
- Real-world experiences

**Already have a Bachelor’s degree?**
Our CPA Exam Qualification Certificate program provides the additional coursework needed to become a Certified Public Accountant in Maryland.

For more information, visit carrollcc.edu or contact our Admissions office at 410-386-8430 or admissions@carrollcc.edu.
The Rodeheaver Group, P.C.
6000 Thayer Center, Oakland, MD 21550

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

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

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

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

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

ADDITIONAL ORGANIZATION BENEFITS:
Health Insurance, Short Term Disability, Life Insurance, HRA, 401K

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

WHY A NEW GRAD SHOULD JOIN YOUR ORGANIZATION:
“Whether you’re a newly graduated accountant or you’ve got years of experience; there are a few important things you want from any firm you work for. We believe in providing superior services to every client, offering the newest technology and tools, the opportunity to work in various industries and a work-life balance. For all of those things and more; The Rodeheaver Group delivers.
The Rodeheaver Group is dedicated to helping all associates exceed their professional and personal goals. We recognize that our associates are our most important asset. Some of our core values include: passion for the well being of our community and its people, open and honest communication and client focus and responsiveness. The Rodeheaver Group is an accounting firm that truly cares about our clients, community and our people.
tonneson + co
401 Edgewater Place, Suite 300, Wakefield, MA 01880

ORGANIZATION CONTACT:
Patrice Goodwin, Managing Director

patrice.goodwin@tonneson.com  781-451-9239  tonneson.com

YEAR FOUNDED: 1975  NUMBER OF EXECS/PARTNERS: 14  NUMBER OF STAFF: 79

INDUSTRY SPECIALIZATIONS:
Nonprofits, Independent Private Schools, High-Net-Worth Individuals, Closely-held Businesses, Professional Services, Private Equity Firms, Construction, Manufacturing, Distribution and Logistics, Technology and Life Sciences Companies

SERVICES/PRODUCTS:
Tax Planning, Individual, Family and Fiduciary Services, Business Advisory, Assurance Services

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

ADDITIONAL ORGANIZATION BENEFITS:
Up to 8 paid days off to study for the CPA exam; paid CPA exam costs; professional affiliations and memberships; Continuing Professional Education (CPE); tuition reimbursement; generous paid time off; paid time for volunteering; opportunities to work from home, flexible hours and work schedules; medical, dental, and vision coverage; Flexible Spending Accounts (FSA); 401(k) Plan; performance bonuses (discretionary)

RECENT AWARDS OR ACCOLADES:
Tonneson + Co was named one of Accounting Today’s Best Firms to Work for in 2021, 2020, 2019, 2018 and 2016. In 2021, Tonneson was named the #1 Firm for Women by Accounting Today. In 2021, Tonneson was named Small Business of the Year by the Greater Boston Chamber of Commerce in the Innovation and Growth category. In 2020, Tonneson was named a Geneva Group International Member Firm of the Year.

WHY A NEW GRAD SHOULD JOIN YOUR ORGANIZATION:
Here are just a few reasons why exceptional individuals have chosen to pursue their accounting careers at Tonneson + Co:
• Employee-empowered firm
• Flex time and work from home opportunities

#FutureCPAProud
• Paid time off to study for the CPA exam
• Tuition reimbursement for advanced degrees
• Fun outings and team-building activities
• Strong commitment to diversity, equity and inclusion

Tonneson + Co is an employee-empowered firm that offers paid time off to study for the CPA exam, tuition reimbursement, a relaxed environment and a fun culture. We frequently host social events and our firm also participates in community service activities where our employees are compensated for volunteer time. Tonneson + Co has a strong culture where every employee's voice matters and is heard.
Did you know that Tonneson offers 8 paid days off to study for the CPA exam?

That's just one reason why we were named the number one firm for women and the number three mid-sized firm to work for in the U.S. by Accounting Today.

We are always looking for talented professionals to join our growing team. Visit us at tonneson.com/careers.
UHY LLP
8601 Robert Fulton Drive Suite 210 Columbia MD 21046

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

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

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

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

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

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

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

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

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

While addressing today’s evolving business challenges within our collaborative environment, UHY can meet your expectations through various channels of networking, training, and client work.
Baltimore’s Premier Accounting Program

Get CPA Ready in Less Than 12 Months

- Full-time, 10-month program with 100% online option
- Three tracks available: Financial Reporting, Tax, and Data Analytics
- CPA pass rate 9% above the national average

Discover the Sellinger difference in Loyola University Maryland’s AACSB accredited Master of Accounting program. Gain the skills you need to crush the CPA exam and hit the job market without delay.

Learn More
Loyola.edu/Macc | 410-617-5067 | MACC@LOYOLA.EDU
Generally, an exchange of property for property is a sale, and the transferor recognizes gain or loss on the difference between the FMV of the property received and the basis of the property transferred. However, an exchange qualifies as nontaxable if:

- the transferor exchanges cash or property solely for stock,
- the transferor or transferor group is in control (ie, owns at least 80%) of the corporation after the exchange.

The "solely for stock" requirement provides nonrecognition because the transferor has continued investing in the transferred property as a shareholder. However, a transferor that also receives "boot" (ie, cash or property other than transferee stock) in effect partially sells the property and therefore must recognize in income the lesser of any realized gain or the FMV of boot received.

Choice "A" is correct. Choice "B", "C", and "D" are incorrect because of the above explanation.

With UWorld, you’ll master CPA Exam concepts on real CPA Exam questions that are paired with the most in-depth, yet concise answer explanations from the experts.

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<th>Characteristics of a Top CPA Review Course</th>
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Proven Results 94% Pass Rate!
Generally, an exchange of property for property is a sale, and the transferor recognizes gain or loss on the difference between the FMV of the property received and the basis of the property transferred. However, an exchange qualifies as nontaxable if:

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Choice “A” is correct. Choice “B”, “C”, and “D” are incorrect because of the above explanation.