

EMPLOYER GUIDE

2023-24

*The Future CPA's
Guide to Passing the
Exam and Finding
Their Dream Job*



FORward **VI**Sion sponsors

FORV/STM

FORVIS is a trademark of FORVIS, LLP, registration of which is pending with the U.S. Patent and Trademark Office.

Indiana CPA Society is in the spotlight.

We're pleased to support organizations that share our commitment to the communities where we live and serve.

FORVIS is a proud sponsor of **Indiana CPA Society**.

FORVIS ranks among the nation's top 10 public accounting firms, helping unlock the potential of our clients, people, and communities. We deliver an **Unmatched Client Experience™** with assurance, tax, and advisory services that reflect our exceptional capabilities and uncommon commitment to excellence.

ASSURANCE / TAX / ADVISORY

forvis.com

DEAR FUTURE CPA,

Whether you are looking for the most current guidance on the CPA Exam, hoping to find meaningful work experience or building out your network — you've come to the right place!

The Indiana CPA Society's Employer Guide is your go-to resource on obtaining your CPA license and securing an internship or job with one of our 41 member organizations in Indiana that are looking for talented employees like you.

If you're a student: be sure to join as a student member of INCPAS at **incpas.org/Students**. Your free membership offers many year-round benefits, including trending profession news, scholarship alerts, discounted CPA Exam review courses, free mock CPA Exams, and opportunities to connect with CPAs and employers. *Note: There is no age limit for this membership—all nontraditional students and career changers are welcome!*

If you're a CPA Exam Candidate: after you join INCPAS, be sure to enroll in our CPA Candidate Member Section. The participant fee is only \$49 and saves you time by keeping you posted in real-time about 2024 CPA Exam changes, testing tips, Exam windows and the official CPA licensure process in Indiana — see page 10 for more details or visit **incpas.org/MemberSections**.



Courtney

Courtney Kincaid, CAE
INCPAS President & CEO



Carrie

Carrie Minnich, CPA, MAcct
INCPAS Board Chair

Revised 1-31-24

TABLE OF CONTENTS



Why CPA?	6
How the Indiana CPA Society Can Help You	8
Don't Miss These INCPAS Offerings	10
Become a CPA	12
Get Noticed & Get Hired	26
Resources	28
Indiana CPA Educational Foundation Scholarship	29
Directory of Organizations	33
Indiana CPA Society Student Membership Application	75



WHY CPA?

Instant Credibility

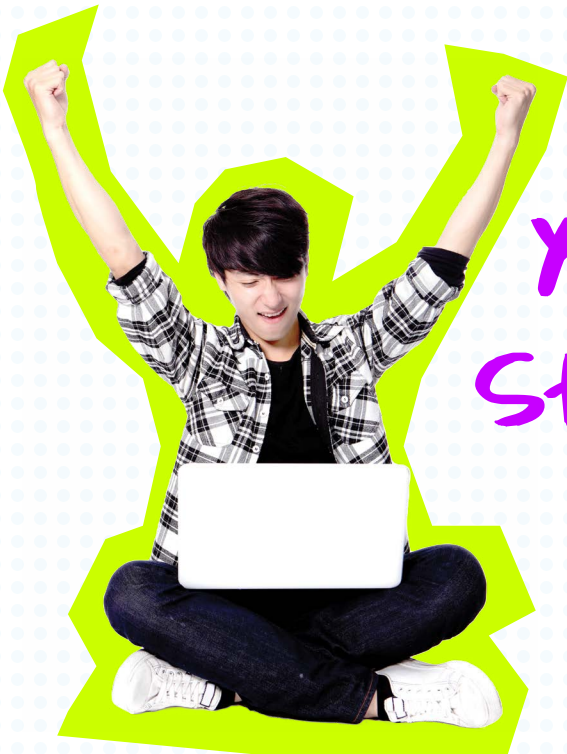
The CPA license separates you from others in accounting/business related positions by demonstrating you're an expert in the field who has completed additional training and work experience.

Take Your Pick

Certified Public Accountants are needed in every industry, so you have the ability to work for an organization you're passionate about. Entertainment, education, sports, nonprofit, government, technology—you name it!



**You Will
Stand Out!**



Beyond Dollars & Data



STABILITY & OPPORTUNITY

Employment growth for accountants is projected to increase 10% faster than the average for all occupations over the next 6 years.

— U.S. Bureau of Labor Statistics



GROWING DIVERSITY

Graduates hired into accounting and finance functions of U.S. CPA firms continue to become more ethnically diverse, with an increase of almost 5% from 2018 to 2020.

— 2021 AICPA Trends Report



HELPING COMMUNITIES

The work CPAs do gives the public confidence in everything from fraud prevention to the health of not-for-profit organizations.

— *Journal of Accountancy*

Top Advice From CPAs



“CPAs are not constrained to one industry and they are constantly developing new skills, so career advancement is limitless. People rely on us—especially in times of economic disruption—precisely because we adapt and advise.”

Diane L. Sturek, CPA, MAcc

Senior Lecturer in Accounting – Indiana University Kelley School of Business

“With a CPA background, we can teach companies how they can still reach their financial bottom line while taking care of their people, communities and the environment.”

Nailah Owens-Johnson, CPA

Deals Associate – CMAAS, PwC and INCPAS Scholars Alumna

“Money is one language everyone speaks, and the CPA profession is a license to learn that language on a more thorough basis. CPAs are advisors, portfolio managers, partners, founders—the list goes on...and on...and on!”

Michael Bourque

Staff Accountant – Assurance and Tax Services Groups, Donovan CPAs

HOW THE INDIANA CPA SOCIETY CAN HELP YOU

Who We Are

The Indiana CPA Society (INCPAS) is the only statewide association dedicated to serving the needs of current and future CPAs.



Why Join

- INCPAS has nearly 7,000 members you can connect with who are in all stages of the CPA profession — students, young professionals, experienced leaders, and even retired CPAs.
- Student membership is free — we're invested in your success!
- You'll have access to members-only college scholarships, free events and CPA Exam resources.
- Your membership demonstrates to future employers that you are serious about your career path.

What We Do

No matter what stage you're at in your education or career, INCPAS can offer support and guidance.

incpas.org/Students

What You Get

Resume Boost: Get an edge in the hiring process by including your INCPAS membership on your resume.

Connections: Meet other professionals at Young Pros Off the Clock happy hours, and connect with potential employers and future colleagues in the members-only INCPAS Online Community.

Exam Hacks: Access discounted prep courses and free virtual Mock CPA Exam events.

Volunteer Experience: Join in on year-round service-leadership opportunities that help the profession, your colleagues and community.

Join Now to Get Free Member Perks ASAP

Visit incpas.org/Students to join online or — if you still dig paper, pencil and real mail — complete the enclosed student membership application at the end of this guide and send it to us!



DON'T MISS THESE INCPAS OFFERINGS



Young Pros Leadership Academy (YPLA)

This is our #1 ranked development program by young INCPAS members. Promotions, raises, career changes, networking, public speaking skills, work-life balance — you name the professional or personal goals, and the individuals who have graduated from this 2-year academy have achieved them. Even better? YPLA is free and counts for CPE. Look for applications to open in spring of each year.

Go to incpas.org/YPLA to see eligibility and application details.



Young Pros Off the Clock Happy Hours

Did you know 85% of jobs are found through networking and 70% of available jobs are never posted? So whether you love to meet new people or cringe at the thought, you still need to make those crucial connections. These free events are designed specifically to be low-key opportunities to do just that. There are no icebreakers or introductions — simply show up, enjoy food and drinks on us, and expand your network as you feel comfortable.

Go to incpas.org/YoungPros to see upcoming events.



CPA Candidate Member Section

Whether you're preparing to sit for the CPA Exam, actively taking sections or working on obtaining your official license — it can be a lot to navigate, especially if you're trying to do it alone. In this group, you will be able to connect with others in similar stages of the process, both in person and in closed-group online community discussions. You will also receive up-to-date news on Exam or licensure changes, tip sheets, access to Virtual Mock CPA Exams, free event invites and more. **Go to incpas.org/MemberSections to learn more.**



Meet the Profession Night

This annual student-focused event is an exclusive opportunity for you to have quality face time with interested employer organizations in a fun and relaxed setting. It's a great (and free!) way to network and find out more about available jobs/internships. **Go to incpas.org/MeetProfession for details.**



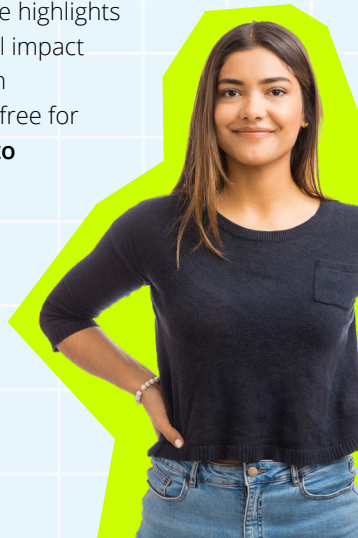
Mock CPA Exams

Throughout the year, students and CPA Exam candidates can test their exam readiness by participating in free, virtual Mock CPA Exams. You will be able to take the Exam section(s) of your choice. Before each mock exam, we offer a quick INCPAS 101 session to share more information about how we can help support you in your career. **Go to incpas.org/MockExam for upcoming dates.**



In the Know Webinars

This series is a fantastic, easy way to get the highlights of need-to-know issues and trends that will impact your work and workplace discussions. Each webinar counts for live CPE hours and are free for members. **Go to incpas.org/InTheKnow to register for upcoming webinars.**



BECOME A CPA

The next several pages provide a high-level overview of the CPA Exam and licensure process. INCPAS has several new resources to help students and Candidates navigate this process:

- 1 Education Requirements: Sitting for the CPA Exam and Getting Licensed in Indiana
- 2 How to Apply for the CPA Exam
- 3 Scheduling Your CPA Exam
- 4 CPA Exam Scoring & Notification Timeline
- 5 Applying for the CPA License in Indiana
- 6 Maintaining the CPA License
- 7 CPA Exam & Licensing Cheat Sheet: Organizations to Know

We have resources to help with the process!
incpas.org/CPAExam
incpas.org/License

CPA Exam & Licensure, Simplified

Have you ever wished for one place where you could access everything you needed for Exam requirements, studying, testing windows, licensure and questions?



- Yes, I've been wondering why that doesn't already exist.**
- No, I've already figured it out on my own.**



If you checked "Yes," see page 10 for details on our new CPA Candidate Member Section.



If you checked "No," see page 10 for details on our new CPA Candidate Member Section — you may change your mind after learning about the benefits, or want to share the info with a friend!

CPA Exam

The CPA Exam process takes time. From meeting the education requirements to sit for the CPA Exam, to learning what is required to become a licensed CPA, it's important that students/candidates take an active role in their professional licensure journey. It's critical to understand the CPA education requirements in the state you plan to be licensed in. Be sure to visit nasba.org/exams/cpaexam for current requirements and additional information.

If you are planning to get your CPA license in Indiana, INCPAS is here to help you every step of the way. Go to incpas.org/CPAExam and incpas.org/License to learn more about the CPA Exam, upcoming Exam and licensure changes, education requirements, Exam prep and obtaining the license.



Exam Tip from a Successful Candidate

Make a study plan and stick to it. Keep focus on your 'why' for taking the CPA Exam and use that as motivation. The return on investment, both financially and professionally, will be more than worth it in the end.

Jayda Watkins

Senior Tax Associate – Private Company Individual Focus – RSM US LLP

Rule Updates

120-Credit Hours to Sit for CPA Exam

Indiana students are now eligible to sit for the CPA Exam at 120-credit hours (although 150 hours is still required for licensure). This rule incorporates changes to the CPA Exam and makes way for CPA Evolution ([evolutionofcpa.org](https://www.evolutionofcpa.org)) and the new Exam. The rule removes Exam section names and windows, allows continuous testing and retaking of a failed section, and moves Indiana into the group of 47 jurisdictions that allows candidates to sit for the Exam at 120-credit hours.

If you are interested in sitting at 120 credit hours, visit incpas.org/120 for the most up-to-date guidance.



CPA Exam Prep

Sitting for the CPA Exam requires a significant investment of time. It's important to develop a strategy to sit for and pass the CPA Exam. One tool candidates use is a CPA Exam Review course. With dozens of options available, how do you pick?

Best Learning Method

It's important to be realistic about your study habits. If you like lectures and want to interact with an instructor, a live course may suit you better. Other candidates prefer the flexibility of self-study/online courses.

Cost

Each review course has a different fee and many offer discounts or have discounts with employers. However, cost shouldn't be the only factor when deciding on a review course.

Questions to Ask Review Course Providers

- Does the review course provide updated study materials as the Exam evolves?
- How long do you get access to the study materials?
- What is the review course structure?
- What is the CPA Exam pass rate of students who have taken the course?
- Can you preview the course before purchasing?
- Is there an instructor or teacher available if you have questions about the content?
- Are you limited to one format or can you have the flexibility of combining online and live courses?



Review Courses

INCPAS members have access to several discounted Exam review courses:

- Becker (**Premium CPA Exam Review Program for \$2,393 + tax**)
- Gleim (**20% discount**)
- Surgent (**35% discount**)
- UWorld Roger (**20% discount on UNLIMITED access course**)
- Yaeger (**20% discount**)

For details contact Jenna Whalen at jwhalen@incpas.org or visit [incpas.org/MemberDiscounts](https://www.incpas.org/MemberDiscounts).

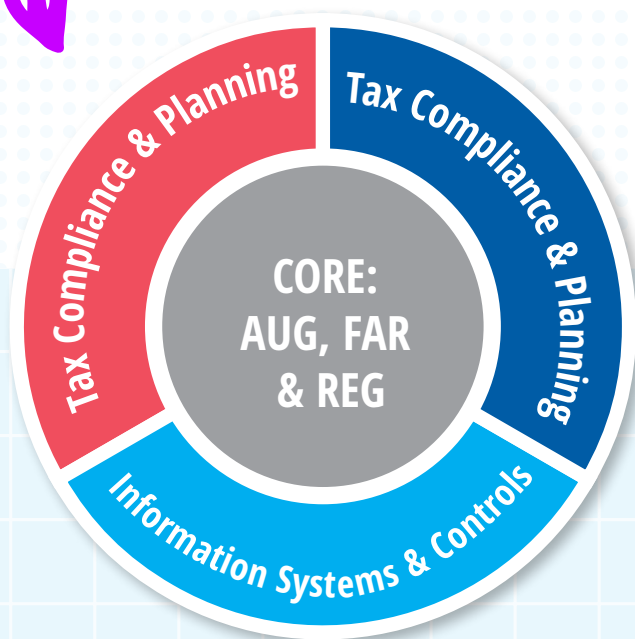
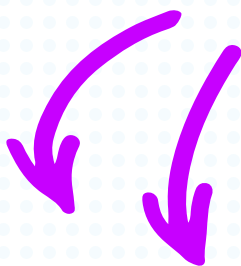
CPA Exam Content & Upcoming Changes



The CPA Exam will see significant changes in 2024. As candidates prepare for the transition, it's important to understand what will look familiar and what is changing.

The CPA Evolution initiative aims to transform the CPA licensure model to recognize the rapidly changing skills and competencies the practice of accounting requires today and will require in the future. It is a joint effort of the National Association of State Boards of Accountancy (NASBA) and the American Institute of Certified Public Accountants (AICPA).

Business Environment and Concepts (BEC) will go away. Auditing and Attestation (AUD), Financial Accounting and Reporting (FAR) & Taxation and Regulation (REG) will remain, however some of the content will be different in 2024 and beyond.

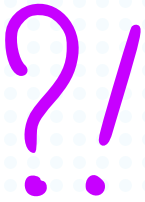


The **NEW** Exam will include “the Core” that includes Auditing and Attestation (AUD), Financial Accounting and Reporting (FAR) & Taxation and Regulation (REG) and the candidate’s choice of one of three disciplines: Business Analysis and Reporting (BAR), Information Systems and Controls (ISC) and Tax Compliance and Planning (TCP). Candidates are only required to take one discipline. In the event a discipline is failed, candidates may take a different discipline.

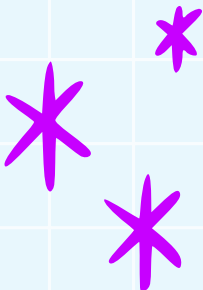
For a deeper dive into the content of the new CPA Exam, CPA Exam Blueprints are available online and provide an overview of the content areas, number of multiple-choice questions and task-based simulations, the scoring weight for multiple choice questions (MCQs) and task-based simulations (TBSs) and the skill level of the tasks being assessed.



For more information about CPA Evolution visit EvolutionofCPA.org or incpas.org/CPAEvolution.



We have resources to help with the process!
incpas.org/CPAExam



What to Know if You are Planning to Sit for BEC

With Business Environment and Concepts (BEC) to be removed from the CPA Exam, candidates may want to sit for this section before it's gone (the last day to sit for BEC is Dec. 15). If that's the case, paying attention to timing will be essential.

- 1 If you've **never applied** for the CPA Exam and want to sit for BEC, you must submit your first-time application prior to Oct. 1.
- 2 If you've **already applied** for the CPA Exam and want to sit for BEC, you'll need to request a Notice-to-Schedule (NTS) prior to Nov. 11.
- 3 The last day to **schedule** BEC is Nov. 15.
- 4 The last day to **sit** for BEC and any other section of the CPA Exam in 2023 is Dec. 15.

Taking the CPA Exam

The CPA Exam will see significant changes in 2024. Depending on when you sit for the Exam, you may take different sections. During this period of transition, it's important to know what is changing, the transition policy and anticipated score release delays.

Here are more details about the 2023 and 2024 Exam sections:

If you are taking the CPA Exam in 2023, you will have access to:

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

NEW!

If you are taking the CPA Exam in 2024, you will have access to:

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

In 2024, Candidates will also pick one of three disciplines:

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

Testing Availability & Score Release

Typically, under the Continuous Testing model, candidates can take the Exam year-round, without restriction, other than waiting to receive scores from prior attempts of the same Exam. HOWEVER, in 2024, Candidates will have limited access to CPA Exam sections and will experience significant score release delays. **When planning an Exam testing strategy it will be important to review testing availability windows and score release windows.**

CPA Exam Scores

Waiting for Exam scores can be brutal. You want to know if you passed...or failed. If you are planning to sit for the CPA Exam in the coming year, it's important to understand the score release timeline and how it may impact your Exam plan in 2024.

CPA Exam scores are released on a rolling basis throughout the year. See below for anticipated score release dates for the remainder of 2023.

Score Release:

Exam sections taken July 1 – December 15, 2023



If you take the CPA Exam on or before:	Your target CPA score release date is:
July 23	August 8
August 15	August 23
September 7	September 15
September 30	October 10
October 19	November 3
October 31	November 8
November 26	December 5
December 15	December 27

With the new Exam launching in January 2024, candidates should expect longer delays for score releases. Scores will be released once per test quarter per section for the first year of the new Exam due to necessary standard-setting analyses and activities.

Score Release:

Exam sections taken in 2024



If you take a Core Section during:	Your target CPA score release date is:	If you take a Discipline Test during:	Your target score release date is:
Jan. 10–March 26	June 4	Jan. 10–Feb. 6	April 24
April 1–June 25	July 31	April 20–May 19	June 28
July 1–Sept. 25	Approximately Nov. 1	July 1–31	Sept. 10
Oct. 1–Dec. 26	Early Feb. 2025	Oct. 1–31	Dec. 10

Exam Credit Extensions

With the anticipated delay in scoring for the new Exam, the Indiana Board of Accountancy adopted NASBA's policy recommendation to extend Exam credit for any candidate with Exam credit(s) on January 1, 2024, to have those credit(s) extended to June 30, 2025.

So what does that mean? If you pass one or more sections of the CPA Exam before the end of 2023, you will have until June 30, 2025 to pass the remaining sections of the Exam.

Exam Tip from a Successful Candidate



Identify your goals and set a time frame for when you want to be completed with the exams. They take an immense amount of discipline, and knowing the goals for why you want the CPA license will help you continue on your path to passing the exams.

*Ryan McMonagle, CPA
Vice President of Accounting & Finance –
RealAmerica Development & Management, LLC*



Testing Centers

You can choose from any of these locations — you don't have to schedule your Exam closest to your own city.



EVANSVILLE

923 S. Kenmore Dr.
Hebron Office Plaza
Evansville, IN 47714

FORT WAYNE

Ivy Tech Community College
North Campus
3701 Dean Dr.
Harshman Hall
Fort Wayne, IN 46835

INDIANAPOLIS

8606 Allisonville Rd.
Suite 375
Indianapolis, IN 46250

LAFAYETTE

4050 Britt Farm Dr.
Co-Located with Sylvan
Learning Center
Lafayette, IN 47905

MERRILLVILLE

8668 Broadway
Merrillville, IN 46410

SOUTH BEND/MISHAWAKA

3005 Grape Rd.
Suite A
Mishawaka, IN 46545

TERRE HAUTE

Ivy Tech Community College
Wabash Valley
1700 E. Industrial Dr.
Terre Haute, IN 47802



Testing Centers and Online
Exam Scheduling:

[PROMETRIC.COM/CPA](https://www.prometric.com/cpa)



Licensure -

[Your Name Here], CPA

Once you pass the CPA Exam and have met the education requirements for licensure, the hard part is over and obtaining your license is the next step in the process.*

We have resources to help with the process!
[incpas.org/License](https://www.incpas.org/License)

Experience Requirements

In order to become licensed as a CPA in Indiana, you need 24 months of full-time employment in the following positions:

1. As an employee or an accounting intern engaged in an accounting position in a firm.
2. As an employee in a financial or accounting position in industry, government, or a nonprofit organization.
3. As an employee in an advisory and/or consulting services position related to 1 or more of the following activities: Financial, Accounting and/or Operational.
4. As an instructor teaching accounting in a college or university (four year institutions or junior colleges). Experience in fractions of months will be counted.

**Additional information can be found at [in.gov/pla/professions/accountancy-home/accountancy-licensing-information](https://www.in.gov/pla/professions/accountancy-home/accountancy-licensing-information)*



COMING SOON

The rule-making process is underway to reduce the requirement of 24 months of full-time employment down to 12 months.

Application to Be a CPA in Indiana



1. Submit the Accountancy Application (found on Indiana Board of Accountancy website at in.gov/pla/professions/indiana-board-of-accountancy) and notarized CPA Verification of Experience form.
2. CPA Exam Services will send the Board of Accountancy your Candidate Packet that includes your Exam application, certified original college/ university transcripts, transcript evaluation and CPA Exam scores.
3. Once all necessary information and forms have been received, the Indiana Professional Licensing Agency will contact you by email with the status of your application.
4. Once approved, you'll pay the required license fee to activate your license.
5. When payment is received, you'll receive a welcome packet by email that includes your issuance date and your license number.
6. If you would like a license card or certificate, you can download it through IPLA's License Express webpage.

We have resources to help
with the process!
incpas.org/License



Continuing Professional Education Requirements

To maintain your CPA license, you'll need to take continuing professional education. It's important to keep track of every course you take and retain all certificates of completion for each three-year reporting period, and for 36 months thereafter. The Indiana Board of Accountancy audits hours for CPAs in Indiana for each license cycle.

- **Hours Required:** 120 hours per three-year cycle with a minimum of 20 hours per year.
- **Accounting & Auditing Requirements:** 10% or 12 hours of total required hours.
- **Ethics:** 4 hours per three-year cycle.*
- **Self-Study:** No more than 50% or 60 hours can be attained through self-study.
- **CPE Reporting Periods:**
January 1, 2021–December 31, 2023
January 1, 2024–December 31, 2026.

**Additional information can be found at in.gov/pla/professions/accountancy-home/accountancy-licensing-information*

120

**HOURS PER
THREE-YEAR CYCLE**
(AT LEAST 20 HRS PER YEAR)

**OF THE 120
HOURS**

12

**HOURS
ACCOUNTING AND
AUDITING**

+

4

**HOURS
ETHICS**



CPE REPORTING PERIODS:

- January 1, 2021–December 31, 2023
- January 1, 2024–December 31, 2026

GET NOTICED & GET HIRED

What makes your resume pop?

Internship Experience

Internships are a great way for you to learn about the CPA profession, get a better idea of what kind of work you want to do, broaden your professional network and have relevant work experience that also counts toward the experience requirement to become a CPA.

Where to start: This guide, Career Services office, INCPAS members, local businesses, nonprofits, IndianaIntern.net and friends/family.

Competitive GPA

If you have a 3.0 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.

39 / 41

organizations in this guide offer internships (100% are paid)

FROM ORGANIZATIONS IN THIS GUIDE:

Minimum accepted overall GPA

2.5 – 1	3.5 – 1
3.0 – 27	N/A – 7
3.2 – 5	

Minimum accepted Accounting/ Business GPA

2.5 – 2	3.3 – 1
3.0 – 24	3.5 – 2
3.2 – 5	N/A – 7

Organizations in this guide that require full-time hires be 150-hr compliant

18 / 41

Engagement and Socialization

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

Where to start: Check local volunteer opportunities as well as INCPAS' opportunities for student members.

85%

of all jobs are found through networking.

— U.S. Bureau of Labor Statistics

Helpful Hints from a Recruiter

Before the Job Search

- Have an experienced professional check your resume for content.
- Have a good proofreader check your resume for spelling and grammar.
- Make sure to get a professional outfit you're comfortable in.
- Google yourself — is there anything out there you wouldn't want a prospective employer to see? Start adjusting your privacy settings, untagging photos and deleting now.
- Give a firm handshake.
- Be nice and act interested.
- Know the name and background of the firm/company you're interviewing with.
- Always have 2–3 good questions to ask the interviewer.
- It's okay to ask what the next steps are in the process (when you can expect to hear back, how many positions are they looking to fill, etc.).
- Turn your cell phone off (don't have it on vibrate, either).
- Avoid slang.

Career Fairs

- Don't feel like you have to talk to the main recruiter — talk with any of the team members there.
- 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.

Interviews

- Arrive early and definitely don't be late. The night before, figure out exactly where you are going and where you will park.

FROM ORGANIZATIONS IN THIS GUIDE:

Work Model

HYBRID

*Combination
on-site & remote*

30

ON-SITE

*Work at office
full-time*

6

REMOTE

*Work from
home virtually*

1

Be sure to review the "Other" section on each organization's listing for additional company perks, like summer Fridays off, flexible working hours, casual dress, etc.

RESOURCES

Indiana CPA Society

incpas.org (Use our chat feature if you have questions)

📷 @incpasociety

📷 @incpas_students

📍 IndianaCPASociety

✂ @incpas

in linkedin.com/company/indiana-cpa-society

Accounting+

joinaccountingplus.com

📷 @acct.plus

🎧 @accounting.plus

American Institute of CPAs

aicpa.org

📷 @TheAICPA

thiswaytocpa.com

📷 @AICPAStudent

Ascend Pan-Asian Leaders

ascendleadership.org

📷 @ascendleader

Association of Latino Professionals for America

alpfa.org

📷 @alpfa

📷 @alpfa_indy

in linkedin.com/company/alpfa-indianapolis/

Indiana Board of Accountancy

in.gov/pla/professions/accountancy-home/

pla14@pla.in.gov

National Association of Black Accountants

nabainc.org

📷 @nabacentral

📷 @nabainc

National Association State Boards of Accountancy

nasba.org/exams/cpaexam/indiana

Email: cpaes-in@nasba.org

📷 @nasbagram

All information is current as of July 2023

INDIANA CPA EDUCATIONAL FOUNDATION SCHOLARSHIP

The Indiana CPA Educational Foundation Scholarship provides financial assistance to students pursuing their accounting major and ultimate entry into the CPA profession. These scholarships of **\$1,000–\$2,000** per year (amount determined by years until graduation) are renewable and dependent on recipient meeting the renewal criteria.



- Pursuing an undergraduate or graduate-level degree in accounting or an accounting-related major. (Accounting-related shall be as determined by the scholarship committee.)
- Planning to pursue the CPA license.
- Attending a four-year college or university in Indiana.
- Completed at least 30 semester hours (or equivalent) of college coursework, including at least 6 semester hours (or equivalent) in accounting/business, by end of spring 2024.
- Maintaining an overall and major GPA of at least 3.0 (on a 4.0 scale).
- Enrolled as a full-time undergraduate (12 semester hours or equivalent) or a full-time graduate level student (9 semester hours or equivalent).
- An Indiana CPA Society student member (or have submitted a new member application). Apply online at **incpas.org/Scholarship** at no cost.
- Some financial need (i.e., not receiving a full or partial scholarship(s) and/or grant(s) that cover and/or exceed one's educational expenses).
- Enrolled in a business and/or accounting program that is regionally, nationally or internationally accredited.
- Willingness to remain engaged with the Indiana CPA Society.

An eligible applicant must be/have:

Scholarship eligibility is open to any student who meets the stated criteria, regardless of U.S. citizenship or immigration status.

▶ **Apply online at incpas.org/Scholarship**



Get to know us

Think a professional services career is nothing but spreadsheets, gray suits, and corporate profits? Think again. From professional growth to pursuing your passions, careers at Deloitte come with plenty of opportunities. Our range of services and depth of resources create the potential to make an impact through most any career.

www.deloitte.com



DIRECTORY OF ORGANIZATIONS



When you see this logo throughout the guide, it means that the organization is part of the Indiana CPA Society's 100% Membership program. They have invested in the profession by ensuring 100% of their eligible employees are members of the Society.

Go to incpas.org/100 or contact Jenna Whalen at jwhalen@incpas.org if you would like your organization to be part of the program.

Baden Gage & Schroeder, LLC

6920 Pointe Inverness Way, Suite 300

Fort Wayne, IN 46804



Organization Contact: Michelle McClure

Title: HR Manager/Controller

Contact Email: smcclure@badencpa.com

Phone: (260) 422-2551

Website: badencpa.com

Year Founded: 1980

Number of Partners: 9

Number of Professionals: 50

Organization Type: Regional

Top Industry Specializations

Banking/Securities; Construction; Legal Services; Manufacturing; Medical/Health Care; Nonprofit Organizations; Retail Trade; Transportation; Wholesale Trade

Client Services

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

General Hiring Practices

Spring, Summer, and Winter Interns: Paid, Part-time and Full-time

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: Hybrid (Combines On-Site and Remote Models)

Additional Benefits

- Community Service Day
- External CPE Program Fees
- Formalized Mentor Programs
- Internal CPE Programs
- License Fees
- Professional Association Membership Dues

Other: Health, life and disability insurance; 401(k) plan and match; flexible spending reimbursement for medical expenses; generous vacation time; bonus paid if CPA exam completed within a stated time period

Recent Awards or Accolades

Forbes named Baden Gage & Schroeder as "America's Best Tax and Accounting Firms in 2022, 2021, and 2020." Baden is the only firm based in Fort Wayne to receive this award and only one of six firms in Indiana. Baden Gage & Schroeder has been named an *INSIDE Public Accounting* Best of the Best Firms for the last consecutive 6 years from 2017–2022. We were also named as one of the Top 400 Firms on the IPA 400 list, based on the annual IPA Survey and Analysis of Firms. In addition, we were named a G400 Firm by the American Institute of CPAs, which recognizes Baden as one of the largest 500 firms out of nearly 40,000 firms nationwide.

Why a New Grad Should Begin Their Career at Our Organization

We are a progressive firm offering challenging opportunities throughout our organization to individuals who believe in teamwork, continually learning new skills and information, and client service as a top priority. We have both a Young Professionals Group and a Mentorship Program. Our Young Professionals Group's mission is to engage the younger generation by creating a forum for the exchange of ideas and questions, encouraging the entrepreneurial spirit, and educating the group on important career growth topics. Our Mentorship Program is designed to connect a staff level or newly hired employee with an experienced employee in their department and foster a trusted mentoring relationship.

Barnes, Dennig & Co., Ltd.

8470 Allison Pointe Blvd., Suite 200
Indianapolis, IN 46250



Organization Contact: Kevin Dawson

Title: Talent Director

Contact Email: kdawson@barnesdennig.com

Phone: (513) 241-8313

Website: barnesdennig.com

Year Founded: 1965

Number of Partners: 32

Number of Professionals: 151

Organization Type: Regional

Additional Locations: Cincinnati and
Dayton, OH; Crestview Hills, KY

Top Industry Specializations

Consulting; Educational; Government; Manufacturing; Medical/Health Care; Nonprofit Organizations; Personal Financial Services; Real Estate; Wholesale Trade

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; International Tax; Individual Tax/Financial Services/Wealth Management; Internal Audit; IT Audit; State/Local Tax; Transfer Pricing

General Hiring Practices

Spring, Summer and Fall Interns: Paid, Full-time (40 hrs); Spring (Jan–April), Summer (June–Aug), Fall (July–Nov)

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: Yes

Work Model: Hybrid (Combines On-Site and Remote Models)

Additional Benefits

- Community Service Day
- Exam Fees
- Exam Review Course Fees
- External CPE Program Fees
- Formalized Mentor Programs
- Internal CPE Programs
- License Fees
- Professional Association Membership Dues

Other: CPA Exam bonus; PTO/holidays; Flextime schedules; Profit sharing; Medical, dental and vision insurance; Women's initiative; Emerging professionals group; Dress for your day

Recent Awards or Accolades

"America's Best Tax and Accounting Firms" by *Forbes Magazine*; "Top 100 Regional Leaders" by *Accounting Today*

Why a New Grad Should Begin Their Career at Our Organization

You are looking for real-world experience to supplement your classroom education. You want to do work that makes a difference. Barnes Dennig is dedicated to providing you with infinite opportunities to learn the numbers, but also to see how they impact every aspect of business. As a member of the Barnes Dennig Family, you will work in a team environment, be engaged in meaningful work, and be provided the tools necessary for you to succeed.

BGBC Partners, LLP

135 N. Pennsylvania St., Suite 2600
Indianapolis, IN 46204



Organization Contact: Joni Cook

Title: Talent Acquisition Specialist

Contact Email: jcook@bgbc.com

Phone: (317) 633-4700

Website: bgbc.com

Year Founded: 1990

Number of Partners: 10

Number of Professionals: 70

Organization Type: Regional

Top Industry Specializations

Entrepreneurs and Closely Held Businesses; Legal Services Providers; Professional Services; Real Estate; Start-Up Enterprises; Technology

Client Services

Advisory/Consulting; Audit/Assurance; Client Accounting Services; Corporate/Domestic Tax; Forensic Accounting; International Tax; Individual Tax; Internal Audit; State/Local Tax; Transfer Pricing; Valuation

General Hiring Practices

Spring and Summer Interns: Paid, Part-time and Full-time

Minimum Acceptable Overall GPA: 3.2

Minimum Acceptable Accounting/Business Major GPA: 3.2

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: No

Work Model: Hybrid (Combines On-Site and Remote Models)

Additional Benefits

- 401(k) Match
- Active Community Involvement
- Annual Bonus Program
- Collaborative Career Pathing
- Community Service Day
- Exam Review Course Fees Up to \$2,000 (No out of pocket cost for Becker)
- External CPE Program Fees
- Firm Profit-Sharing Contributions
- Formalized Mentor Program
- Generous PTO policy
- Internal CPE Programs
- License Fees
- Paid Maternity/Paternity Leave
- Professional Association Membership Dues

Other: Life/STD/LTD Insurance; HSA plan with generous firm contribution for those electing health coverage; 7 annual paid holidays plus End of Busy Season Holiday in April; Busy season meals; Office social events; and so much more!

Recent Awards or Accolades

IndyStar's Top Workplaces 6 Years Running (2018–2023); Indiana Chamber "Best Place to Work" 2021; Indiana INTERNet IMPACT Award, "Internship Supervisor of the Year" 2021

Why a New Grad Should Begin Their Career at Our Organization

BGBC puts our people first. What does that mean? When you choose a career at BGBC, we'll work with you to develop a specific career path. You'll be exposed to a wide variety of work across various industries - both domestic and international. You'll also have experience in audit and tax work before choosing your direction.

We are genuinely passionate about the professional growth of our team, which makes us incredibly dedicated to helping you reach your goals.

You will receive training, support, and mentorship from high-caliber professionals to get your career rolling in the right direction.

Blue & Co., LLC

12800 N. Meridian St., Suite 400
Carmel, IN 46032

Organization Contact: Stacey Pyles/
Courtney Kriz
Title: Recruiter
Contact Email: recruiting@blueandco.com
Phone: (317) 324-1695
Website: careersatblue.com
Year Founded: 1970

Number of Partners: 66
Number of Professionals: 512
Organization Type: Regional
Additional Locations: Bloomington,
Carmel, Columbus, Indianapolis and
Seymour, IN; Lexington and Louisville, KY;
Cincinnati and Columbus, OH

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

Spring, Summer and Winter Interns: Paid, Part-time and Full-time

Minimum Acceptable Overall GPA: 3.2

Minimum Acceptable Accounting/Business Major GPA: 3.2

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: No

Work Model: Hybrid (Combines On-Site and Remote Models)

Additional Benefits

- Community Service Day
- Exam Fees
- Exam Review Course Fees
- Formalized Mentor Programs
- Internal CPE Programs
- License Fees
- Professional Association Membership Dues

Recent Awards or Accolades

Blue & Co., LLC, is proudly ranked as a top 60 CPA firm in the U.S. and named as a “Best Place to Work” in Indiana and Kentucky, and “Best Employer” in Ohio.

Why a New Grad Should Begin Their Career at Our Organization

We take pride in fostering a great culture, providing award-winning professional growth opportunities, and offering the ability to work either in-office, remote or a hybrid combination. At Blue, we truly value the development of all employees and encourage them to bring their true authentic selves to work. The firm is willing to share the cost if employees are willing to invest the time in courses or advanced degrees that are job-related. We invest in making sure our team members feel fully developed as professionals. We may work hard during the day, but we make sure to balance it out with some play.

Additional Information

When you join Blue, you will be paired with a coach. Together, you will set goals to leverage your strengths and cultivate new skills. A career in public accounting can be demanding, that's why we provide flexible and variable work schedules to ensure you achieve the kind of life you want. We offer Blue University continuing educational programs which combine in-house courses with training opportunities through state CPA societies and the AICPA. We also provide a wide array of leadership programs to help you every step of the way.

Bradley Associates

201 S. Capital Ave., Suite 700
Indianapolis, IN 46225



Organization Contact: Dan Rogers
Title: Partner
Contact Email: DanR@bradleycpa.com
Phone: (317) 237-5500
Website: bradleycpa.com

Year Founded: 1983
Number of Partners: 6
Number of Professionals: 30
Organization Type: Local

Top Industry Specializations

Medical/Health Care

Client Services

Advisory/Consulting; Audit/Assurance

General Hiring Practices

Spring, Summer and Winter Interns: Paid, Part-time and Full-time

Minimum Acceptable Overall GPA: 3.2

Minimum Acceptable Accounting/Business Major GPA: 3.2

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: Yes

Work Model: Hybrid (Combines On-Site and Remote Models)

Additional Benefits

- Exam Fees
- Exam Review Course Fees
- External CPE Program Fees
- Internal CPE Programs
- License Fees
- Professional Association Membership Dues

Other: Paid time off; Health, life and disability insurance; Health savings accounts; 401(k) retirement plans; Profit sharing; Paid parking; Mileage and expense reimbursement; Cell phone reimbursement; CPA exam bonus; CPE travel allowance and others

Why a New Grad Should Begin Their Career at Our Organization

At Bradley Associates, we are focused on providing strategic, value-added financial and business consulting services to the healthcare industry. We provide customized services to local, regional, and national healthcare providers. Our clients include the full spectrum of healthcare providers such as nursing homes, group home, hospitals, assisted living centers, and many others. We perform all types of accounting functions such as reimbursement consulting, audits, reviews, compilations, tax services, Medicaid and Medicare cost reports, and strategic rate reviews to name a few. In short, we understand the complexities of healthcare accounting and that's why we have a dedicated team of accounting / consulting professionals with the specialized knowledge and experience to help our clients with the growing standards and changes in regulations.

We know our employees are the life-blood of our company. They are the ones that make this firm one of the nation's leading providers of accounting and consulting services for the health care industry. As a result, we are dedicated to hiring and retaining the best people. Our firm is growing, and we are committed to offering opportunities for personal growth and advancement to each individual employee. We focus on providing our employees with challenging and rewarding work while remaining flexible to each individual's needs.

Brady Ware & Company

2206 Chester Blvd.
Richmond, IN 47374



Organization Contact: Brian Jacob
Title: VP of Human Resources
Contact Email: bjacob@bradyware.com
Phone: (937) 223-5247
Website: bradyware.com
Year Founded: 1952

Number of Partners: 24
Number of Professionals: 125
Organization Type: Regional
Additional Locations: Atlanta, GA;
Columbus and Dayton, OH

Top Industry Specializations

Consulting; Manufacturing; Medical/Health Care; Nonprofit Organizations; Real Estate

Client Services

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

General Hiring Practices

Spring and Winter Interns: Paid, Part-time and Full-time
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: Yes
Work Model: Hybrid (Combines On-Site and Remote Models)

Additional Benefits

- Exam Fees
- Exam Review Course Fees
- External CPE Program Fees
- Formalized Mentor Programs
- Internal CPE Programs
- License Fees
- Professional Association Membership Dues

Other: Medical/dental/vision/disability and life insurance; Maternity and paternity leave; 401(k) profit sharing; Paid time off; Summer hours

Why a New Grad Should Begin Their Career at Our Organization

You're a trusted part of the team. At Brady Ware, you work side by side with partners and business owners, every day, on every project. You're exposed to the entire accounting lifecycle and every facet of business consulting. From day one, we give you the responsibility to create value for our clients—and begin to build your career. At Brady Ware, we believe in building people up, not burning them out. From the moment you step through the door, we make an investment in you and your career, with an eye toward your personal growth and long-term success.

Additional Information

Experience in both tax and audit

Bucheri McCarty & Metz LLP

P.O. Box 2147

Kokomo, IN 46904-2147



Organization Contact: Cynthia Reed

Title: Firm Administrator

Contact Email: creed@bmmcpas.com

Phone: (765) 236-2200

Website: bmmcpas.com

Year Founded: 1987

Number of Partners: 5

Number of Professionals: 15

Organization Type: Local

Additional Locations: Wabash, IN

Top Industry Specializations

Construction; Manufacturing; Medical/Health Care; Professional Service Providers; Real Estate; Restaurants; Retail & Wholesale Trade

Client Services

Advisory/Consulting; Audit/Assurance; Domestic Business & Individual Tax

General Hiring Practices

Spring Interns: Paid, Part-time and Full-time

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: Hybrid (Combines On-Site and Remote Models)

Additional Benefits

- Community Service Opportunities
- CPA Exam Completion Bonus
- Exam Fees
- External CPE Program Fees
- Formalized Mentor Programs
- Internal CPE Programs
- License Fees
- Professional Association Membership Dues

Other: Flexible, reduced hours post tax season; Remote work opportunities; Dress for your day; PTO and holidays; Health & wellness program; Medical, vision, disability and life insurance; Flexible spending health & dependent care programs; Employer health savings account contributions; 401(k) plan with profit sharing

Why a New Grad Should Begin Their Career at Our Organization

From day one we make an investment in you and your career. BMM offers a practical approach to high quality client service. Team members receive exposure to all areas of our practice and enjoy the opportunity to work closely with firm management. You will also work directly with clients and immediately begin cultivating professional relationships and making a difference in our local communities.

We understand the hours in public accounting can be intimidating. We don't work the dreaded hours of some firms. We strive for a more balanced schedule with flexible and variable work hours, while leveraging our investment in technology. We value the importance of balancing our hard work with our personal time. We provide multiple social events throughout the year to help build relationships. Our employees constantly say BMM feels like a team.

BMM wants to help you establish a thriving and fulfilling career. Learn more about us on our website, Facebook, or LinkedIn pages.

CapinCrouse

345 Massachusetts Ave., Suite 300
Indianapolis, IN 46204

Organization Contact: Chris Dukate
Title: Partner
Contact Email: cdukate@capincrouse.com
Phone: (505) 502-2746 ext. 1115
Website: capincrouse.com
Year Founded: 1972
Number of Partners: 31

Number of Professionals: 200+
Organization Type: National
Additional Locations: Los Angeles, San Diego, and San Francisco, CA; Colorado Springs and Denver, CO; Atlanta, GA; Chicago, IL; Boston, MA; Grand Rapids, MI; New York, NY; Columbia, SC; Dallas, TX

Top Industry Specializations

Churches & Denominations; Higher Education; International Outreach; Nonprofit Organizations

Client Services

Advisory/Consulting; Audit/Assurance; IT Audit; State/Local Tax

General Hiring Practices

Spring/Summer/Winter Interns: Paid, Part-time, Full-time

Minimum Acceptable Overall GPA: 3.0

Minimum Acceptable Accounting/Business Major GPA: 2.5

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: Yes

Work Model: Hybrid (Combines On-Site and Remote Models)

Additional Benefits

- Community Service Day
- Exam Fees
- Exam Review Course Fees
- External CPE Program Fees
- Formalized Mentor Programs
- Professional Association Membership Dues

Join us for a challenging and enriching career in the nonprofit sector, which holds tremendous career growth potential. CapinCrouse offers a supportive, empowering culture and work environment, with an outstanding opportunity for training, advancement, and personal and professional development, plus competitive compensation with the comprehensive benefits you'd expect from a national firm.

Recent Awards or Accolades

CapinCrouse has been named an IPA 200 Firm by INSIDE Public Accounting (IPA) for seven consecutive years and an Accounting Today Top Regional Leader for 2021, 2022, and 2023. Both are an annual ranking of leading firms, based on net revenue. The firm has also been certified as a Best Workplace by the Best Workplaces Institute.

Why a New Grad Should Begin Their Career at Our Organization

A position with CapinCrouse is more than just a job. It's the opportunity to become a well-rounded, empowered professional at an accelerated pace — all while serving organizations that are making a real difference in the world. CapinCrouse provides a new hire orientation and year-long multi-level training program as well as the opportunity to work on a wide range of assignments during your first year. We also provide a variety of challenging work assignments, guidance from a professional development coach, team-building activities, and more.

CBIZ Somerset

3925 River Crossing Pkwy., Suite 100
Indianapolis, IN 46240



**Indiana
CPA Society**

PROFESSION PIPELINE PARTNER



Indiana CPA Society

Organization Contact: Karli Azar
Title: National Campus Recruiter
Contact Email: Karli.azar@cbiz.com
Phone: (317) 472-2154
Website: cbiz.com
Year Founded: 1960

Number of Partners: 46
Number of Professionals: 130
Organization Type: National
Additional Location: Fort Wayne and
Michigan City, IN; Nashville, TN

Top Industry Specializations

Agribusiness; Architects/Engineers; Construction; Dealership; Dental; Distribution; Hospitality; Manufacturing; Medical/Health Care; Nonprofit Organizations; PEO; Real Estate

Client Services

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

General Hiring Practices

Spring Interns: Paid, Full-time

Preferred Overall GPA: 3.0

Preferred Accounting/Business Major GPA: 3.0

New Full-Time Hires Must Be 150-Hour Compliant: Preferred

Work Model: Hybrid (Combines On-Site and Remote Models)

Additional Benefits

- Exam Fees
- Exam Review Course Fees
- External CPE Program Fees
- Formalized Mentor Programs
- Internal CPE Programs
- License Fees
- Professional Association Membership Dues

Other: CPA Exam completion bonus

Recent Awards or Accolades

2023 Handshake Early Careers Winner; 2022 Best and Brightest Companies to Work for in the Nation; 2022 America's Best Mid-Size Employers; 2022 Best and Brightest Companies in Wellness; 2022 Great Place to Work Certification

Why a New Grad Should Begin Their Career at Our Organization

Meet new friends while meeting your goals. We work closely with our interns and new staff to ensure they not only gain valuable business experience, but also have the opportunity to explore many career paths available in the accounting industry. Our tax, accounting and business professionals will train, mentor and work with you as you gain firsthand knowledge of the services we provide and the industries we serve. You will broaden your skills and discover your strengths in a fun and welcoming environment. Starting your career at CBIZ Somerset lets you gain experience in an entrepreneurial environment, while taking advantage of many benefits our workplace offers. We are always looking for smart, ambitious, friendly people to join our growing CBIZ Somerset family. With over 120 offices and nearly 7,000 associates throughout the U.S. CBIZ (NYSE: CBZ) delivers top-level financial and employee business services to organizations of all sizes, as well as individual clients, by providing national-caliber expertise combined with highly personalized service delivered at the local level. Whether you are just starting out or looking to further your career, we invite you to take a closer look at what CBIZ Somerset can offer.

CLH, CPAs & Consultants

123 E. 8th St.

Michigan City, IN 46360



Organization Contact: Stephanie Russell

Title: Human Resource Manager

Contact Email: srussell@clh.cpa

Phone: (219) 874-0210

Website: clh.cpa

Year Founded: 1992

Number of Partners: 4

Number of Professionals: 22

Organization Type: Regional

Additional Locations: Angola, La Porte,
and Valparaiso, IN

Top Industry Specializations

Business Consulting; Client Advisory & Accounting Services; Estate Planning; Financial Reporting; Succession Planning; Tax Preparation & Planning

Client Services

Advisory/Consulting; Audit/Assurance; Bookkeeping; Corporate/Domestic Tax; Estates and Trusts; Individual Tax; Internal Audit; Retirement Planning; State/Local Tax

General Hiring Practices

Summer and Winter Interns: Paid, Part-time

Minimum Acceptable Overall GPA: 2.5

Minimum Acceptable Accounting/Business Major GPA: 2.5

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: No

Work Model: Our team predominantly works from on-site locations. We also offer hybrid arrangements with remote work options.

Additional Benefits

- Community Service Day
- CPA Licensure Bonus
- External CPE Program Fees
- Discounted Exam Review Program
- Internal CPE Programs
- License Fees
- Professional Association Membership Dues

Other: Health insurance, including major medical, dental, vision plans; Life insurance; Supplemental care options; Health Savings Account with employer contribution; 401(k) plan with employer contribution; Dependent care FSA; Bonus opportunities; Paid vacation time; Paid holidays; Paid parental leave; Paid military leave; Other paid leaves; Casual dress code; Education reimbursement program; Summer hours; Meal allowance program; Annual company outings; Stocked break rooms; Birthday recognition

Why a New Grad Should Begin Their Career at Our Organization

We're the firm who wants to help you establish a robust career, not just be your first stepping stone into accounting. Our mid-size, growing firm offers opportunities for advancement and a greater scope of responsibility while developing a range of skills in accounting, consulting and compliance, even at the internship level. Of our current professional team, 41% began their careers at CLH as interns, including two individuals who have advanced into management positions. Of our staff accountants, 58% launched their careers as interns at CLH. We prioritize real world experience and on the job training. We're team players, problem solvers, and teachable learners who are driven to excel. We're a firm that encourages our team to pursue personal passions and get involved in the local community. We're the firm who believes our team members are the greatest assets we have. If you're looking to hit the ground running, you'll want to check out CLH, CPAs & Consultants.

CliftonLarsonAllen

9365 Counselors Row, Suite 200
Indianapolis, IN 46240



Organization Contact: Kristen Sexton
Title: Campus Recruiter
Contact Email: Kristen.Sexton@claconnect.com
Phone: (317) 569-6103
Website: claconnect.com
Year Founded: 2012

Number of Partners: 1,245
Number of Professionals: 7,727
Organization Type: National
Additional Locations: Schererville, IN and over 120 locations across the United States

Top Industry Specializations

Banking/Securities; Consulting; Educational; Government; Manufacturing; Medical/HealthCare; Nonprofit Organizations; Personal Financial Services; Real Estate; Transportation

Client Services

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

General Hiring Practices

Spring/Summer/Winter Interns: Paid, Part-time, Full-time
Minimum Acceptable Overall GPA: N/A
Minimum Acceptable Accounting/Business Major GPA: N/A
Sponsorship of Entry-Level Foreign Nationals: No
New Full-Time Hires Must Be 150-Hour Compliant: Yes
Work Model: Hybrid (Combines On-Site and Remote Models)

Additional Benefits

- Community Service Day
- Exam Fees
- Exam Review Course Fees
- External CPE Program Fees
- Formalized Mentor Programs
- Internal CPE Programs
- License Fees
- Professional Association Membership Dues

Other: Wellness resources; Quarterly stipend; Financial wellness; LegalShield; IDShield; Pet insurance; Adoption & fertility assistance; Generous paid time off; Paternal leave, Volunteer time off

Recent Awards or Accolades

2023 Campus Forward Awards Winner; 2023 *Accounting Today* Top 100 Firms, Top Tax Firms, Top Firms by AUM; Great Place to Work Certified Jan 2023–2024; *Inside Public Accounting* Top 100 Firms 2022; #1 Top 50 Construction Accounting Firms 2019–2022; *Barron's* Top 100 RIA Firms 2022

Why a New Grad Should Begin Their Career at Our Organization

Build an inspired career filled with choice, flexibility, and mobility. You'll find freedom to gain skills through new experiences, work with professionals of all levels, and try different roles across our many collaborative teams and industries. Imagine a career journey with wellness resources to support your whole self. Raise your hand to participate in a young advisory council or the young executive team, bringing your voice to the future of the firm. We believe you'll even have fun along the way.

Cox & Company

935 Mezzanine Dr., Suite C
Lafayette, IN 47905



Organization Contact: Sheanna Morgan

Title: Office Manager

Contact Email: sheanna@coxcpa.com

Phone: (765) 449-4495

Website: coxcpa.com

Year Founded: 1992

Number of Partners: 2

Number of Professionals: 10

Organization Type: Local

Top Industry Specializations

Agriculture; Automotive; Contractors; Manufacturing; Professional Service Providers; Real Estate

Client Services

Advisory/Consulting; Bookkeeping; Business Valuations; Corporate/Domestic Tax; Individual Tax; Payroll; Trust & Estate Tax

General Hiring Practices

Spring Interns: Paid, Part-time, Full-time

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: Hybrid (Combines On-Site and Remote Models)

Additional Benefits

- Exam Fees
- Exam Review Course Fees
- External CPE Program Fees
- License Fees
- Professional Association Membership Dues

Other: Flexible scheduling; Paperless & digital work environment with collaboration tools; PTO and holiday pay; Discretionary performance bonuses; End of busy season holiday off in April; Office social events; Medical, dental, & vision insurance; Profit sharing & 401(k); Summer Fridays off; Jeans Friday

Why a New Grad Should Begin Their Career at Our Organization

At Cox & Company we enjoy sharing our expertise to help people reach their goals and achieve financial success. Our passion lies in driving meaningful, positive change in people's lives. New team members receive exposure to several areas including accounting, payroll, tax, valuation, and other consulting services provided to individuals and businesses. Our clients range from start-ups to small- and medium-sized businesses to hundred-million-dollar revenue entities. Our firm has continuously grown since the early 1990s, and we are excited about future growth opportunities. We have a long-standing reputation of high-quality work with a personal touch. Our experienced partners work closely with new and existing team members to assist in developing their professional skill set. All team members are encouraged to share their experiences and ideas for organizational improvements. We acknowledge the hard work that goes into this career path and offer a flexible work environment to assist in maintaining a work/life balance that fits each employee.

Crowe, LLP

135 N. Pennsylvania St., Suite 200
Indianapolis, IN 46204

Organization Contact: Abbi Cook

Title: University Talent Acquisition Senior Associate

Contact Email: abbi.cook@crowe.com

Phone: (317) 706-2619

Website: GoCrowe.com

Year Founded: 1942

Number of Partners: 500

Number of Professionals: 6,600+

Organization Type: International

Additional Locations: Elkhart, Fort Wayne, Indianapolis North and South Bend, IN and 35+ locations across the United States

Top Industry Specializations

Banking/Securities; Cannabis; Consumer Markets; Consulting; Financial Services; Fintech, Food & Commodities; Government; Insurance; Life Sciences; Manufacturing; Medical/Health Care; Metals; Private Equity; Real Estate; Retail Dealers; Technology, Media & Telecommunications

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; International Tax; State/Local Tax

General Hiring Practices

Spring/Summer/Winter Interns: Paid, Part-time, Full-time

Minimum Acceptable Overall GPA: N/A

Minimum Acceptable Accounting/Business Major GPA: N/A

Sponsorship of Entry-Level Foreign Nationals: Yes

New Full-Time Hires Must Be 150-Hour Compliant: Yes

Work Model: Hybrid (Combines On-Site and Remote Models)

Additional Benefits

- Community Service Day
- Formalized Mentor Programs
- Professional Association Membership Dues

Other: Crowe offers an exceptional people experience, with a total rewards package that can help you achieve your health, well-being, financial, and giving goals — now and in the future. Please visit [Crowe.com/careers/why-crowe/benefits](https://crowe.com/careers/why-crowe/benefits).

Recent Awards or Accolades

Fortune 100 Best Companies to Work For; *PEOPLE Magazine's* 2022 Companies that Care; 100 Best Workplaces for Parents; Top 25 Best Workplaces in Consulting & Professional Services; 2020 Glassdoor Top 100 Best Places to Work

Why a New Grad Should Begin Their Career at Our Organization

FIND WHAT YOU'RE LOOKING FOR AT CROWE. Crowe offers, generous compensation and benefits, with a competitive salary in your field and full benefits right away, as well as accreditation reimbursements and a variety of rewards and bonuses. You will have opportunities to get involved in our efforts to improve our communities, from volunteering to influencing our internal culture. We're on a journey toward greater social impact, and we want to hear your ideas. Crowe provides flexible schedules and unlimited paid time off, we think people do best when they get to choose how and where they work. You and your assigned career coach, will work together to determine a schedule that meets your goals and keeps your life in balance. Crowe offers personalized professional development to help you grow through hands-on experience and mentorship, in addition to robust training programs.

Dauby, O'Connor & Zaleski, LLC

501 Congressional Blvd.
Carmel, IN 46032



Indiana
CPA Society
DEI PARTNER

100%
MEMBERSHIP
Indiana CPA Society

Organization Contact: Andrew "Mons" Mansaray

Title: Director of Talent Acquisition

Contact Email: amansaray@dozllc.com

Phone: (260) 705-6614

Website: dozllc.com

Year Founded: 1987

Number of Partners: 17

Number of Professionals: 270

Organization Type: National

Additional Location: Austin, TX

Top Industry Specializations

Real Estate – Affordable Housing

Client Services

Audit/Assurance; Corporate/Domestic Tax

General Hiring Practices

Spring Interns: Paid, Full-Time

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: Yes

Additional Benefits

- Exam Fees
- Exam Review Course Fees
- External CPE Program Fees
- License Fees
- Professional Association Membership Dues

Other: Paid time off/holidays; Retirement savings plans/401(k) match; Health savings accounts; Medical, dental, and vision insurance; Short-term/long-term disability insurance; Critical illness plan/accident insurance; Life insurance; Pet insurance; Wellness program; Sabbatical program; Flexible working hours; Bereavement and home destruction leave; Startup loans; CPA Exam materials loan/Exam bonus; CPA Exam paid time off/office study time.

Recent Awards or Accolades

IndyStar Top Work Places 2016–2023

Why a New Grad Should Begin Their Career at Our Organization

DOZ is an accounting firm focused on affordable housing. We work with clients around the country, helping them grow and adapt by offering high quality, specialized accounting services. When our clients succeed, our communities become more equitable.

As students and rising professionals, we understand that finding a company to match your career goals as well as your personal values is a crucial part of the graduation process. Members of the DOZ community make it a priority to mentor interns and new hires through both client work and office life to make sure they are comfortable in their role.

An important part of the positive work-life balance at DOZ includes the opportunity to participate in community outreach. The DOZ Charitable Foundation, which is completely employee run, facilitates events for interns and full-time employees to volunteer with organizations that are meaningful to them.

Whether you're participating in one of our internships, leadership programs, or recruiting events, our goal is to give you the opportunity to learn and experience the role of a public accountant, so you are able to make the most informed decision for your career.

Organization Contact: Chris Belleville
Title: Office Tax Managing Partner
Contact Email: cbelleville@deloitte.com
Phone: (317) 656-6949
Website: deloitte.com
Year Founded: 1966

Number of Partners: 32
Number of Professionals: 595
Organization Type: National
Additional Location: Over 80 locations
across the United States

Top Industry Specializations

Consumer Business; Energy; Financial Services; Health Care; Manufacturing; Other Life Sciences; Public Sector; Transportation; Utilities

Client Services

Audit/Assurance; Consulting; Regulatory; Risk and Financial Advisory; Tax

General Hiring Practices

Spring/Summer/Winter Interns: Paid, Full-time

Minimum Acceptable Overall GPA: 3.2 for internships, 3.0 for full-time

Sponsorship of Entry-Level Foreign Nationals: Limited immigration sponsorship may be available

New Full-Time Hires Must Be 150-Hour Compliant: Yes

Additional Benefits

- Community Service Opportunities
- CPA & Certification Bonuses
- Internal CPE Programs
- Generous PTO & Holiday Disconnects
- Deloitte University
- Technical Training
- Team Building
- Mentorship
- Internships
- Leadership Conferences
- Leadership Development Programs
- Case Competitions
- Social Events

Other: Comprehensive medical, dental, and vision insurance options; Life insurance and disability; Family leave; FSAs and HSAs; Sabbaticals; Well-being subsidy; Retirement savings options; Employee recognition programs; Pension Plan & 401(k)

Recent Awards or Accolades

Fortune 100 Best Companies to Work For—Ranked 17th in 2023; Equal Opportunities Top 50 Employers—Top Private Sector Employer in US in 2023; Top 20 Distinguished Corporate Partner, Kelly School of Business, IU; 2023 Indiana United Way Top Community Investor

Why a New Grad Should Begin Their Career at Our Organization

Make a difference. Connect with the best. Exceed your potential. We believe that our work makes a difference in the world. Carrying out this mission requires fresh thinking, a creative approach, and increased collaboration with the best and brightest students who will become tomorrow's business leaders. You will commonly work with multiple clients at the same time, providing you exposure to a variety of organizations.

Donovan CPAs

9292 North Meridian St., Suite 150
Indianapolis, IN 46260



Organization Contact: Shish Cherian
Title: People Operations Manager
Contact Email: scherian@cpadonovan.com
Phone: (317) 844-8300
Website: cpadonovan.com

Year Founded: 1972
Number of Partners: 8
Number of Professionals: 47
Organization Type: Regional
Additional Locations: Avon, IN

Top Industry Specializations

Agriculture; Charter Schools; Manufacturing/Distribution; Nonprofit Organizations; Professional Services; Real Estate; Wholesale

Client Services

Tax, Assurance and Consulting, Including Accounting Services, Payroll, Tax Financial, Process Improvement, Internal Controls. As a result of the JD Martin Healthcare partnership, health care business clients will secure a complete service offering, including strategic planning, financial advising, operational improvement, expansion and partnership development.

General Hiring Practices

Spring and Winter Interns: Paid
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: Hybrid (Combines On-Site and Remote Models)

Additional Benefits

- CPA Exam Reimbursement/Bonus
- External CPE Program Fees
- Generous PTO
- Internal CPE Programs
- License Fees
- Professional Association Membership Dues
- Summer Hours

Why a New Grad Should Begin Their Career at Our Organization

We are a CPA firm with a clear vision for growth. Our goal is to double revenue over the next 10 years through acquisition and organic growth. Our employees are empowered to make positive contributions to firm growth and firm culture. We will provide the opportunity to become partner faster for the ideal candidate. We have the Get Your Work Done mentality—managers/partners will not micromanage your hours. You can work from home on occasion, if/when necessary. Our office environment is friendly. We provide the opportunity to learn from supervisors. We have an ambassador program and mentoring program that have been established to make internships and full-time experiences great. Each new hire receives a personalized career development playbook that guides their growth within the firm. You will not find another organization as devoted to the professional and personal growth of its team members as Donovan CPAs.

Dulin, Ward & Dewald, Inc

9921 Dupont Circle Dr. West, Suite 300

Fort Wayne, IN 46825



Organization Contact: Carrie Minnich
Title: Partner
Contact Email: cminnich@dwdcpa.com
Phone: (260) 423-2414
Website: dwdcpa.com

Year Founded: 1939
Number of Partners: 8
Number of Professionals: 65
Organization Type: Regional
Additional Location: Marion, IN

Top Industry Specializations

Agriculture; Construction; Employee Benefit Plans; Manufacturing; Nonprofit Organizations; Real Estate

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; Employee Benefit Plan Audits; Forensic Accounting Services; Individual Tax; Payroll Processing; Pension Plan Administration; Single Audits (OMB Uniform Guidance); State/Local Tax

General Hiring Practices

Spring, Summer and Winter Interns: Paid, Part-time and Full-time

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: Primarily On-Site (We are Flexible and Offer Remote When Needed)

Additional Benefits

- Community Service Day
- External CPE Program Fees
- Formalized Mentor Programs
- Internal CPE Programs
- License Fees
- Professional Association Membership Dues

Other: Health, life and disability insurance; Dental reimbursement program, 401(k) plan, Generous vacation time; Summer Friday afternoons off; Ability to bank hours for additional time off or bonus; Increase in salary upon successful completion of the CPA Exam; Bonus paid if CPA Exam completed within a stated time period

Recent Awards or Accolades

2022 *INSIDE Public Accounting* Top 400 Firms

Why a New Grad Should Begin Their Career at Our Organization

Flexible work schedules; extra time off from overtime; expanded skills; opportunity to work in both audit and tax, as well as with a variety of industries and types of clients; culture; open door policy (first year staff work one-on-one with partners); community volunteer opportunities as a firm and individually.

Financial Technologies & Management (FTM)

10418 White Oak Dr.
Carmel, IN 46033

Organization Contact: Jim Simpson

Title: President

Contact Email: jsimpson@ftmllc.com

Phone: (317) 819-0780

Website: ftmllc.com

Year Founded: 1999

Number of Partners: 1

Number of Professionals: 5

Organization Type: Local

Additional Locations: Indianapolis

Top Industry Specializations

Consulting; Government; Nonprofit Organizations

Client Services

Accounting; Bookkeeping; Client Accounting Services; Controller Services for Not-for-Profits

General Hiring Practices

Work Model: Remote (Work from Home Virtually. Employees Do Not Commute to a Central Place of Work.)

Additional Benefits

- Community Service Day
- Exam Fees
- Exam Review Course Fees
- External CPE Program Fees
- Formalized Mentor Programs
- Internal CPE Programs
- License Fees
- Professional Association Membership Dues

Other: Health, dental, vision and retirement plan. We would consider reimbursing anything that helps our employee and the firm.

Recent Awards or Accolades

Better Business Bureau A+ Rating

Why a New Grad Should Begin Their Career at Our Organization

Flexible working environments to serve as accounting advisor to our nonprofit and religious clients.

Additional Information

FTM offers nonprofit accounting solutions to include outsourced accounting, nonprofit accounting software and financial management training.

FORVIS, LLP

201 N. Illinois St., Suite 700
Indianapolis, IN 46204



Organization Contact: Emily Rivest
Title: Campus Recruiter
Contact Email: emily.rivest@forvis.com
Phone: (317) 383-4000
Website: forvis.com
Year Founded: 2022

Number of Partners: 530+
Number of Professionals: 5,700+
Organization Type: National
Additional Locations: Indianapolis, Fort Wayne, Evansville, Bloomington

Top Industry Specializations

Banking/Securities; Consulting; Educational; Government; Insurance; Manufacturing; Medical/Health Care; Nonprofit Organizations; Personal Financial Services; Private Equity; Real Estate

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; International Tax; Individual Tax/Financial Services/Wealth Management; Internal Audit; IT Audit; Risk Advisory; State/Local Tax; Transfer Pricing;

General Hiring Practices

Spring/Summer/Winter Interns: Paid, Part-time, Full-time
Preferred Acceptable Overall GPA: 3.0
Preferred Acceptable Accounting/Business Major GPA: 3.0
Sponsorship of Entry-Level Foreign Nationals: No
New Full-Time Hires Must Be 150-Hour Compliant: Yes
Work Model: Hybrid (Combines On-Site and Remote Models)

Additional Benefits

- Community Service Day
- Exam Fees
- Exam Review Course Fees
- External CPE Program Fees
- Formalized Mentor Programs
- Internal CPE Programs
- License Fees
- Professional Association Membership Dues

Other: CPA exam bonus, annual discretionary performance-based bonus, flexible time off, lifestyle spending account, wellness program, inclusion networks, parental bonding leave, 401k profit sharing, medical/dental/vision insurance, employer-provided life insurance, FSA, HSA, Employee Assistance Program, short-term and long-term disability, and more.

Recent Awards or Accolades

INSIDE Public Accounting Best of the Best; Comparably Best Career Growth; Comparably Best Work-Life Balance

Why a New Grad Should Begin Their Career at Our Organization

FORVIS ranks among the nation's top 10 professional services firms and is driven by the commitment to use our forward vision to deliver unmatched client experiences. As an intern at FORVIS, you will gain valuable experience that may help you decide whether you want to start your career in audit or tax, or even whether public accounting is right for you. The heart of our forward vision is a commitment to our people. Our culture reflects the firm of the future, with high standards for inclusion & diversity, world-class professional development, and an industry-leading total rewards package.

Girardot, Strauch & Co.

316 Main St.

Lafayette, IN 47901



Organization Contact: Peggy Jackson

Title: Firm Administrator

Contact Email: Peggy@gsc-cpa.com

Phone: (765) 423-5313

Website: gsc-cpa.com

Year Founded: 1963

Number of Partners: 4

Number of Professionals: 16

Organization Type: Local

Top Industry Specializations

Consulting; Nonprofit Organizations

Client Services

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

General Hiring Practices

Spring Interns: Paid, Part-time, Full-time

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: Yes

Work Model: Hybrid (Combines On-Site and Remote Models)

Additional Benefits

- Community Service Day
- Exam Fees
- External CPE Program Fees
- License Fees
- Professional Association Membership Dues

Other: Health/vision/dental/life insurance; 401(k) plan, flexible spending accounts; PTO; Annual company outings; Fridays off in the summer; Meals during busy season; Ability to work remotely; Flexible hours; Paid parental leave

Why a New Grad Should Begin Their Career at Our Organization

We know as you transition out of college to a full-time career, there are many options and avenues to take. It can be difficult to know where to start. Starting your career at GSC is a perfect place to begin, as you will have the opportunity to gain experiences in a variety of areas to see where you will thrive in your career. You will be exposed to a variety of responsibilities within different industries. Smaller CPA firms like ours allow for your opinion and voice to be heard, provide you the ability to choose your own career track and timeline, and can offer tremendous advancement opportunities all while truly providing a family atmosphere. Additionally, work-life balance is key in our organization. Many firms talk about work/life balance, but we live it! We offer generous paid time off, flexible work arrangements and Fridays off in the summer. GSC is a great team to join and we believe you can accomplish great things here.

Harding Shymanski & Company, P.S.C.

21 S.E. Third St., Suite 500
Evansville, IN 47708



Organization Contact: Jamie Fairchild
Title: HR
Contact Email: jfairchild@hsc CPA.com
Phone: (812) 491-1460
Website: hsc CPA.com

Year Founded: 1975
Number of Partners: 7
Number of Professionals: 138
Organization Type: Local
Additional Locations: Louisville, KY

Top Industry Specializations

Construction; Consulting; Manufacturing; Medical/Health Care; Nonprofit Organizations; Personal Financial Services; Real Estate; Utilities

Client Services

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

General Hiring Practices

Summer and Winter Interns: Paid, Part-time and Full-time
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: Hybrid (Combines On-Site and Remote Models)

Additional Benefits

- Exam Fees
- Exam Review Course Fees
- External CPE Program Fees
- Internal CPE Programs
- License Fees
- Professional Association Membership Dues

Other: Flexible schedule; Mentor program; HSC University (HSCU) is a multi-year soft skills coaching program designed for team members who are on the front lines of client service.

Recent Awards or Accolades

Finalist for "When Work Works" and "Healthiest Employer" in 2018; Recipient of one of the "Best Places to Work" in Louisville, KY in 2019

Why a New Grad Should Begin Their Career at Our Organization

Upon beginning employment with HSC, you will have the opportunity to work on audit and tax engagements in various industries, enabling you to gain valuable experience to help you determine where you want to take your accounting career. New staff receive extensive training on our technology and processes, as well as technical training on the firm's core competencies. We also encourage participation in our industry teams so you can develop a greater understanding of the issues impacting our clients' businesses. Additionally, training is made available to employees throughout their entire career. All members of the firm are encouraged to share their experiences and use of talents, regardless of their years of experience.

Insight Accounting Group

1832 W. Lincoln Ave.
Goshen, IN 46526



Organization Contact: Erin Smtih
Title: Senior Analyst
Contact Email: esmith@iag.cpa
Phone: (574) 534-4040
Website: insightaccountinggroup.com
Year Founded: 1981

Number of Partners: 5
Number of Professionals: 36
Organization Type: Local
Additional Locations: Goshen, Elkhart, and Mishawaka, IN

Top Industry Specializations

Agribusiness; Manufacturing; Nonprofit Organizations; Real Estate; Transportation; Wholesale Trade

Client Services

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

General Hiring Practices

Spring and Winter Interns: Paid, Part-time, Full-time

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: Hybrid (Combines On-Site and Remote Models)

Additional Benefits

- Community Service Day
- Exam Fees
- Exam Review Course Fees
- External CPE Program Fees
- Formalized Mentor Programs
- Internal CPE Programs
- License Fees
- Professional Association Membership Dues

Other: Health, dental, and vision insurance, FSA, retirement contributions, generous PTO plan, customized work schedules, reduced summer hours with Friday afternoons off, and profit-sharing bonus program.

Why a New Grad Should Begin Their Career at Our Organization

Our firm recognizes each individual is unique, allowing team members to customize a schedule and workload that fits their needs. We offer cross training in multiple skill areas to provide a well-rounded experience that becomes specialized over time. Our office and work-from-home employees all connect together through 100% cloud-based programs to provide support to each other and produce an excellent client experience.

Katz, Sapper & Miller

800 E. 96th. St., Suite 500

Indianapolis, IN 46240



**Indiana
CPA Society**
DEI PARTNER

Organization Contact: Karen Hill
Title: Director of Talent Acquisition & Staffing

Contact Email: khill@ksmcpa.com

Phone: (317) 580-2102

Website: ksmcpa.com

Year Founded: 1942

Number of Professionals: 500+

Organization Type: Regional

Additional Locations: Fort Wayne and Evansville, IN; New York City, NY; Oklahoma City, OK

Top Industry Specializations

Government; Insurance; Legal Services; Manufacturing; Medical/Health Care; Nonprofit Organizations; Real Estate; Retail Trade; Transportation; Wholesale Trade

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; International Tax; Individual Tax/Financial Services/Wealth Management; Internal Audit; IT Audit; State/Local Tax; Transfer Pricing

General Hiring Practices

Fall, Spring and Summer Interns: Paid, Part-time and Full-time

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: Yes

Work Model: Hybrid (Combines On-Site and Remote Models)

Additional Benefits

- Community Service Opportunities
- Education Assistance Program
- Exam Fees
- Exam Review Course Fees
- External CPE Program Fees
- Formalized Mentor Programs
- Internal CPE Programs
- License Fees
- Paid Parental Leave
- Professional Association Membership Dues

Other: Wellness allowance; Employee Stock Ownership Plan (ESOP); CPA completion bonus

Recent Awards or Accolades

“Best Place to Work in Indiana” by Indiana Chamber of Commerce; “Best of Accounting” by *ClearlyRated*; “Best of the Best Accounting Firm” by *INSIDE Public Accounting*; “America’s Best Tax and Accounting Firm” by *Forbes*

Why a New Grad Should Begin Their Career at Our Organization

KSM provides new graduates with the opportunity to gain experience in tax or audit, and in some cases, both. This experience comes through on-the-job training and real, meaningful work engagements that bridge the gap between academia and the professional environment. KSM’s open, collegial culture allows new hires to learn directly from experienced staff who have specialized expertise and technical knowledge across numerous industries and services. Working as part of a team, new hires have the opportunity to work directly with a variety of clients across a multitude of industries, ranging from start-ups and family-run businesses to multinational corporations. Our people form lasting friendships with one another while serving our clients and communities.

Kemper CPA Group LLP

7200 Eagle Crest Blvd.

Evansville, IN 47715



Organization Contact: Jill Koester, CPA,
SPHR, SHRM-SCP

Title: Partner-in-Charge of Administration
and Human Resources

Contact Email: jkoester@kempercpa.com

Phone: (812) 421-8000

Website: kempercpa.com

Year Founded: 1958

Number of Partners: 71

Number of Professionals: 350+

Organization Type: Regional

Additional Locations: Avon, Clinton,
Connersville, Evansville, Greenfield, Terre
Haute, Vincennes, and Washington, IN;
Livermore, Merced, Modesto, Stockton,
and Tracy, CA; Champaign, Effingham,
Harrisburg, Marion, Mattoon, Mt. Carmel,
Mt. Vernon, Olney, and Robinson, IL;
Henderson, Morganfield and Paducah, KY

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

Paid Internships, 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
- Licensing Fee Reimbursement
- Becker Review Study Materials
- Paid Study Time
- Internal & External CPE Programs
- CPA Exam Bonus Program
- Professional Association Membership Dues

Other: Leadership development programs; Profit sharing plan; Flexible schedules options; Wellness program; Insurance programs; Employee assistance program; New business incentives; Employee referral bonus program; Paid leave options including PTO, sick leave, parental leave, bereavement leave, holidays, jury duty, and short-term disability

Recent Awards or Accolades

Accounting Today Top 100 Firms; *IPA* Top 100 Firms; *Forbes* list of America's Best Tax & Accounting Firms

Why a New Grad 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.

LM Henderson & Company, LLP

450 E. 96th St., Suite 200

Indianapolis, IN 46240



Organization Contact: Wendy Gagnon

Title: Office & Human Resource Manager

Contact Email: wgagnon@lmhcpa.com

Phone: (317) 566-1000

Website: lmhcpa.com

Year Founded: 1948

Number of Partners: 4

Number of Professionals: 35

Organization Type: Local

Top Industry Specializations

Employee Benefit Plans; Manufacturing; Medical/Health Care; Nonprofit Organizations; Professional Service Providers; Real Estate

Client Services

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

General Hiring Practices

Spring and Summer Interns: Paid, Part-time and Full-time

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: Yes

Additional Benefits

- Community Service Day
- Continuing Education
- Exam Fees
- Exam Review Course Fees
- License Fees
- Mentorship Program
- Professional Association Membership Dues

Other: Generous PTO, Health, life and disability insurance; Health savings account contribution; 401k match

Why a New Grad Should Begin Their Career at Our Organization

Start your career with L.M. Henderson & Company and discover what it means to be a public accountant who immediately matters to an organization. We offer a full spectrum of accounting services to a wide range of public and private businesses where a new graduate can gain experience in auditing, tax planning and compliance, not-for-profit reporting, estate and trust reporting, financial statement preparation, accounting services, and consulting. You will have the opportunity to develop personal relationships with your clients and support their most challenging business needs.

We have cultivated a unique office culture over 75 years of service that includes top industry experts, true camaraderie amongst your team, hybrid work schedules, and "dress for your day" office attire policies. You'll gain experience in an array of accounting and auditing practices and play a meaningful role on our team from day one. We offer competitive salaries, best-in-class benefits, and a commitment to work-life balance with minimal overnight travel and ample paid time off.

London Witte LLP

111 Monument Circle, Suite 4100
Indianapolis, IN 46204

Organization Contact: Emily Elson

Title: Recruiting Lead

Contact Email: eeelson@lw.cpa

Phone: (317) 634-4000

Website: lw.cpa

Year Founded: 1994

Number of Partners: 6

Number of Professionals: 28

Organization Type: Regional

Top Industry Specializations

Insurance; Legal Services; Manufacturing; Medical/Health Care; Personal Financial Services; Real Estate; Restaurants; Retail Trade

Client Services

Advisory/Consulting; Corporate/Domestic Tax; Individual Tax; State/Local Tax

General Hiring Practices

Spring, Summer, and Winter Interns: Paid, Part-time and Full-time

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: Hybrid (Combines On-Site and Remote Models)

Additional Benefits

- Community Service Day
- Exam Fees
- External CPE Program Fees
- Formalized Mentor Programs
- Internal CPE Programs
- License Fees
- Professional Association Membership Dues

Other: Paid time off policy; Health/dental/vision/life/LTD insurance; 401k with matching; Paid parking; CPA Exam completion bonus; Ability to bank hours for additional time off or bonus; End of busy season celebration and holiday; Social events; Annual company outings; Summer hours; Flexible schedule; Dress for your day; Weekly meals; Snacks & drinks; Cell phone & internet reimbursement; Birthday and anniversary recognition; Bonus opportunities

Why a New Grad Should Begin Their Career at Our Organization

“Working at London Witte has been such a fun challenge! I am constantly exposed to new and challenging work in a collaborative environment. No two days are ever the same.”

–Lora, Staff Accountant

“London Witte is a great place to begin your public accounting career. You’ll gain valuable experience working with a variety of clients and different projects. No two days are the same! You’re really supported here and everyone from the staff to the partners is invested in your success and helping you grow.” –Meghan, Staff Accountant

Additional Information: London Witte is continuously growing and looking for key players to add to our team. Our office culture encourages strong relationships, mentoring, community involvement, and valuable work-life balance. We offer competitive pay and benefits, flexibility, and rewarding advancement opportunities for talented, enthusiastic individuals. Someone joining our firm has the unique opportunity to work with a local team while serving a variety of clients throughout the country.

LWG CPAs & Advisors

1776 N Meridian St., Suite 500
Indianapolis, IN 46202

Organization Contact: Jim Higgins
Title: Partner
Contact Email: jim.higgins@lwgcpa.com
Phone: (317) 777-7023
Website: lwgcpa.com

Year Founded: 1994
Number of Partners: 6
Number of Professionals: 14
Organization Type: Regional

Top Industry Specializations

Consulting; Government; Legal Services; Manufacturing; Medical/Health Care; Nonprofit Organizations; Retail Trade; Utilities

Client Services

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

General Hiring Practices

Spring Interns: Paid, Full-time

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: Yes

Work Model: On-Site (Must Be at the Office Full-time to Fulfill Work Duties)

Additional Benefits

- Community Service Day
- Exam Fees
- Exam Review Course Fees
- External CPE Program Fees
- Internal CPE Programs
- License Fees
- Professional Association Membership Dues

Other: Paid holidays; Paid time off; Health/dental/vision/LTD insurance; Health savings account; 401-K with matching; CPA completion bonus; Flexible spending account plans; Company outings/events

Why a New Grad Should Begin Their Career at Our Organization

LWG is a locally owned and managed firm that is focused on development and advancement of our team members so that we can continued to deliver valued added quality service to our clients. We offer interns and new hires the opportunity to experience all aspects of our practice areas rather than be placed into a service are silo with the understanding that over time individuals will develop their own practice area strengthens and specializations. Our partners and management team is accessible to our team members and are invested and vested in your professional and personal development.

MCM CPAs & Advisors LLP

9229 Delegates Row, Suite 250

Indianapolis, IN 46240

Organization Contact: Sarah Stewart

Title: HR Recruitment Manager

Contact Email: sarah.stewart@mcmcpa.com

Phone: (502) 882-4404

Website: mcmcpa.com

Year Founded: 2010

Number of Partners: 54

Number of Professionals: 350

Organization Type: Regional

Additional Locations: Jeffersonville, IN; Cincinnati, OH; Louisville and Lexington, KY

Top Industry Specializations

Consulting; Banking/Securities; Nonprofit Organizations; Real Estate; Government; Medical/Health Care; Manufacturing; Personal Financial Services; Insurance; Transportation

Client Services

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

General Hiring Practices

Spring and Summer Interns: Paid

Minimum Acceptable Overall GPA: 3.0

Minimum Acceptable Accounting/Business Major GPA: 3.3

Sponsorship of Entry-Level Foreign Nationals: Yes

New Full-Time Hires Must Be 150-Hour Compliant: Yes

Work Model: Hybrid (Combines On-Site and Remote Models)

Additional Benefits

- Community Service Day
- Exam Fees
- Exam Review Course Fees
- External CPE Program Fees
- Formalized Mentor Programs
- Internal CPE Programs
- License Fees
- Professional Association Membership Dues

Recent Awards or Accolades

“Best Places to Work in Indiana” in 2019, 2020 and 2021

Why a New Grad Should Begin Their Career at Our Organization

At MCM our top core value is People Matter. We are more than just numbers—the people of MCM are dynamic. We offer the opportunity to gain a wide range of experiences to make an impact on the firm’s culture, processes and strategic growth. We believe in lifelong learning and provide all the tools employees need to succeed in public accounting. We have an open door policy, support community service, work-life balance and dress for your day.

Additional Information

We provide highly specialized services to a broad range of clients. Privately and publicly held businesses, not-for-profits, small businesses and individuals across the region and throughout the country receive personalized attention and local access from national-level talent. We specialize in a variety of tax, assurance, accounting and consulting services and are proud to offer expertise in more than a dozen disciplines.

Metzger, Mancini & Lackner, LLP

115 S. Eddy St.

South Bend, IN 46617



Organization Contact: Larry Lackner, CPA

Title: Partner

Contact Email: Larry@mmlcpa.net

Phone: (574) 232-9973

Website: mmlcpa.net

Year Founded: 1956

Number of Partners: 3

Number of Professionals: 10

Organization Type: Local

Top Industry Specializations

Accounting, Consulting and Tax services for closely held businesses and their owners. Individual, trust and estate income tax preparation and consulting. Provide Quickbooks® and other accounting software assistance. Temporary controller services. Business succession and personal estate planning assistance.

Additional Benefits

- External CPE Program Fees
- License Fees
- Professional Association Membership Dues

Other: Health, dental, vision; Retirement plan; Company paid CPE; Vacation; Holiday; Friday afternoons off from April 20–December; Free parking.

Recent Awards or Accolades

Metzger, Mancini, & Lackner (MML) has earned over forty-five 5-star reviews from our clients. In addition, MML received the *South Bend Tribune* Readers' Choice award for "Best Accountant" in 2020 and 2021, as voted on by the community we serve. We are honored, grateful and humbled by this recognition.

Why a New Grad Should Begin Their Career at Our Organization

Our clients need real answers, not fancy buzzwords, so we take training of new staff very seriously. New employees work with and learn from all levels of our office staff — including partners — at MML each day. New employees will also work directly with individuals and small business owners and their accounting staff with the goal of becoming the client's main point of contact. The varied work assignments add more layers of growth and knowledge to a new employee's skill set. When taken together, new employees have the opportunity to make an immediate, long-lasting impact on the community we serve.

Additional Information

Our clients are very diverse and always evolving. You will be exposed to all types of industry. You will become the point of contact and will make an immediate impact on clients, with guidance from partners and staff. You will not be stuck doing the same type of work over and over. Reasonable hours during tax season due to appropriate staffing. Upward movement is expected for all new hires, as we intend to continue to grow our firm in size. All points of view, ideas, work and personal experiences are expected as well because we all want to learn from each other in our employee empowered work environment. Business casual. Flexible work schedules. Some remote work. Lots of sarcasm. No overnight travel.

Monroe Shine & Co., Inc.

222 East Market St.

New Albany, IN 47150

Organization Contact: Mallery Meriwether
Title: Manager, Marketing & Business Development
Contact Email: mmeriwether@monroeshine.com
Phone: (812) 945-2311
Website: monroeshine.com

Year Founded: 1925
Number of Partners: 6
Number of Professionals: 49
Organization Type: Local
Additional Location: Louisville, KY

Top Industry Specializations

Banking/Securities; Consulting; Legal Services; Manufacturing; Nonprofit Organizations; Personal Financial Services; Real Estate; Retail Trade; Transportation; Utilities; Wholesale Trade

Client Services

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

General Hiring Practices

Spring and Summer Interns: Paid, Part-time and Full-time

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: Yes

Work Model: On-Site (Work at the Office Full-Time to Fulfill Work Duties)

Additional Benefits

- Community Service Day
- Exam Fees
- Exam Review Course Fees
- External CPE Program Fees
- Formalized Mentor Programs
- Internal CPE Programs
- License Fees
- Professional Association Membership Dues

Other: CPA Exam Bonus; Generous PTO Policy; Extra Holiday Time; "End of Busy Season" Holiday Off in April; Snacks All Throughout Busy Season; Mid-tax Season Celebration; Office Social Events; Community Involvement Opportunities; Medical; Dental & Vision Insurance with HSA Plan with Generous Firm Contributions for those Electing Health Coverage; Profit Sharing & 401(k)

Why a New Grad Should Begin Their Career at Our Organization

A future with Monroe Shine: V.G. Monroe felt that to be successful in the public accounting profession, a person needs more than a college degree with a major in accounting. There are personal characteristics just as important as technical skills. In his autobiography, he listed those characteristics as: good judgment, ability to communicate with clients, ability to acquire the confidence and respect of clients, dedication and hard work. Monroe Shine uses Mr. Monroe's standards as the benchmark for hiring employees. We look for those who are interested in a career, not just a job. We encourage all employees to be involved in local organizations and give back to the community. The Shareholders at Monroe Shine not only lead by example, but they are always ready to help employees find and develop involvement opportunities. We attribute our low employee turnover to these mentoring relationships.

Additional Information

At Monroe Shine, our interns and new staff get the opportunity to work on both tax and audit. This is a great learning opportunity, as it allows them to gain insight into both career paths.

Myers and Stauffer, LC

800 E 96th St., Suite 200
Indianapolis, IN 46240



Organization Contact: Hannah Warrens

Title: Recruiter

Contact Email: hwarrens@mslc.com

Phone: (317) 846-9521

Website: myersandstauffer.com

Year Founded: 1973

Number of Partners: 40

Number of Professionals: 927

Organization Type: National

Additional Locations: Albuquerque, NM; Atlanta, GA; Austin, TX; Baltimore, MD; Boise, ID; Cranford, NJ; Denver, CO; Des Moines, IA; Frankfort, KY; Harrisburg, PA; Honolulu, HI; Kansas City, MO; Nashville, TN; Raleigh, NC; Richmond, VA; Salt Lake City, UT; Topeka, KS; Tallahassee, FL; Windsor, CT

Top Industry Specializations

Government, Medical/Health Care

Client Services

Advisory/Consulting; Audit/Assurance

General Hiring Practices

Spring/Summer/Winter Interns: Paid, Part-time, Full-time

Minimum Acceptable Overall GPA: N/A

Minimum Acceptable Accounting/Business Major GPA: N/A

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: No

Work Model: Hybrid (Combines On-Site and Remote Models)

Additional Benefits

- Community Service Day
- Exam Fees
- Exam Review Course Fees
- External CPE Program Fees
- Formalized Mentor Programs
- Internal CPE Programs
- License Fees
- Professional Association Membership Dues

Other: Becker Unlimited; Education assistance

Recent Awards or Accolades

2023 *Indy Star* Top Place to Work

Why a New Grad Should Begin Their Career at Our Organization

Whether you are looking for your first job or are beginning a new chapter, Myers and Stauffer is a great place to start. We provide several opportunities for growth and advancement within the firm. Many members of our leadership team started at Myers and Stauffer as interns or staff. From day one we are working to help develop you into a future firm leader. Our model is to promote from within and hire at the entry level. In fact, 44% of our new hires in 2022 were interns and 28% were Staff level. This means over 70% of our new hires were entry-level.

OnTarget CPA

101 West Ohio St., Suite 800

Indianapolis, IN 46204

Organization Contact: Michael P. Jamison

Title: President/CEO

Contact Email: michael@ontargetcpa.com

Phone: (317) 820-2000

Website: ontargetcpa.com

Year Founded: 2015

Number of Professionals: 21

Organization Type: Local

Top Industry Specializations

Consulting; Insurance; Legal Services; Manufacturing; Medical/Health Care; Nonprofit Organizations; Real Estate; Transportation; Vendor

Client Services

Advisory/Consulting; Corporate/Domestic Tax; International Tax; Individual Tax; State/Local Tax

General Hiring Practices

Spring/Winter Interns: Paid, Part-time, Full-time

Minimum Acceptable Overall GPA: 3.2

Minimum Acceptable Accounting/Business Major GPA: 3.2

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: No

Work Model: On-Site (Work at the Office Full-Time to Fulfill Work Duties)

Additional Benefits

- Exam Fees
- Exam Review Course Fees
- External CPE Program Fees
- Internal CPE Programs
- License Fees
- Professional Association Membership Dues

Other: Competitive pay; Eligibility for performance-based bonuses; Best-in-class technology and software; 401K program with up to 6% match for full-time employees; High quality health insurance for full-time employees; Free downtown parking; Meals provided every day during tax season

Recent Awards or Accolades

OnTarget CPA was named to the 2022 Inc. 5000 list of fastest-growing private companies in the U.S.

Why a New Grad Should Begin Their Career at Our Organization

Our internship program is designed to mentor talented upcoming accounting professionals who can transition to full-time staff members upon graduation. Three of our current professional staff members started with OnTarget CPA as interns and have advanced to the roles of Manager, Senior Accountant, and Staff Accountant. Interns have an equivalent level of responsibility as full-time staff accountants working directly with our clients performing meaningful accounting and tax work. OnTarget CPA will fully support your educational goals. OnTarget CPA offers flexible scheduling around your class schedule. 12–40+ hours/week are available, including paid overtime. Internships are ongoing and not limited to a semester or a season.

Pile CPAs, LLC

1 Indiana Square, Suite 1200
Indianapolis, IN 46204



Organization Contact: Shannon Murphy, CPA

Title: Manager

Contact Email: smurphy@pilecpas.com

Phone: (317) 269-3454

Website: pilecpas.com

Year Founded: 1938

Number of Partners: 8

Number of Professionals: 30

Organization Type: Regional

Top Industry Specializations

Consulting; Employee Benefit Plans; Manufacturing; Nonprofit Organizations; Personal Financial Services; Retail Trade; Professional Services

Client Services

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

General Hiring Practices

Spring Interns: Paid, Part-Time, Full-Time

Minimum Acceptable Overall GPA: N/A

Minimum Acceptable Accounting/Business Major GPA: N/A

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: No

Work Model: On-site/Client-site and Work from Home Flexibility

Additional Benefits

- Community Service Day
- Exam Fees
- Exam Review Course Fees
- External CPE Program Fees
- Formalized Mentor Programs
- Internal CPE Programs
- License Fees
- Professional Association Membership Dues

Other: PTO/holidays; Full healthcare benefit package including health, dental, vision, life, LTC, short-term and long-term disability; Health savings account and company contribution; Retirement savings plan with company match; Profit sharing; Formalized mentoring program; Employee development program; Team building events

Why a New Grad Should Begin Their Career at Our Organization

Pile CPAs' longevity speaks volumes to the reputation of our leadership and staff that make us who we are today. Our overall success comes by offering an engaging, educational, and collaborative work environment that promotes professionalism and fun. Our team is comprised of diversely talented associates who combine their skills to cultivate a learning culture. We foster an environment that focuses on individualized skills development for your professional journey. Our commitment goes beyond the services we provide to our clients.

Pile cares about our community and is passionate about relationships and civic duty. Our people find added purpose by volunteering for charitable endeavors and supporting missions that enrich our neighborhoods and contribute to the welfare of our residents.

RSM US LLP

One American Square, Suite 2800
Indianapolis, IN 46282

Organization Contact: Erika DiGuilio
Title: Senior Campus Recruiter
Contact Email: Erika.Diguilio@rsmus.com
Phone: (317) 564-6128
Website: rsmus.com
Year Founded: 1950

Number of Partners: 800
Number of Professionals: 11,000+
Organization Type: National
Additional Locations: Elkhart and South Bend, IN; 90+ locations across the US

Top Industry Specializations

Accounting

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; International Tax; Internal Audit; IT Audit; Individual Tax/Financial Services/Wealth Management; State/Local Tax; Transfer Pricing

General Hiring Practices

Spring and Summer Interns: Paid, Full-time

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: Yes

Work Model: Hybrid (Combines On-Site and Remote Models)

Additional Benefits

- Community Service Day
- Exam Fees
- Exam Review Course Fees
- External CPE Program Fees
- Formalized Mentor Programs
- Internal CPE Programs
- License Fees

Other: Your benefits are an important part of your total compensation. At RSM, you'll have access to a wide range of quality benefit options for yourself and your family.

Why a New Grad Should Begin Their Career at Our Organization

At RSM, our culture is caring and supportive so that each of us can bring our authentic selves to work each day. Our people are empowered to make an impact on their clients, colleagues and community and to own their futures and achieve their personal and professional aspirations. And when we all bring our individual talents and perspectives together, it strengthens our teams and enhances the unique insights that we provide to our clients. That's the power of being understood. That's the power of being you.

Additional Information

If you are on a 4 year track: Sophomores—Pathways Program (in January); Juniors—Internships; Seniors—Full-time positions. If 5 year track: Juniors—Pathways Program (in January), Seniors—Internship, MAcc— Full Time

Sackrider & Company, Inc.

1925 Wabash Ave.

Terre Haute, IN 47802

Organization Contact: Jane Hadley

Title: Partner

Contact Email: jhadley@sackrider.com

Phone: (812) 232-9492 x124

Website: sackrider.com

Year Founded: 1956

Number of Partners: 6

Number of Professionals: 24

Organization Type: Local

Top Industry Specializations

Construction; Nonprofit Organizations, Real Estate

Client Services

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

General Hiring Practices

Summer/Winter Interns: Paid, Part-Time

Minimum Acceptable Overall GPA: 3.0

Minimum Acceptable Accounting/Business Major GPA: 3.5

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: No

Work Model: On-site (Must Be at the Office Full-time to Fulfill Work Duties)

Additional Benefits

- Exam Fees
- External CPE Program Fees
- Internal CPE Programs
- License Fees
- Professional Association Membership Dues

Other: 401K Matching; Family health insurance-large % company paid; Life insurance/disability insurance-company; Paid vacation and sick time; Friday catered lunches in tax season; 9 paid holidays

Recent Awards or Accolades

2023 *Tribune-Star* Readers Choice Best CPA Firm

Why a New Grad Should Begin Their Career at Our Organization

We are a mid-size local firm that provides a wide range of accounting, tax, audit, and consulting services to a diverse client base. You will get wide variety of experience in a friendly, supportive work environment. You are not pigeon holed into a certain industry or type of work.

Sherman, Barber & Mullikin

210 W. Third St.
Madison, IN 47250



Organization Contact: Ben Foley

Title: Partner

Contact Email: bfoley@sbmcpas.com

Phone: (812) 265-5312

Website: sbmcpas.com

Year Founded: 1974

Number of Partners: 3

Number of Professionals: 10

Organization Type: Local

Top Industry Specializations

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

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; Individual Tax/Financial Services/Wealth Management; Internal Audit; Small Business Accounting, Payroll and QuickBooks Services

General Hiring Practices

Spring, Summer and Winter Interns: Paid, Part-time and Full-time

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: Hybrid (Combines On-Site and Remote Models)

Additional Benefits

- Exam Fees
- Exam Review Course Fees
- External CPE Program Fees
- Internal CPE Programs
- License Fees
- Professional Association Membership Dues

Other: Retirement; Insurance; Flexible schedules; Dress for your day attire; Fridays off in July and August

Why a New Grad Should Begin Their Career at Our Organization

Our firm is located along the Ohio River in historic Madison, Indiana. We are a firm rich in tradition but progressive in approach. Our growing audit, tax and consulting practice provides challenging opportunities for professional growth while serving a diverse clientele. Listed as a National Historic Landmark, Madison offers exposure to art, festivals, nature and small town living within reach of Indianapolis, Louisville and Cincinnati.

Sikich LLP

Five River Crossing, 8555 River Rd., Suite 300
Indianapolis, IN 46240



Organization Contact: Shelia Arbuckle
Title: Talent Acquisition Manager
Contact Email: talentacquisition@sikich.com
Website: sikich.com
Year Founded: 1982
Number of Partners: 120
Number of Professionals: 1,600

Organization Type: National
Additional Locations: Chicago, Decatur, Naperville, Peoria and Springfield, IL; St. Louis, MO; Akron, OH; Milwaukee, WI; Washington, D.C.

Top Industry Specializations

Consulting

Client Services

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

General Hiring Practices

Spring and Summer Interns: Paid

Minimum Acceptable Overall GPA: N/A

Minimum Acceptable Accounting/Business Major GPA: N/A

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: Yes

Work Model: Hybrid (Combines On-Site and Remote Models)

Additional Benefits

- Community Service Day
- Exam Fees
- Exam Review Course Fees

Other: FTO, 401K, medical, dental, vision, wellness

Recent Awards or Accolades

Great Place to Work certified 2020 and 2021

Why a New Grad Should Begin Their Career at Our Organization

Sikich is recognized as a "Great Place to Work." In the 2022 Great Place to Work employee experience survey, 90% of Sikich employees said they firm is a great place to work.

Simons Bitzer & Associates

8350 S. Emerson Ave, #100

Indianapolis, IN 46237

Organization Contacts: Jennifer Ellis

Title: Recruiting Administrator

Contact Email: careers@simonsbitzer.com

Phone: (317) 782-3070

Website: simonsbitzer.com

Year Founded: 1995

Number of Partners: 1

Number of Professionals: 14

Organization Type: Local

Top Industry Specializations

Consulting; Construction; Manufacturing/Distribution; Nonprofit Organizations; Personal Financial Services; Professional Services; Retail Trade

Client Services

Bookkeeping; Business Structure; Client Accounting Services; Consulting; Controllership; Compilations & Reviews; Corporate/Domestic Tax; Family Office; Individual & Business Tax; State/Local Tax

General Hiring Practices

Summer and Busy Season Interns: Paid, Part-time and Full-time

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: Hybrid (Combines On-Site and Remote Models)

Additional Benefits

- External CPE Program Fees
- Internal CPE Programs
- License Fees
- Professional Association Membership Dues
- Community Service Day

Other: Full-Time, permanent employees are eligible for healthcare benefit package including medical, dental, vision, and life insurance; Paid Holidays; Up to four weeks of paid time off; Retirement savings plan with company match; Busy season celebration and holiday, Other impromptu events and celebrations.

Why a New Grad Should Begin Their Career at Our Organization

We offer immediate exposure to client relationships and an extensive hands-on experience with client projects, from the beginning. We are a local consulting and tax firm with no overnight travel. We work with closely held businesses and their owners on a variety of services. Our team of experienced professionals uses a collaborative approach completing projects and delivering an exceptional client experience, leaving a lasting, memorable impression.

Additional Information

At Simons Bitzer, we are passionate about the success of our clients and our employees. With a dedicated focus on client service, we continue to see the demand for our services grow. Our Firm provides an opportunity to work with a variety of clients, in a wide range of industries, on a team of entrepreneurial minded professionals. We believe in the importance of growing the capabilities and leadership of our team with enthusiastic professionals who are passionate about client service and eager to continuously expand their skills and knowledge.

Slattery & Holman, P.C.

12900 N. Meridian St., Suite 350
Carmel, IN 46032



Organization Contact: Michelle Kerr
Title: Partner
Contact Email: michelle@slatterycpa.com
Phone: (317) 843-5715
Website: slatterycpa.com

Year Founded: 1980
Number of Partners: 4
Number of Professionals: 16
Organization Type: Local

Top Industry Specializations

Construction Subcontractors; Consulting; Manufacturing; Medical/Health Care

Client Services

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

General Hiring Practices

Spring/Summer/Winter Interns: Paid, Part-time and Full-time

Minimum Acceptable Overall GPA: 3.5

Minimum Acceptable Accounting/Business Major GPA: 3.5

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: No

Work Model: On-site (Must Be at the Office Full-time to Fulfill Work Duties)

Additional Benefits

- Exam Fees
- Exam Review Course Fees
- External CPE Program Fees
- Formalized Mentor Programs
- Internal CPE Programs
- License Fees
- Professional Association Membership Dues

Why a New Grad Should Begin Their Career at Our Organization

We offer immediate exposure to client relationships and a global experience on client projects from the beginning. We are a small, local boutique consulting and tax practice. We issue compiled and reviewed financial statements but do not perform audit engagements. Little to no overnight travel. We work with closely held businesses and their owners and have a shared team approach to delivery of client service. The client relationship is the most rewarding part of our careers. We believe in developing that from the start and sharing the reward of the relationship with all team members who work on the client.

The Seigel Group, LLC

116 W. 6th St.

Auburn, IN 46706

Organization Contact: Ken Seigel

Title: Partner

Contact Email: kenseigel@seigelgroup.com

Phone: (260) 925-1619 x316

Website: seigelgroup.com

Year Founded: 1994

Number of Partners: 2

Number of Professionals: 10

Organization Type: Local

Additional Locations: Angola, IN

Top Industry Specializations

Consulting; Insurance; Manufacturing; Nonprofit Organizations; Personal Financial Services; Real Estate

Client Services

Advisory/Consulting; Audit/Assurance; Individual Tax/Financial Services/Wealth Management; Reviews and Compilations

General Hiring Practices

Spring/Winter Interns: Paid, Part-Time, Full-Time

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: Hybrid (Combines On-Site and Remote Models)

Additional Benefits

- Exam Fees
- Exam Review Course Fees
- External CPE Program Fees
- License Fees
- Professional Association Membership Dues

Other: 401k with Company match; Vacation; Paid Holidays; Health Insurance; Life Insurance; YMCA paid membership; Fridays off June–October

Why a New Grad Should Begin Their Career at Our Organization

We are looking for graduates with character and initiative who want to learn and grow and make a difference in helping our core clients - small businesses, individuals and NFP organizations. Our staff are friendly, knowledgeable and have gained exposure to a wide variety of clients and assignments. Each Team Member from the newest hire to the Managing Partner works together to achieve the best results for our clients at a fair price. We offer competitive salaries and benefits, a flexible schedule, and opportunities for advancement.

VonLehman CPA & Advisory Firm

5975 Castle Creek Parkway N Dr., Suite 400

Indianapolis, IN 46250



Organization Contact: Ashley Lane
Title: Human Resources Business Partner
Contact Email: alane@vlcpa.com
Phone: (317) 469-0169
Website: vlcpa.com
Year Founded: 1946

Number of Partners: 17
Number of Professionals: 145
Organization Type: Regional
Additional Locations: Fort Wright, KY;
Cincinnati, OH

Top Industry Specializations

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

Client Services

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

General Hiring Practices

Spring, Summer, Fall and Winter Interns: Paid, Part-time and Full-time

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: Yes

Work Model: On-Site (Work at the Office Full-Time to Fulfill Work Duties) and Hybrid (Combines On-Site and Remote Models)

Additional Benefits

- Community Service Day
- Exam Fees
- External CPE Program Fees
- Formalized Mentor Programs
- Internal CPE Programs
- License Fees
- Professional Association Membership Dues

Other: Unlimited PTO for full time employees; Smart casual dress code; Medical; Dental; Vision; 401k; Flexible Spending Account; Short Term Disability; Long Term Disability; Firm paid life insurance and voluntary life insurance; Parental leave

Recent Awards or Accolades

Cincinnati Business Couriers "Best Places to Work;" Inside Public Accounting (IPA)'s "Top 200 Firms;" United Way regional "Live United 100"

Why a New Grad Should Begin Their Career at Our Organization

VonLehman has focused on making a difference in our employees' lives. VonLehman offers career progression and growth opportunities, unlimited PTO, parental leave and a full benefits package. We have a fun, collaborative work environment that offers a smart casual dress code and we take work/life balance seriously. Our leading edge facilities include an on-site café and advanced technology systems and equipment. The success of VonLehman can be directly attributed to the firm's employees. We make substantial investments in hiring, developing and retaining our people. We have been recognized for our community involvement and company culture, including being named a Best Place to Work by the Cincinnati Business Courier, a 'Top Workplace' by the Cincinnati Enquirer, a 'Top 200 CPA Firm' by Inside Public Accounting and a 'Live United 100' company by United Way.

INCPAS STUDENT MEMBERSHIP APPLICATION

FREE TO JOIN!

PERSONAL INFORMATION

first middle last

name to greet by birth month birth year

preferred address apt. no.

city

county state zip

phone ethnic background (optional)

email

SCHOOL INFORMATION

school name

expected graduation date

major

APPLICATION PROCEDURE

Student membership is free!

Apply online at incpas.org/Students, or return this completed application via email to info@incpas.org or mail to INCPAS, 900 E. 96th St., #250, Indianapolis, IN 46240.

To the best of my knowledge, the information contained herein is accurate. I agree to be governed by the bylaws of the Indiana CPA Society, as well as its Rules of Professional Conduct.

signature

date

To qualify, you must be currently enrolled as a student in an accredited college or university and pursuing a degree. The membership year runs from July 1–June 30.

WHY JOIN



Marketability:

Your membership demonstrates to future employers that you are serious about your career path.

Connections:

Connect with members who are in all stages of the profession — students, young professionals, experienced leaders and even retired CPAs.

Scholarships:

You'll have access to members-only college scholarship opportunities.

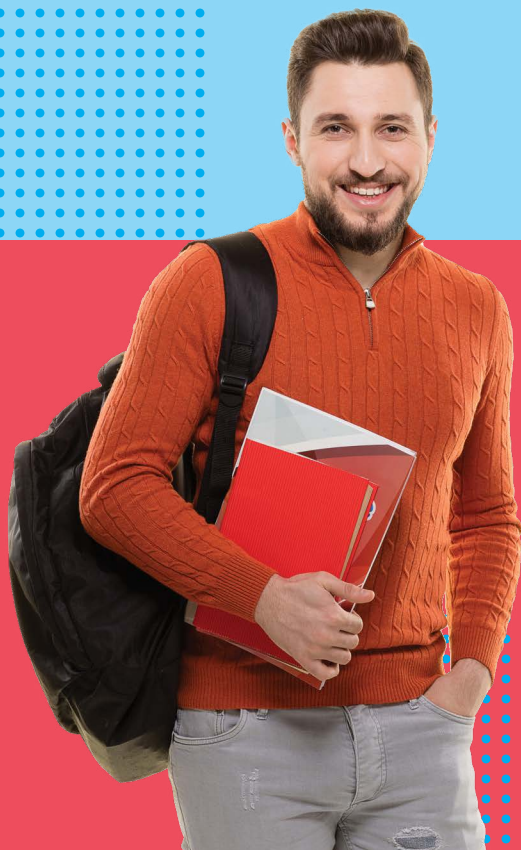
Volunteering:

Join in on year-round service-leadership opportunities.

CPA Exam:

Access the CPA Candidate member section, discounted prep courses and free Mock CPA Exam events.

IN
CPA
SOCIETY



900 E. 96th St., #250 | Indianapolis, IN 46240
incpas.org | 800-272-2054