The Future CPA’s Guide to Passing the Exam and Finding Their Dream Job
Dear Future CPA,

Do you want to become a CPA? The Indiana CPA Society Employer Guide will be a valuable resource as you begin your journey. It profiles nearly 40 organizations in Indiana that are interested in hearing from bright, motivated individuals who want to start their professional career with a forward-looking employer. It also provides you with everything you need to know about applying for and taking the CPA Exam so you can become a CPA and get noticed by employers.

If you’re an accounting student or recent grad planning to take the CPA Exam, build your network by becoming a member of the Indiana CPA Society. It is FREE to become a student member. We offer many benefits, including discounts on CPA Exam review courses, networking opportunities with CPAs and employers, and publications that will help you stay up-to-date on hot topics, issues and trends in the profession.

To join for free as a student member, fill out the application at the end of this guide or apply online at incpas.org/join. We look forward to hearing from you!

All the best,

Ali Paul, CAE
Director – Diversity & Outreach
apaul@incpas.org

Sarah Townsend
Membership & Volunteer Manager
stownsend@incpas.org

Revised 2-3-20
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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
MY NUMBER ONE TIP

for anyone who’s interested in accounting is: just know that it’s attainable. Don’t doubt yourself. If the numbers are intimidating you—don’t let them. It’s about being able to look at something, understand a problem and figure out the best way to address it. That’s what accounting is. Having the CPA designation just gives people more confidence that you’re a critical thinker and you’re a problem solver.

SHERRY DAVIS, CPA, CGMA, ELI LILLY & CO.

THE 3 MILLION DOLLAR ADVANTAGE

Over the course of a 45-year career, a CPA can earn as much as $3.2 million in lifetime earnings.
— Monster.com

JOB OFFERS

59% of job seekers have received two or more job offers simultaneously.
— 2019 Robert Half Finance & Accounting

TRAVEL

As globalization increases, there are more opportunities to travel abroad for work.
Why Join the Indiana CPA Society?

The Indiana CPA Society (INCPAS) has nearly 8,000 members who are CPAs and accounting professionals.

FREE! Student membership is FREE

Show your educators and future employers you are invested in your career, and network, network, NETWORK!

WHO WE ARE
The Indiana CPA Society is the only association in the state dedicated to serving the needs of current and prospective CPAs. We advocate for CPAs, provide high-quality and affordable continuing education for them to maintain their license, and create opportunities for members to connect.

INCPAS.ORG/JOIN
WHAT WE DO
No matter what stage you’re at in your education or career, INCPAS can offer support and guidance.

WHAT YOU GET

Marketability: Get an edge in the hiring process by demonstrating your commitment to the profession.

Connections: Meet other professionals at Young Pros Parties, the annual CPA Celebration and other events, as well as in the members-only CPA Center of Excellence® Online Community.

Smarts: Stay up-to-date on hot topics, issues and trends in the profession through our CPA IN Perspective member magazine, biweekly CPA ePerspective e-newsletter, members-only Open Forum discussions (this especially helps in conversation with recruiters and interviewers!) and quarterly student e-newsletter.

Warm Fuzzies: Join in on year-round volunteer opportunities and the annual CPA Day of Service.

Savings: Access discounted preparation courses and Exam resource center.

HOW TO BECOME A MEMBER
Visit incpas.org/join to join online or complete the enclosed student membership application.
Get Involved: Attend These INCPAS Events

Welcome to the Profession Series
Once you’ve successfully passed the CPA Exam, you are invited to attend special events to help jump start your career as a CPA. Events include lunch & learns, with 30 minutes of networking followed by one hour of CPE, as well as a FREE and laid-back reception to network with peers, our team and the INCPAS Board of Directors. Go to incpas.org/welcome to see the schedule.

Young Pros Leadership Academy (YPLA)
Once you’ve graduated, apply for YPLA and join a group of next generation leaders who embrace and promote the Society and the profession within their organizations and communities. YPLA members participate in three one-day meetings held annually in Indianapolis. Go to incpas.org/volunteer to see the details.

In the Know
In the Know is a webinar series that counts for live CPE hours. FREE for INCPAS members, they provide timely information on hot topics, emerging trends and issues impacting the profession. Go to incpas.org/intheknow to see upcoming webinars.

CPA Conversations
This is your chance to share your thoughts and questions with INCPAS President & CEO Jennifer Briggs, CAE. She’ll share a brief overview of current issues, your expanding role in business, what the future looks like for the profession, and Society news and events. CPA Conversations are great for students and young professionals looking to build their professional network. Go to incpas.org/cpaconvos to see upcoming events.
Young Pros Parties
Building your network is one of the best things you can do for your career. These FREE events are an opportunity for you and colleagues with less than 10 years of experience to meet up for post-work Happy Hours and pre-work Coffee Breaks at cool locations in Indianapolis, Evansville, Fort Wayne and South Bend. Go to incpas.org/youngpros to see upcoming events.

Young Pros CPE Series
Young CPA professionals encounter unique challenges that aren’t as relevant to more experienced professionals. We put together these lunch & learns just for you—take advantage of the customized content to help move your career forward. The programs will offer 30 minutes of networking, followed by one hour of CPE, and are meant for young pros up to 35 years old. Go to incpas.org/youngpros to see upcoming events.

Meet the Profession Night
On January 23, INCPAS will bring together students and CPAs for an informative and fast-paced evening of networking. Students from all over Indiana will network with employers, participate in educational sessions and learn about the Indiana CPA Society. Go to incpas.org/meetprofession for details.
1. MEET THE EDUCATION REQUIREMENTS
   - Submit a pre-application to CPA Exam Services to see if you are meeting the requirements to sit for the exam.
   - Submit an early application 60 days before you complete the 150-hour requirement.

2. APPLY TO TAKE, STUDY FOR AND PASS THE CPA EXAM

3. MEET THE WORK REQUIREMENTS TO ACHIEVE OFFICIAL CPA LICENSURE

4. APPLY WITH THE STATE
The CPA Exam process takes time. You need to meet the education requirements, apply to take the Exams, study and then finally sit for the Exam.

**Education Requirements**

To apply for the Uniform CPA Examination in Indiana, you must meet ONE of the following requirements:

**If you took (or plan to take) any graduate level courses:**

1. Earned 150 semester hours in general education which must include a graduate degree from a college or university that is accredited by an accrediting organization recognized by the Indiana Board of Accountancy, and completed:
   - At least 24 semester hours in accounting at the undergraduate level or 15 semester hours in accounting at the graduate level or an equivalent combination thereof which must include courses covering the following subjects:
     - Financial accounting,
     - Auditing,
     - Taxation,
     - Managerial accounting; and
   - At least 24 semester hours in business administration and economics courses, other than accounting courses, which may include:
     - Up to six semester hours of business and tax law courses.
     - Up to six semester hours of computer science courses.

**If you took (or plan to take) all undergraduate level courses:**

2. Earned 150 semester hours in general education which must include a baccalaureate degree from a college or university that is accredited by an accrediting organization recognized by the Indiana Board of Accountancy; and completed:
   - At least 24 semester hours in accounting at the undergraduate or graduate level which must include courses covering the following subjects:
     - Financial accounting,
     - Auditing,
     - Taxation,
     - Managerial accounting; and
   - At least 24 semester hours in business administration and economics courses, other than accounting courses, which may include:
     - Up to six semester hours of business and tax law courses.
     - Up to six semester hours of computer science courses.

*Additional information can be found at nasba.org/exams/cpaexam/indiana*
Pre-evaluation Application

Not sure if you’re on track to meet the education requirements?
A pre-evaluation from CPA Exam Services can help candidates determine if they are meeting the education requirements to sit for the CPA Exam. These are advisory in nature and not a final determination of eligibility — final eligibility will only be determined after a completed first-time application is submitted.

To receive a pre-evaluation, you must apply through CPA Central:
2. Register for an account.
3. Select “Apply Online.”
4. Complete the pre-evaluation application.
5. Pay the $100 application fee.
6. Have your transcripts sent to CPA Exam Services.
7. Wait for a response (typically 2-4 weeks once all additional materials have been received).
Early Application*

Want to apply early to take the CPA Exam as soon as possible? Indiana students have the opportunity to apply for the CPA Exam if they are meeting the education requirements and are within 60 days of completing the 150-hour requirement. Students are NOT able to SIT for the Exam until they have met the education requirements.

To apply early, you must apply through CPA Central:
2. Register for an account.
3. Select “Apply Online.”
4. Select “First-time Application.”
5. Choose the Exam section you want to sit for. Students can apply for one or more sections but are advised to only apply for the section(s) they are ready to take within the next six months.
6. Complete the application.
7. Pay the application and Exam fees.
8. Submit necessary materials to CPA Exam Services.
   • Academic Transcripts (directly from academic institution)
   • Indiana Certificate of Enrollment form (directly from academic institution)
   • International Evaluation Report, if applicable
   • ADA Accommodation Form, if applicable
9. Wait for a response (typically 4–6 weeks once all additional materials have been received).
10. Send final official transcripts to CPA Exam Services no later than 60 days immediately following the end of the window in which the applicant sits for the Exam.

*Additional information can be found at nasba.org/exams/cpaexam/indiana

CPA EXAM SERVICES
CONTACT INFORMATION

1-800-CPA-EXAM (800-272-3926)
or cpaes-in@nasba.org

Where to mail required information or documents:
Indiana Coordinator
CPA Examination Services
P.O. Box 198469
Nashville, TN 37219-8469
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 ($300 discount)
• Gleim (20% discount)
• Roger (20% discount on review course or 15% discount off everything in your cart)
• Surgent (35% discount)
• Yaeger (20% discount)

For details contact Sarah Townsend at stownsend@incpas.org or (317) 726-5011.
TAKING THE CPA EXAM

The computer-based Exam has four sections you must pass.
• You take each section one at a time and must pass all four within 18 months.
• The 18 months doesn’t start until you sit for your first Exam.

Auditing and Attestation (AUD)
The entire audit process, other services including compilations, reviews and attestation engagements, and the AICPA Code of Professional Conduct.

Business Environment and Concepts (BEC)
Operations and strategic management, economics, financial management and information technology.

Financial Accounting and Reporting (FAR)
Concepts and standards for financial statements, typical items in financial statements, specific types of transactions and events, accounting and reporting for governmental entities, and accounting and reporting for nongovernmental and not-for-profit organizations.

Regulation (REG)
Federal taxation and business law, including ethics and professional responsibilities.

Testing Windows

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Resources:
aicpa.org/BecomeACPA/CPAExam
In 2017, the Exam evolved to reflect the needs of today’s profession and focus on the knowledge and skills required of newly licensed CPAs.

- Shift from Memorization to Critical Thinking (greater assessment on higher order skills including critical thinking, analytical ability, communication skills, problem solving, professional skepticism)
- There are still four Exam sections: Auditing & Attestation (AUD), Business Environment and Concepts (BEC), Financial Accounting and Reporting (FAR) and Regulation (REG)
- Less multiple choice questions and more task-based simulations (TSB were added to BEC for the first time)
- Increased testing time (16 hours – 4hrs/Exam) and a new **15-minute break** midway through each section that doesn’t count against testing time.
- In-depth Exam blueprints replaced the former content and skill specification outlines to provide better clarity on what will be tested
- 10-day test window extension = **40 extra days of testing!**
- The price of the Exam increased (due to the increase in testing time)

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<th>Task-Based Simulations (TBS’s)</th>
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<td>66</td>
<td>8</td>
<td>N/A</td>
<td>4</td>
</tr>
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<td>REG</td>
<td>76</td>
<td>8</td>
<td>N/A</td>
<td>4</td>
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*Source: nasba.org*
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. Ste. A
Mishawaka, IN 46545

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

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**Online Exam Scheduling:**
PROMETRIC.COM/CPA
LICENSURE – [YOUR NAME HERE], CPA

Once you’ve passed the CPA Exam, the hard part is over and obtaining your license is the next step in the process.*

Experience Requirements
In order to become licensed as a CPA in Indiana, you need twenty-four (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 one (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.

Application to be a CPA in Indiana
1. Submit the Accountancy Application (found on Indiana Board of Accountancy website) and notarized CPA Verification of Experience form.
2. CPA Exam Services will send the Board of Accountancy your Exam application, certified original college/university transcripts, transcript evaluation and CPA Exam grades.
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.
Continuing Professional Education Requirements
To maintain your CPA designation, 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. 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.

*Additional information can be found at www.in.gov/pla/accountancy.htm

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

12 HOURS ACCOUNTING AND AUDITING

4 HOURS ETHICS

CPE REPORTING PERIODS:
- January 1, 2018–December 31, 2020
- January 1, 2021–December 31, 2023
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 your 24-month 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 3.5 or higher, keep up the great work!

Where to start if you don’t have a high GPA:
• Work on improving your grades. Visit a tutor, talk with your teachers (office hours are scheduled for a reason) and STUDY!
• Find ways to show potential employers what your strengths are. Many students are balancing a lot of extracurricular activities and jobs with their course work.

FROM ORGANIZATIONS IN THIS GUIDE:
Minimum accepted overall GPA
2.5 – 2
3.0 – 20
3.2 – 8
3.3 – 1
3.5 – 4
N/A – 1

Minimum accepted Accounting/Business GPA
2.5 – 1
3.0 – 14
3.2 – 7
3.3 – 3
3.5 – 8
3.6 – 1
N/A – 4

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

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.

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

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

Organizations in this guide that sponsor entry-level foreign nationals who require employment visas 3/38

Organizations in this guide that require full-time hires be 150-hr compliant 22/38
Directory of Organizations
1st Source Bank
100 N. Michigan St.
South Bend, IN 46614

Organization Contact: Janelle Pyclik
Title: Secretary II HR, Talent Acquisition
Contact Email: pyclickj@1stsource.com
Phone: (574) 235-2728
Website: 1stsource.com
Year Founded: 1863
Number of Professionals: 1,200
Organization Type: Regional

Additional Locations: Mishawaka, Elkhart, Goshen, Argos, Columbia City, Fort Wayne, Bremen, Bluffton, Chesterton, Granger, Hebron, Huntington, Knox, Kouts, Lafayette, Lapaz, LaPorte, Middlebury, Michigan City, New Carlisle, New Haven, Rochester, Portage, Plymouth, Valparaiso, Walkerton, Westville, Winamac, Lacrosse, Nappanee, and Warsaw, IN; Sarasota, FL; Dowagiac, Kalamazoo, Niles and Portage, MI

Top Industry Specializations
Banking/Securities, Insurance, Personal Financial Services

Client Services
1st Source Corporation, the parent company of 1st Source Bank, serves customers through a banking center system of locations throughout northern Indiana and southwestern Michigan. Additionally, 1st Source Specialty Finance Group provides financing services for new and used private and cargo aircraft, automobiles and light trucks for leasing and rental agencies, medium and heavy duty trucks, and construction equipment nationwide. 1st Source also offers Trust and Wealth Management services along with Insurance.

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: 3.5
Sponsorship of Entry-Level Foreign Nationals: No
New Full-Time Hires Must Be 150-Hour Compliant: No

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

Other: Tuition reimbursement

Recent Awards or Accolades
South Bend Tribune’s Best Places to Work: Professional Development in 2018; Forbes “Top-Rated Bank Headquartered in Indiana” based on 2018 “Best-In-State-Banks” survey; and #1 SBA Lender Headquartered in State of Indiana

Why a New Grad Should Begin Their Career at Our Organization
When you work at 1st Source Bank, you help others reach their goals while attaining your own. With a wealth of opportunities and room to grow, we are looking for people with big dreams. Our employees are encouraged to volunteer. We encourage training and education and we offer competitive salaries along with a comprehensive Total Wellness plan with programs to support your physical, financial, personal, and professional well-being.
Baker Tilly Municipal Advisors, LLC (BTMA)
8365 Keystone Crossing, Suite 300
Indianapolis, IN 46240

Organization Contact: Kathy Cruz
Title: Senior Recruiter
Contact Email: kathy.cruz@bakertilly.com
Phone: (317) 465-1563
Website: bakertilly.com
Year Founded: 1932

Number of Partners: 405
Number of Professionals: 3,800
Organization Type: International
Additional BTMA Locations: Mishawaka, IN; East Lansing, MI; Columbus, OH

Top Industry Specializations
Consulting; Government

Client Services
Advisory/Consulting; Audit/Assurance

General Hiring Practices
Spring, Summer and Fall 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: Preferred for Accounting Consultant Positions

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: Tuition reimbursement; Fitness reimbursement; Employee wellness program; Medical/dental/vision insurance; Casual dress; 401(k) plan; Team outings; Summer hours

Recent Awards or Accolades
Vault Accounting #6 ranking; multiple “Best Places to Work” awards

Why a New Grad Should Begin Their Career at Our Organization
Ask a handful of team members to describe Baker Tilly, and you will likely hear as many different answers. That’s because their connection to Baker Tilly is personal. There is no other team like ours. We are progressive because together we aspire to reach new heights. We want to make difference—so let’s build our future together!

Additional Information
BTMA provides a variety of financial services to local governments including cities, towns, counties, utilities, school corporations, libraries and other municipal governments. The Municipal Advisory team is a part of Baker Tilly Virchow Krause, LLP, an advisory, tax and assurance firm whose specialized professionals guide clients through an ever-changing business world.
Barnes, Dennig & Co., Ltd.
5750 Castle Creek Pkwy, Suite 245
Indianapolis, IN 46250

Organization Contact: Natalie Wichard
Title: Talent Acquisition Specialist
Contact Email: nwichard@barnesdennig.com
Phone: (513) 241-8313
Website: barnesdennig.com
Year Founded: 1965

Number of Partners: 27
Number of Professionals: 132
Organization Type: Regional
Additional Locations: Cincinnati, OH and 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 Winter 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

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
“100 Top Workplaces” by The Cincinnati Enquirer; Best Workplace in Ohio by Ohio Business Magazine

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
300 N. Meridian St., Suite 1100
Indianapolis, IN 46204

Organization Contact: Brent Holman
Title: Senior Manager, Tax Services
Contact Email: bholman@bgbc.com
Phone: (317) 633-4700
Website: bgbc.com

Year Founded: 1990
Number of Partners: 11
Number of Professionals: 60
Organization Type: Regional

Top Industry Specializations
Legal Services; Manufacturing; Medical/Health Care; Nonprofit Organizations; Personal;
Financial Services; Real Estate; Technology; Transportation

Client Services
Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; Forensic Accounting and
Investigations; International Tax; Individual Tax/Financial Services/Wealth Management;
State/Local Tax; Transfer Pricing

General Hiring Practices
Spring 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

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: $2,000 allowance for CPA review materials (No OOP cost for Becker); Firm profit sharing contribution; 401(k) match; Life/STD/LTD insurance; HSA plan with generous firm contribution for those electing health coverage; CPE reimbursement; 7 annual paid holidays; Extra “End of Busy Season” holiday in April; Generous PTO policy; Annual bonus program; Food during busy season; Office social events; as well as so much more

Recent Awards or Accolades
IndyStar’s “Top Workplaces” in 2018 and 2019

Why a New Grad Should Begin Their Career at Our Organization
We offer the experience and challenges that aspiring CPAs need to jump start their career. You will receive valuable experience with clients of all sizes across numerous industries in a supportive, collaborative environment. Not sure if you’re ready to choose between tax and audit? At BGBC we give our new staff the opportunity to experience challenging work in both concentrations before choosing the direction they’d like to go in. We will train, support, and mentor you to get your career rolling in the right direction. BGBC is passionate about the professional growth and achievement of our employees, and we will help you reach your full potential. Employees also receive access to training and resources through the BDO Alliance, one of the industry’s largest and most respected associations of accounting, consulting, and professional service firms.
Blue & Co., LLC
12800 N. Meridian St., Suite 400
Carmel, IN 46032

Organization Contact: Jared Lantz/
Katie Blasingame
Title: Recruiter
Contact Email: recruiting@blueandco.com
Phone: (317) 428-6863
Website: blueandco.com
Year Founded: 1970

Number of Partners: 49
Number of Professionals: 470
Organization Type: Regional
Additional Locations: Bloomington,
Carmel, Seymour and Columbus, IN;
Lexington and Louisville, KY; Cincinnati and
Columbus, OH

Top Industry Specializations
Consulting; Educational; Government; Manufacturing; Nonprofit Organizations; Personal
Financial Services

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

General Hiring Practices
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

Additional Benefits
• Exam Fees
• Exam Review Course Fees
• Internal CPE Programs
• License Fees
• Professional Association Membership Dues

Recent Awards or Accolades
“Best Places to Work” in Indiana, Kentucky and Ohio for 2018

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

Additional Information
When you join our team, you will be paired with a coach. Together, you will set goals to
leverage your strengths and cultivate new skills. We have a solid plan for our strategic
growth, and with growth comes opportunity. We understand that 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
designed to help you every step of the way.
Brady Ware & Company
1 Woodside Dr.
Richmond, IN 47374

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

Number of Partners: 23
Number of Professionals: 101
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

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
Buechlein & Associates, P.C.
1805 Dispatch Rd.
Jasper, IN 47546

Organization Contact: Mark Buechlein
Title: Managing Shareholder
Contact Email: markb@bacpas.net
Phone: (812) 482-3535
Website: bacpas.net

Top Industry Specializations
Agricultural; Manufacturing; Medical/Health Care; Nonprofit Organizations; Retail Trade; Utilities; Wholesale Trade

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

General Hiring Practices
Summer Interns: Paid, Part-time and Full-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: Yes

Additional Benefits
• Exam Fees
• Exam Review Course Fees
• External CPE Program Fees
• Internal CPE Programs
• License Fees
• Professional Association Membership Dues

Other: Compensated time off (Rotating Fridays off during the months of June through October)

Why a New Grad Should Begin Their Career at Our Organization
Our Firm provides the family environment of a smaller firm with the professional challenges of a large firm. Our clients include nonprofits, retailers, professionals, contractors, manufacturers, restaurant, hospitality and many others. In a firm of our size and location, you will experience a greater diversity of work that will allow you to grow professionally with ability to work directly with clients in a variety of industries. If you enjoy helping people, thrive on new challenges and are eager for career growth, we would like to hear from you.
CLA (CliftonLarsonAllen LLP)
9365 Counselors Row, #200
Indianapolis, IN 46240

Organization Contact: Randie Dial
Title: Managing Principal
Contact Email: randie.dial@CLAconnect.com
Phone: (317) 574-9100
Website: CLAconnect.com
Year Founded: 1960

Number of Partners: 800+
Number of Professionals: 5,700+
Organization Type: National
Additional Locations: Evansville, Schererville, and Terre Haute, IN; More than 120 locations across the United States

Top Industry Specializations
Agribusiness; Banking/Securities; Commercial; Construction; Cooperatives; Craft Brewers and Distillers; Dealerships; Employee Benefit Plans; Educational; Government; Manufacturing; Medical/Health Care; Nonprofit Organizations; Private Clients; Professional Services; Real Estate; Retail Trade; Technology; Transportation

Client Services
Advisory/Consulting; Audit/Assurance; Business Risk; Corporate/Domestic Tax; Executive Search; Intacct; International Tax; Individual Tax/Financial Services/Wealth Management; Internal Audit; IT Audit; Outsourced Accounting, HR, and Payroll; Professional Search; State/Local Tax; Telecom; Transfer Pricing; Valuation

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

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: MST/MBT program; College for Financial Planning educational assistance; Medical, pharmacy, dental, hearing and vision benefits; 401(k); Corporate perks; Life/AD&D insurance; Long-term and short-term disability; GotZoom student loan relief; CLA Foundation; PTO; Flexible work arrangements; Learn to Live program; Leave of absence

Recent Awards or Accolades
“Best Places to Work in Indiana” in 2019

Why a New Grad Should Begin Their Career at Our Organization
Deep industry insight; Seamless, integrated capabilities; Premier resource for private businesses and owners; Inclusive mindset that strengthens diversity; Inspired careers

Additional Information
CLA exists to create opportunities — for our clients, our people, and our communities. We do it by living the CLA Promise: We promise to know you and help you.
CLH, CPAs & Consultants
123 E. 8th St.
Michigan City, IN 46360

Organization Contact: Stephanie Russell
Title: Human Resource Manager
Contact Email: srussell@clh-cpa.com
Phone: (219) 874-0210
Website: clh-cpa.com
Year Founded: 1992

Top Industry Specializations
Closely-Held Businesses Across a Range of Companies; Construction; Consulting; Manufacturing; Professional Service Providers

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

Additional Benefits
• Community Service Day
• External CPE Program Fees
• Internal CPE Programs
• License Fees
• Professional Association Membership Dues
Other: Health insurance; Life insurance; 401(k) plan; Flexible spending account plans; Education reimbursement program; PTO; Paid holidays; Summer hours; Advanced technology; Meal allowance program; Annual company outings; Break room; Birthday recognition; Friday breakfasts

Why a New Grad Should Begin Their Career at Our Organization
You’re not going to find the typical staff of bean counters at CLH, CPAs & Consultants. We’re a staff of team players, problem solvers and teachable learners who are driven to exceed our clients’ expectations. Our mid-size firm offers opportunities for advancement and a greater scope of responsibility while developing a range of skills in accounting, consulting and compliance. CLH wants to help you establish a robust career, not just be your first stepping stone into accounting. Added bonus: our offices are near the coast of Lake Michigan, which means we’re an hour away from Chicago without all the hassles of city life. If you’re looking to hit the ground running, you’ll want to check out CLH, CPAs & Consultants.
Cornerstone CPA Group LLP
3160 Windsor Ct.
Elkhart, IN 46514

Organization Contact: Bruce Beyler
Title: Managing Partner
Contact Email: bruceb@cornerstonecpagroup.com
Phone: (574) 262-8886
Website: cornerstonecpagroup.com

Year Founded: 2014
Number of Partners: 3
Number of Professionals: 11
Organization Type: Local

Top Industry Specializations
Agriculture; Manufacturing; Nonprofit Organizations

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

General Hiring Practices
Winter Interns: Paid, Part-time and Full-time
Minimum Acceptable Overall GPA: 3.3
Minimum Acceptable Accounting/Business Major GPA: 3.5
Sponsorship of Entry-Level Foreign Nationals: No
New Full-Time Hires Must Be 150-Hour Compliant: Yes

Additional Benefits
• Exam Fees
• External CPE Program Fees
• Internal CPE Programs
• License Fees
• Professional Association Membership Dues

Other: Group health insurance; paid holidays; personal time; retirement benefits

Recent Awards or Accolades
One of our young professional staff recently graduated from local Chamber Leadership Academy.

Why a New Grad Should Begin Their Career at Our Organization
As a small firm, a new graduate gets the opportunity to work closely with experienced staff including partners performing all kinds of general accounting, auditing and tax preparation services for individuals and businesses. No overnight travel, business casual dress and reasonable work hours during tax season. A great opportunity for potential growth for a new CPA.

Additional Information
Cornerstone CPA Group was formed in 2014 from the merger of two long established CPA firms in the Elkhart and Southwestern Michigan region. There is over 100 years of experience in public accounting with the owners of these firms.
Dauby O’Connor & Zaleski, LLC
501 Congressional Blvd., Suite 300
Carmel, IN 46032

Organization Contact: Rich Andriole
Title: Talent Development Manager
Contact Email: randriole@doz.net
Phone: (317) 819-6282
Website: doz.net

Year Founded: 1987
Number of Partners: 10
Number of Professionals: 200
Organization Type: National
Additional Location: Austin, TX

Top Industry Specializations
Real Estate

Client Services
Advisory/Consulting; 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: 3.2
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; 401k match; Cafeteria plans for health benefits; Health savings accounts; Medical insurance; Dental insurance; Vision insurance; Short term/long term disability insurance; Critical illness plan; Accident insurance; Sabbatical program; Flexible working hours; Bereavement and home destruction leave; Startup loans; CPA Exam materials loan; CPA Exam bonus; CPA Exam paid time off; CPA Exam office study time

Recent Awards or Accolades

Why a New Grad Should Begin Their Career at Our Organization
DOZ is an industry leading audit, tax and consulting firm focused on real estate and affordable housing. Our nationwide client base offers a breadth of experience and learning opportunities, giving future accountants the opportunity to grow their knowledge and tackle new challenges. Our firm takes great pride in the daily construction of our collaborative, friendly culture, and we continue to emphasize a commitment to work-life balance as our people are our greatest resource. Competitive salary & benefits, flexible work schedule opportunities, casual dress code and an on-site gym are just a few of the ways we work to foster job satisfaction and personal growth, which has resulted in one of the highest retention rates in the industry year after year. DOZ is here for you at every step of your career, from financial support as you work toward your CPA to huge opportunities for internal advancement—over 100 promotions in the last 3 years—our goal is to grow together.
Davis & Wojtysiak LLC
4045 Edison Lakes Pkwy, Suite 200
Mishawaka, IN 46545

Organization Contact: Cynthia Wojtysiak
Title: Managing HR Manager
Contact Email: cynthia@wojcpa.com
Phone: (574) 233-9366
Website: DW-CPA.com

Year Founded: 1998
Number of Partners: 3
Number of Professionals: 17
Organization Type: Local
Additional Location: South Bend

Top Industry Specializations
Consulting; Manufacturing; Medical/Health Care; Nonprofit Organizations; Real Estate; Retail Trade; 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 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

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: Health; 401K

Why a New Grad Should Begin Their Career at Our Organization
We are a well-respected and established CPA firm providing a relaxed working environment. Our firm focuses on consulting for the closely-held business and their owners. We provide personalized, quality services and we offer a wide range of accounting, consulting and tax services to businesses and individuals. We are always on the cutting edge of technology and never shy away from a better way to do things. We have jean attire on Fridays and ½ day Fridays in the summer. Coffee, drinks and treats are always provided throughout the year. It's simply a great place to work for the right person.
Donovan CPAs
5151 E. US Hwy 36
Avon, IN 46123

Organization Contact: Jimmy Wade
Title: Partner
Contact Email: jwade@cpadonovan.com
Phone: (317) 844-8300
Website: cpadonovan.com

Year Founded: 1978
Number of Partners: 4
Number of Professionals: 25
Organization Type: National
Additional Locations: Indianapolis

Top Industry Specializations
Personal Financial Services; Tax Preparation and Audits

Client Services
Audit/Assurance; Payroll Services; QuickBooks; Tax Preparation

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

Additional Benefits
• External CPE Program Fees
• Internal CPE Programs
• License Fees
• Professional Association Membership Dues

Other: Flex Fridays; Generous PTO; CPA Exam reimbursement; Bonus incentive

Why a New Grad Should Begin Their Career at Our Organization
We are a CPA firm with a clear vision for growth—not all CPA firms have such a vision. Our goal is to double revenue over the next 10 years. We recently acquired a firm to accomplish such 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.
Dulin, Ward & Dewald, Inc
9921 Dupont Circle Dr. West, Suite 300
Fort Wayne, IN 46825

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

Year Founded: 1939
Number of Partners: 9
Number of Professionals: 53
Organization Type: Regional
Additional Location: Marion, IN

Top Industry Specializations
Agriculture; Construction; Manufacturing; Nonprofit Organizations; Retail Trade; Wholesale Trade

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

General Hiring Practices
Spring and Winter Interns: Paid, Part-time and Full-time (Jan/Feb–Apr/May)
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
- External CPE Program Fees
- 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

Why a New Grad Should Begin Their Career at Our Organization
Flexibility: Extra time off from overtime; Expanded Skills: Don't have to choose between audit and tax, get to do both and work with a variety of industries and types of clients; Culture: Open door policy, first year staff work one-on-one with Directors; 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
Advisory/Consulting

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.
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@hsccpa.com
Phone: (812) 491-1460
Website: hsccpa.com

Year Founded: 1975
Number of Partners: 7
Number of Professionals: 121
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

Additional Benefits
• Exam Fees
• Exam Review Course Fees
• External CPE Program Fees
• Internal CPE Programs
• License Fees
• Professional Association Membership Dues

Other: 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.
Katz, Sapper & Miller
800 E. 96th. St., Suite 500
Indianapolis, IN 46240

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: 350
Organization Type: Regional
Additional Locations: Fort Wayne, IN; Louisville, KY; 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
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: Yes

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 allowance

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

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. At KSM, new graduates get to enjoy the perks of a top-notch public accounting firm while sharing a sense of ownership with peers. 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: Natalie Rascher, MS MBA
Title: Director of Talent and Development
Contact Email: nrascher@kempercpa.com
Phone: (812) 421-8000
Website: kempercpa.com
Year Founded: 1958
Number of Partners: 67
Number of Professionals: 350+

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

Top Industry Specializations
Consulting; Government; Manufacturing; Medical/Health Care; Natural Resources; Nonprofit Organizations; Personal Financial Services; Real Estate; Retail Trade

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

General Hiring Practices
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

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: Flexible schedule; Profit sharing plan; Access to firm career coach

Recent Awards or Accolades
“Top 100 Accounting Firm” and “Best Places to Work in Indiana” in 2018; Top 10 of the IPA “100 Firms for Highest Percentage of Female Partners” in 2017

Why a New Grad Should Begin Their Career at Our Organization
We believe in building relationships—with our clients and with each other. Our people are empowered to become leaders, regardless of their title or position within the firm. We believe in serving others, whether that means our clients or our coworkers. We make a habit of going above and beyond for our clients and each other, and that has driven our success.
**Kruggel Lawton & Co., LLC**  
210 S. Michigan St., Suite 200  
South Bend, IN 46601

<table>
<thead>
<tr>
<th><strong>Organization Contact:</strong> Terry Bush</th>
<th><strong>Number of Partners:</strong> 13</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Title:</strong> Director</td>
<td><strong>Number of Professionals:</strong> 105</td>
</tr>
<tr>
<td><strong>Contact Email:</strong> <a href="mailto:tbush@klcpas.com">tbush@klcpas.com</a></td>
<td><strong>Organization Type:</strong> Local</td>
</tr>
<tr>
<td><strong>Phone:</strong> (574) 289-4011</td>
<td><strong>Additional Locations:</strong> Elkhart; St. Joseph, MI; Knoxville, TN</td>
</tr>
<tr>
<td><strong>Website:</strong> klcpas.com</td>
<td><strong>Year Founded:</strong> 1956</td>
</tr>
</tbody>
</table>

**Top Industry Specializations**  
Consulting; Educational; Government; Manufacturing; Medical/Health Care; Nonprofit Organizations; Real Estate; Transportation; Wholesale Trade

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

**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: 401(k) match; Group health, dental, vision; Annual bonus pool

**Recent Awards or Accolades**  
“Best Accounting Firm” by *Northwest Indiana Business Quarterly* in 2017 and 2018; Top 300 Firm

**Why a New Grad Should Begin Their Career at Our Organization**  
Family atmosphere, work-life balance, flexible work arrangements, embracing change.
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 Interns: Yes, 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
• License Fees
• Professional Association Membership Dues

Why a New Grad Should Begin Their Career at Our Organization
New graduates would work with other members of the professional staff and can expect exposure to all services offered by the firm. These services include auditing, tax planning and compliance, not for profit reporting, estate and trust reporting, financial statement preparation, accounting services, and consulting. The position requires direct client contact and client responsibility. Competitive salary and benefits are available. We have casual Fridays; minimal overnight travel in Audit Dept; Excellent working conditions and office culture.
Mayflower Accounting & Tax Services Corp
8310 Allison Pointe Blvd., Suite 204
Indianapolis, IN 46250

Organization Contact: Kajal Shah
Title: Director
Contact Email: kajal@mayflowertax.com
Phone: (317) 886-7917
Website: mayflowergroup.biz
Year Founded: 2012

Number of Partners: 1
Number of Professionals: 3
Organization Type: National
Additional Locations: Greenwood and Highland, IN

Top Industry Specializations
Consulting; Retail Trade; Transportation

Client Services
Advisory/Consulting; Corporate/Domestic Tax; State/Local Tax

General Hiring Practices
Spring, Summer, and Winter Interns: Paid, Part-time and Full-time
Minimum Acceptable Overall GPA: 3.4
Minimum Acceptable Accounting/Business Major GPA: 3.6
Sponsorship of Entry-Level Foreign Nationals: Yes
New Full-Time Hires Must Be 150-Hour Compliant: No

Additional Benefits
• Exam Fees
• Internal CPE Program
• License Fees
Other: Health insurance; 401(k); PTO

Why a New Grad Should Begin Their Career at Our Organization
Mayflower is a very dynamic organization with growth potential for the right candidate.
MCM CPAs & Advisors LLP
6840 Eagle Highlands Way
Indianapolis, IN 46254

Organization Contact: Laura Davis
Title: HR Manager
Contact Email: laura.davis@mcmcpa.com
Phone: (502) 882-4403
Website: mcmcpa.com
Year Founded: 2010

Number of Partners: 45
Number of Professionals: 300
Organization Type: Regional
Additional Locations: Jeffersonville, IN; Louisville, Cincinnati, and Lexington, KY

Top Industry Specializations
Public Accounting

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

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

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.
OnTarget CPA
101 West Ohio St., Suite 800
Indianapolis, IN 46204

Organization Contact: Michael P. Jamison
Title: President
Contact Email: michael@ontargetcpa.com
Phone: (317) 820-2000

Website: ontargetcpa.com
Year Founded: 2015
Number of Professionals: 9
Organization Type: Local

Top Industry Specializations
Construction; Consulting; Entrepreneurial; Insurance; Legal Services; Manufacturing;
Medical/Health Care; Nonprofit Organizations; Real Estate; Restaurant, Bar and Brewery;
Transportation; Vendor

Client Services
Accounting and Bookkeeping; Advisory/Consulting; Budgeting and Strategic Planning;
Corporate/Domestic Tax; Entity Start-ups; Individual Tax; IRS and Tax Resolution Services;
State/Local Tax; Tax Audits; Tax Planning Services

General Hiring Practices
Spring, Summer and 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

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; 401(k) program with 6% match for full-time employees; Health insurance for full-time employees; Free downtown parking; Meals provided every day during tax season; Birthday dinners for staff members; Staff outings that include beer festivals.

Recent Awards or Accolades
Michael Jamison, OnTarget CPA President, was one of 38 CPAs honored by the American Institute of CPAs (AICPA) as a member of the 2019 Leadership Academy program.

Why a New Grad Should Begin Their Career at Our Organization
OnTarget CPA’s internship program is designed to mentor talented upcoming accounting professionals who can transition to full-time staff members upon graduation. We will prepare interns for a career beyond their internship. 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. OnTarget CPA does not require or encourage you take the semester off for tax season.

Additional Information
OnTarget CPA is a certified public accounting firm specializing in accounting, taxation, IRS resolution, and consulting needs for individuals and small- to medium-size companies. We take pride in our skilled team of professionals who deliver quality work to our clients.
Organization Contact: John E. Spiggle  
Title: Shareholder  
Contact Email: john@parkisonhinton.com  
Phone: (219) 362-8547  
Website: parkisonhinton.com

Year Founded: Current Firm in 1987, Legacy Firm in 1951
Number of Partners: 3
Number of Professionals: 3
Organization Type: Local

Top Industry Specializations
Manufacturing; Nonprofit Organizations; Retail Trade

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

General Hiring Practices
Minimum Acceptable Overall GPA: 3.4
Minimum Acceptable Accounting/Business Major GPA: 3.5
Sponsorship of Entry-Level Foreign Nationals: No
New Full-Time Hires Must Be 150-Hour Compliant: Yes

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

Why a New Grad Should Begin Their Career at Our Organization
Our firm offers excellent working conditions and outstanding current and long-term growth potential for a new CPA looking to hone their skills and grow into their career. Required overnight travel is currently one week during the year and as warranted for continuing education. As our firm is located in the northwest corner of Indiana, we service clients in Michigan and Illinois as well as Indiana and prepare individual income tax returns for clients located in 15–20 states outside of Indiana. Our community has several lakes and parks that provide numerous opportunities for outdoor activities on a daily basis. It is conveniently located 15 minutes south of Lake Michigan, 30 minutes west of South Bend and an hour east of Chicago providing us access to all of the arts, culture, sports and urban exploration one could want.

Additional Information
Our firm is the oldest in LaPorte. Founded in 1951 by Al Hinton, past president of the Indiana CPA Society. The current owners worked with Mr. Hinton for several years prior to purchasing the firm from him.
Petrow Kane Leemhuis, PC
8440 Woodfield Crossing Blvd., Suite 345
Indianapolis, IN 46240

Organization Contact: Michael Barton
Title: Audit Manager
Contact Email: mbarton@petrowkane.com
Phone: (317) 452-4700
Website: petrowkane.com
Year Founded: 2008

Number of Partners: 3
Number of Professionals: 9 professionals, additional seasonal persons during tax season
Organization Type: Local

Top Industry Specializations
Consulting; Insurance; Manufacturing; Nonprofit Organizations; Personal Financial Services; Retail Trade

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

General Hiring Practices
Winter Interns: Paid, Part-time and Full-time
Minimum Acceptable Overall GPA: 3.0
Minimum Acceptable Accounting/Business Major GPA: 3.3
Sponsorship of Entry-Level Foreign Nationals: No
New Full-Time Hires Must Be 150-Hour Compliant: No

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

Other: Competitive health insurance benefits; Generous PTO

Why a New Grad Should Begin Their Career at Our Organization
High-quality clients; minimal overnight travel for audit staff (none for tax); opportunities for staff to be involved in professional and community organizations; excellent office location and working conditions; evening dinners and Saturday lunches during tax season; casual dress Fridays; size of firm and “family-like” environment lends itself to individual mentoring, support and growth.
**PwC**

101 W. Washington St., Suite 1300
Indianapolis, IN 46204

**Website:** pwc.com/campus  
**Organization Type:** International

**Year Founded:** Mid-1800s  
**Additional Locations:** Worldwide

**Number of Partners:** 11,000+ worldwide  
**Number of Professionals:** 250,000+ worldwide

**Top Industry Specializations**
Accounting; Consulting; Professional Services

**Client Services**
Audit/Assurance; Corporate/Domestic Tax; Individual Tax/Financial Services/Wealth Management; IT Audit; State/Local Tax

**General Hiring Practices**
Spring and Winter Interns: Paid, Full-time  
Minimum Acceptable Overall GPA: 3.0  
Minimum Acceptable Accounting/Business Major GPA: 3.0  
Sponsorship of Entry-Level Foreign Nationals: Yes  
New Full-Time Hires Must Be 150-Hour Compliant: Yes

**Additional Benefits**
- Exam Fees  
- Exam Review Course Fees  
- Formalized Mentor Programs  
- Internal CPE Programs  
- License Fees

Other: We offer innovative and inspiring ways to reward our people and we are transparent in the way we talk with our people about pay. Our total rewards package is aimed to deliver the value needed to meet staff’s needs beyond just base compensation. Learn more about our comprehensive benefits on our website: pwc.com/us/en/careers/why-pwc/employee-benefits.html

**Recent Awards or Accolades**
Our commitment to responsible business leadership, diversity, work-life flexibility, career coaching and training makes our firm one of the best places to work, learn and excel. Visit our website to learn about some of the ways in which PwC has been awarded and recognized recently: pwc.com/us/en/about-us/pwc-awards.html

**Why a New Grad Should Begin Their Career at Our Organization**
From empowering mentorships to customized coaching, PwC provides you with support to help you develop your career. You’ll work with people from diverse backgrounds and industries to solve important problems. Are you ready to grow? Learn more and apply at pwc.com/campus.
RBSK Partners PC
224 N. Broadway St.
Greensburg, IN 47240

Organization Contact: Marilyn Lecher
Title: Administrative Assistant
Contact Email: mlecher@rbskpartners.com
Phone: (812) 222-1523
Website: rbskpartners.com
Year Founded: 1965

Number of Partners: 5
Number of Professionals: 27
Organization Type: Regional
Additional Locations: Batesville, Brookville, Columbus, Greensburg and North Vernon

Top Industry Specializations
Agriculture; Consulting; Government; Manufacturing; Medical/Health Care; Nonprofit Organizations; Real Estate; Retail Trade; Transportation; Wholesale Trade

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

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: Yes

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

Other: Health reimbursement arrangements (HRA); 401(k) with company match up to 4%; Vacation, PTO and holidays; Fridays off after tax season; Life insurance; Long-term disability

Recent Awards or Accolades
Greensburg/Decatur County Chamber of Commerce Small Business Grant for Payroll Website; Indiana Business Journal “Top Firm”

Why a New Grad Should Begin Their Career at Our Organization
Exposure to a variety of work; personal career growth opportunities; flexibility and remote work schedule; family friendly, growing company; no overnight travel; firm outings; opportunity for four-day workweeks after busy season.

Additional Information
We provide an enjoyable and fulfilling career opportunity by offering challenging work and flexibility which attracts and retains the best and brightest talent to serve our clients. Our low staff turnover is a good indication of our team members’ satisfaction with RBSK and what we have to offer.
Rodefer Moss & Co, PLLC  
301 E. Elm St.  
New Albany, IN 47150

**Organization Contact:** Lindsay Beard  
**Title:** HR Manager  
**Contact Email:** lbeard@rodefermoss.com  
**Phone:** (812) 945-5236  
**Website:** rodefermoss.com  
**Year Founded:** 1969

**Number of Partners:** 20  
**Number of Professionals:** 110  
**Organization Type:** Regional  
**Additional Locations:** Corydon, IN; Louisville, KY; Knoxville, Nashville, Kingsport, and Greeneville, TN; Norton, VA

**Top Industry Specializations**  
Banking/Securities; Construction; Consulting; Estate and Trust; Government; Insurance; Manufacturing; Medical/Health Care; Nonprofit Organizations; Real Estate; Retail; Transportation

**Client Services**  
Advisory/Consulting; Audit/Assurance; Benefit Plan Audits; Corporate/Domestic Tax; State/Local Tax; Individual Tax; Valuations; Estate and Trust; Peer Review; Small Business Solutions; Automated Cloud-based Accounting; Payroll Processing

**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

**Additional Benefits**  
- Community Service Day  
- Exam Fees and Incentive Bonus for Passing  
- External CPE Program Fees  
- Internal CPE Programs  
- License Fees  
- Professional Association Membership Dues  

Other: Work week flexibility; Complimentary fresh fruit, soft drinks, and coffee; Complimentary lunches and massage during tax season; Paid time off program; Bonus and incentive programs; Competitive salary and benefit package; Generous holiday schedule; Continuous professional development; Annual retreats

**Recent Awards or Accolades**  

Why a New Grad Should Begin Their Career at Our Organization  
RM is led with an entrepreneurial spirit that allows for innovation and creativity, and the opportunity to grow is in each team member’s hands. All who are motivated and want to achieve excellence to be part of a bigger picture will flourish and grow. The opportunities are endless.
RSM US LLP
One American Square, Suite 2800
Indianapolis, IN 46282

Organization Contact: Erika Shellen
Title: Senior Campus Recruiter
Contact Email: Erika.Shellen@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
Professional Services – Accounting

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

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: Yes

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: 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
Sophomores: apply for Pathways summer leadership program; Juniors: apply for internships; Seniors: apply at beginning of fall semester for full-time positions
Scott R. Frick CPA, P.C.
113 N. Main St., P.O. Box 512
Kendallville, IN 46755

Organization Contact: Scott R. Frick
Title: Owner
Contact Email: scott@scottfrickcpa.com
Phone: (260) 347-1940
Website: scottfrickcpa.com

Year Founded: 1993
Number of Partners: 1
Number of Professionals: 5
Organization Type: Local
Additional Location: Albion

Top Industry Specializations
Consulting; Real Estate; Retail Trade; Transportation; Wholesale Trade

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

General Hiring Practices
Minimum Acceptable Overall GPA: 3.0
Minimum Acceptable Accounting/Business Major GPA: B.S. with aspirations to sit for the CPA exam
Sponsorship of Entry-Level Foreign Nationals: No
New Full-Time Hires Must Be 150-Hour Compliant: Yes

Additional Benefits
• Exam Fees
• External CPE Program Fees
• License Fees
• Professional Association Membership Dues

Other: Retirement; Some flexible work scheduling

Recent Awards or Accolades
“25 Years in Business” by the local Chamber of Commerce

Why a New Grad Should Begin Their Career at Our Organization
They will be trained directly by me, initially, and move into client servicing soon after that. They will be mentored by me but also have some contact with decision makers, be they business owners or decision makers for the owners. They will be in a work culture that they will be comfortable in which will allow personal and professional growth.
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: 9
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

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: Carrie Cox
Title: Marketing Specialist
Contact Email: Carrie.Cox@sikich.com
Phone: (317) 842-4466
Website: sikich.com
Year Founded: 1982
Number of Partners: 95
Number of Professionals: 703
Organization Type: National
Additional Locations: Denver, CO; Chicago, Decatur, Naperville, and Springfield, IL; Boston, MA; St. Louis, MO; Akron, OH; Milwaukee, WI

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, Summer and 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: Yes

Additional Benefits
• Community Service Day
• Exam Fees
• Exam Review Course Fees
• External CPE Program Fees
• Internal CPE Programs
• License Fees

Recent Awards or Accolades

Why a New Grad Should Begin Their Career at Our Organization
Sikich has an open door policy where employees are encouraged to ask questions and request feedback related to their professional and personal goals. We also offer competitive benefits and focus on work-life integration through programs such as flexible time off, 12-week paid maternity leave and 3 weeks paid paternity leave, and flexible work arrangements.
Sipe CPA Firm, LLC
5742 Coventry Lane
Fort Wayne, IN 46804

Organization Contact: Roger Sipe
Title: Managing Member
Contact Email: roger@sipecpa.com
Phone: (260) 432-9996
Website: sipecpa.com

Year Founded: 1987
Number of Partners: 1
Number of Professionals: 6
Organization Type: Local

Top Industry Specializations
Communications; Construction; Farming; Food Services; Manufacturing; Nonprofit Organizations; Oil and Gas; Professional Service Providers; Real Estate; Retail Trade Service Businesses; Trust Services

Client Services
Business & Personal Financial Services; Business Start-Up and Expansion Assistance; Business Valuations; Compilations, Reviews and Audits; IRS Audit and Collection Representation; Payroll and Payroll Taxes; Small Business Advisory Services; Tax Planning and Preparation

General Hiring Practices
Spring and Winter Interns: Paid, Part-time
Minimum Acceptable Overall GPA: 3.2
Minimum Acceptable Accounting/Business Major GPA: 3.3
Sponsorship of Entry-Level Foreign Nationals: No
New Full-Time Hires Must Be 150-Hour Compliant: No

Additional Benefits
• External CPE Program Fees
• License Fees
• Professional Association Membership Dues
Other: 401(k)

Why a New Grad Should Begin Their Career at Our Organization
Our practice includes nonprofit, professional, retailers, contractors, manufacturers and many other clients for whom we perform general accounting, auditing and tax preparation for both corporations and individuals. You have direct contact with clients and see their entire operations, not just one segment of a large corporation. No overnight travel, excellent working conditions and potential growth for a new CPA. We have flexible hours to accommodate family needs and the ability to work from home. We have catered lunch every Friday during tax season.
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: 1981
Number of Partners: 3
Number of Professionals: 14
Organization Type: Local

Top Industry Specializations
Construction; Manufacturing; Medical/Health Care; Personal Financial Services; Real Estate

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

General Hiring Practices
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: Yes

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

Other: Full-time permanent hires are eligible for health insurance coverage and retirement plan participation. We offer a discount on a CPA Exam review course.

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. 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.

Additional Information
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.
Somerset CPAs and Advisors  
3925 River Crossing Pkwy, Suite 300  
Indianapolis, IN 46240  

**Organization Contact:** Karli Azar  
**Title:** Relationship Development Associate  
**Contact Email:** kazar@somersetcpas.com  
**Phone:** (317) 472-2154  
**Website:** somersetcpas.com  

**Year Founded:** 1960  
**Number of Partners:** 37  
**Number of Professionals:** 160  
**Organization Type:** Regional  

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**Top Industry Specializations**  
Agribusiness; Architects/Engineers; Construction; Dealership; Dental; Manufacturing; Medical/Health Care; Nonprofit Organizations; Real Estate; Restaurants, Bars and Breweries  

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

**General Hiring Practices**  
Spring Interns: Paid, 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  

**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  

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**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 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 Somerset family, which has turned into one of the largest CPA firms in the Midwest region. Whether you are just starting out or looking to further your career, we invite you to take a closer look at what Somerset can offer.
Targeted Services, P.C.
709 Clay St., Suite 102
Fort Wayne, IN 46802

Organization Contact: Pat Oppor
Title: President
Contact Email: oppor@targetedservicespc.com
Phone: (260) 203-3121
Website: targetedservicespc.com

Year Founded: 2002
Number of Partners: 1
Number of Professionals: 1
Organization Type: Local

Top Industry Specializations
Nonprofit Organizations

Client Services
Advisory/Consulting; Audit Prep; Board Training; Bookkeeping; Budgeting; Corporate/Domestic Tax; Cost Allocations; Financial Statement Preparation; Grant Applications and Reporting; Payroll; State/Local Tax

General Hiring Practices
Spring, Summer and Winter Interns: Paid, Part-time
Minimum Acceptable Overall GPA: 2.5
Minimum Acceptable Accounting/Business Major GPA: High school student for internship; Associate’s degree for full-time position
Sponsorship of Entry-Level Foreign Nationals: No
New Full-Time Hires Must Be 150-Hour Compliant: No

Additional Benefits
• External CPE Program Fees
• Internal CPE Programs
• License Fees
• Professional Association Membership Dues

Other: Diverse, dynamic, engaging work environment; Small firm: make a big impact; Gain breadth of experience; Help move us forward; Multi-track opportunities: temporary position through equity ownership options; Directly benefit the lives of people in our community; Downtown Fort Wayne location; Be part of the buzz; Year-round, four-day work week

Recent Awards or Accolades
Many thank-you letters from our clients.

Why a New Grad Should Begin Their Career at Our Organization
We offer hands-on learning in the fundamentals of nonprofit accounting and tax that will provide a solid basis from which to audit nonprofit entities in your next position with a larger firm. We have a lot of fun here. We work in communal space as a team. We maintain a healthy work-life balance. We are diverse and dynamic and have an engaging work environment. Check out our website, then give us a call.
The National Bank of Indianapolis
107 N. Pennsylvania St.
Indianapolis, IN 46204

Organization Contact: Andrea Conner
Title: Vice President & Controller
Contact Email: AndreaConner@NBofI.com
Phone: (317) 261-9663
Website: NBofI.com

Year Founded: 1993
Number of Professionals: 330
Organization Type: Local
Additional Locations: Carmel and Greenwood, IN

Top Industry Specializations
Banking/Securities

Client Services
The National Bank of Indianapolis engages in a wide range of commercial, personal banking and wealth management activities primarily in central Indiana.

General Hiring Practices
Summer and Winter Interns: Paid, Part-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

Additional Benefits
Medical/dental/vision/life insurance; Vacation, personal time and holidays; Tuition reimbursement; 401(k); Wellness benefits

Why a New Grad Should Begin Their Career at Our Organization
The National Bank of Indianapolis is the largest, locally owned, national bank in greater Indianapolis. Since opening its doors in 1993, The National Bank of Indianapolis has grown from 18 employees to more than 330 employees. Their strength and success in serving the local market is directly attributable to their talented staff of highly experienced professionals. With greater than 90% staff retention year after year, and with a highly competitive benefit package, their staff enjoy a sense of stability not always experienced in the general work environment.

Additional Information
The National Bank of Indianapolis has assembled a talented staff by hiring only the best, whether highly experienced professionals or those just entering the workforce. The National Bank of Indianapolis looks for those who are committed to delivering superior service to their clients and superior teamwork to their coworkers. Along with the relevant knowledge and experience, The National Bank of Indianapolis requires its employees to have both a high degree of professionalism and a commitment to excellence. The National Bank of Indianapolis is an equal opportunity employer (Minority/Female/Disability/Veteran).
The Watermark Group  
5975 Castle Creek Pkwy N. Dr., Suite 355  
Indianapolis, IN 46250

Organization Contact: Jeff Curtis  
Title: Partner  
Contact Email: jcurtis@thewatermarkgrp.com  
Phone: (317) 805-0805  
Website: thewatermarkgrp.com

Year Founded: 2006  
Number of Partners: 5  
Number of Professionals: 25  
Organization Type: Local

Top Industry Specializations  
Distribution; Construction; Manufacturing; Transportation

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 and Full-time  
Minimum Acceptable Overall 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  
- External CPE Program Fees  
- Formalized Mentor Programs  
- License Fees  
- Professional Association Membership Due

Other: Exam passing bonus; Dream funding program; Summer ½-day Friday policy; Busy season 3-day weekend

Why a New Grad Should Begin Their Career at Our Organization  
At Watermark, our “why” is to inspire others to discover, pursue and achieve their personal and professional goals and dreams. So, if you’re looking for a firm who is interested as much in your personal growth as in your professional growth, Watermark is the firm for you. If you’re interested in working for a firm who is intentionally focused on making a difference in our broader community and who provides you with ample flexibility and freedom to do the same, Watermark is the firm for you. If you’re interested in being part of the discussion with your client’s owner group, management team or family about what truly matters to them, Watermark is the firm for you, because we enter into those conversations. If you’re interested in getting a broad experience and growing with a firm who provides high quality assurance, tax, accounting and consulting services, you’ll certainly find that at Watermark as well.
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: 18
Number of Professionals: 130
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 Organization; Professional Services; Real Estate

Client Services
Advisory/Consulting; Audit/Assurance; Business Valuation; Client Accounting & Advisory Services (QuickBooks, Bookkeeping, Controllership); 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

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.
Resources

Indiana CPA Society
incpas.org
info@incpas.org
@incpasociety
IndianaCPASociety
@incpas

American Institute of CPAs
aicpa.org
@TheAICPA

Ascend Pan-Asian Leaders
ascendleadership.org
@ascendleader

Association of Latino Professionals in Finance and Accounting
alpfa.org
@alpfa

Indiana Board of Accountancy
in.gov/pla/accountancy.htm
pla14@pla.in.gov

National Association of Black Accountants
nabainc.org
@nabacentral

National Association State Boards of Accountancy
nasba.org/exams/cpaexam/indiana
cpaes-in@nasba.org
@nasbagram

This Way to CPA
thiswaytocpa.com
@thiswaytocpa

All information is current as of August 2019
A LEGACY OF LEARNING FOR A LIFETIME OF SUCCESS

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

Now, here’s to the next generation of accounting experts. Here’s to you.
INCPAS Student Membership Application

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 complimentary!

Apply online at incpas.org/join or return completed application 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: Get an edge in the hiring process by demonstrating your commitment to the profession.

Connections: Meet professionals at Young Pros Parties, the annual CPA Celebration and other events, as well as in the members-only CPA Center of Excellence® Online Community.

Know Your Stuff: Stay up-to-date on hot topics, issues and trends in the profession through our CPA IN Perspective member magazine, biweekly CPA ePerspective e-newsletter, members-only Open Forum discussions (this especially helps in conversation with recruiters and interviewers!) and quarterly student e-newsletter

Volunteering: Join in on year-round opportunities and the annual CPA Day of Service.

CPA Exam: Access discounted preparation courses and exam resource center.

FREE TO JOIN!