
Tennessee Society of CPAs



Future CPA Handbook



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- o 4 part review course
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- o Task based simulations
- o Unlimited access period
- o Final Review
- o Additional Multiple-Choice Questions (MCQs)
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- o Live classroom
- o LiveOnline scheduling
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For more information on your membership rate visit <https://www.becker.com/tscpaPP> or contact addie.mitchell@becker.com.

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Kara Fitzgerald, CPA, CGMA, CAE President & CEO

Dear Future CPA,

The Tennessee Society of Certified Public Accountants (TSCPA) is happy to provide you with the *Future CPA Handbook* as you embark on your career in accounting. Produced with the support of Becker Professional Education, this guide will be a key resource in your search for the perfect accounting position. It includes information on firms across the state of Tennessee, plus information about becoming a TSCPA member, tips on finding a job, interviewing and more.

As the premier association for CPAs in Tennessee, TSCPA's vision is to be an innovative and trusted resource for the accounting profession in the state. We achieve this vision by providing opportunities for our members to connect with peers, expand their knowledge through professional development, and protect their CPA license through our advocacy efforts. To learn more about specific benefits TSCPA provides to student members, please review page 6 or check out our website at tscpa.com.

If you have any questions about TSCPA or the CPA profession, please reach out to us at 615-377-3825 or tscpa@tscpa.com. Best of luck as you start your career. We are looking forward to supporting you!

Sincerely,

Kara Fitzgerald, CPA, CGMA, CAE
TSCPA President/CEO

Why Join TSCPA?

Student Membership is FREE and includes a joint membership with the AICPA.

Who We Are

TSCPA is the state professional association for certified public accountants who are principally employed or reside in Tennessee. The society's membership is comprised of more than 9,000 members in industry, government, business, education and public accounting.

With more than 100 years of service to the accounting profession, TSCPA acts on behalf of its members and provides support, enabling its members to perform quality professional services while serving the public interest.

Student Membership is FREE and includes a joint membership with the AICPA.

- **Networking** – Connect with fellow CPA hopefuls and local CPAs.
- **Student programming** – Attend local events and activities designed to help you succeed.
- **Scholarships** – TSCPA gives away over \$250,000 in scholarships each year to Tennessee college students.
- **Internship and Job Listings** – Search listings for the next step on your journey to CPA.
- **Leadership Opportunities** – Attend the annual Future CPA Leadership Summit; serve as a Student Ambassador on your campus.
- **CPA Exam** review course **discounts**
- **Dual AICPA membership**



Published by the Tennessee Society of Certified Public Accountants

201 Powell Place
Brentwood, TN 37027

615-377-3825
tscpa@tscpa.com

No longer a student? Learn about TSCPA's other membership categories at WWW.TSCPA.COM/JOIN

Accounting

Scholarships

TSCPA
SCHOLARSHIP
PROGRAM

More Than \$280,000 Awarded in 2024!

The Educational and Memorial Foundation of TSCPA supports more than 100 students each year with awards ranging from \$500 to \$25,000. If you are eager to join the CPA profession, TSCPA is here to help!

Let TSCPA help you invest in your future.

www.tscpa.com/scholarships

CONNECT WITH US!



BECOME A TSCPA Student Influencer

Why should you be a Student Influencer?



Gain leadership experience in a supportive, productive environment



Impress prospective employers



Build connections with the nearly 10,000 individuals comprising TSCPA's membership



Obtain valuable career-related experience

www.tscpa.com/iwant2lead

Questions? Contact Megan Williams at mwilliams@tscpa.com.



Helpful Resources

Organization	What They Do	Contact
American Institute of Certified Public Accountants (AICPA)	National professional membership organization for accountants and CPAs; CPA Exam content and sample tests; Exam scoring; support for students and future CPAs	888-777-7077 www.aicpa-cima.com www.thiswaytoCPA.com
National Association of State Boards of Accountancy (NASBA)	CPA Exam eligibility; Notice to Schedule for Exam; education transcript review; candidate files to state board	800-CPA-EXAM (800-272-3926) cpaes-TN@nasba.org nasba.org/exams/cpaexam/tennessee
Prometric	Schedule CPA Exam	www.prometric.com
Tennessee Society of Certified Public Accountants (TSCPA)	Professional membership organization for accountants and CPAs in Tennessee; support for students and future CPAs	615-377-3825 tscpa@tscpa.com www.tscpa.com
Tennessee State Board of Accountancy (TSBA)	CPA candidate requirements; CPA licensure; license renewal	615-741-2550 Accountancy.Board@TN.Gov www.tn.gov/commerce/regboards/accountancy



TEXT "TSCPASTUDENT"
TO 615-392-6392

TO OPT IN TO THE LATEST UPDATES AND TEXTS FROM TSCPA.



SCAN THIS QR CODE TO OPT IN!

Become a CPA

STEP 1

Education Requirements

- ▶ **Get a Degree!** You must complete a bachelor's degree or higher from an accredited institution and obtain a total of 150 semester hours. **You can take the CPA Exam before you have met the 150 hour requirement for the CPA license. See page 11 for Exam eligibility requirements.*
- ▶ **Complete at least 30 semester or 45 quarter hours of accounting, including at least 24 semester or 36 quarter hours at the upper division level.** A maximum of six semester or eight quarter hours from internship programs may be included.
- ▶ **Complete at least 24 semester or 36 quarter hours in general business such as:**
 - ☑ algebra, calculus, statistics, probability
 - ☑ business communication
 - ☑ business law
 - ☑ economics
 - ☑ ethics
 - ☑ finance
 - ☑ management
 - ☑ technology/information systems
 - ☑ marketing

Source: <https://nasba.org/licensure/nasbalicensing/tennessee/>

STEP 2

Apply, Study and Pass the CPA Exam

- ▶ **Apply**
 - ☑ Review the CPA Candidate Guide provided by NASBA before submitting any applications
 - ☑ Apply with the National Association of State Boards of Accountancy (NASBA) to determine if you're eligible to take the Exam
 - ☑ Submit required fees and materials with application
 - ☑ If you are eligible, you'll receive a Notice To Schedule
 - ☑ Schedule your Exam through Prometric
 - ☑ You have 30 months to complete all four sections after the release of your first Exam score
- ▶ **Study**
 - ☑ Expect to spend 120 hours studying for each Exam section
 - ☑ Use a CPA Exam review course
 - ☑ Attend a virtual Mock CPA Exam
 - ☑ Review AICPA's CPA Exam Blueprints, which detail knowledge and skills needed to prepare for the Exam

STEP 3

Meet the Experience Requirements and Take the Ethics Exam

- ▶ Experience may consist of providing any type of services or advice using accounting, attest, management advisory, financial advisory, tax or consulting skills.
- ▶ Acceptable experience shall include employment in industry, government, academia or public practice.
- ▶ No fewer than 2,000 hours of experience (earned in no less than one year or more than three years). Experience must be earned within the 10 years immediately preceding the application for certification.
- ▶ Pass an Ethics examination given by the American Institute of Certified Public Accountants (AICPA) with a score of 90% or better.

Source: <https://www.tn.gov/commerce/regboards/accountancy/license/requirements.html>

STEP 4

Apply With the Tennessee State Board of Accountancy

- ▶ The Tennessee State Board of Accountancy is notified when a candidate has met the education requirements and passed the CPA Exam. NASBA transmits to the Board your candidate file containing CPA Exam grades and education transcripts.
- ▶ After meeting all requirements and having confirmed the Board's receipt of your candidate file, you may apply for a Tennessee CPA license.
- ▶ The initial CPA license application fee is \$100.

Source: <https://www.tn.gov/commerce/regboards/accountancy/license/requirements.html>

4 Parts of the CPA Exam

Sections can be taken in any order

AUD

Auditing and Attestation

- ☑ 4 hours
- ☑ 78 multiple-choice questions
- ☑ 7 task-based simulations



FAR

Financial Accounting and Reporting

- ☑ 4 hours
- ☑ 50 multiple-choice questions
- ☑ 7 task-based simulations



REG

Taxation and Regulation

- ☑ 4 hours
- ☑ 72 multiple-choice questions
- ☑ 8 task-based simulations



Discipline Sections (choose one)

BAR - Business Analysis and Reporting

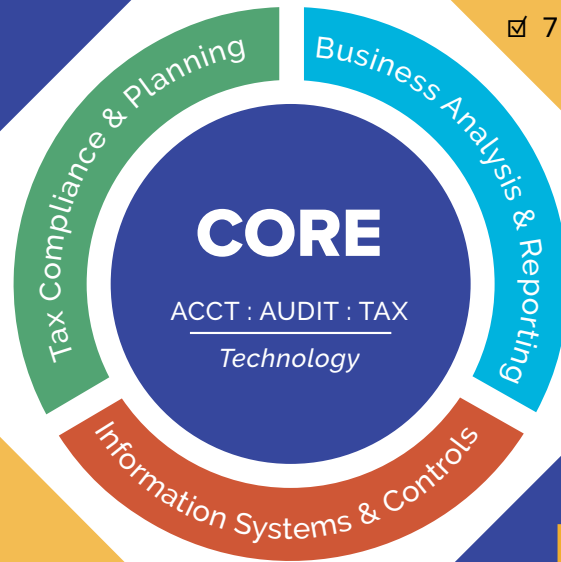
- ☑ 4 hours
- ☑ 50 multiple-choice questions
- ☑ 7 task-based simulations

ISC - Information Systems and Controls

- ☑ 4 hours
- ☑ 82 multiple-choice questions
- ☑ 6 task-based simulations

TCP - Tax Compliance and Planning

- ☑ 4 hours
- ☑ 68 multiple-choice questions
- ☑ 7 task-based simulations



Requirements To Sit for the CPA Exam in Tennessee

▶ EDUCATION

In order to sit for the Exam, you must meet the following education requirements:

- Completed a four-year bachelor's degree or higher from an accredited institution
- Completed at least 18 semester or 27 quarter hours of accounting at the upper division, excluding credits from internship programs

Upper division courses are from the junior, senior and graduate levels.

▶ COMPLETION DEADLINE

Education

You may submit your application for the Exam while your education is still in progress; however, you must complete your education before you sit for any section of the Exam. No credit for the Exam will be given to you if you fail to successfully complete your education prior to sitting for the Exam.

▶ RESIDENCY

There is not a residency requirement for the state of Tennessee.

How is the Exam scored?

- ☑ To become a certified public accountant, you must pass all three core sections and one discipline section of the Uniform CPA Examination. Each of the four parts of the examination is graded on a scale of 0 to 99, using a rigorous scoring structure. The minimum passing score is 75.

Prometric Testing Centers

▶ CHATTANOOGA

610 Hamilton Park Drive
Suite 1
Chattanooga, TN 37421

▶ MEMPHIS

5175 Elmore Road
Suite 20
Memphis, TN 38134

▶ KNOXVILLE

215 Center Park Drive
Suite 700
Knoxville, TN 37922

▶ NASHVILLE

1410 Donelson Pike
Suite A-11
Nashville, TN 37217

Learn more about eligibility requirements at www.nasba.org/exams/cpaexam/tennessee

Visit www.prometric.com to schedule your Exam once you have received your Notice to Schedule from NASBA.

Source: <https://nasba.org/exams/cpaexam/tennessee/>



1221 Broadway, Suite 1210

Nashville, TN 37203



Firm Contact:

Meaghan Fowler, Senior Campus Recruiter
meaghan.fowler@aprio.com
704-621-4602
www.aprio.com

Staff Size: 2,500+

Geographic Area of Service: Worldwide

Other Office Locations: Georgia, Alabama, Maryland, Virginia, North Carolina, Illinois, New York, New Jersey, Massachusetts, Florida, Texas, Colorado, California, Nevada

Firm Description:

Since 1952, clients throughout the U.S. and across more than 50 countries have trusted Aprio for guidance on how to achieve what's next. As a premier business advisory and full-service CPA firm, Aprio delivers advisory, assurance, tax, outsourcing, staffing and private client services to build value, drive growth, manage risk and protect wealth. With proven expertise and genuine care, Aprio serves individuals and businesses, from promising startups to market leaders alike.

Why should a new grad begin their career at your firm?

At Aprio, we are passionate about helping our clients and team members achieve what's next. We are a premier CPA-led business advisory firm where thriving associates serve thriving clients. We offer an innovative and entrepreneurial environment where our people come first and their ideas matter. At Aprio, we are proud to share that:

- we are a nationally recognized top 25 CPA-led business advisory firm .
- we are one of the fastest growing CPA firms in the nation.
- we have been recognized by Glassdoor and USA Today for being one of the Best/Top Places to Work.

Client Services:

- ✓ Advisory/Consulting
- ✓ Auditing/Assurance
- ✓ Business Valuation
- ✓ Compilation and Review

- ✓ Control Compliance
- ✓ Corporate/Domestic Tax
- ✓ Employee Benefit Plans
- ✓ Fiduciary Income Tax
- ✓ Forensic Accounting
- ✓ State/Local Tax

- ✓ Individual Tax
- ✓ Internal Audit
- ✓ International Tax
- ✓ IT Audit
- ✓ Mergers, Acquisitions and Liquidations

- ✓ Outsourced Accounting and Tax Services
- ✓ Wealth Management/Financial Planning

Industry Specialization:

- ✓ Aerospace Defense & Government
- ✓ Financial Services

- ✓ Manufacturing and Distribution
- ✓ Non-Profit & Education
- ✓ Professional Services

- ✓ Real Estate and Construction
- ✓ Restaurant, Franchise and Hospitality
- ✓ Technology and Blockchain

Hiring Practices

Internships? Yes

Full-time or part-time? Full-Time

When? Spring, Summer

Paid? Paid

Firm Benefits

- ✓ CPA Exam preparation assistance
- ✓ CPA Exam fees
- ✓ Internal CPE programs
- ✓ Professional membership dues
- ✓ Hybrid positions available

PFEFFER GRADUATE SCHOOL OF BUSINESS



your CAREER IS CALLING

Pass the CPA While Earning Your Master's

At Lipscomb University, you can sit for the CPA exam while you earn your accounting degree. The curriculum is sequenced to align with the exam and gives our students a **first-time pass rate well above the national average.**

You'll have the opportunity to complete an **in-person, busy season internship** at a respected accounting firm and **gain a global perspective** through our Global Accounting and Business Concepts course.

Choose Your Path to Success

- **Master of Accountancy (MAcc):** Get full CPA exam preparation with an optional busy season internship.
- **MBA/CPA Dual Program:** Combine business leadership skills with CPA licensure in just 36 credit hours.
- **Graduate Certificate (GCAP):** Need just 12 hours of accounting credits for CPA eligibility? We've got you covered.

The best part? It only takes a year.



LIPSCOMB.EDU/MACC



ATA
227 Oil Well Road
Jackson, TN 38305



Firm Contact:

Natasha Pennington
 npennington@ata.net
 731-427-8571
 www.ata.net

Staff Size: 250

Number of Partners: 27

Geographic Area of Service: Southeast

Firm Description:

ATA is a leading advisory, tax and accounting firm with 16 office locations in Tennessee, Arkansas, Kentucky and Mississippi. Recognized as an IPA Top 150 regional accounting firm, it provides a wide array of accounting, auditing, tax and consulting services for clients ranging from small family-owned businesses to publicly traded companies and international corporations. ATA is also an alliance member of BDO USA LLP, a top five global accounting firm, which provides additional resources and expertise for clients.

Why should a new grad begin their career at your firm?

Working at ATA offers numerous benefits, including a competitive benefits package with paid holidays, flexible paid time off, 401(k) with firm match, health and dental plans, tuition assistance for CPA exams, and professional development opportunities. ATA is committed to community involvement and maintaining a positive work culture. Employees have the chance to work in a supportive environment that values teamwork, growth and professional excellence. This makes ATA an attractive place for professionals looking to advance their careers in accounting and consulting.

Client Services:

- Advisory/Consulting
- Auditing/Assurance
- Business Valuation
- Compilation and Review
- Control Compliance

- Corporate/Domestic Tax
- Cost Segregation Studies
- Employee Benefit Plans
- Estate and Gift Tax Planning
- Fiduciary Income Tax
- Forensic Accounting
- Governmental A&A

- State/Local Tax
- Individual Tax
- Internal Audit
- International Tax
- IT Audit
- Litigation Support Services
- Mergers, Acquisitions and

- Liquidations
- Multi-State Tax Issues
- Outsourced Accounting and Tax Services
- Wealth Management/Financial Planning

Industry Specialization:

- Agriculture and Livestock
- Construction

- Employee Benefit Plans
- Financial Institutions
- Fraud and Investigative Services

- IT Audit and Security
- Medical/Health Care
- Not-for-Profit Organizations
- Small Business Services

- State and Local Government Entities

Hiring Practices

Internships? Yes

Full-time or part-time? Both

When? Spring, Summer, Fall, Winter

Paid? Paid

Firm Benefits

- CPA Exam preparation assistance
- External CPE program fees
- Internal CPE programs
- Professional membership dues
- Remote positions available
- Hybrid positions available



Launch Your Accounting Career with ATA
Regional Reach. Local Feel.

At ATA, your work matters and your growth is supported. As one of the Southeast's largest regional accounting firms, we offer the resources of a large firm with the personal investment of a small one. Valuing, empowering, and surrounding you with people who want you to succeed.

Why ATA?

- **PTO + 8 Paid Holidays**
- **401(k) with Firm Match**
- **Tuition Assistance for CPA Materials; CPA Exam Bonus!**
- **Health, Dental, Vision, Life, Disability Plans**
- **Commission Opportunities**
- **Summer Fridays**

Whether you're still in school or ready for your first role, ATA offers the tools, relationships, and flexibility to build a lasting career.



ata.net/accounting-career

See our open positions & submit your resume!

Blankenship CPA Group, PLLC

101 Winners Circle
Brentwood, TN 37027



Firm Contact:

CJ Blankenship, Executive Partner
cjb@bcpas.com
615-373-3771
http://bcpas.com

Staff Size: 200

Number of Partners: 17

Geographic Area of Service: Middle Tennessee

Other Office Locations: Columbia, Dickson, Goodlettsville, Mt. Juliet, Murfreesboro, Nashville

Firm Description:

Blankenship CPA Group serves our clients through our experienced and professional accountants and consultants in seven offices surrounding the Nashville market. Our team performs attest, tax, and accounting services and consulting engagements for thousands of clients each year in nearly every prevailing industry. With over 200 team members across our offices and our national membership in Firm Foundation, our clients enjoy the comfort that Blankenship can bring our expertise to bear in all their financial and enterprise endeavors. At Blankenship CPA Group, you can rest assured that the service and expertise you receive from our local CPA firm is custom tailored to your respective financial needs. We believe everyone deserves an expert guide and look forward to continuing to share our experience with our amazing clients across Middle Tennessee and the Southeast.

Client Services:

- ✓ Advisory/Consulting
- ✓ Auditing/Assurance
- ✓ Business Valuation
- ✓ Compilation and Review
- ✓ Control Compliance

- ✓ Corporate/Domestic Tax
- ✓ Employee Benefit Plans
- ✓ Estate and Gift Tax Planning
- ✓ Fiduciary Income Tax
- ✓ Forensic Accounting
- ✓ Governmental A&A

- ✓ State/Local Tax
- ✓ Individual Tax
- ✓ Internal Audit
- ✓ International Tax
- ✓ Mergers, Acquisitions and Liquidations
- ✓ Multi-State Tax Issues

- ✓ Outsourced Accounting and Tax Services
- ✓ Wealth Management/Financial Planning

Industry

Specialization:

- ✓ Arts/Entertainment/Sports/Leisure

- ✓ Construction
- ✓ Employee Benefit Plans
- ✓ Financial Institutions
- ✓ Food Service and Restaurants

- ✓ Manufacturing and Distribution
- ✓ Not-for-Profit Organizations
- ✓ Real Estate

- ✓ Small Business Services
- ✓ State and Local Government Entities

Hiring Practices

Internships? Yes

Full-time or part-time? Both

When? Spring, Summer, Fall, Winter

Paid? Paid

Firm Benefits

- ✓ CPA Exam preparation assistance
- ✓ CPA Exam fees
- ✓ External CPE program fees
- ✓ Internal CPE programs
- ✓ License and renewal fees
- ✓ Professional membership dues



Delivering **OUR CULTURE AND VALUES**
with **EVERY CLIENT** in **EVERY ENGAGEMENT**



7 CONVENIENT OFFICES

Brentwood • Columbia • Dickson • Goodlettsville
Mt. Juliet • Murfreesboro • Nashville



**5100 Poplar Ave., 30th Floor
Memphis, TN 38137**

Firm Contact:

Melanie Corrigan, Senior Human Resource Generalist
mcorrigan@cbiz.com
901-685-5575
www.cbiz.com/about-us/locations/locations-details/cbiz-memphis



Staff Size: 100 (Memphis)
Number of Partners: 10

Geographic Area of Service: Nationwide

Other Office Locations: Our 10,000+ team members across 160+ locations in 22 major markets provide top-tier industry expertise.

Firm Description:

CBIZ, Inc. (NYSE:CBZ) is a publicly traded, leading professional services advisor to middle market businesses and organizations nationwide. With unmatched industry knowledge and expertise in accounting, tax, advisory, benefits, insurance, and technology, CBIZ delivers forward-thinking insights and actionable solutions to help you anticipate next steps and accelerate growth.

Why should a new grad begin their career at your firm?

We provide exceptional opportunities to explore a diverse range of industries, allowing them to gain valuable insights and experience. Our culture emphasizes personal growth and development, supported by a strong commitment to continuous learning. With us, students and new grads will not only build their professional skills but also receive the support and encouragement needed to thrive and achieve their full potential. Our size allows us to provide our employees with national resources while maintaining a local feel and culture.

Client Services:

- Advisory/Consulting
- Auditing/Assurance
- Business Valuation
- Corporate/Domestic Tax
- Cost Segregation Studies

- Employee Benefit Plans
- Estate and Gift Tax Planning
- Fiduciary Income Tax
- Forensic Accounting
- Governmental A&A
- State/Local Tax

- Individual Tax
- Internal Audit
- International Tax
- Litigation Support Services
- Mergers, Acquisitions and Liquidations
- Multi-State Tax Issues

- Outsourced Accounting and Tax Services
- Transfer Pricing
- Wealth Management/Financial Planning

Industry

Specialization:

- Construction
- Corporate Finance

- Employee Benefit Plans
- Engineering and Architecture
- Food Service and Restaurants

- Manufacturing and Distribution
- Medical/Health Care
- Not-for-Profit Organizations
- Real Estate

- Retirement Planning
- Small Business Services
- State and Local Government Entities
- State and Use Tax Services

Hiring Practices

Internships? Yes

Full-time or part-time? Both

When? Spring, Summer, Fall, Winter

Paid? Paid

Firm Benefits

- CPA Exam preparation assistance
- CPA Exam fees
- External CPE program fees
- Internal CPE programs
- License and renewal fees
- Professional membership dues
- Remote positions available
- Hybrid positions available

Investing in YOUR FUTURE

When it comes to advancing your accounting career, CBIZ is proud to offer pathways to help you discover your passion and achieve success. As one of the top financial services providers in the nation, we are committed to helping you reach your full potential.



We offer internships for college students who want to gain real-world experience and entry-level positions for **THOSE LOOKING TO TAKE THE NEXT STEP IN THEIR CAREERS**



Conry-Taylor & Company CPAs PC

10107 Sherrill Blvd.
Knoxville, TN 37932



Firm Contact:

Alesia Knutsen, Principal
aknutsen@ctctax.cpa
865-777-2325
www.ctctax.cpa

Staff Size: 11

Number of Partners: 2

Geographic Area of Service: East Tennessee Women owned

Firm Description:

We are a West Knoxville boutique-type firm conveniently located to Knoxville, Oak Ridge and Maryville. We believe in the value of relationships and view every client relationship like a partnership. We truly believe that our success is a result of our clients' success.

Why should a new grad begin their career at your firm?

We pride ourselves on work/life balance for our employees and a competitive compensation and benefit package. Our compensation/benefits package may include paid holidays, flexible paid time off, 401(k) with firm match, health plans, medical expense reimbursement, and cell phone reimbursement. Our continual investment of time and resources in professional continuing education, state-of-the-art computer technology and extensive business relationships is indicative of our commitment to excellence. Our employees benefit from a diverse client base and gain knowledge in many areas of accounting and taxation. We provide a supportive team environment and opportunities for professional excellence, growth and advancement.

Client Services:

- Advisory/Consulting
- Corporate/Domestic Tax

- Cost Segregation Studies
- Estate and Gift Tax Planning
- Fiduciary Income Tax

- State/Local Tax
- Individual Tax
- Mergers, Acquisitions and Liquidations

- Multi-State Tax Issues
- Outsourced Accounting and Tax Services

Industry

Specialization:

- Agriculture and Livestock
- Arts/Entertainment/Sports/Leisure

- Engineering and Architecture
- Food Service and Restaurants
- Manufacturing and Distribution

- Medical/Health Care
- Not-for-Profit Organizations
- Real Estate
- Retirement Planning
- Small Business Services

- Start-Up Companies
- State and Use Tax Services

Hiring Practices

Internships? Yes

Full-time or part-time? Both

When? Spring, Winter

Paid? Paid

Firm Benefits

- CPA Exam preparation assistance
- CPA Exam fees
- External CPE program fees
- License and renewal fees
- Professional membership dues

Coulter & Justus, PC

9717 Cogdill Road, Suite 201
Knoxville, TN 37932



Firm Contact:

Margie Van Doren, Firm Administrator
mvandoren@cj-pc.com
865-637-4161
http://cj-pc.com

Staff Size: 70

Number of Partners: 14

Geographic Area of Service: Regional Women owned

Firm Description:

We are a relationship-focused firm. We care about each other, the firm and our community. Our culture and leadership style provides a flexible work environment and encourages social interaction among our staff. We are proud to have been recognized by Accounting Today as a "Best Accounting Firm to Work For" for multiple years, which is based solely on employee survey results. From our Knoxville-based office, we serve a broad range of clients in East Tennessee and several other states with traditional services such as accounting and assurance, consulting, tax, financial services, litigation support and forensic services. Our strategic alliance with CPAmerica, Inc. provides us with worldwide resources and an opportunity to provide better solutions for our clients.

Why should a new grad begin their career at your firm?

As an independent CPA firm, we have the ability to truly offer a different experience for those with an interest in the public accounting profession. Each day, we focus on taking care of each other, which allows us to take great care of clients. Taking care of each other includes offering opportunities for flexible timing and location of work, extensive training, career advancement, and most importantly, a balance with our personal lives and interests. We are an exceptionally people-oriented firm, highly professional yet somehow quite relaxed. We are respectful of each other and the support needed to do well for our clients as we balance our personal lives. We have friendships old and new and an appreciation of our shared interest in taking care of each other and our firm.

Client Services:

- Advisory/Consulting
- Auditing/Assurance

- Compilation and Review
- Control Compliance
- Corporate/Domestic Tax
- Employee Benefit Plans

- Estate and Gift Tax Planning
- Forensic Accounting
- Governmental A&A

- Individual Tax
- Litigation Support Services
- Outsourced Accounting and Tax Services

Industry

Specialization:

- Construction

- Employee Benefit Plans
- Food Service and Restaurants
- Government Contracting

- Manufacturing and Distribution
- Medical/Health Care
- Not-for-Profit Organizations

- Real Estate
- State and Local Government Entities
- Transportation

Hiring Practices

Internships? Yes

Full-time or part-time? Full-Time

When? Spring, Summer, Winter

Paid? Paid

Firm Benefits

- CPA Exam preparation assistance
- CPA Exam fees
- External CPE program fees
- Internal CPE programs
- License and renewal fees
- Professional membership dues

Crowe LLP

720 Cool Springs Blvd., Suite 600
Franklin, TN 37064



Firm Contact:

Amanda Leonard, University Talent Recruiter
amanda.leonard@crowe.com
574-236-2492
www.crowe.com

Geographic Area of Service: Nationwide, global

Other Office Locations: California, Colorado, Connecticut, Florida, Georgia, Illinois, Indiana, Kentucky, Massachusetts, Michigan, New Jersey, New York, Ohio, Tennessee, Texas, Vermont and Washington, D.C.

Firm Description:

Crowe (www.crowe.com) is one of the largest public accounting, consulting and technology firms in the United States. Crowe uses its deep industry expertise to provide audit services to public and private entities while also helping clients reach their goals with tax, advisory, risk and performance services. Crowe is recognized by many organizations as one of the country's best places to work. Crowe serves clients worldwide as an independent member of Crowe Global, one of the largest global accounting networks in the world. The network consists of more than 200 independent accounting and advisory services firms in more than 130 countries around the world.

Client Services:

- Advisory/Consulting
- Auditing/Assurance

- Business Valuation
- Compilation and Review
- Corporate/Domestic Tax
- Employee Benefit Plans

- Forensic Accounting
- State/Local Tax
- Individual Tax
- IT Audit

- Mergers, Acquisitions and Liquidations
- Outsourced Accounting and Tax Services

Industry

Specialization:

- Agriculture and Livestock
- Automobile Dealers
- Construction
- Corporate Finance

- Education Institutions
- Employee Benefit Plans
- Financial Institutions
- Food Service and Restaurants
- Government Contracting
- IT Audit and Security

- Manufacturing and Distribution
- Medical/Health Care
- Not-for-Profit Organizations
- Real Estate
- Renewable Energy
- Small Business Services

- State and Local Government Entities
- State and Use Tax Services
- Technology
- Transportation

Hiring Practices

Internships? Yes

Full-time or part-time? Full-Time

When? Spring, Summer

Paid? Paid

Firm Benefits

- CPA Exam preparation assistance
- CPA Exam fees
- Internal CPE programs

MASTER OF ACCOUNTANCY

Prepare for your CPA while getting your Master's in Accountancy in UTC's 100% online program. With three concentrations — **professional**, **executive** and **forensic data analytics** — you can choose a path that aligns with your experience and professional goals. Whether you have an accounting background or not, we have a path for you.



A MAcc from UTC provides:



Understanding

Awareness and knowledge of current and emerging issues in accounting



Options

Three concentrations offer flexibility to meet your goals



Affordability

Financial aid is available



Resources

Discounts for CPA resources help you prepare for licensing exams



Convenience

Multiple admission terms so you can start when it's right for you



Support

Students have access to career development resources

Recent graduates got jobs at:

- HHM
- LBMC
- Deloitte
- Grant Thornton
- TVA
- Unum

Learn more at

UTC.EDU/MAcc

Contact the RCOB graduate programs office

Phone: 423-425-5708

Email: COBGraduate@utc.edu





**1033 Demonbreun St., Suite 400
Nashville, TN 37203**

Firm Contact:

John West, Partner
615-259-1800
www.deloitte.com

Staff Size: 750

Number of Partners: 58

Geographic Area of Service: Tennessee

Other Office Locations: Hermitage, Memphis, Nashville

Firm Description:

Deloitte LLP provides assurance, tax, consulting and financial advisory services to the top companies in the state. Known as an employer of choice for innovative human resources programs, we are dedicated to helping our clients and people excel. Deloitte LLP is the U.S. member firm of Deloitte Touche Tohmatsu Limited and services are provided by its subsidiaries, including Deloitte & Touche LLP, Deloitte Consulting LLP, Deloitte Tax LLP and Deloitte Financial Advisory Services LLP.

Client Services:

- Advisory/Consulting
- Auditing/Assurance
- Business Valuation
- Compilation and Review

- Control Compliance
- Corporate/Domestic Tax
- Cost Segregation Studies
- Employee Benefit Plans
- Estate and Gift Tax Planning

- Forensic Accounting
- Governmental A&A
- State/Local Tax
- Individual Tax
- International Tax

- Mergers, Acquisitions and Liquidations
- Multi-State Tax Issues
- Outsourced Accounting and Tax Services

Industry

Specialization:

- Arts/Entertainment/Sports/Leisure

- Automobile Dealers
- Construction
- Financial Institutions
- Investment Advisory Services

- Medical/Health Care
- Real Estate
- State and Local Government Entities

- Technology
- Transportation

Hiring Practices

Internships? Yes

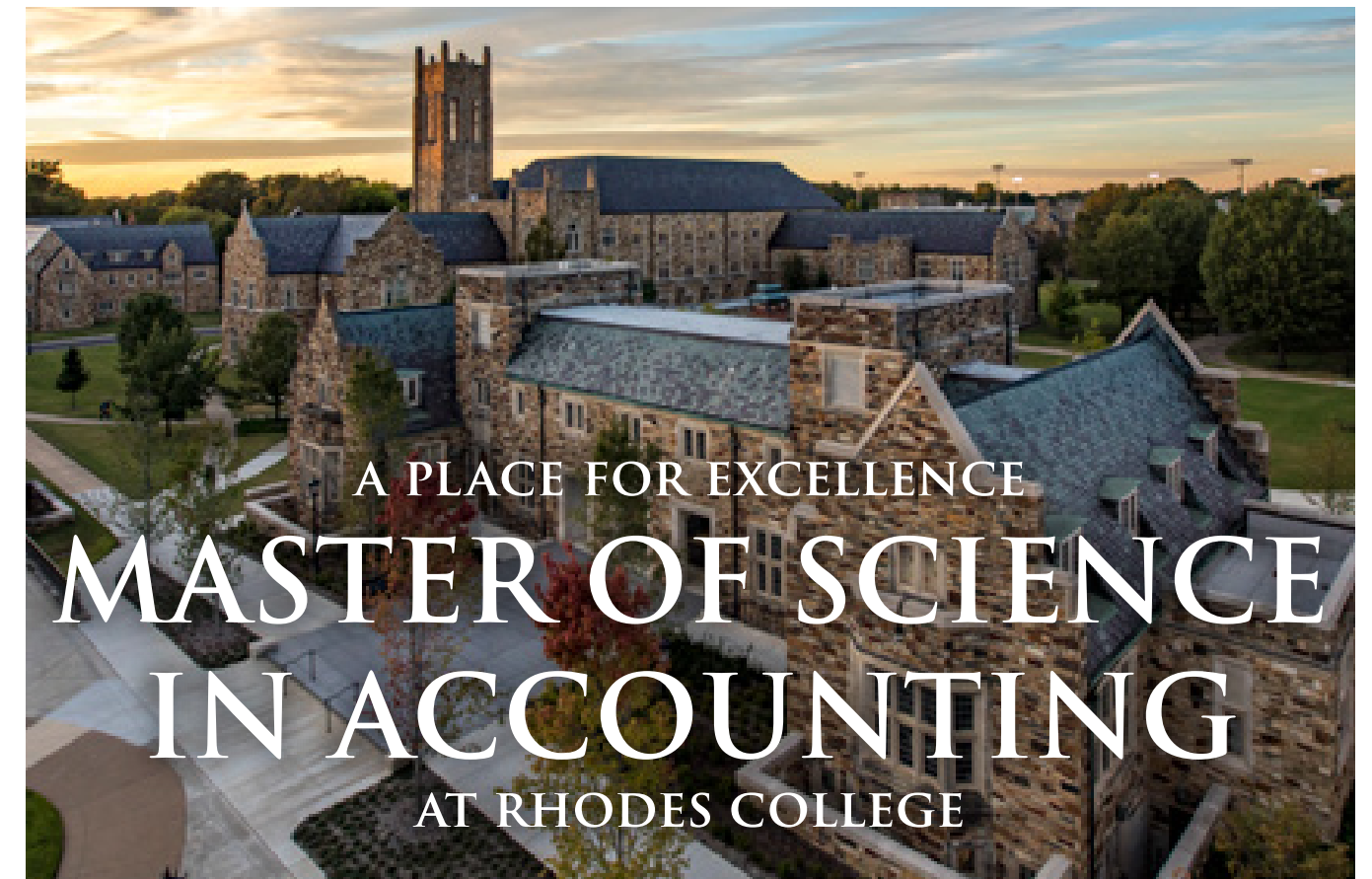
Full-time or part-time? Both

When? Summer, Winter

Paid? Paid

Firm Benefits

- CPA Exam preparation assistance
- CPA Exam fees
- License and renewal fees
- Hybrid positions available



Founded at Rhodes College in 1993, the Master of Science in Accounting program boasts a 100% job placement rate for students following graduation.

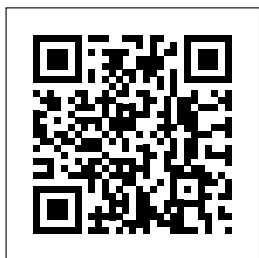
- One-year program for most students
- Small class sizes
- Multidisciplinary liberal arts environment
- Critical thinking and communication focused program
- Data analytics infused curricula
- Individualized professional development and examination preparation
- Over 75% of students placed in Big 4 or national CPA firms

A PLACE LIKE NO OTHER



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For more information please visit rhodes.edu/ms-accounting

Dimeta Smith, CPA, LLC

3354 Perimeter Hill Drive, Suite 112
Nashville, TN 37211



Firm Contact:

April Pope, HR Director
hr@dimetasmithcpa.com
615-953-1167
www.dimetasmithcpa.com

Staff Size: 7

Number of Partners: 1

Geographic Area of Service: Worldwide

- Minority owned
- Women owned

Firm Description:

Dimeta Smith, CPA is a nationally certified Women's Business Enterprise through the Women's Business Enterprise National Council and a Woman-Owned Small Business through the Small Business Administration. The firm specializes in providing business growth strategies, financial accounting and tax preparation services for organizations in the for-profit and non-profit sectors.

Client Services:

- Advisory/Consulting
- Corporate/Domestic Tax
- State/Local Tax
- Individual Tax
- Outsourced Accounting and Tax Services

Industry

Specialization:

- Medical/Health Care
- Not-for-Profit Organizations
- Real Estate
- Small Business Services
- Start-Up Companies

Hiring Practices

Internships? Yes

Full-time or part-time? Both

When? Spring, Summer, Fall

Paid? Paid

Firm Benefits

- CPA Exam preparation assistance
- CPA Exam fees
- External CPE program fees
- License and renewal fees
- Professional membership dues
- Remote positions available
- Hybrid positions available



MASTER OF ACCOUNTANCY

Prepare for top-tier careers in assurance, taxes, financial transactions, and advisory services with only **10 months** of study.

PROGRAM OVERVIEW

- Cutting-edge, In-demand Content:** Advanced accounting topics plus courses in analytics, disruptive technologies, valuation, cybersecurity, and more
- STEM Designated** by the U.S. Department of Homeland Security
- Concentrations:** audit & controls, information management, taxation
- 12 credit hours** each in the fall and spring
- 6 credit hours** in the summer
- Meet the Firms:** UT's largest annual recruiting event for accounting, audit, tax, and consulting internships and full-time jobs
- CPA Exam** preparation is integrated into the curriculum
- MAcc Course List:** tiny.utk.edu/macc/academics

FINANCIAL AID

Financial support is widely available to qualified students

FORMAT

Full-time (part-time available for qualified candidates)

CREDIT HRS

30

LENGTH

10 months

PROGRAM FEES

haslam.utk.edu/accounting/macc

CAREER OUTCOMES

78%
at national
public firms

100%
of graduates
received offers
at graduation

89%
are employed in
the Southeast
region

CONTACT

Ashley Gibson
asams6@vols.utk.edu

haslam.utk.edu/macc

MAcc data complies with MBACSEA guidelines of employment data reporting.

FMC CPAs, PLLC

3100 West End Ave., Suite 700
Nashville, TN 37203



Firm Contact:

Ward Austin
waustin@fmccpa.com
615-292-3011
www.fmccpa.com

Staff Size: 40
Number of Partners: 9

Geographic Area of Service: Southeast

Firm Description:

FMC is a multi-service accounting and consulting firm dedicated to meeting the business and compliance needs of individuals and businesses in a variety of walks of life, industries and geographical areas. The foundation of all our services is our communication with clients. By listening to our clients, we design services and produce results tailored to their needs.

Why should a new grad begin their career at your firm?

FMC welcomes new graduates to join our team, where we are committed to their professional growth. We tailor our training programs to meet the needs of each team member and pledge our support and guidance as they transition from classroom to career. We offer competitive compensation and benefit packages while participating in a fun, friendly, fast-paced atmosphere. We value our team and appreciate the unique skills each member brings.

Client Services:

- Advisory/Consulting
- Auditing/Assurance
- Compilation and Review

- Corporate/Domestic Tax
- Employee Benefit Plans
- Estate and Gift Tax Planning
- Fiduciary Income Tax

- State/Local Tax
- Individual Tax
- Internal Audit
- Mergers, Acquisitions and Liquidations

- Multi-State Tax Issues
- Outsourced Accounting and Tax Services

Industry

Specialization:

- Arts/Entertainment

- Sports/Leisure
- Construction
- Employee Benefit Plans
- Financial Institutions

- Manufacturing and Distribution
- Medical/Health Care
- Not-for-Profit Organizations

- Real Estate
- Small Business Services
- Start-Up Companies

Hiring Practices

Internships? Yes

Full-time or part-time? Both

When? Spring, Summer, Fall, Winter

Paid? Paid

Firm Benefits

- CPA Exam preparation assistance
- CPA Exam fees
- External CPE program fees
- Internal CPE programs
- License and renewal fees
- Professional membership dues
- Hybrid positions available

MASTER OF ACCOUNTANCY

Embark on the journey of earning a Master of Accountancy, where you'll gain specialized knowledge, unlock higher earning potential and gain a competitive advantage in the ever-evolving accounting industry, opening doors to diverse career pathways such as CPA certification and prestigious roles in finance and auditing.

CHOOSE YOUR CONCENTRATION

Audit

Gain advanced knowledge of auditing standards, internal control and financial regulations. Graduates develop strong analytical skills, ethical understanding and professional skepticism.

Controllership

Develop a holistic understanding of financial leadership in corporate decision making. Graduates are prepared for key roles in the strategic and operational processes of organizations.

Generalist

Gain versatility by exploring a wide range of topics. Students select courses aligned with their interests, gaining a diverse skill set, allowing them to pursue a wide range of career paths.

Taxation

Form a strong foundation for diverse career opportunities by blending comprehensive tax and accounting courses. Graduates are prepared for careers in tax preparation and planning, equipped with an understanding of the tax system for personal and business applications.

Admissions Standards

- Domestic Applicants: GPA 2.5
- International Applicants: GPA 3.0
- A minimum GMAT score of 450 (higher for students with a GPA less than 3.0)

WHERE WILL ETSU TAKE YOU?

Explore your pathway today!
Let's connect!

Dr. Michelle Freeman
Program Coordinator
freemanms@etsu.edu

Tracie Gamble
Graduate Programs Advisor
gamblet@etsu.edu



SCAN HERE



COLLEGE of BUSINESS & TECHNOLOGY
EAST TENNESSEE STATE UNIVERSITY



JHM Certified Public Accountants

2215 Olan Mills Drive
Chattanooga, TN 37421



Firm Contact:

Kenzie Huling, Marketing Specialist
kenzie@jhmcpa.com
423-756-0052
http://jhmcpa.com

Staff Size: 62

Number of Partners: 12

Geographic Area of Service: Chattanooga, Tenn. and Southeast U.S.

Other Office Locations: Cleveland, Tenn.

Firm Description:

For the last 45 years, phrases such as team first, trusted business advisor, shared success and integrity describe the fundamental values we hold dear to our hearts in everything we do each day.

Why should a new grad begin their career at your firm?

A new grad would be welcomed at JHM with open arms. Our trusted, supportive staff work one-on-one with new hires, and especially new grads, to get them along their own journey. We push career success and believe in the value of "team success" together. Our experienced staff members are happy to help get a new grad's journey going forward in a professional, educational way.

Client Services:

- ✓ Advisory/Consulting
- ✓ Auditing/Assurance
- ✓ Business Valuation
- ✓ Compilation and Review

- ✓ Corporate/Domestic Tax
- ✓ Employee Benefit Plans
- ✓ Estate and Gift Tax Planning
- ✓ Fiduciary Income Tax
- ✓ Forensic Accounting

- ✓ Governmental A&A
- ✓ State/Local Tax
- ✓ Individual Tax
- ✓ Internal Audit
- ✓ Litigation Support Services

- ✓ Mergers, Acquisitions and Liquidations
- ✓ Multi-State Tax Issues
- ✓ Outsourced Accounting and Tax Services
- ✓ Wealth Management

Industry

Specialization:

- ✓ Construction
- ✓ Education Institutions
- ✓ Employee Benefit Plans
- ✓ Financial Institutions

- ✓ Food Service and Restaurants
- ✓ Government Contracting
- ✓ Manufacturing and Distribution
- ✓ Medical/Health Care

- ✓ Not-for-Profit Organizations
- ✓ Real Estate
- ✓ Small Business Services
- ✓ Start-Up Companies
- ✓ State and Local Government Entities

- ✓ State and Use Tax Services
- ✓ Transportation

Hiring Practices

Internships? Yes

Full-time or part-time? Part-Time

When? Spring, Fall

Paid? Paid

Firm Benefits

- ✓ CPA Exam preparation assistance
- ✓ Professional membership dues



MASTER OF ACCOUNTANCY



EASING THE PATH TO CPA LICENSURE

Union's Master of Accountancy allows working adults the flexibility to complete their graduate degree remotely, without having to pause their professional career.

100% online -
30 credit hours -

Graduate in as little as one year -
Gain practical work experience while completing your graduate degree -

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5 Entry terms
January, March, June, August, October

ABOUT US

The McAfee School of Business develops business leaders to fulfill their purpose in Christ and society, through hands on experiential learning and a personalized faculty-student environment. Benefit from a Christ-centered Accounting education you can apply the next day at work!

FOR MORE INFORMATION

(731) 661 5341
gradbusiness@uu.edu
uu.edu/macc



LBMC

201 Franklin Road, Suite 400
Brentwood, TN 37027



Firm Contact:

Suzanne Reed, LBMC Chief Marketing Officer
suzanne.reed@lbmc.com
615-377-4600
www.lbmc.com

Staff Size: 889

Number of Partners: 71

Geographic Area of Service: Southeast

Other Office Locations: Chattanooga, TN, Knoxville, TN, Memphis, TN, Louisville, KY, Charlotte, NC

Firm Description:

LBMC is a top accounting and business consulting firm in the nation, serving more than 11,000 clients with diverse needs across a spectrum of industries. Primary client groups include privately-owned middle-market companies in the health care, manufacturing, technology and private equity space. LBMC leverages advanced business intelligence and AI technologies to drive growth, efficiency and strategic insights for our clients. A six-time nationally certified Great Place To Work, LBMC was also named a Best Workplace in Consulting & Professional Services. Founded in 1984 as a traditional accounting firm, LBMC today is an industry leader in financial, human resources, technology, cybersecurity and wealth advisory services for businesses and individuals. LBMC has more than 1,000 team members across the U.S., with offices in Nashville, Chattanooga, Knoxville, and Memphis, Tennessee; Louisville, Kentucky; and Charlotte, North Carolina. LBMC is growing, and job opportunities can be found on our website. Visit lbmc.com/careers.

Client Services:

- Advisory/Consulting
- Auditing/Assurance
- Compilation and Review
- Control Compliance
- Corporate/Domestic Tax
- Cost Segregation Studies
- Employee Benefit Plans
- Estate and Gift Tax Planning
- Fiduciary Income Tax
- Forensic Accounting
- Governmental A&A
- State/Local Tax
- Individual Tax
- Internal Audit
- International Tax
- IT Audit
- Litigation Support Services
- Mergers, Acquisitions and Liquidations
- Multi-State Tax Issues
- Outsourced Accounting and Tax Services
- Transfer Pricing
- Wealth Management/Financial Planning

Industry

Specialization:

- Automobile Dealers
- Construction
- Education Institutions
- Manufacturing and Distribution
- Medical/Health Care
- Not-for-Profit Organizations
- Real Estate
- Renewable Energy
- State and Local Government Entities
- Technology

Hiring Practices

Internships? Yes

Full-time or part-time? Full-Time

When? Spring, Summer

Paid? Paid

Firm Benefits

- CPA Exam preparation assistance
- CPA Exam fees
- External CPE program fees
- Internal CPE programs
- License and renewal fees
- Professional membership dues
- Remote positions available
- Hybrid positions available

LBMC offers the structure and support to grow your career—without the 60-hour weeks. Whether you're working remotely, traveling, or just enjoying your evenings again—at LBMC, you can live your life and love your job.



www.lbmc.com/careers

BALANCE WITHOUT BURNOUT

Mauldin & Jenkins

200 W. MLK Blvd., Suite 1100
Chattanooga, TN 37402



Firm Contact:

Christian Bennett
cbennett@mjcpa.com
423-756-6133, ext. 81369
http://mjcpa.com

Staff Size: 541

Number of Partners: 77

Geographic Area of Service: Southeast U.S.

Other Office Locations: Athens, Birmingham, Huntsville, Florence, Ala.; Atlanta, Albany, Macon, Savannah, Alpharetta, Ga.; Bradenton, Sarasota, Fla.; Chattanooga, Tenn.

Why should a new grad begin their career at your firm?

Mauldin & Jenkins' Associate 360 Program is designed to allow our associates an opportunity to work within a variety of the firm's industries and service lines. As a firm, we understand the challenge many newly hired associates face as they navigate their career trajectory, and we are proud that our Associate 360 Program provides the experience needed to help make an educated career decision to ensure future success! Mauldin & Jenkins' 360 Program allows new and seasoned employees to connect and share knowledge and experiences. This provides personalized professional development training, which helps staff members reach their goals and feel connected to the firm. Whether you aspire to further your career in a specialized field or make partner, at Mauldin & Jenkins, you can always go further.

Client Services:

- Advisory/Consulting
- Auditing/Assurance
- Business Valuation
- Compilation and Review

- Control Compliance
- Corporate/Domestic Tax
- Cost Segregation Studies
- Employee Benefit Plans
- Estate and Gift Tax Planning
- Fiduciary Income Tax

- Forensic Accounting
- Governmental A&A
- State/Local Tax
- Individual Tax
- Internal Audit
- International Tax

- IT Audit
- Mergers, Acquisitions and Liquidations
- Multi-State Tax Issues
- Outsourced Accounting and Tax Services

Industry Specialization:

- Construction
- Education Institutions
- Employee Benefit Plans

- Financial Institutions
- Government Contracting
- Investment Advisory Services
- IT Audit and Security

- Manufacturing and Distribution
- Medical/Health Care
- Not-for-Profit Organizations
- Real Estate

- Retirement Planning
- State and Local Government Entities
- Technology
- Transportation

Hiring Practices

Internships? Yes

Full-time or part-time? Both

When? Spring, Summer, Fall, Winter

Paid? Paid

Firm Benefits

- CPA Exam preparation assistance
- CPA Exam fees
- External CPE program fees
- Internal CPE programs

- License and renewal fees
- Professional membership dues
- Remote positions available
- Hybrid positions available

Moorehead Cheek, PLLC

303 N. Horton Parkway
Chapel Hill, TN 37034



Firm Contact:

Jon Cheek, Partner
jon@mooreheadcheek.com
931-246-4425
www.mooreheadcheek.com

Staff Size: 2

Number of Partners: 2

Geographic Area of Service: Middle Tennessee

Firm Description:

Moorehead Cheek, PLLC is a local accounting firm providing personal and small business tax and accounting services throughout the Middle Tennessee area.

Why should a new grad begin their career at your firm?

Moorehead Cheek, PLLC provides an opportunity for recent graduates to begin developing a well-rounded skill set by working on a variety of tasks and projects in the areas of tax and accounting services. As a small firm, we offer the opportunity to collaborate directly with both partners and clients early in your career, accelerating the development of essential professional skills.

Client Services:

- Advisory/Consulting

- Corporate/Domestic Tax
- Fiduciary Income Tax
- State/Local Tax

- Individual Tax
- Outsourced Accounting and Tax Services

Industry Specialization:

- Construction
- Financial Institutions

- Medical/Health Care
- Not-for-Profit Organizations
- Real Estate
- Small Business Services

- Start-Up Companies
- State and Use Tax Services

Hiring Practices

Internships? Yes

Full-time or part-time? Both

When? Spring, Summer, Fall, Winter

Paid? Paid

Firm Benefits

- CPA Exam preparation assistance
- CPA Exam fees
- External CPE program fees
- License and renewal fees
- Professional membership dues
- Hybrid positions available

Pugh CPAs

315 N. Cedar Bluff Road
Knoxville, TN 37923



Firm Contact:

Christi Fightmaster
cfightmaster@pughcpas.com
865-769-1685
www.pughcpas.com

Staff Size: 85

Number of Partners: 16

Geographic Area of Service: East Tennessee

Firm Description:

Pugh CPAs accounting and business advisory firm started in Knoxville, Tennessee, in 1969 and has since grown into a regional firm with global connections. We've been in business a long time, and that has given us the opportunity to serve a diverse group of industries and clients. Of course, we do tax planning, compliance, auditing and accounting, but our passion is collaborating with our clients to ensure that your business and financial goals are met. We are dedicated to the economic health and well-being of this region because this is where we all live, work and play.

Why should a new grad begin their career at your firm?

Public accounting is public accounting, so working with a team you trust and enjoy matters. As you know, the profession is demanding yet very rewarding. Our compensation and benefit packages are second to none in our region. We're always looking for talented people to join our team. If you are looking to join a firm known for its unwavering dedication to excellence, send us your resume. It's likely to be one of the best moves of your career!

Client Services:

- ✓ Advisory/Consulting
- ✓ Auditing/Assurance
- ✓ Business Valuation
- ✓ Compilation and Review
- ✓ Control Compliance

- ✓ Corporate/Domestic Tax
- ✓ Employee Benefit Plans
- ✓ Estate and Gift Tax Planning
- ✓ Forensic Accounting
- ✓ Governmental A&A

- ✓ State/Local Tax
- ✓ Individual Tax
- ✓ Internal Audit
- ✓ IT Audit
- ✓ Litigation Support Services
- ✓ Mergers, Acquisitions and

- ✓ Liquidations
- ✓ Multi-State Tax Issues
- ✓ Outsourced Accounting and Tax Services
- ✓ Wealth Management/Financial Planning

Industry

Specialization:

- ✓ Automobile Dealers
- ✓ Employee Benefit Plans
- ✓ Financial Institutions

- ✓ Fraud and Investigative Services
- ✓ Government Contracting
- ✓ Investment Advisory Services
- ✓ IT Audit and Security

- ✓ Manufacturing and Distribution
- ✓ Not-for-Profit Organizations
- ✓ Real Estate
- ✓ Retirement Planning
- ✓ Small Business Services

- ✓ Start-Up Companies
- ✓ State and Local Government Entities
- ✓ State and Use Tax Services

Hiring Practices

Internships? Yes

Full-time or part-time? Full-Time

When? Spring, Summer, Fall

Paid? Paid

Firm Benefits

- ✓ CPA Exam preparation assistance
- ✓ CPA Exam fees
- ✓ External CPE program fees
- ✓ Internal CPE programs
- ✓ License and renewal fees
- ✓ Professional membership dues



PYA, P.C.

One Cherokee Mills, 2220 Sutherland Ave.
Knoxville, TN 37919

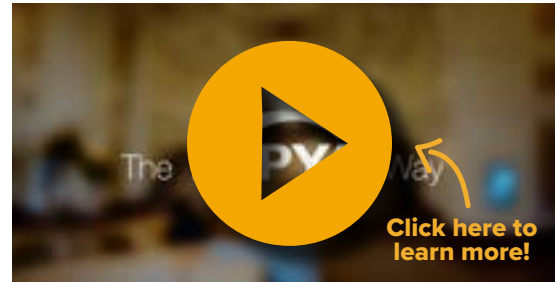


Firm Contact:

Mike Shamblin
mshamblin@pyapc.com
865-673-0844
www.pyapc.com

Staff Size: 250

Number of Partners: 26



Geographic Area of Service: National

Other Office Locations: Atlanta, Charlotte, Kansas City, Nashville, Tampa

Firm Description:

PYA provides professional services, including audit and assurance, tax, accounting, and management consulting, including litigation support, to a variety of industries, including health care, banking, real estate, and other for-profit and non-profit organizations.

Why should a new grad begin their career at your firm?

PYA offers audit, tax, and consulting interns and staff the extensive resources of a national public accounting, consulting, and advisory practice while fostering an environment that encourages genuine, personalized, and excellent client service. PYA's interns and staff work hand-in-hand with experienced professionals and executives to deliver outstanding client service with the highest level of professional integrity. PYA supports full-time employees in their pursuit of the CPA designation, including exam study materials, exam costs and study time. Additionally, the PYA Passport Program offers team members the opportunity to "travel" across the organization. The "traveler" (aka team member) will work with a service line champion to plan the "trip" to gain skills and perspective while building relationships with other service lines.

Client Services:

- Advisory/Consulting
- Auditing/Assurance
- Business Valuation
- Compilation and Review
- Control Compliance

- Corporate/Domestic Tax
- Employee Benefit Plans
- Estate and Gift Tax Planning
- Fiduciary Income Tax
- Forensic Accounting
- Governmental A&A
- State/Local Tax

- Individual Tax
- Internal Audit
- IT Audit
- Litigation Support Services
- Mergers, Acquisitions and Liquidations
- Multi-State Tax Issues

- Outsourced Accounting and Tax Services
- Wealth Management/Financial Planning

Industry Specialization:

- Construction
- Corporate Finance
- Employee Benefit Plans

- Financial Institutions
- Food Service and Restaurants
- IT Audit and Security

- Manufacturing and Distribution
- Medical/Health Care
- Real Estate

- Small Business Services
- Start-Up Companies
- Technology

Hiring Practices

Internships? Yes

Full-time or part-time? Both

When? Spring, Summer, Fall, Winter

Paid? Paid

Firm Benefits

- CPA Exam preparation assistance
- CPA Exam fees
- External CPE program fees
- Internal CPE programs
- License and renewal fees
- Professional membership dues
- Remote positions available
- Hybrid positions available

Smith Marion

4068 Rural Plains Circle, Suite 180
Franklin, TN 37064



Firm Contact:

Cole Monore
cmonroe@smco.cpa
615-545-3153
smcocpa.com

Staff Size: 50

Number of Partners: 4

Geographic Area of Service: United States

Other Office Locations: Redlands, Calif.

Firm Description:

Smith Marion's purpose as accountants and business advisors is building great relationships. When Public Housing Authorities (PHAs) need accounting services, Smith Marion is connected, focused and ready to assist. We specialize in audits, RAD consulting, LIHTC consulting, fee accounting and strategic planning. Additionally, Smith Marion specializes in not-for-profit auditing and review, tax preparation, payroll and consulting.

Why should a new grad begin their career at your firm?

No matter the role you envision for yourself, we genuinely care about your progress and development. We are dedicated to providing you with an environment that fosters growth, nurtures your potential, and enables you to thrive both personally and professionally. At Smith Marion, you'll find a supportive community that values your contributions and champions your success.

Client Services:

- Advisory/Consulting
- Auditing/Assurance
- Compilation and Review

- Estate and Gift Tax Planning
- State/Local Tax
- Individual Tax

Industry Specialization:

- Not-for-Profit Organizations
- State and Local Government Entities

Hiring Practices

Internships? Yes

Full-time or part-time? Full-Time

When? Summer, Winter

Paid? Paid

Firm Benefits

- CPA Exam fees
- External CPE program fees
- Internal CPE programs
- License and renewal fees
- Professional membership dues

Watkins Uiberall, PLLC



1661 Aaron Brenner Drive, Suite 300
Memphis, TN 38120

Firm Contact:

Alley Maxwell, Recruiting Coordinator
amaxwell@wucpas.com
901-761-2720
www.wucpas.com

Staff Size: 90

Number of Partners: 13

Geographic Area of Service: Tennessee, Mid-South

Other Office Locations: Tupelo, Miss.

Firm Description:

As the largest locally-owned certified public accounting firm in Memphis, the firm employs over 80 individuals and has expanded its reach with an office in Tupelo, Mississippi. Through the development of its qualified and responsive group of professionals, the firm continues to grow while maintaining its local identity and close, personal relationships with clients. Watkins Uiberall recognizes that its client relationships are the driving force behind its mission as an organization and is committed to keeping those relationships the top priority. The firm still lives by the same values that were established when it was founded and will continue to provide the same level of integrity and exceptional service for many years to come.

Why should a new grad begin their career at your firm?

The first step towards learning the ropes in the field of accounting is a paid internship or entry-level associate position. While completing your education, these can be either full time or part time. At Watkins Uiberall, our positions are designed to equip students with real-world, client-facing skills that will prepare them for the road ahead and offer a competitive advantage in the job market upon graduation. Our program allows you to play an active role as a member of our professional team, giving you the chance to gain exposure to a variety of assignments and diverse clientele.

Client Services:

- Advisory/Consulting
- Auditing/Assurance
- Business Valuation
- Corporate/Domestic Tax
- Cost Segregation Studies
- Employee Benefit Plans
- Estate and Gift Tax Planning
- State/Local Tax
- Individual Tax
- Internal Audit
- Litigation Support Services
- Mergers, Acquisitions and Liquidations
- Multi-State Tax Issues
- Wealth Management/Financial Planning

Industry Specialization:

- Construction
- Employee Benefit Plans
- Financial Institutions
- Manufacturing and Distribution
- Medical/Health Care
- Not-for-Profit Organizations
- Small Business Services
- State and Local Government Entities

Hiring Practices

Internships? Yes

Full-time or part-time? Both

When? Spring, Summer, Fall, Winter

Paid? Paid

Firm Benefits

- CPA Exam preparation assistance
- CPA Exam fees
- External CPE program fees
- Internal CPE programs
- License and renewal fees
- Professional membership dues
- Remote positions available
- Hybrid positions available



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