Be Becker Prepared

When you choose Becker Professional Education to help prepare you to pass the CPA Exam, you gain access to a fully integrated CPA Exam Review course that mirrors the exam.

Our **LiveOnline format** provides you the guidance of Becker instruction wherever you choose to study.

For more information, contact Ashley Stephens at cstephens@becker.com or visit becker.com/cpa.

© 2017 Becker Professional Education, Corporation. All rights reserved. Becker Professional Education 3005 Highland Parkway, Downers Grove, IL 60515-5799

The Becker Difference

- Pre-assessment to make better use of your study time
- Track your progress
- Tools to help you develop higher-order skills thinking, moving beyond memorization
- Choose from 3 flexible course formats: Self-Study, LiveOnline and Live
Dear Future CPA,

Welcome to the 2021 Accounting Firm Guide for Students. Produced by the Alabama Society of Certified Public Accountants (ASCPA) with Becker Review, this directory is a vital resource in your career planning process. We have provided information on more than 40 firms and businesses across the state. This guide is your handbook as you embark on the first stages of your professional career.

You have picked a great time to become a CPA. Today, the CPA credential equates to a world of possibilities. CPAs are a diverse group of professionals involved in shaping the future of the businesses and individuals they serve. Job opportunities are up across the nation and CPAs enjoy job security not often found in today’s changing marketplace. With so many opportunities, you often have the luxury of weighing offers from multiple companies. This directory will be a helpful tool in comparing employers across the state so you can find the one that’s right for you.

As the professional association for CPAs in Alabama, our mission is to advance the profession by providing our members with the support and services they need to maintain the highest standards. That means that we are committed to helping you build your professional career on the best foundation possible.

To find out more about what ASCPA has to offer and to learn about our free student membership, visit our website at ascpa.org. We look forward to helping you as you take the next steps toward a successful career as a CPA. Please don’t hesitate to contact us at 1-800-227-1711 or jbirmingham@ascpa.org.

Best of Luck,

Jeannine P. Birmingham, CPA, CAE, CGMA
President and CEO
Greetings!

Over the past few years, there have been many changes happening at the Board. First, the CPA Exam moved to continuous testing, allowing candidates to test year-round thus eliminating the blackout periods of testing closures. Additionally, the Board has implemented a new online application for exam candidates to apply and pay for exam sections. These two changes have improved the efficiency of testing for exam candidates in Alabama. One of the biggest changes were the changes in CPE that went into effect October 1, 2019. Such changes included the expansion of CPE reciprocity, the elimination of the limit on self-study CPE, and the addition of 2 hours of ethics CPE. A comprehensive chart of these changes remains on the Board’s website. During the current environment of COVID, the option of unlimited self-study was vital. Another important action in light of COVID was the Board’s acceptance of Peer Review extensions. Please note that if you were granted an extension on your Peer Review from the ASCPA, you also need to reach out to the Board for approval as well.

The Board has made great strides toward improving communication through the addition of social media platforms of Facebook and Twitter and with improvements to its website. Some of these improvements include the addition of an exam/licensing quickguide, a CPE quickguide, and disciplinary action documents. Please visit our website often to see archived newsletters, postings about Rule changes, and more.

As always, the Board continues to strive toward the ultimate goal of protecting the citizens of Alabama through effective regulation of all CPAs, PAs, and firms practicing in Alabama. If you ever have any questions, please reach out to any of our staff who are always ready and willing to help.
MINIMUM QUALIFICATIONS TO SIT FOR THE CPA EXAMINATION IN ALABAMA SUMMARY 1:

To begin the Uniform CPA Examination under 120-semester hour requirement:

- Applicant must be a citizen of the United States or legally present in the United States
- Completion of undergraduate degree from a regionally accredited (i.e. SACS) college or university
- 120-semester hours
- 24 Semester hours of Accounting – upper division (300 level or higher) under graduate and/or graduate level
- 24 Semester hours of Business-related courses

MINIMUM QUALIFICATIONS TO RECEIVE CERTIFICATION IN ALABAMA (INACTIVE STATUS) SUMMARY 2:

- Applicant must be a citizen of the United States or legally present in the United States
- Completion of undergraduate degree from a regionally accredited (i.e. SACS) college or university
- 150-semester hours
- 33 Semester hours of Accounting – upper division (300 level or higher) under graduate and/or graduate level
- 27 Semester hours of Business-related courses
- Pass all four sections of the Uniform CPA Examination (passing grade is 75)

Note: If the candidate begins testing under the 120-semester hour requirement, the candidate will have 36 months after passing the last test section to complete the 150-semester hour requirement.

MINIMUM QUALIFICATIONS TO RECEIVE A PERMIT TO PRACTICE (ACTIVE STATUS) AFTER CERTIFICATION SUMMARY 3:

Appropriate Experience:

- One-year of full-time employment by a public accounting firm as a staff accountant and supervised by a practicing CPA or PA holding a valid permit to practice; or
- Two-years of full-time employment properly supervised and has sufficient quality and depth in the accounting field in industry, business, government, or college teaching; or
- Any combination of the above.

DISCLAIMER: THIS SUMMARY IS DESIGNED AS A QUICK GUIDE AND CANNOT BE RELIED UPON IN ALL SITUATIONS. For a complete understanding of all rules pertaining to the CPA Examination qualifications, certification, and licensure, see the Alabama State Board of Public Accountancy Administrative Code Section 30-X-4.

1 COMPLETE EXAMINATION RULES FOR 120-SEMESTER HOURS CAN BE FOUND AT 30-X-4-.02
2 COMPLETE EXAMINATION RULES FOR 150-SEMESTER HOURS CAN BE FOUND AT 30-X-4-.06
3 COMPLETE EXPERIENCE RULES CAN BE FOUND AT 30-X-5-.06
Your journey to a rewarding accounting career STARTS HERE.

ThisWayToCPA.com/AL
# TABLE OF CONTENTS

What's New with the State Board ......................................................................................................................... 2  
Examination/Certification/Licensing Eligibility Requirements ................................................................................. 3  
Membership Information ........................................................................................................................................ 7  
Turning Your Interview into a Conversation You Control ....................................................................................... 8  
How to Bring Your ‘A’ Game to Your Interview .................................................................................................. 10  
Student Programs .................................................................................................................................................. 12  
Chapters ............................................................................................................................................................... 14  

## DIRECTORY OF FIRMS

<table>
<thead>
<tr>
<th>Firms</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Abroms &amp; Associates, PC</td>
<td>15</td>
</tr>
<tr>
<td>Anglin Reichmann Snellgrove &amp; Armstrong</td>
<td>17</td>
</tr>
<tr>
<td>Avizo Group</td>
<td>18</td>
</tr>
<tr>
<td>Banks, Finley, White &amp; Company, CPAs</td>
<td>20</td>
</tr>
<tr>
<td>Bern, Butler, Capilouto &amp; Massey, PC</td>
<td>21</td>
</tr>
<tr>
<td>BMSS, LLC</td>
<td>22</td>
</tr>
<tr>
<td>Brand, Blackwell &amp; Company, PC</td>
<td>24</td>
</tr>
<tr>
<td>Carr, Riggs &amp; Ingram, LLC</td>
<td>26</td>
</tr>
<tr>
<td>CDPA, PC</td>
<td>28</td>
</tr>
<tr>
<td>Crow, Constantine, Singleton, Morrow &amp; Elliott, PC</td>
<td>29</td>
</tr>
<tr>
<td>Crow Shields Bailey, PC</td>
<td>30</td>
</tr>
<tr>
<td>Culotta, Scroggins, Hendricks &amp; Gillespie, PC</td>
<td>31</td>
</tr>
<tr>
<td>Deloitte &amp; Touche, LLP</td>
<td>32</td>
</tr>
<tr>
<td>Dent Moses, LLP</td>
<td>33</td>
</tr>
<tr>
<td>Dixon Hughes Goodman, LLP</td>
<td>34</td>
</tr>
<tr>
<td>Ernst &amp; Young, LLP</td>
<td>36</td>
</tr>
<tr>
<td>Gant, Croft &amp; Associates, PC</td>
<td>37</td>
</tr>
<tr>
<td>Grant, Sanders &amp; Taylor</td>
<td>38</td>
</tr>
<tr>
<td>Hill, Fogg, &amp; Associates, PC</td>
<td>40</td>
</tr>
<tr>
<td>Horton, Lee, Burnett, Peacock, Cleveland &amp; Grainger, P.C.</td>
<td>41</td>
</tr>
<tr>
<td>Jackson Thornton</td>
<td>42</td>
</tr>
<tr>
<td>JamisonMoneyFarmer PC</td>
<td>44</td>
</tr>
<tr>
<td>Kassouf &amp; Co., PC</td>
<td>46</td>
</tr>
<tr>
<td>KPMG LLP</td>
<td>48</td>
</tr>
<tr>
<td>Machen McChesney LLP</td>
<td>49</td>
</tr>
<tr>
<td>MDA Professional Group, PC</td>
<td>50</td>
</tr>
</tbody>
</table>
**TABLE OF CONTENTS**

<table>
<thead>
<tr>
<th>Company</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mostellar &amp; Shreve, LLP</td>
<td>51</td>
</tr>
<tr>
<td>Pearce, Bevill, Leesburg, Moore, PC</td>
<td>52</td>
</tr>
<tr>
<td>PricewaterhouseCoopers</td>
<td>53</td>
</tr>
<tr>
<td>Rabren, Odom, Pierce &amp; Hayes, PC</td>
<td>54</td>
</tr>
<tr>
<td>Smith Dukes</td>
<td>55</td>
</tr>
<tr>
<td>Sovereign CPA Group, LLC</td>
<td>56</td>
</tr>
<tr>
<td>TaylorChandler CPAs &amp; Consultants</td>
<td>57</td>
</tr>
<tr>
<td>T.E. Lott &amp; Company, PA</td>
<td>58</td>
</tr>
<tr>
<td>Terry Jones &amp; Associates, PC</td>
<td>59</td>
</tr>
<tr>
<td>Tidwell Group</td>
<td>60</td>
</tr>
<tr>
<td>Till Hester Eyer &amp; Brown, PC</td>
<td>61</td>
</tr>
<tr>
<td>Warren Averett, LLC</td>
<td>62</td>
</tr>
<tr>
<td>Way, Ray, Shelton &amp; Co., PC</td>
<td>63</td>
</tr>
<tr>
<td>Wilkins Miller, LLC</td>
<td>64</td>
</tr>
<tr>
<td>Additional Resources</td>
<td>Inside Back Cover</td>
</tr>
</tbody>
</table>
The Alabama Society of Certified Public Accountants is the professional association for CPAs in Alabama. For students and career-starters, we’re here to help you any way we can on your journey toward becoming a CPA and establishing yourself in the profession. We offer a FREE student membership to accounting students attending an accredited college or university. Go to ascpa.org to join. As a member of our organization, the ASCPA will be here to help you:

Prepare for the CPA Exam
With discounts on both live courses and review software, ASCPA has you covered when it comes to CPA exam studying. Click HERE to view our discounted rates with the best CPA review providers in the country. We have also created the Become A CPA Guide, which provides you with the steps and keys to success to becoming a CPA in Alabama. You can view the Guide by clicking HERE.

Stand Out
Looking for a way to stand apart when you start applying for jobs? Membership and involvement in a professional organization will look great on your resume.

Build Professional Relationships
By becoming an ASCPA member, you also become a member of one of our eleven chapters. Chapter involvement will provide you networking opportunities with other professionals in your area.

Stay Informed
The ASCPA has a host of resources to assist you as you prepare for your professional career.

+ Our website, www.ascpa.org, is your source for what’s happening now in the profession, with a special section just for future CPAs (students).
+ ASCPA Connections Magazine is published bi-monthly and provides articles and updates on issues affecting the CPA profession.
+ Our weekly digital newsletter will arrive in your inbox every Tuesday and provides the latest ASCPA happenings, the latest news in the profession, and a schedule of upcoming education and chapter events.

Young CPA Community Outreach
Our Young CPAs are involved in their communities. They raise monies for our ASCPA Educational Foundation as well as local charities through annual fundraising events and activities.
For more than a decade, I have been fortunate to have had the opportunity to work alongside the ASCPA to help them prepare future CPAs for the interview process through their Interviewing Skills Workshops. This workshop combination of “how-to” and “speed interviewing” always reminds me that we must be prepared to respond to those basic questions of “how?”, “when?”, “who?”, and, probably the most difficult and important, “WHY?”.  

Thought leader Simon Sinek mainstreamed the connection between “why?” and work through his TED Talk: “Start with Why.” He later introduced his book of the same title in 2011 and followed that up with “Find Your Why” in 2017. For me, every conversation with a candidate curious about joining ITAC is rooted in understanding their answers to that simple question. As a job-seeker, your ability to connect your purpose, your “why”, to your profession, the path you’ve chosen, and who you’ve chosen to align with is critical in selling who you are in your job interview.  

Understanding the potential “why” behind these typical interview questions and formulating your authentic “why” answer will help you turn an interview into a conversation you control.

**Tell me, why are you interested in changing jobs?**
Whether you want to make an internal move or change employers, interviewers need to understand if you are running away from a situation or running toward an opportunity. Whatever your reason, just be sure you avoid painting your boss as a monster or yourself as someone who is “better than” the people around you.

**What do you love about what you do and what would you rather never have to do again?**
Your answer to this question gives the interviewer real insight into what they’re likely to see you doing six weeks into your new job. If the job you are interviewing for is heavy on people interaction and your answer indicates you do your best work in solitude, someone is likely going to be unhappy six weeks into your new gig.

*Tip:* Regardless of the specific question you are asked, try to watch the interviewer’s response to your answer. In the example above, if the interview gives a slight frown or they pull away, there is a possibility that what you enjoy doing is not what the job entails. Try to ask about this during your conversation.

**What challenges have you encountered in working remotely?**
Whether 2020 was the first year you found yourself working from your couch with your cat waltzing on your keyboard or your child running behind you during a Zoom call, employers want to understand your ability to adapt to change. Did you modify your behaviors in response to changes outside your control and to what extent did those changes impact your job satisfaction or the service you provided? Why did this play out like it did?
What haven’t I asked you about that you think is important for me to know about you?

Yikes! This sounds like an open door to eject yourself right out of the interview, right? This question is not a trap. This question is useful because it helps me understand how well a candidate knows themself and what they might uniquely offer to our company. If you and I ever have the chance to meet, ask me about the sales candidate who told me about a traumatic childhood injury they had and how their ability to overcome it was proof they could rise to any sales challenge put in front of them!

Tip: Remember, your answer should give the interviewer one more reason why they should consider hiring you over anyone else for the job. Focus on aspects that either better-connect you with the interviewer, the employer’s mission or values, or the job itself.

How will you know when you’ve found the right career opportunity for you?

Again, this is not a trick question. Great employers want to understand if their culture, leadership/management style, and career opportunities are right for you and vice versa. They are giving you the opportunity to tell them why you would or would not jump at the chance to work with them.

Undoubtedly, there are hundreds of different interview questions and techniques interviewers use. Their goal is to gain a clear picture of what drives you, what factors into your decision-making process, whether you have the capacity to perform the work needed, and ultimately why they should or should not offer you the job.

Understanding your “why” and speaking to it with confidence will not only help you nail your interview but more importantly, identify where, how, and with whom you want to work.
How to Bring Your ‘A’ Game to Your Interview

By Charles R. Baughman, PHR, SHRM-CP, Chief Administrative Officer, ITAC Solutions

As someone preparing to enter your professional career, you are likely to encounter many “big” days. But, no matter your age or stage of life, the day of a job interview will always be one of the most daunting. The excitement of potentially finding an employer you will love and doing the work you enjoy can be overpowering, so it is essential to be as prepared as you possibly can be for the interview.

Throughout the few decades I’ve spent interviewing candidates, from entry to executive level, there have been a couple of key differentiators among the very best. In no particular order, here are a few suggestions to help you set yourself apart from other candidates competing for the job you want.

Authenticity

It seems like everyone is talking about the importance of authenticity—a real superpower when considering the “game” of interviewing. You’ve probably watched YouTube videos on how to interview, received interview coaching from friends, family members, professors, and recruiters. No doubt every resource has offered advice, just as I am doing. Regardless, I cannot stress the importance of finding your true voice, identifying your “why,” and being able to tell your story during your interview.

Having interviewed hundreds of young accounting professionals and hopeful CPAs, the individuals who stand out are less concerned about giving the “right” answer to a question and are more focused on giving a genuine answer that sheds light on their purpose and passion.

You can think about authenticity in terms of dating. During the first few dates, everyone is on their best behavior, carefully considering their every word, every bite, and every move. Usually, you must go through a few dates before you begin to get a sense of who the other person is and, in turn, start letting them see who you really are. How much time, energy, and effort would everyone save if they began the first conversation appropriately, politely, AND authentically?

Be your genuine self, and your conversation with your interviewer(s) will be more fruitful, meaningful, and much less stressful. And if either of you decide the opportunity is not a great match, then you can quickly move on to find a fit that is right for you.

Alignment

Have you ever talked to someone about a book you’ve read and, all along the way, they are giving you every reason to believe they have read it as well? But suddenly, they make a comment, and you realize the two of you aren’t on the same page, or maybe even the same book! Well, interviews can play out like that also.

A successful interview requires that you understand how your experience and purpose align with the needs and purpose of the potential employer. This requires gaining perspective through research on the employer and truly trying to understand the job for which you are interviewing. Once you feel you have a decent grasp on those elements, you can then begin to form your responses in a way that quickly addresses the interviewer’s underlying questions: “Does this person get it? Do they get us?”
Alignment also means that you use your resume as a foundation for building conversation around your experience and accomplishments. Your answers to questions about anything on your resume should add depth and color, which help the interviewer understand your potential match for the position.

Acknowledgment

There are just two pieces of advice I would offer you under the concept of “Acknowledgment.”

When interviewing, it is possible that you will be asked a question to which you do not really know the answer. If that happens, even when you feel the pressure to produce a Pulitzer-worthy response, be transparent and let the interviewer know that you do not know the answer. Ask for the opportunity to walk through your reasoning on what you think the answer might be because that process can still add value to your interview. In doing so, you will show the interviewer your critical-thinking skills along with your willingness to be vulnerable through your honesty. Even if you choose another approach to the question, absolutely do not “create” an answer that cannot be supported by a quick reference check on you.

Also, when you are interviewing and you realize that this is the job you really want, be sure to let the interviewer(s) know where you stand. If you choose to enter the realm of public accounting with a desire to become a partner, you will need to establish yourself as a strong contributor to the firm’s success. Asking for the job you want is the first step in showing your potential employer your willingness to ask for what you want, including a job offer or for a client’s business.

Having an error-free, well-composed resume and appearing for an interview in the right attire is table stakes in today’s competitive job market. Rising above everyone else will require that you bring your authentic self to the conversation, allowing both you and the interviewer the chance to determine whether there is a good match between you, the employer, and the work that needs to be done. Finally, when you believe the match is right and know the job you’re interviewing for is the right job for you, be confident and share your observation with the interviewer. Make sure there is no question in their mind that you appreciate the opportunity to talk with them and would like to be a member of the team.

ITAC Solutions is a staffing and recruiting firm based in Birmingham, Alabama, with a reach that extends across the United States. Since the beginning, the firm has made its mission to steer away from transactional recruiting and instead focus on cultivating meaningful business and candidate relationships that deliver value years down the road. Whether Accounting and Finance, IT, Corporate Services or the Government space, when you partner with us, you can trust you will get a commitment to understanding your needs and the willingness to go the extra mile to connect great people with great companies. Connect with ITAC at www.itacsolutions.com or call at 877.651.ITAC (4822).
ASCPA STUDENT SUMMIT
The Summit is a day and a half recruiting program. The first day of the Summit will include roundtable discussions with CPAs, business leaders, and students. The second day will include a full day of student interviews with public accounting firms, businesses, and government agencies. Students who meet specific criteria will be invited to participate by their respective accounting department.

ASCPA EDUCATIONAL FOUNDATION & CHAPTER SCHOLARSHIPS
The Educational Foundation and local chapters award these scholarships each spring for the following academic year. To read more about our scholarship opportunities click HERE.

INTERVIEW SKILLS WORKSHOPS
CPAs, ASCPA staff, and other accounting professionals will come to your campus for a two-hour workshop to sharpen interview and resume skills. Dressing for success and professional etiquette are also emphasized. 10 minute mock interviews provide a chance to work out the bugs in your interviewing style.

CAMPUS VISITS
The ASCPA and members of our organization are available to talk to your accounting club, Beta Alpha Psi, or NABA chapter about opportunities in the field of accounting. We bring goodies and PIZZA!
THE AUBURN DIFFERENCE

The Auburn Master of Accountancy (MAcc) is designed to provide students with the technical, research and communication skills not only to be successful on the CPA Exam, but also in their future career.

A professional, non-thesis degree program, the Auburn MAcc requires 30 semester hours, an international experience and the MAcc Leadership Summit. The most unique component of the program, however, is that students sit for all four sections of the CPA Exam prior to graduation.

- **Options:** Full-time campus or full-time and part-time online

- **Graduate Assistantships:** The campus MAcc Class of 2021 has 100% of students on graduate assistantships with monthly stipends and tuition waivers.

- **Job Placement:** The placement rate for MAcc students has been nearly 100% for the past 15 years.

- **CPA Exam Pass Rates:** Auburn University pass rates are ranked #1 in Alabama and among the top schools in the country for first-time test takers on the CPA Exam. MAcc students average 85% across all four sections of the CPA Exam as first-time candidates.

harbert.auburn.edu/macc
The ASCPA has 11 chapters throughout Alabama that have been impacting the CPA profession across the state since 1977. Chapter membership allows you to network with CPAs in your area and remain active with the ASCPA in your community. Chapters provide professional development as well as community service opportunities.

ASCPA chapter members continue to better the profession locally by giving of their time, talent, and resources. You can get involved and find out about your next chapter event at www.ascpa.org/chapters.
Abroms & Associates, PC
P.O. Box 1426
Florence, AL 35631

Firm Contact: Martin R. Abroms (abromsm@abroms.com)
Phone: (256) 767-0740
Fax: (256) 767-0406
Website: www.abroms.com

Firm Description:
Abroms & Associates, PC is a CPA firm that is very focused on corporate and individual tax compliance and planning needs. We focus on adding value for our client. We want to help you become a better CPA or CPA-candidate by keeping you focused on the future even as you help clients accurately record and analyze its past and financial results.

Top Industry Specializations:
Corporate Finance, High Net Worth Individuals and Families, Retail, Wholesale, Service Businesses, Manufacturing, Technology

Why a new grad should begin his/her career at your firm:
Our CPA firm seeks to make all professionals focus on adding value for the client. We want you to be in a position to look toward the future by helping clients accurately record and analyze its past financial results.

General Hiring Practices:
• Does your firm offer internships? Yes
• Paid or unpaid? Paid
• Does your firm hire for entry-level positions? Yes
• Is overnight travel required? Rarely

Firm Benefits:
• Assistance for the CPA exam
• Licensing and renewals
• Membership fees in professional organizations
• Continuing Professional Education (CPE)

Firm Location: Florence
Total Staff Size: 24
Number of CPAs: 13
Number of Partners: 4

Total Staff Size: 24
Number of CPAs: 13
Number of Partners: 4
The Culverhouse School of Accountancy is one of the oldest and most respected accounting programs in the United States. Our undergraduate students obtain experience and education in all areas of accounting and have the opportunity to continue their education in our Master of Accountancy or Master of Tax Accounting programs. Students in our undergraduate and graduate programs develop communication, problem-solving, and interpersonal skills. They also gain the technical expertise demanded by employers, including coursework focused on data analytics. The curriculum includes the opportunity to complete a full-time accounting internship for course credit—the majority of our students complete internships and obtain full-time employment throughout the United States with international, national, regional, and local public accounting firms and corporations.

Graduates of our programs successfully complete professional examinations in accounting, including the CPA and CMA exams, and are part of a legacy with near 100% placement upon graduation from the masters programs. Our faculty is highly involved and supportive, and they help our students find their passion and a practice area where they will excel and reach their full potential. Additionally, our service and mentorship activities allow students to collaborate amongst themselves and with the community as they develop leadership skills.

Our PhD program is one of the top programs in the country, and our doctoral students receive training from some of the nation’s leading academics while our graduates rank among the top in the nation in their research productivity.

We are proud of what we do and how we do it. Please do not hesitate to contact us to learn more about our programs!

**Links & Resources**

- Undergraduate Program
- Master of Accountancy
- Graduate Programs
- Masters of Tax Accounting
- Transfer & Advising Info
- PhD in Accounting
- Accounting Courses
- Apply Now!
Anglin Reichmann Armstrong
305 Quality Circle
Huntsville, AL 35806

Firm Contact:
Wendy Tucker (wtucker@anglincpa.com)  
Phone: (256) 489-7241  
Fax: (256) 539-1942  
Website: www.anglincpa.com

Firm Description:
Anglin Reichmann Armstrong is a 30- year old CPA firm headquartered in Huntsville, Alabama and with an office in Pensacola, Florida. We are dedicated to providing our clients with the highest quality work and our staff with the best possible working environment. Within the firm, we have specialized, trained staff in three departments: Audit and Assurance, Tax Advisory Services, and Solutions. We are currently listed by the AICPA as one of the 500 largest CPA firms in the United States, with the list including the international firms and national firms, and we are one of Alabama’s largest 20 CPA firms. We are pleased to be on these lists due to our careful growth, while still being a local firm emphasizing client service.

Top Industry Specializations:

Why a new grad should begin his/her career at your firm:
Anglin Reichmann Armstrong is proud that we have been named a Best Place to Work by Accounting Today magazine, Business Alabama magazine, and the Huntsville / Madison County Chamber of Commerce. We work hard to hire the right people and provide the career opportunities and culture to allow them to grow and advance with us. As we have grown, we have maintained a small firm feel and atmosphere that sets us apart from large regional and national firms. Our firm has balance between work and life. Our state-of-the-art facilities were designed to provide a comfortable work environment while providing the resources to enable us to best serve our clients. We provide an environment that encourages professional growth and development. It is our desire that all staff realize their full potential and achieve their personal goals.

General Hiring Practices:
• Does your firm offer internships? Yes  
• Paid or unpaid? Paid  
• Does your firm hire for entry-level positions? Yes  
• Is overnight travel required? No

Firm Benefits:
• Assistance for the CPA exam  
• Licensing and renewals  
• Membership fees in professional organizations  
• Continuing Professional Education (CPE)
Avizo Group
806 North Section Street
Fairhope, AL 36532

Firm Contacts:
Earl Blackmon (eblackmon@avizogroup.com)
Erann Thompson (ethompson@avizogroup.com)
Phone: (251) 928-2443
Website: www.avizogroup.com

Firm Locations: Fairhope, Mobile, Foley, Brewton
Total Staff Size: 40
Number of CPAs: 15
Number of Partners: 5

Firm Description:
Avizo Group (formerly known as Hartmann, Blackmon & Kilgore, PC) is an advisory and consulting firm serving as strategic partners to many leading businesses and municipalities along the Gulf Coast, as well as a variety of individuals and entrepreneurs. Avizo group is ranked by Business Alabama Magazine as one of the top five “Best Companies to Work For in Alabama” and one of the top-tier accounting firms in the state. Avizo Group was founded in 1990 by five principals with a shared goal of building a successful firm based on technical excellence, solid guidance, and an absolute commitment to client service. We serve our clients to the utmost of our ability, treat our colleagues with respect and proudly support the communities in which we live.

Top Industry Specializations:
We serve as strategic partners to many leading businesses and municipalities throughout the Gulf Coast, as well as a variety of individuals and entrepreneurs. Our primary focus is in healthcare, professional services, large private companies, construction, real estate, governmental agencies, manufacturing, hospitality, employee benefit plans, and high-wealth individuals. Our traditional compliance services include, but are not limited to the following: financial audit and assurance, client accounting services, forensic accounting, litigation, tax, human capital management, and risk assurance. Our consulting services include: CFO services, process review through Lean Six Sigma, team building through Kolbe Assessments, and strategic planning, among others.

Why a new graduate should begin his/her career at your firm:
Building a dynamic and happy team requires a commitment to developing employees. To accomplish this, Avizo Group promotes a variety of internally developed programs to help every individual grow personally and professionally. Some of these include continuing education opportunities, assistance with attaining CPA licenses, leadership programs, and working within each person’s unique set of abilities. Avizo Group also focuses on creating a work-life balance through an internal initiative called Project 40™. While the original goal was to decrease “busy season” overtime, this initiative has grown to include tools to help employees create goals, focus during their time at the office, and even develop healthier lifestyles.

General Hiring Practices:
- Does your firm offer internships? Yes
- Paid or unpaid? Paid
- Does your firm hire for entry-level positions? Yes
- Is overnight travel required? Rarely

Firm Benefits:
- Assistance for the CPA Exam
- Licensing and Renewals
- Membership fees in professional organizations
- Continuing Professional Education (CPE)
By reviewing our processes, we create efficiency which means you get better work-life balance.

Uncover your unique abilities, work within your natural strengths & dive into the niches & work you love most.

We welcome fresh ideas & technology that help us serve our clients & coworkers.

We have a committee that plans fun events all year. We’re THAT dedicated to having a good time at work.

INNOVATION

LEADERSHIP GROWTH

#CONTINUOUS IMPROVEMENT

FUN

www.avizogroup.com

@avizogroupinc
Banks, Finley, White & Company, CPAs
617 37th Street South
Birmingham, AL 35222

Firm Contact: James C. White, Jr. (jameswhite@bfwcpa.com)
Phone: (205) 326-6660
Fax: (205) 326-3840
Website: www.bfwcpa.com

Firm Locations: Birmingham, AL, Atlanta, GA, Memphis, TN, Denver, CO

Firm Description:
Banks, Finley, White & Company was founded in 1973. We are a nationally-recognized, and regionally-located CPA firm with offices located in Atlanta, Birmingham, Memphis and Denver. We are one of the largest minority owned firms and among the top 25 percent of all CPA firms. Banks, Finley, White & Company is a full-service firm providing an array of professional services to clients that include multinational corporations, not for-profit organizations, colleges and universities, governmental entities, private businesses, financial institutions, insurance companies, health care organizations and successful individuals. Banks, Finley, White & Company is a registered firm with the Public Company Accounting Oversight Board (PCAOB) which inspects firms that perform publicly-traded company audits.

Top Industry Specialization
Educational Institutions, Employee Benefit Plans, Financial Institutions, Government Contracting, Health Services, High Net Worth Individuals, Not-for-Profit Organizations, Professional Service Providers, Small Business Services, State Government Entities

Why a new grad should begin his/her career at your firm?
BFW is a place where a new grad can hit the ground running with a broad range of assignments on clients in different industries from for profit businesses to non-profits, colleges and universities and governmental entities. The wide range of accounting and auditing will prepare the grad completely for any form of accounting and auditing him/her desires to focus on in their careers. On the job training is, we have found, to be the best learning port for new accountants. The many training programs we provide for our staff will augment the on the job training and produce the results that all BFW employees and alumni experience.

General Hiring Practices:
• Internships? Yes
• Paid or unpaid? Both
• Does your firm hire for entry-level positions? Yes
• Is overnight travel required? Yes

Firm Benefits:
• Assistance in preparing for the CPA exam
• Licensing and renewals
• Membership fees in professional organizations
• Continuing professional education (CPE)

Staff size: 39
Number of CPAs: 11
Number of Partners: 6
Bern, Butler, Capilouto & Massey, PC
4137 Carmichael Road, Suite 200
Montgomery, AL 36106

Firm Contact:
Michael Capilouto (jmc@bbcm-cpa.com)
Phone: (334) 244-4100
Fax: (334) 244-4111
Website: www.bbcm-cpa.com

Firm Location: Montgomery
Total Staff Size: 25
Number of CPAs: 10
Number of Partners: 6

Firm Description:
Bern, Butler, Capilouto & Massey, PC is a leading full-service accounting firm serving clients in Alabama and beyond. Founded in 1982, our firm is fully committed to our clients’ progress. We oversee this progress through hard work, cutting edge technology, and a good, old-fashioned sense of responsibility. We specialize in helping businesses of all sizes grow and prosper.

Top Industry Specializations:
Agriculture & Livestock, Arts/Entertainment, Automobile Dealers, Communications, Construction, Corporate Finance, Education Institutions, Engineering & Architecture, Financial Institutions, Food Service, Forestry & Fishing, Government Contracting, Health Services, High Net Worth Individuals & Families, Insurance Consulting, Manufacturing, Medical/Dental Professionals, Not-for-Profit Organizations, Professional Service Providers, Real Estate, Restaurants, Retail/Wholesale, Fraud & Investigative, Small Business Services, Sales & Use Tax Services

Why a new graduate should begin his/her career at your firm:
Opportunity for learning and advancement. Great work environment.

General Hiring Practices:
• Does your firm offer internships? Yes
• Paid or unpaid? Paid
• Does your firm hire for entry-level positions? Yes
• Is overnight travel required? Occasionally

Firm Benefits:
• Licensing and Renewals
• Membership fees in professional organizations
• Continuing Professional Education (CPE)
BMSS Advisors and CPAs
1121 Riverchase Office Road
Birmingham, AL  35244

Firm Contact:
Heather Russell (hrussell@bmss.com)
Phone: (205) 982-5539
Fax: (205) 982-5501
Website:  www.bmss.com

Firm Description:
BMSS Advisors & CPAs was established in Birmingham in 1991 and has grown to be one of Alabama’s Top 3 accounting firms. With an entrepreneurial and innovative mindset at our core, the firm’s ultimate mission is to provide peace of mind to our clients. BMSS has four locations throughout the state: downtown Birmingham, Birmingham (Riverchase area), Gadsden and Huntsville. In an effort to holistically serve clients with value-added solutions, BMSS also has three sister companies beneath its umbrella: an IT consulting firm, Abacus Technologies, a human capital consulting and management firm, Payroll & Benefit Solutions, and a wealth advisory firm, BMSS Wesson Wealth Solutions. BMSS provides services to public companies and is an independent member of the BDO Alliance USA, a nationwide association of independently owned local and regional accounting, consulting and service firms with similar client service goals. BMSS has received the following accolades in the past few years: • 2019 and 2020 Best Accounting Firms to Work for by Accounting Today • 2020 and 2021 America’s Top Recommended Tax and Accounting Firms by Forbes • 2020 Top Regional Leader and 2020 Firm to Watch by Accounting Today • Best Places to Work by Birmingham Business Journal for the past 10+ years • 2020 Best Places to Work for Young Professionals by Birmingham Business Journal • 2020 INSIDE Public Accounting Top 200 Firm • 2020 INSIDE Public Accounting 200 Fastest-Growing Firm

Top Industry Specializations:
We specialize in several industries, including manufacturing and distribution, construction, technology, nonprofits, credit unions, government and municipalities, and professional services. In addition to tax and audit, the firm offers robust practice areas in business advisory services, state and local tax, estate planning and employee benefit plan audits.

Why a new grad should begin his/her career at your firm:
BMSS offers a unique combination of local firm feel, national knowledge and a global reach. During the first few years of a new graduate’s career at BMSS, they have the opportunity to work on both tax and assurance engagements until they are confident enough to declare their discipline. BMSS’ family-friendly atmosphere and award-winning culture provide opportunities to have a fulfilling professional career while still having time to be present with family and friends. Learn more about our culture in this video – We are BMSS!

General Hiring Practices:
• Does your firm offer internships? Yes
• Paid or unpaid? Paid
• Does your firm hire for entry-level positions? Yes
• Is overnight travel required? Occasional

Firm Benefits:
• Assistance for the CPA exam
• Licensing and renewals
• Membership fees in professional organizations
• Continuing Professional Education (CPE)
BMSS ADVISORS & CPAs was established in 1991 and has grown to become one of Alabama’s Top 3 accounting firms with locations in Birmingham, Gadsden and Huntsville. We specialize in several industries, including manufacturing, distribution, construction, credit unions, nonprofits and professional services. In addition to tax and audit, the firm offers robust practice areas in estate planning, employee benefit plan audits and business advisory services.

With an entrepreneurial and innovative mindset at our core, our ultimate mission is to provide peace of mind for our clients. In an effort to holistically serve clients with value-added solutions, BMSS has three sister companies beneath its umbrella: an IT consulting firm, Abacus Technologies; a human capital consulting and management firm, Payroll & Benefit Solutions; and a wealth advisory firm, BMSS Wesson Wealth Solutions.

SOME RECENT BMSS ACCOLADES INCLUDE:

- Forbes
  America’s Top Recommended Tax and Accounting Firms
  by Forbes, 2020 & 2021

- Top Regional Leader and Firm to Watch
  by Accounting Today, 2020

- Top 200 Firm and 200 Fastest-Growing Firm
  by INSIDE Public Accounting, 2020

- Best Accounting Firms to Work for
  by Accounting Today, 2019 & 2020

www.BMSS.com | 1(833)CPA-BMSS
Brand, Blackwell & Company, PC
4930 Corporate Drive, Suite A
Huntsville, AL 35805

Firm Contact:
Brad Garland (brad@brandblackwell.cpa)
Phone: (256) 536-3513
Fax: (256) 534-4771
Website: www.brandblackwell.cpa

Firm Location: Huntsville
Staff size: 11
Number of CPAs: 6
Number of Partners: 2

Firm Description:
Brand, Blackwell & Company, PC is a local firm with a diverse practice and great opportunities for advancement. Services we offer include accounting and tax outsourcing, audits of for-and not-for-profit clients, QuickBooks desktop and QuickBooks Online consulting and assistance, payroll services, tax planning and consulting. Our firm is built upon a tradition of integrity, loyalty, knowledge and innovation. Our partners and staff provide our clients with large market expertise in a local, community relationship.

Top Industry Specializations:
Construction, Employee Benefit Plans, Food Service, Franchises, Government Contracts, High Net Worth Individuals, Medical Professionals, Not-for-Profit Organizations, Real Estate, Restaurants, Wholesale, Small Business, Start-up Companies and many more.

Why a new grad should begin his/her career at your firm:
Serving the Greater Huntsville and surrounding communities, Brand Blackwell aims to provide clients with a wide range of expertise and experience, combined with service that is second to none. A career here puts you on a path to professional achievement. To learn more about us, follow us on Facebook, Twitter, and Instagram @ BrandBlackwell. #tax #accounting #CPA #Huntsville.

General Hiring Practices:
• Internships? Yes
• Paid or unpaid? Paid
• Does your firm hire for entry-level positions? Yes
• Is overnight travel required? No
• Is overtime required? Yes

Firm Benefits:
• Assistance in preparing for the CPA exam
• Licensing and renewals
• Membership fees in professional organizations
• Continuing professional education (CPE)
Visit the MAcc webpage

Potential candidates are invited to apply online at www.troy.edu

For more information, contact the MAcc Director, Dr. Steve Grice sgrice@troy.edu

SORRELL COLLEGE OF BUSINESS

• Full time, on campus classes
• Students prepare for and sit for all four sections of the CPA exam prior to graduation
• Small class sizes
• MAcc students consistently exceed state and national pass rates on the CPA exam
• Unconditional Admission with a 3.0 GPA and 500 GMAT score
Carr, Riggs & Ingram, LLC
P.O. Box 312044
Enterprise, AL 36331

Firm Contact:
Sandi Guy (sguy@cricpa.com)
Phone: (334) 348-6511
Fax: (334) 348-6567
Website: www.cricpa.com

Firm Description:
Carr, Riggs & Ingram (CRI) delivers big firm expertise with small firm service. Of approximately 45,000 public accounting firms in the United States, CRI ranks among the top 25. And, as a part of Prime Global, we have access to international resources. Additionally, CRI acknowledges and embraces our Southern heritage and the emphasis it requires that we place on client service and personal relationships. At CRI, we believe that ‘Southern’ is a spirit and we know that we embody it. Our bottom line is our tagline: National Strength. Southern Roots.

Top Industry Specializations:
Governmental, Not-For-Profit, Financial Institutions, Insurance, Construction, Manufacturing, Healthcare, Condo Associations

Why a new graduate should begin his/her career at your firm:
CRI is large enough to offer exciting career opportunities, but not so large that “you’re just a number” to our partners and receive personal mentoring. Since the quality of an accounting firm is determined by its people and the firm’s investment in them, CRI delivers custom training. Our comprehensive, formalized training programs focus on five areas of development training: technical, leadership, ongoing, role/responsibility, and specialty.

General Hiring Practices
• Does your firm offer internships? Yes
• Paid or unpaid? Paid
• Does your firm hire for entry-level positions? Yes
• Is overnight travel required? No

Firm Locations: CRI has 31 practice units in the 10 states of Alabama, Florida, Georgia, Kentucky, Louisiana, Mississippi, New Mexico, North Carolina, Tennessee and Texas
Total Staff Size: 1,900+
Number of CPAs: 752
Number of Partners: 381

Firm Benefits:
• Assistance for the CPA Exam
• Licensing and Renewals
• Membership fees in professional organizations
• Continuing Professional Education (CPE)
Russell Thompson Butler & Houston, LLP is now a part of CRI.
CDPA, PC
213 S. Houston St., Athens, AL 35611
101 Lowe Ave., Suite 2B, Huntsville, AL 35801

Firm Contact:
Elizabeth Blanton (e.blanton@cdpapc.com)
Phone: (256) 232-2260
Fax: (256) 232-1881
Website: www.cdpapc.com

Firm Locations: Athens, Huntsville, Florence
Total Staff Size: 42
Number of CPAs: 16
Number of Partners: 6

Firm Description:
CDPA, PC is a full service accounting and business consulting firm. Since 1954, our goal has been to maximize our clients’ net worth by providing the highest quality accounting and business consulting services to small businesses and individuals. Provides business owners, executives, and small businesses with a full range of business consulting and accounting services to address personal and business related financial needs. CDPA’s services include tax planning and compliance, accounting and advisory services, audit and review services, business consulting, QuickBooks consulting, government contracting services, business valuation and fraud examination services, wealth management and financial planning, payroll services, and healthcare consulting, and fraud examination services, wealth management and financial planning, payroll services, and healthcare consulting.

Top Industry Specializations:

Why a new grad should begin his/her career at your firm:
CDPA is dedicated to advancing the economic welfare of our clients and the communities that we serve. We recognize that the outstanding talent and dedication of our employees are in a large part responsible for our success. CDPA is always looking for ambitious individuals who are seeking to work for a firm such as ours – one where they can expect to learn, grow, and advance. We take pride in our firm’s culture – a family atmosphere with an open door policy. Employees are expected to provide opinions and ideas and participate in improving the overall efficiency and effectiveness of the firm. We have a mentor program dedicated to maximizing the potential of each employee.

General Hiring Practices:
• Does your firm offer internships? Yes
• Paid or unpaid? Paid
• Does your firm hire for entry-level positions? Yes
• Is overnight travel required? On occasion.

Firm Benefits:
• Assistance for the CPA exam
• Licensing and renewals
• Membership fees in professional organizations
• Continuing Professional Education (CPE)
Crow, Constantine, Singleton, Morrow & Elliott, PC
2062 Dauphin Street
Mobile, AL 36606

Firm Contact:
Jay W. Elliott, CPA (jayelliott@ccsme-cpas.com)
Phone: (251) 479-7482
Fax: (251) 450-0203
Website: www.ccsme-cpas.com

Firm Location: Mobile
Total Staff Size: 10
Number of CPAs: 5
Number of Partners: 5

Firm Description:
Crow, Constantine, Singleton, Morrow & Elliott, PC is a local, traditional accounting firm specializing in addressing the accounting, consulting and tax needs of individuals and various sizes of businesses. Some of the services we offer include compilation and review services, payroll tax compliance, business valuations, business acquisitions and sales, estate tax planning and tax representation. We also offer Quick Books training and consulting, as we have several Pro-Advisors on our team.

Top Industry Specializations:
Professional services, Timber and forest products, Wholesaler, Retailer

Why a new graduate should begin his/her career at your firm:
Our firm provides experience in a great variety of accounting and tax functions – from basic bookkeeping and accounting general ledger work to the preparation of various types of tax returns such as individual, partnership, S corporation, C corporation, Estate, Gift, Trust and Not for Profit.

General Hiring Practices
• Does your firm offer internships? Yes
• Paid or unpaid? Paid
• Does your firm hire for entry-level positions? Yes
• Is overnight travel required? No

Firm Benefits:
• Assistance for the CPA Exam
• Licensing and Renewals
• Membership fees in professional organizations
• Continuing Professional Education (CPE)
Crow Shields Bailey PC  
3742 Professional Parkway  
Mobile, AL 36609  

Firm Contact:  
Gina McKellar, Managing Shareholder  
(ginam@csbcpa.com)  
Phone: (251) 343-1012  
Fax: (251) 343-1294  
Website: www.csbcpa.com  

Firm Locations: Mobile, Daphne, Gulf Shores  
Total Staff Size: 46  
Number of CPAs: 20  
Number of Partners: 6  

Firm Description:  
Crow Shields Bailey, PC is a full-service accounting and consulting firm with offices in Mobile, Daphne and Gulf Shores. CSB started in 1986 and primarily serves clients in southwest Alabama. The firm employs a talented team of over 45 professionals, including 20 CPAs, one CVA, and one ABV.  

Top Industry Specializations:  
Communications, Construction, Employee Benefit Plans, Engineering, Architecture, Food Service, Health Services, High Net Worth Individuals, Manufacturing, Medical Professionals, Dental Professionals, Not-for-Profit Organizations, Professional Service Providers, Real Estate, Restaurants, Retail, Wholesale, Fraud, Investigative, Retirement Planning, Service Businesses, Small Business Services, Start-up Companies, State Use Tax Services, Technology  

Why a new grad should begin his/her career at your firm:  
CSB has an open, relaxed corporate culture. Our focus is on helping our team members achieve the highest level of professional development. We offer continuous training both inside and outside the office. We strive to be good corporate citizens and give our time, talent, and financial resources to the communities that we serve. We have experienced continuous growth for over 30 years and seek candidates who want to be a part of our growing team.  

General Hiring Practices:  
• Does your firm offer internships? Yes  
• Paid or unpaid? Paid  
• Does your firm hire for entry-level positions? Yes  
• Is overnight travel required? Limited  

Firm Benefits:  
• Assistance for the CPA exam  
• Licensing and renewals  
• Membership fees in professional organizations  
• Continuing Professional Education (CPE)
Culotta, Scroggins, Hendricks & Gillespie, PC
3049 Massey Road
Vestavia Hills, AL 35216

**Firm Contact:**
Phyllis Pelletier (ppelletier@cshgcpa.com)
**Phone:** (205) 871-1210
**Fax:** (205) 871-1518
**Website:** [www.cshgcpa.com](http://www.cshgcpa.com)

**Firm Location:** Vestavia Hills
**Total Staff Size:** 30
**Number of CPAs:** 16
**Number of Partners:** 4

**Firm Description:**
Culotta, Scroggins, Hendricks & Gillespie, PC is a growing full-service CPA firm. Our firm provides the full range of traditional accounting services including tax planning and compliance, accounting, auditing, and bookkeeping services. Our firm also provides a broad spectrum of consulting services including mergers and acquisitions, litigation support, business valuations, CFO services, personal financial and estate planning, and compensation planning.

**Top Industry Specializations:**

**Why a new grad should begin his/her career at your firm:**
Our firm provides a unique opportunity for career minded professionals. Advancement in the firm is dependent on an employee’s ability to perform and their desire to excel not on how long they have been employed. We are dedicated to staff career development while maintaining good work/life balance. Every staff member is treated as a valued member of the CSHG team.

**General Hiring Practices:**
- Does your firm offer internships? Yes
- Paid or unpaid? Paid
- Does your firm hire for entry-level positions? Yes
- Is overnight travel required? Occasionally

**Firm Benefits:**
- Assistance for the CPA exam
- Licensing and renewals
- Membership fees in professional organizations
- Continuing Professional Education (CPE)
Deloitte & Touche LLP
420 20th Street North, Suite 2400
Birmingham, AL 35203

Firm Contact: Lori Snodgrass (Lsnodgrass@deloitte.com)
Phone: (205) 321-6000
Fax: (205) 322-2828
Website: www.deloitte.com

Firm Locations: 106 offices across the United States
Total Staff Size: 132
Number of CPAs: 50
Number of Partners: 10

Firm Description:
As the largest professional services firm in the U.S., Deloitte consists of approximately 50,000 professionals, who are part of a global network of 180,000 people working in member firms around the world. For more than 100 years, clients have relied on Deloitte & Touche LLP for solutions to their ever-changing needs. We are a national and global leader today because we have sustained our clients’ trust and exceeded their expectations throughout our history.

Top Industry Specializations:
At Deloitte, we help organizations solve their toughest problems... wherever. Specifically, we offer cutting-edge services and expertise – and industry knowledge – in four key business areas: Audit, Advisory, Consulting and Tax.

Why a new grad should begin his/her career at your firm:
Deloitte has been consistently ranked one of the best companies to work for by Working Mother and Forbes magazines and as one of the Best Places to Launch a Career by Business Week magazine.

General Hiring Practices:
• Does your firm offer internships? Yes
• Paid or unpaid? Paid
• Does your firm hire for entry-level positions? Yes
• Is overnight travel required? Yes

Firm Benefits:
• Assistance for the CPA exam
• Licensing and renewals
• Membership fees in professional organizations
• Continuing Professional Education (CPE)
Dent Moses LLP
2204 Lakeshore Drive, Suite 300
Birmingham, AL 35209

Firm Contacts:
Michael Baker (mbaker@dentmoses.com)
Cindy Bryan (cbryan@dentmoses.com)
Walker Gann (wgann@dentmoses.com)

Phone: (205) 871-1880
Fax: (205) 871-1892
Website: www.dentmoses.com

Firm Location: Birmingham
Total Staff Size: 40-50
Number of CPAs: 20
Number of Partners: 7

Firm Description:
The firm of Dent Moses, LLP is the result of a merger between Dent, Baker & Company, LLP which was founded in 1952 and Moses, Phillips, Young & Henninger, LLP which was founded in 1944. We believe our longevity is due to our commitment to providing high quality financial and management services to a diverse and successful client base that includes businesses, institutions and individuals. As an innovative, locally owned certified public accounting firm, Dent Moses is committed to our clients, the community and our personnel. The outstanding quality of our work and our success in building and maintaining our clients’ net worth are keys to the value Dent Moses has delivered for over 70 years.

Top Industry Specializations:

Why a new grad should begin his/her career at your firm:
Providing the very best in client service requires hiring the very best accounting staff. Dent Moses takes great pride in being the home to some of the top talents in the industry. Our professional staff works hard not just for our clients, but for each other as well. We’ve built a sense of camaraderie that is hard to find anywhere else. We know we can depend on each other and learn from each other, all while in a friendly environment that fosters an open-door policy and encourages our staff to lead full lives, both professionally and personally.

General Hiring Practices:
• Does your firm offer internships? Yes
• Paid or unpaid? Paid
• Does your firm hire for entry-level positions? Yes
• Is overnight travel required? Minimal

Firm Benefits:
• Assistance for the CPA exam
• Licensing and renewals
• Membership fees in professional organizations
• Continuing Professional Education (CPE)
Dixon Hughes Goodman, LLP  
800 Shades Crest Parkway, Suite 500  
Birmingham, AL 35209  

**Firm Contact:**  
Heather Wallace (heather.wallace@dhg.com)  
**Phone:** (205) 212-5319  
**Fax:** (205) 212-5370  
**Website:** www.dhg.com

**Firm Description:**  
DHG is a leading professional services firm offering assurance, tax and advisory services to clients nationwide and internationally. Our strength lies in our technical knowledge, industry intelligence and future focused approach combined with our drive to help our clients achieve their goals, both today and tomorrow. DHG’s professionals are passionate about providing an unparalleled client experience as we listen, innovate and act to help our clients. DHG ranks among the top 20 professional services firms in the nation, with more than 2000 professionals across the United States. The DHG team serves clients in all 50 states and internationally.

**Top Industry Specializations:**  

**Why a new grad should begin his/her career at your firm:**  
DHG offers the opportunity to work at one of the top 20 largest accounting firms in the U.S. and the largest CPA firm based in the South. With over 2,000 employees, DHG offers a huge variety of services to a wide wealth of industries. Our firm is a very integrated one, where we work very closely with our other offices and associates on a daily basis. Through this interaction, our employees have greater experiences and increased developmental improvements.

**General Hiring Practices:**  
- Does your firm offer internships? Yes  
- Paid or unpaid? Paid  
- Does your firm hire for entry-level positions? Yes  
- Is overnight travel required? Yes

**Firm Benefits:**  
- Assistance for the CPA exam: Reimbursement for preparation and successful completion of exam  
- Licensing and renewals  
- Membership fees in professional organizations  
- Continuing Professional Education (CPE)

**Firm Locations:** AL, FL, GA, NC, NY, OH, SC, TN, TX, WV, VA, MD, DC, CA  
**Total Staff Size:** 45  
**Number of CPAs:** 23  
**Number of Partners:** 6
FOCUSED ON THE FUTURE

DHG is a leading professional services firm offering assurance, tax, and advisory services to clients nationwide and internationally. Our strength lies in our technical knowledge, industry intelligence and future focused approach combined with our drive to deliver results today and prepare our clients for success tomorrow.

CLICK HERE TO WATCH OUR VIDEOS ON:
OUR NEW BRAND & INTERN TESTIMONIALS
Ernst & Young LLP
1901 6th Avenue North, Suite 1200
Birmingham, AL 35203

Firm Contact:
Grant Haines (grant.haines@ey.com)
Phone: (205) (251) 2000
Fax: (205) 226-7470
Website: www.ey.com

Firm Description:
EY is a global leader in assurance, tax, transaction and advisory services. The insights and quality services we deliver help build trust and confidence in the capital markets and in economies the world over. We develop outstanding leaders who team to deliver on our promises to all of our stakeholders. In so doing, we play a critical role in building a better working world for people, for our clients and for our communities.

EY refers to the global organization, and may refer to one or more, of the member firms of Ernst & Young Global Limited, each of which is a separate legal entity. Ernst & Young Global Limited, a UK company limited by guarantee, does not provide services to clients. Information about how EY collects and uses personal data and a description of the rights individuals have under data protection legislation are available via ey.com/privacy. For more information about our organization, please visit ey.com

Top Industry Specializations:

Why a new grad should begin his/her career at your firm:
At EY, we’re committed to building a better working world for you, for our clients and the wider community. As part of the world’s highest performing teams, you’ll deliver real insight and value. In the process, you’ll have the chance to build relationships with people from all over the world and from a variety of industries, and those relationships will help you to learn, develop and shape your career. You’ll be encouraged to find a path that complements your strengths and interests while also improving the way we serve our clients. Joining us is about so much more than just the EY name on your resume.

General Hiring Practices:
• Does your firm offer internships? Yes
• Paid or unpaid? Paid
• Does your firm hire for entry-level positions? Yes
• Is overnight travel required? Yes

Firm Benefits:
• Assistance for the CPA exam
• Licensing and renewals
• Membership fees in professional organizations
• Continuing Professional Education (CPE)
Gant, Croft & Associates, PC
611 East Laurel Street
Scottsboro, AL 35768

Firm Contact:
Mary S. Croft (mcroft@scottsboro.org)
Phone: (256) 259-1120
Fax: (256) 259-0858
Website: www.gant-croft.com

Firm Description:
Our firm was founded in 1950 and has continued in our current location since that date. We offer the full spectrum of accounting services. Our firm participates in the Peer Review Program sponsored by the AICPA. Our most recent review was November 29, 2018. We proudly received a review rating of pass.

Top Industry Specializations:
Taxation, Audits of Governmental Entities, Audits of Employee Benefit Plans, Client Write-up Services and Payroll, Financial Planning, Audits of Banks

Why a new grad should begin his/her career at your firm:
We offer competitive salary with opportunity for advancement, in a small town atmosphere.

General Hiring Practices:
• Does your firm offer internships? Yes
• Paid or unpaid? Paid
• Does your firm hire for entry-level positions? Yes
• Is overnight travel required? Seldom

Firm Benefits:
• Assistance for the CPA exam
• Licensing and renewals
• Membership fees in professional organizations
• Continuing Professional Education (CPE)
Grant, Sanders & Taylor, P.C.
1530 W. 2nd Street
Gulf Shores, Alabama 36547

Firm Contact:
Matthew Taylor (Matt@grantsanderstaylor.com)
Phone: 251-968-2727
Fax: 251-968-7430
Website: www.grantsanderstaylor.com

Firm Description:
Firm Description: Grant, Sanders & Taylor, PC, is a full-service accounting firm with offices in Gulf Shores and Orange Beach. Our firm is growth oriented and dedicated to providing our clients with a quality and timely professional service. We service small to mid-sized companies from a variety of industries including privately held enterprises, governmental entities, non-profit organizations, and condominium/homeowners associations. Our practice includes a wide range of services including auditing, accounting and bookkeeping, tax and consulting services.

Top Industry Specializations:
Condominium/Homeowners Associations, Construction, Real Estate, Restaurants, Retail, Fishing, Medical Professionals, High Net Worth Individuals, Not-For-Profit Organizations, Governmental Entities, Small Business Services, Start-up Companies

Why a new grad should begin his/her career at your firm:
We believe that working in a smaller firm provides significant learning opportunities by enabling our staff to work with numerous clients in multiple industries. We offer opportunities for long-term advancement.

General Hiring Practices:
• Does your firm offer internships? Yes
• Paid or unpaid? Paid
• Does your firm hire for entry-level positions? Yes
• Is overnight travel required? No

Firm Benefits:
• Licensing and renewals
• Membership fees in professional organizations
• Continuing Professional Education (CPE)
Master of Accountancy

- High-quality teaching by committed and involved faculty
- CPA exam pass rate over 75%
- Becker CPA Review course integrated into the program
- Flexible course planning with a dedicated advisor allows students to complete the program at their desired pace
- Evening classes offered for working professionals
- Placement with local, regional and national CPA firms as well as governmental agencies
- Fast-growing program with more than 70 students
- An AACSB separately Accredited Accounting program puts the AUM College of Business in the top 1% of business schools in the world

aum.edu/MACC
Hill, Fogg, & Associates, PC
2420 L&N Drive SW, Suite A
Huntsville, AL 35801

Firm Contact:
Heather Mikel (heather@hillfoggcpa.com)
Phone: (256) 539-4413
Fax: (256) 539-2476
Website: [www.hillfoggcpa.com](http://www.hillfoggcpa.com)

Firm Locations: Huntsville, Birmingham
Total Staff Size: 25
Number of CPAs: 8
Number of Partners: 5

Firm Description:
Hill, Fogg, & Associates, PC was established as a local certified public accounting firm in 1975. The firm’s main office is located in Huntsville, Alabama. In 2008, the firm opened a second location in Birmingham to better serve our clients in that area. Our success has come from a commitment to service. We believe in the value of relationships we have built with our clients. We treat our clients as partners and know that our success depends on them and their success depends on us. We are committed to providing timely, personal attention to each client no matter the size. We are committed to providing accurate professional advice concerning each situation no matter the complexity or simplicity. We want to give the best professional service that is available. 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.

Top Industry Specialization:

Why a new grad should begin his/her career at your firm:
Our firm is always looking for outstanding professionals to add to our staff. We make sure our employees are well taken care of. We recognize that their hard work and dedication are the driving force behind our success, and we continually look for additional ways to reward them. Our employees enjoy competitive pay and excellent benefits, along with a positive work environment built on mutual respect and professionalism.

General Hiring Practices:
- Internships? Yes
- Paid or unpaid? Paid
- Does your firm hire for entry-level positions? Yes
- Is overnight travel required? Minimal

Firm Benefits:
- Licensing and renewals
- Membership fees in professional organizations
- Continuing professional education (CPE)
Horton, Lee, Burnett, Peacock, Cleveland & Grainger, P.C.
3800 Colonnade Parkway, Suite 500
Birmingham, AL 35243

Firm Contact: Brian Burnett (bburnett@hortonlee.com)  
Phone: (205) 967-9744  
Website: www.hortonlee.com

Firm Location: Birmingham  
Total Staff Size: 23  
Number of CPAs: 18  
Number of Partners: 6

Firm Description:
Horton, Lee, Burnett, Peacock, Cleveland & Grainger, PC or HLB for short, provides services from our experienced team of CPAs. We do not use the term experience lightly either, HLB has been providing accounting & consulting services since 1967.

Top Industry Specializations:
Real Estate, Construction, Not-for-Profit, Automobile Dealers, Employee Benefit Plans.

Why a new grad should begin his/her career at your firm:
At HLB, we recognize our employees are key to accomplishing our goals as trusted business advisors and consultants. Our employees develop a strong working relationship with our clients built on understanding their business and accounting needs. HLB provides training that will allow employees to advance their careers within the Firm.

General Hiring Practices:  
• Does your firm offer internships? Yes  
• Paid or unpaid? Paid  
• Does your firm hire for entry-level positions? Yes  
• Is overnight travel required? Limited

Firm Benefits:  
• Assistance for the CPA exam  
• Licensing and renewals  
• Membership fees in professional organizations  
• Continuing Professional Education (CPE)
Jackson Thornton
200 Commerce Street
Montgomery, AL 36104

Firm Contact: Ashley Taylor, CPA, Sr. Manager and Director of Recruiting (ashley.taylor@jacksonthornton.com)
Phone: (334) 532-0488
Fax: (334) 956-5090
Website: www.jacksonthornton.com

Firm Description:
Jackson Thornton is a certified public accounting and consulting firm providing the depth of resources and high quality services that continue to set the bar higher. For more than a century, Jackson Thornton has evolved and expanded to provide more of what today’s businesses need: strategic planning, technology consulting, wealth management, specialized industry services and more. The firm also owns Jackson Thornton Technologies, Jackson Thornton Asset Management, and Jackson Thornton Benefit Resources.

Top Industry Specializations:
Agriculture, Automobile Dealers, City/State Governmental Entities, Construction, Educational Institutions, Film & TV Production, Financial Institutions, Food Service, Fraud Examinations, Health Services, High Net Worth Individuals, Insurance Consulting, Manufacturing & Industrial, Medical Professionals, Not-for-Profit Organizations, Professional Service Providers, Real Estate, Restaurants, Retail, Small Businesses/Private Company Services, Software, Telecommunications, Transportation, Utilities, and Wholesalers.

Why a new grad should begin his/her career at your firm:
You have high expectations for your career, and so do we. At Jackson Thornton, we strive for excellence in all we do – and that includes providing you with a great place to work. A place where you can pursue your vision and your future, with people who treat you like family. We never lose sight of the importance of treating others the way we want to be treated. We believe a work-life balance serves everyone better than year-round 60-hour work weeks. We’re proud to continue to set the bar higher around our service to clients and in our commitment to our team. To learn more about our firm CLICK HERE.

General Hiring Practices:
• Does your firm offer internships? Yes
• Paid or unpaid? Paid
• Does your firm hire for entry-level positions? Yes
• Is overnight travel required? Sometimes

Firm Benefits:
• Assistance for the CPA exam
• Licensing and renewals
• Membership fees in professional organizations
• Continuing Professional Education (CPE)

Firm Locations: Montgomery, Dothan, Prattville, Wetumpka, Opelika, AL; Nashville, TN
Total Staff Size: 200
Number of CPAs: 88
Number of Partners: 34

Total Staff Size: 200
Number of CPAs: 88
Number of Partners: 34
You have high expectations for your career, and so do we.

*Set the bar higher.*

At Jackson Thornton, we strive for excellence in all we do—and that includes providing you a great place to work, with people who treat you like family. Discover your path with people who’ll lead the way. Email Ashley Taylor at ashley.taylor@jacksonthornton.com. jacksonthornton.com
JamisonMoneyFarmer PC
2200 Jack Warner Parkway, Suite 300
Tuscaloosa, AL 35401

Firm Contact:
Angela Hamiter (ahamiter@jmf.com)
Phone: (205) 345-8440
Fax: (205) 366-4000
Website: www.jmf.com

Firm Locations: Tuscaloosa and Selma
Total Staff Size: 78
Number of CPAs: 45
Number of Partners: 13

Firm Description:
JamisonMoneyFarmer PC (JMF), Alabama’s seventh largest CPA firm with offices in Tuscaloosa, and Selma. The firm was founded in 1920 by the late Carl C. Jamison, one of the first Certified Public Accountants in the state. JMF serves privately held businesses and their owners, government and not-for-profit organizations and individuals in Alabama and throughout the southeast with a full range of accounting, audit, tax, estate, trust and international advisory services. JMF is consistently recognized by the American Institute of Certified Accountants as one of the 250 largest firms in the United States.

Top Industry Specializations:
Automotive Dealers, Construction, Employee Benefit Plans, Financial Institutions, Forestry & Fishing, Health Services, High Net Worth Individuals & Families, Hospitality, Manufacturing, Medical/Dental Professionals, Not-for-Profit Organizations, Oil & Gas, Professional Services Providers, Real Estate, Small Business Services, Start-up Companies, State & Local Government Entities, State & Use Tax Services, Transportation

Why a new grad should begin his/her career at your firm:
Can you have both a fulfilling accounting career and a well-rounded life? Sure you can! At JMF, we support a healthy work/life balance and being involved in your community. If you’re looking for a career in accounting, enjoy teamwork and have a desire to serve your clients and communities, JMF just might be the right fit. For more info, http://www.jmf.com/interns/.

General Hiring Practices:
• Does your firm offer internships? Yes
• Paid or unpaid? Paid
• Does your firm hire entry-level positions? Yes
• Is overnight travel required? Sometimes

Firm Benefits:
• Assistance for the CPA exam
• Licensing and renewals
• Continuing Professional Education (CPE)
• Membership fees in professional organizations
MAKE AN **IMPACT** AND INVEST IN YOUR CAREER.

**UNIVERSITY OF NORTH ALABAMA’S MASTER OF ACCOUNTANCY PROGRAM**

- Flexible degree you can complete 100% online or in-person
- Gain real-world knowledge from faculty who are also CPAs, CMAs, and CFEs
- Earn your Master of Accountancy for *less than $15,000*
- Opportunity to sit for the CPA, CMA, and CFE exams as part of the curriculum

The University of North Alabama Master of Accountancy Program (MAcc) is a 30-semester-hour graduate program that provides accounting professionals with the skills and business knowledge needed to be successful in their career path. We are committed to providing our students with the best foundation possible through a high-quality learning experience. Our MAcc program has more than 125 students and is growing rapidly. The State of Alabama requires 150 semester hours of education before one can be licensed as a CPA. For students who have the equivalent of a bachelor’s degree in accounting, the UNA MAcc provides the rest of the courses needed to become a Certified Public Accountant.

**LET’S GET STARTED.**

CONTACT: AMBUR SPEER
MACC@UNA.EDU
256.765.4709
WWW.UNA.EDU/BUSINESS

[QR Code: APPLY TODAY]
Kassouf & Co., PC
2101 Highland Avenue South, Suite 300
Birmingham, AL 35205

Firm Contact:
Lindsey Noto (Lnoto@kassouf.com)
Phone: (205) 443-2500
Fax: (205) 443-2501
Website: www.kassouf.com

Firm Description:
Kassouf is an award-winning tax, accounting, auditing, advisory, and planning firm, specializing in business and tax consulting, retirement plan administration, estate planning and administration, business valuation, assurance, and wealth advising. The firm was named one of America’s Best Tax and Accounting Firms by Forbes and a Top Firm for Women by Accounting Today. Our highly-trained team members are dedicated to our clients, to each other, to our profession, and to our community. We proudly serve industry-leading clients across all of our practice areas.

Top Industry Specializations:
Healthcare, Family Office Services, Construction, Distribution, Manufacturing, Architecture, Engineering, Law, Retail, Hospitality, Not-For-Profit, Public Relations, Real Estate, and Technology.

Why a new grad should begin his/her career at your firm:
Kassouf & Co. is a multi-year winner of the Accounting Today’s Best Places to Work Award and Inside Public Accounting’s Best of the Best Firm’s Award. Kassouf was also named one of Forbes’ Best Accounting and Tax Firms and one of Accounting Today’s Best Firms for Women. We are also a winner of the following awards: Business Alabama’s Top Accounting Firms, Birmingham Business Journal’s Most Admired Companies, Best of the Best Firms, and The Top 300 Largest Accounting Firms in the US. Our mentoring program allows participants to interact with team members to develop and monitor career goals and challenges.

General Hiring Practices:
• Does your firm offer internships? Yes
• Paid or unpaid? Paid
• Does your firm hire for entry-level positions? Yes
• Is overnight travel required? Limited

Firm Benefits:
• Assistance for the CPA exam
• Licensing and renewals
• Membership fees in professional organizations
• Women’s Initiative
• Continuing Professional Education (CPE)
KPMG LLP
420 20th Street, North Suite 1800
Birmingham, AL 35203

Firm Contacts:
Casey Bartok (cbartok@kpmg.com)
Phone: (205) 715-6323
Fax: (205) 278-5366
Website: www.kpmg.com

Firm Description:
KPMG LLP is the U.S. firm of the KPMG global organization of independent professional services firms providing audit, tax and advisory services. The KPMG global organization operates in 147 countries and territories and has more than 219,000 people working in member firms around the world. KPMG is widely recognized for being a great place to work and build a career. Our people share a sense of purpose in the work we do, and a strong commitment to community service, inclusion and diversity, and eradicating childhood illiteracy. Learn more at www.kpmg.com/us.

Top Industry Specialization
KPMG provides Audit, Tax and Advisory services and insights to help a wide range of organizations succeed in today's dynamic and challenging business environments.

Why a new grad should begin his/her career at your firm?
At KPMG, we recruit professionals who possess the desire to reach their full potential and do their very best—for themselves, their colleagues and clients, and their communities. While we seek candidates with excellent technical skills, problem-solving abilities, intellectual curiosity, and communication skills, we also focus on how an individual’s values align with KPMG’s Values: Integrity, Excellence, Courage, Together, and For Better. Our people demonstrate a commitment to the highest principles of personal and professional conduct, guiding how we relate to each other, what we expect of our clients and vendors, and what our clients, vendors, and the marketplace should expect of us. With passion and purpose, KPMGers work shoulder-to-shoulder to integrate innovative approaches and deep expertise to deliver real results.

General Hiring Practices:
• Does your firm offer internships? Yes
• Paid or unpaid? Paid
• Does your firm hire for entry-level positions? Yes
• Is overnight travel required? Yes

Firm Locations: Over 100 offices in all 50 states
Total Staff Size: 71
Number of CPAs: 34
Number of Partners: 3

Firm Benefits:
• 20 Personal Days per year and two annual paid extended breaks, plus national holidays
• Financial assistance for CPA exam study materials
• The KPMG Business School – offering award-winning technical, leadership and business skills training, development and coaching advice – via classroom, virtual and online courses and tools
• 401(k) and Pension Plans
• Dependent Care Flexible Spending Account
• Health Care Flexible Spending Account
• Mortgage Assistance Program
• HomeBenefits@Work Program
• Hyatt Legal Plan
Machen McChesney, LLP
1820 East University Drive
Auburn, AL 36830

Firm Contact:
Lesley Price (lprice@machenmcchesney.com)
Phone: (334) 887-7022
Fax: (334) 887-7221
Website: www.machenmcchesney.com

Firm Locations: Auburn and Montgomery
Total Staff Size: 45
Number of CPAs: 22
Number of Partners: 10

Firm Description:
Serving as our clients’ advocate and advisor, Machen McChesney, LLP, has provided professional services to Auburn, Opelika, Montgomery, and East Alabama since 1954. We are committed to serving clients who share our commitment to excellence by maintaining a professional team that is trustworthy, self-motivated and highly skilled, and by maintaining a proper work-life balance.

Top Industry Specialization:

Why a new grad should begin his/her career at your firm:
Located in close proximity to several large cities, Auburn is a fast-growing town that has been able to maintain a small town charm. The university provides many educational and cultural opportunities, as well as major sporting events. At Machen McChesney, LLP we like for our employees to be active in the community. To take advantage of all the town has to offer, we provide a very flexible atmosphere at our firm. Employing both full-time and part-time staff, we have the flexibility to arrange work hours to fit personal needs and we encourage our staff members to spend time with their families. In addition, accountants are exposed to all accounting areas. Travel is minimal with no overnight travel. We strive to provide a good work-life balance.

General Hiring Practices:
• Internships? Yes
• Paid or unpaid? Paid
• Does your firm hire for entry-level positions? Yes
• Is overnight travel required? No

Firm Benefits:
• Assistance in preparing for the CPA exam
• Licensing and renewals
• Membership fees in professional organizations
• Continuing professional education (CPE)
MDA Professional Group, PC
203 South Hambrick Street
Albertville, AL 35950

Firm Contact:
Katie Condit-Brown (kcondit@mdacpa.com)
Phone: (256) 878-5548
Fax: (256) 878-8474
Website: www.mdacpa.com

Firm Description:
MDA Professional Group, PC is a full service accounting and consulting firm that was established in 1975. We are committed to providing innovative and practical solutions to our clients’ needs. We strive to provide each client with the close, personal attention that each one expects and deserves. The firm is a member of the Private Companies Practice Section, the Employee Benefit Plan Audit Quality Center and the Governmental Audit Quality Center of the American Institute of CPAs.

Top Industry Specializations:

Why a new grad should begin his/her career at your firm:
At MDA Professional Group, PC, most new staff have the opportunity to work on engagements in all of our departments: audit, tax, and small business. This provides the staff with exposure to all major practice areas and helps to determine in which area they may wish to practice in the long term.

General Hiring Practices:
• Does your firm offer internships? Yes
• Paid or unpaid? Paid
• Does your firm hire for entry-level positions? Yes
• Is overnight travel required? Minimal

Firm Benefits:
• Assistance for the CPA exam
• Licensing and renewals
• Membership fees in professional organizations
• Continuing Professional Education (CPE)
Mostellar & Shreve, LLP
23 Midtown Park West
Mobile, AL 36606

Firm Contact:
Lewis T. Shreve, CPA
(lshreve@mostellarshreve.com)
Phone: (251) 476-0243
Fax: (251) 476-9999
Website: www.mostellarshreve.com

Firm Location: Mobile
Total Staff Size: 7
Number of CPAs: 5
Number of Partners: 3

Firm Description:
For more than thirty-five years, Mostellar & Shreve, LLP has provided accounting, tax and consulting services to businesses and individuals throughout the Gulf Coast area. We believe that the firm’s success is measured by the value of the relationships we have developed with our clients, employees and the community over the years.

Top Industry Specializations:
Construction, Educational Institutions, Food Service, Forestry & Fishing, High Net Worth Individuals & Families, Not-for-Profit Organizations, Real Estate, Retail/Wholesale, Retirement Planning, Service Businesses, Start-up Companies

Why a new grad should begin his/her career at your firm:
We believe that working in a smaller firm provides ample learning opportunities by enabling our staff to work with numerous clients in multiple industries.

General Hiring Practices:
• Does your firm offer internships? Occasionally
• Paid or unpaid? Paid
• Does your firm hire for entry-level positions? Yes
• Is overnight travel required? No

Firm Benefits:
• Assistance for the CPA exam
• Licensing and renewals
• Membership fees in professional organizations
• Continuing Professional Education (CPE)
Pearce, Bevill, Leesburg, Moore, PC
110 Office Park Drive, Suite 100
Birmingham, AL 35223

Firm Contact:
Joy Breedlove, Marketing Director
(jbreedlove@pearcebevill.com)
Phone: (205) 323-5440
Fax: (205) 328-8523
Website: www.pearcebevill.com

Firm Description:
Pearce, Bevill, Leesburg, Moore, P.C. is a professional accounting firm established in 1981 and based in Birmingham, Alabama. With approximately 120 employees, including 19 partners and more than 90 professional staff, PBLM serves a wide array of clients in many industries by providing the following services: Tax Preparation & Planning, Audit & Assurance, Business Accounting & Bookkeeping, Business Valuation, Litigation Support, Estate Planning & Administration, Employee Benefits Planning & Administration, Healthcare Consulting & Revenue Cycle Management, and Accounting Software Support. We combine the experience and expertise of a regional firm with the attention and focus of a dedicated local firm.

Top Industry Specializations:
Healthcare, Manufacturing, Not-for-Profit Organizations, Financial Institutions, State & Local Government Entities, Real Estate, Construction, Restaurants, Engineering, Professional Service Providers, and High Net Worth Individuals & Families.

Why a new graduate should begin his/her career at your firm:
Our MISSION is to provide timely and accurate services to our clients with uncompromising dedication, integrity, professionalism, and a high level of personal service. Our PEOPLE make the difference. Today’s sophisticated business environment requires more knowledge and expertise from the accounting profession that ever before. At Pearce, Bevill, Leesburg, Moore P.C. we make a significant investment in training our people in the latest accounting, tax and consulting services and technologies. We allow our staff to grow at their own pace, not on a predetermined schedule. We recognize and reward those staff members who excel by allowing their growth to be on a fast track into areas that are of interest to them.

General Hiring Practices:
• Does your firm offer internships? Yes
• Paid or unpaid? Paid
• Does your firm hire for entry-level positions? Yes
• Is overnight travel required? Occasionally

Firm Location: Birmingham
Total Staff Size: 120
Number of CPAs: 56
Number of Partners: 19

Firm Benefits:
• Assistance for the CPA Exam
• Licensing and Renewals
• Membership fees in professional organizations
• Continuing Professional Education (CPE)
PricewaterhouseCoopers LLP
569 Brookwood Village, Suite 851
Birmingham, AL 35209

Firm Contact:
Terry Sparks (terry.l.sparks@us.pwc.com)
Phone: (205) 414-4000
Fax: (205) 414-4001
Website: www.pwc.com

Firm Description:
Pricewaterhouse Coopers LLP (now PwC) was formed in 1998 from a merger between Price Waterhouse and Coopers & Lybrand and has a history in client services that dates back to the nineteenth century. The PwC US firm is a member of the PwC global network, which shares common standards, values, and policies and applies the same processes, systems, and approaches around the world. PwC US helps our clients create the value they’re looking for and we are organized around three core lines of service: Assurance, Tax, and Advisory. Our clients benefit through coordinated service wherever they operate. We work together every day to deliver quality through objective advice and efficient, effective service that companies around the world expect from the trusted PwC brand.

Top Industry Specializations:
PwC serves 26 industries. Our industry-focused services in the fields of assurance, tax, human resources, transactions, performance improvement, and crisis management have helped resolve complex client and stakeholder issues worldwide. We also bring our expertise and talents to help educational institutions, the federal government, non-profits, and international relief agencies to address their unique business issues.

Why a new grad should begin his/her career at your firm:
As the world’s largest provider of accounting and advisory solutions, we are well known in the market. This recognition, along with our commitment to corporate responsibility, diversity, work-life flexibility, career coaching, and training makes our firm one of the best places to work, learn and excel. Our Elevate program: Our Elevate programs are selective programs in each of our markets for high-achieving college students interested in learning about a fast-paced career in the professional services industry. Students embark on a journey of self-discovery and learning with PwC and other students from across the country. Students will gain valuable insight into our firm and our people while discovering leadership skills that you can use on campus and beyond. We design these programs to help students experience PwC’s culture and values through a variety of community service, team building, leadership, and networking activities. Our Challenge program: Today’s dynamic business environment requires analytical thinking, fact-based decision making, and collaborative action. You’ll experience it all first hand in Challenge, our campus case competition. The Challenge case competition models real-world business scenarios focusing on the strategic issues.

General Hiring Practices:
• Does your firm offer internships? Yes
• Paid or unpaid? Paid
• Does your firm hire for entry-level positions? Yes
• Is overnight travel required? Yes

Firm Benefits:
• Assistance for the CPA exam
• Licensing and renewals
• Membership fees in professional organizations
• Continuing Professional Education (CPE)
Rabren, Odom, Pierce & Hayes, PC
1600 Dr. MLK Jr. Expressway
Andalusia, AL 36420

Firm Contact:
Melissa C. Pierce (mpierce@rophcpa.com)
Phone: (334) 222-4101
Fax: (334) 222-9125
Website: www.rophcpa.com

Firm Description:
Rabren, Odom, Pierce & Hayes, PC, is a local accounting firm in Andalusia, Alabama. Our firm is growth oriented and dedicated to providing our clients with a quality and timely professional service. Our clients are small to mid-sized companies from a variety of industries including governmental entities, non-profit organizations and various privately held enterprises. Our practice includes a wide range of services including auditing, accounting and bookkeeping, tax and management advisory services. We strive to keep our practice equipped with up-to-date technology and talented, knowledgeable staff.

Top Industry Specialization:
Employee Benefit Plans, Government Contracting, Health Services, High Net Worth Individuals, Medical Professionals, Dental Professionals, Not-for-Profit Organizations, Retail, Wholesale, Retirement Planning, Small Business Services, Start-up Companies, State Government Entities

Why a new grad should begin his/her career at your firm:
We offer graduates the opportunity to begin their career in the diverse accounting field in a small local firm. New accountants will have the opportunity to work with both tax and auditing clients helping them to discover where their strengths lie. Our firm will provide accountants with an interactive learning environment to build confidence in their ability to achieve their professional goals.

General Hiring Practices:
• Does your firm offer internships? No
• Does your firm hire for entry-level positions? Yes
• Is overnight travel required? Yes

Firm Benefits:
• Assistance in preparing for the CPA exam
• Licensing and renewals
• Membership fees in professional organizations
• Continuing professional education (CPE)
Smith Dukes
3800 Airport Blvd., Suite 101
Mobile, AL 36608

Firm Contact:
Sasha Beritiech (sasha@smithdukes.com)
Phone: (251) 343-1200
Fax: (251) 344-0966
Website: www.smithdukes.com

Firm Description:
At Smith Dukes, we deliver dynamic ideas, proven services and difference-making solutions that drive the growth and prosperity of our clients, team members and community. Serving the Mobile Gulf Coast community for more than 85 years, we have a rich history serving small and mid-sized businesses, community organizations, families and individual clients. At Smith Dukes, we trace our roots to the firm of Rosson & Smith in the early 1900’s. Today, we’ve grown to be one of the oldest and largest independently owned CPA firms in the Mobile Gulf Coast community.

Top Industry Specializations:
At Smith Dukes, we serve a diverse community of clients who share our values and are committed to grow and prosper. Our clients include: corporate and family businesses, healthcare providers, non-profit organizations, governmental entities, families and individuals, CPA firms.

Why a new graduate should begin his/her career at your firm:
Smith Dukes offers a dynamic work environment where team members learn and grow while serving our clients. By offering a proven mix of interesting and challenging projects, competitive salary and benefits and a range of learning options, we’ve developed a first-class team. In the end, what makes us different is how much we care about our people and our clients, proven by the lasting relationships we enjoy. When you work for Smith Dukes, you can count on: competitive pay and benefits, participation in our firm’s 401(k) plan, inclusion in our Blue Cross/Blue Shield health and dental plans, access to a bank of paid time off (PTO), realistic hours expectations, continuing education opportunities, and CPA Exam incentives.

General Hiring Practices
• Does your firm offer internships? Yes
• Paid or unpaid? Paid
• Does your firm hire for entry-level positions? Yes
• Is overnight travel required? Occasionally

Firm Locations: Mobile and Daphne
Total Staff Size: 71
Number of CPAs: 26
Number of Partners: 10

Firm Benefits:
• Assistance for the CPA Exam
• Licensing and Renewals
• Membership fees in professional organizations
• Continuing Professional Education (CPE)
Sovereign CPA Group, LLC
Two Chase Corporate Drive, Suite 40
Birmingham, AL 35244

Firm Contact: Diana Knight (dknight@sovereigncpa.com)
Phone: (205) 402-4245
Fax: (866) 229-1120
Website: www.sovereigncpa.com

Firm Description:
Sovereign CPA Group, LLC is a full-service accounting firm located in the Birmingham metropolitan area. We serve clients located throughout the United States. We have been successful in maintaining long-term quality relationships with our existing clients, and as we go forward, that is our goal as we develop new clients. Our mission is rather simple: Providing the business and personal tax, accounting, and financial services you need.

Top Industry Specializations:
Arts & Entertainment, Automotive Dealers, Construction, Food Service, Health Services, High Net Worth Individuals & Families, Manufacturing, Medical & Dental Professionals, Not-for-Profit Organizations, Professional Service Providers, Real Estate, Restaurants, Retail & Wholesale, Fraud & Investigative, Retirement Planning, Service Businesses, Small Business Services, Start-Up Companies, Technology

General Hiring Practices:
• Does your firm offer internships? No
• Does your firm hire for entry-level positions? On occasion
• Is overnight travel required? On occasion

Firm Locations: Hoover
Total Staff Size: 7
Number of CPAs: 6
Number of Partners: 3

Firm Benefits:
• Assistance for the CPA exam
• Licensing and renewals
• Membership fees in professional organizations
• Continuing Professional Education (CPE)
TaylorChandler CPAs & Consultants
5151 Hampstead High Street, Suite 200
Montgomery, AL 36116

Firm Contact:
Ashley Wheeler (AWheeler@TaylorChandler.com)
Phone: (334) 260-7774
Website: www.TaylorChandler.com

Firm Description:
TaylorChandler Certified Public Accountants and Consultants, founded in 2003, is a full-service certified public accounting and tax firm providing cost-effective, high quality service. The experience and academic credentials of our partners and staff provide clients with the expertise of a large firm, while our commitment to superior customer service offers a personal, one-on-one approach. Our mission is to help our clients set new standards of excellence in their industries.

Top Industry Specializations:
Business Services:
- Accounting & bookkeeping
- Audit & assurance
- Payroll
- QuickBooks
- Tax

Individual Services
- Tax preparation & consulting
- Tax & retirement planning
- Audit & correspondence representation

Why a new grad should begin his/her career at your firm:
TaylorChandler offers new graduates an opportunity to gain professional experience in all aspects of accounting in a family-like work culture. Our work environment promotes learning and creativity with broad career opportunities.

Firm Locations: Montgomery, AL; Birmingham, AL; Albany, GA; Mary Esther, FL
Total Staff Size: 30
Number of CPAs: 8
Number of Partners: 3

General Hiring Practices:
- Paid internships available in Montgomery, AL and Birmingham, AL
- Entry, associate, and senior level positions available
- Equal employment opportunity employer

Firm Benefits:
- Assistance for the CPA exam
- Continuing Professional Education (CPE)
- Professional development opportunities
- Competitive salary
- Health, dental, and vision insurance
- 401K matching
T.E. Lott & Company, PA
6834 Highway 69 South
Tuscaloosa, AL 35405

Firm Contact:
Josh Shaw, CPA (jshaw@telott.com)
Phone: (205) 759-4195
Fax: (205) 759-1018
Website: www.telott.com

Firm Description:
T.E. Lott & Company is a professional association of Certified Public Accountants.

Top Industry Specializations:

Why a new grad should begin his/her career at your firm:
T. E. Lott & Company offers new graduates competitive compensation and benefits, as well as opportunities for professional and personal growth. Because we offer a full range of traditional accounting services you will be exposed to a variety of challenges resulting in a more varied work experience. As a result, we believe we can provide you with a more satisfying balance of work and life.

General Hiring Practices:
• Does your firm offer internships? Yes
• Paid or unpaid? Paid
• Does your firm hire for entry-level positions? Yes
• Is overnight travel required? Yes

Firm Benefits:
• Assistance for the CPA exam
• Licensing and renewals
• Membership fees in professional organizations
• Continuing Professional Education (CPE)
Terry Jones & Associates, PC
5910 Grelot Road
Mobile, AL 36609

Firm Contact:
C. Terry Jones (terry@tjonescpa.com)
Phone: (251) 341-4593
Fax: (251) 341-4595
Website: www.tjonescpa.com

Firm Description:
Terry Jones & Associates, PC was established in 1980 as a full-service accounting, tax and consulting firm. Our goal is to provide the highest level of service to small and medium- sized businesses, individuals and business owners with a full range of services including tax planning and preparation, accounting services including compilation and reviews, payroll services, Quickbooks consulting and business consulting.

Top Industry Specializations:
Manufacturing and Distribution, Wholesale, Engineering, Commercial and Residential Construction, Healthcare (Medical, Dental, Chiropractic), Professional Services, Oil and Gas, Retail, Non-Profits, Real Estate, Trucking, Small Business Services, High Net Worth Individuals

Why a new graduate should begin his/her career at your firm:
TJ&A is a place where the new grad can learn from a broad range of assignments on clients in different industries. There is extensive on the job training as well as many continuing education courses. The team members operate in a friendly close-knit atmosphere where everyone helps one another. Every team member is encouraged to be innovative and is challenged to be the best they can be. The low team turnover is a testament to the great work atmosphere. Team members are rewarded for high-quality and dedicated services.

General Hiring Practices:
• Does your firm offer internships? Yes
• Paid or unpaid? Both
• Does your firm hire for entry-level positions? Yes
• Is overnight travel required? No

Firm Locations: Mobile
Total Staff Size: 5
Number of CPAs: 1
Number of Partners: 1

Firm Benefits:
• Assistance for the CPA Exam
• Licensing and Renewals
• Membership fees in professional organizations
• Continuing Professional Education (CPE)
Firm Description:
Tidwell Group, LLC, has been named an INSIDE Public Accounting (IPA) Best of the Best Firm for both 2019 and 2020. This acknowledgment follows the firm’s Fastest Growing ranking for 2019, 2018, and 2017. A full-service accounting and consulting firm, Tidwell Group specializes in the real estate and construction industries. Our experienced professionals serve all asset classes within the affordable housing industry. With expertise ranging from low-income housing tax credits, bond and conventional financing, HUD compliance and reporting, and USDA-Rural Development compliance and reporting, our focus is on developing long-term client relationships through value-driven results. We are ready to roll up our sleeves and make an immediate impact on your business. Tidwell Group’s expertise, partnership mentality, and hands-on approach enable us to offer advice and new opportunities to improve your business.

Top Industry Specializations:
Tidwell Group is a full-service accounting and consulting firm with expertise serving in a variety of markets to include privately held companies, entrepreneurial enterprises and a dense customer base in Real Estate, Tax Credits and Construction throughout the United States.

Why a new graduate should begin his/her career at your firm:
We believe that our culture and growth set us apart from most other public accounting firms. Working at Tidwell Group, you can expect a collaborative, flexible team environment where each opinion is heard and valued. As a growing firm, we provide excellent opportunities for college candidates looking for full-time employment or an internship at a top CPA firm. We treat our interns like first-year associates and provide them audit and tax experience with visibility into the peak of our business cycle. Interns work directly with our seasoned professionals on client engagements instead of getting coffee or doing busy work. You will be given the tools and resources to hit the ground running as a first-year associate upon college graduation and to grow your career at your own pace from there.

General Hiring Practices:
• Does your firm offer internships? Yes
• Paid or unpaid? Paid
• Does your firm hire for entry-level positions? Yes
• Is overnight travel required? Optional

Firm Benefits:
• Assistance for the CPA Exam
• Licensing and Renewals
• Membership fees in professional organizations
• Continuing Professional Education (CPE)
Till Hester Eyer & Brown, PC
2700 Highway 280 East, Suite 400
Birmingham, AL 35223

Firm Contact:
Glenn F. Till, Jr. (glenn.tilljr@thebcpa.com)
Phone: (205) 871-9855
Fax: (205) 871-9832
Website: www.thebcpa.com

Firm Description:
THEB provides accounting, auditing, tax and management advisory services to an extensive and varied clientele. We are one of the oldest and most well-respected firms in the city. Many of our clients have been with us since we began business over 50 years ago. That says a lot about the type firm we are and service we provide. Despite many changes over the years, the core of our business remains the same—we gain new business and retain clients in the same way we always have, by earning trust through the quality of our work and the service and respect we give each individual-employees and clients alike.

Top Industry Specializations:
Automobile Dealerships, Construction Companies, Real Estate and Land Development Companies, Employee Benefit Plans, Estate and Gift Taxation, High Net Worth Individuals, Governmental Accounting and Auditing, Individual and Business Tax Preparation, Non-Profit Organizations, Wholesale and Retail Trade, Medical Practices

Why a new graduate should begin his/her career at your firm:
We are a smaller firm with a family-type atmosphere that places a great deal of emphasis on balancing work and home life. Our on-the-job training will provide the new graduate a chance to learn both audit and tax while servicing some great clients. We also try to give our young employees the skills they will need in order to take over client responsibilities as early in their career as possible to give them a sense of “this is my client.”

General Hiring Practices
• Does your firm offer internships? Yes
• Paid or unpaid? Paid
• Does your firm hire for entry-level positions? Yes
• Is overnight travel required? Limited

Firm Benefits:
• Assistance for the CPA Exam
• Licensing and Renewals
• Membership fees in professional organizations
• Continuing Professional Education (CPE)
Warren Averett, LLC
2500 Acton Road
Birmingham, AL 35243

Firm Contact:
Brooke Booth (brooke.booth@warrenaverett.com)
Phone: (205) 979-4100
Fax: (205) 979-6313
Website: www.warrenaverett.com

Firm Locations: Birmingham, Anniston, Cullman, Huntsville, Montgomery, Foley, Mobile, Atlanta, Destin, Fort Walton Beach, Pensacola, Panama City, Tampa and Affiliate offices in Houston and Grand Cayman, Chennai and India
Total Staff Size: 850
Number of CPAs: 350
Number of Partners: 150

Firm Description:
As one of the region’s largest and most resourceful accounting, tax and advisory firms, Warren Averett has expanded to keep pace with client demand across the Southeast. But our values remain the same. Our promise is to help you thrive and accomplish more of what’s important to you, and to equip you in delivering on this same goal for the clients we serve.

Top Industry Specializations:

Why a new grad should begin his/her career at your firm:
We enjoy our work and thrive in the culture and business opportunities that we’ve created together. Our reputation and brand allow us to meet and recruit top industry candidates. Our culture allows us to retain talented professionals and help them achieve their goals. We are continuously seeking individuals who value hard work, creativity and have a passion for excellence to join our team.

General Hiring Practices:
• Does your firm offer internships? Yes
• Paid or unpaid? Paid
• Does your firm hire for entry-level positions? Yes
• Is overnight travel required? Yes

Firm Benefits:
• Assistance for the CPA exam
• Licensing and renewals
• Membership fees in professional organizations
• Continuing Professional Education (CPE)
Way, Ray, Shelton & Co., PC
216 McFarland Circle N
Tuscaloosa, Alabama 35406

Firm Contact:
Virpi Hamner (vhamner@wrscpa.com)
Phone: (205) 345-5860
Fax: (205) 561-3362
Website: www.wrscpa.com

Firm Description
Way, Ray, Shelton & Co. PC is a professional accounting firm established in 1985 as a result of a merger between Ray & Shelton CPAs and Way, Bovard & Co., CPAs. We provide a wide range of assurance, accounting, tax, and consulting services to clients in a variety of industries, with a focus on the newspaper industry throughout the United States. With a staff of 27, our firm services our clients with personal attention, dedication and an unwavering commitment to quality.

Top Industry Specializations:

Industry Specialization
Construction, Employee Benefit Plans, Forestry & Fishing, Health Services, High Net Worth Individuals & Families, Investment Advisory Services, Manufacturing, Medical & Dental Professionals, Not-For-Profit Organizations, Professional Service Providers, Real Estate, Restaurants, Retail & Wholesale, Retirement Planning, Small Business Services, Software, Sports/Leisure, Start-up Companies, State & Local Government Entities, State & Use Tax Services, Technology

General Hiring Practices:
• Does your firm offer internships? Yes
• Paid or unpaid? Paid
• Does your firm hire for entry-level positions? Yes
• Is overtime required? Yes
• Is overnight travel required? Yes

Firm Location: Tuscaloosa
Staff size: 27
Number of Partners: 5
Number of CPAs: 18

Firm Benefits:
• Assistance for the CPA exam
• Licensing and renewals
• Membership fees in professional organizations
• Continuing professional education (CPE)
Wilkins Miller, LLC
41 West Interstate 65 Service Road North, Suite 400
Mobile, AL 36608

Firm Contact: Morgan Cooper (careers@wilkinsmiller.com)
Phone: (251) 410-6700
Fax: (251) 410-6799
Website: www.wilkinsmiller.com

Firm Locations: Mobile, Fairhope
Total Staff Size: 83
Number of CPAs: 30
Number of Partners: 13

Firm Description:
Wilkins Miller is one of the largest accounting firms in the State of Alabama. We have served a diverse number of clients for over fifty years. We specialize in the accounting areas of financial reporting and assurance services, tax planning and compliance services, litigation services, valuation services, cost segregation services, research and development tax credit services, outsourced accounting services, entrepreneurial services, financial planning and asset management, and information technology services. Our clients consist of a variety of businesses including companies who have gone public and those recognized by Inc. magazine as one of the “500 fastest growing, privately-held companies in America.”

Top Industry Specializations:

Why a new grad should begin his/her career at your firm:
At Wilkins Miller we help people achieve. We strive to create a work atmosphere that is innovative, enthusiastic, team-oriented and conducive to professional growth. An advantage to working with Wilkins Miller is the variety of work that is offered and the opportunity to work with all staff levels. Early in their career, accountants are exposed to various types of tax returns, from individual, corporations and partnerships to fiduciary, estates and exempt organizations. Our accountants also have opportunities to work on a variety of audits, including manufacturing, professional services and contractors, as well as non-profit organizations, employee benefit plans and governmental entities. Our firm is also involved with various business consulting projects, including litigation services and business valuations. We believe that with hard work comes the opportunity for fun. We enjoy getting together for firm breakfast or lunch events, participating in community events and enjoying ourselves at other events, such as happy hour, holiday parties and more.

General Hiring Practices:
• Does your firm offer internships? Yes
• Paid or unpaid? Paid
• Does your firm hire for entry-level positions? Yes
• Is overnight travel required? Yes, on occasion

Firm Benefits:
• Assistance for the CPA exam
• Licensing and renewals
• Membership fees in professional organizations
• Continuing Professional Education (CPE)
These are the people who will help you become a Certified Public Accountant. Our team at the Alabama Society of CPAs is glad to help you along the way.

**Alabama Society of Certified Public Accountants (ASCPA)**
1041 Longfield Court  
Montgomery, AL 36117  
P.O. Box 242987  
Montgomery, AL 36124-2987  
Phone: (334) 834-7650  
Toll-free: 1-800-227-1711  
Website: [www.ascpa.org](http://www.ascpa.org)  
Zack Camerio, Manager,  
Member and Student Engagement  
E-mail: zcamerio@ascpa.org

**Alabama State Board of Public Accountancy (ASBPA)**
770 Washington Avenue, Suite 226  
Montgomery, AL 36104-3807  
Phone: (334) 242-5700  
Toll-free: 1-800-435-9743  
Website: [www.asbpa.alabama.gov](http://www.asbpa.alabama.gov)  
E-mail: anna.baker@asbpa.alabama.gov

**American Institute of Certified Public Accountants (AICPA)**
220 Leigh Farm Road  
Durham, NC 27707-8110  
Phone: (919) 402-4500  
General Website: [www.aicpa.org](http://www.aicpa.org)  
Student Website: [www.thiswaytocpa.com](http://www.thiswaytocpa.com)

**Prometric (Test Scheduling)**
Canton Crossing  
1501 South Clinton Street  
Baltimore, MD 21224  
Phone: (443) 455-8000  
Toll-free 866-776-6387  
Website: [www.prometric.com/cpa](http://www.prometric.com/cpa)
Trusted expert who helps individuals and organizations envision and shape their financial future. Characterized by **COMMITMENT** to objectivity, integrity and competence; excellent **PERFORMANCE** on behalf of clients, employers and the public; and **ACCOUNTABILITY** for the highest professional and business ethics.