A full-page background image featuring a modern glass skyscraper with a curved facade. In the foreground, a paved plaza with several trees and blurred figures of people walking is visible. The text is overlaid on the upper half of the image.

# TXCPA

## GUIDE FOR FUTURE CPAs

### 2025-2026

# WELCOME TO THE TXCPA GUIDE FOR FUTURE CPAS

This is a valuable resource for exploring career opportunities and learning about becoming a CPA in Texas.



TXCPA offers various membership categories to support you throughout your career journey. For more details about TXCPA membership, [visit our website](#).



We also encourage you to take advantage of the [TXCPA Career Center](#), where members can browse and apply for job openings online. Additionally, members can post a Job Seeker Profile for free, making it accessible to potential employers.



With this guide, TXCPA membership and access to the TXCPA Career Center, you're well-equipped to embark on a career as vast as the state of Texas!

# TABLE OF CONTENTS

<b>Become a TXCPA Student Member</b>	<b>2</b>
<b>Strength of the CPA License</b>	<b>4</b>
<b>Journey to Becoming a CPA</b>	<b>6</b>

## Directory of Employer Organizations

ADKF, P.C.	16
Aprio	18
Atchley & Associates, LLP	20
Bollinger, Segars, Gilbert & Moss, LLP	22
Bonadio	24
Cain Watters & Associates	26
Condley and Company, LLP	28
D & Company PLLC	11
EideBaily	30
Gilliam, Wharram & Co., PC	12
Haynie & Company	32
Heard, McElroy, and Vestal LLC	34
Hogan Taylor, LLP	13
Huselton, Morgan and Maultsby (HM&M)	36
JLK Rosenberger	38
Malone Bailey	14
Saville CPAs	40
Snow Garrett Williams	15
SFC LLP	42
The CJ CPA Group, PLLC	44



# BECOME A TXCPA STUDENT MEMBER

The CPA license offers exciting possibilities and advantages, including diverse job opportunities, competitive salaries, and rapid career growth in various businesses and organizations.

As the largest and most influential accounting and finance professional association in Texas, TXCPA supports members and promotes the CPA license. TXCPA influences policy, shapes perceptions and advances the accounting profession in Texas.

## Membership Details

**Eligibility:** Undergraduate and graduate students majoring in business-related subjects.

**Cost:** Free!

**Benefits:**

- Connect with a local chapter and meet employers and other future CPAs
- Stay informed and ahead with updates on critical professional issues
- Access TXCPA scholarship opportunities
- Participate in leadership training and volunteer opportunities
- Save on CPA Exam prep courses with special member discounts
- Show your dedication to your future profession by listing TXCPA membership on your resume
- Create a free Job Seeker Profile in TXCPA's Career Center
- Read invaluable advice and technical guidance in TXCPA Exchange, an exclusive online forum
- Find contacts in our searchable directory of 28,000 members

## TXCPA CAREER CENTER

TXCPA's Career Center is the best choice for accounting and finance professionals!

Services include:

- Job postings, including internships
- Free job agent to generate leads for jobs that are best suited to your skills
- Free access to post a Job Seeker Profile to be reviewed by employers
- Career learning resources
- Career coaching
- Resume writing

Go to [careers.tx.cpa/](https://careers.tx.cpa/). Simply use your TXCPA log in credentials to get started.



## TXCPA SCHOLARSHIPS

TXCPA's Accounting Education Foundation funds scholarships for Texas college students. Recipients are accounting majors at a Texas college or university who have the intent of becoming a Texas CPA and entering the accounting profession upon graduation. Recipients receive \$2,500 for the academic year. Learn more at [tx.cpa](https://tx.cpa).

## TEXAS STATE BOARD OF PUBLIC ACCOUNTANCY (TSBPA) SCHOLARSHIP PROGRAM

TSBPA expanded eligibility for the Accounting Student Scholarship Program. The scholarship is available to accounting students who have completed at least 15 semester hours of upper-level accounting, allowing students to be eligible for the scholarship earlier in the process of obtaining the credit hours for licensure.



# STRENGTH OF THE CPA LICENSE

A CPA license distinguishes you as a trained expert in accounting. Although it is a highly challenging career path, the reward is that the CPA license represents trust and professionalism in the business world. The rigorous preparation and testing process makes it one of the best ways to stand out to employers. Similar to earning a law license, it proves your mastery of essential skills through years of training.

The benefits include:

## **Job Satisfaction**

- Work with motivated and multi-talented professionals in highly specialized roles
- Recognize the business benefits from your services

## **Career Development**

- Stand out and impress employers
- Demonstrate commitment and gain potential for higher authority jobs and meaningful work

## **Prestige and Respect**

- Earn peer respect and pride from passing the CPA Exam
- Expertise beyond a standard accountant

## **Career Security**

- High demand for CPAs due to retiring professionals
- Enforce higher accounting standards

## **A Variety of Career Options**

- Public accounting, auditing, corporate, IT, government, education
- Opportunities for international travel or non-profit work

# 22%

## GROWTH IN EMPLOYMENT\*

The employment for people with a CPA license is projected to grow by 22% between now and 2028.



# 10-15%

## HIGHER SALARY THAN REGULAR ACCOUNTANTS\*\*

Becoming a CPA is an investment. CPAs have the potential to boost their earnings by \$1 million over their lifetime compared to a non-CPA in the same position.



# 1.3

## MILLION AND GROWING\*\*

When you earn your CPA license, you become a member of an exclusive worldwide community of over a million strong.

\* Source: Bureau of Labor Statistics

\*\* Source: AICPA and CIMA

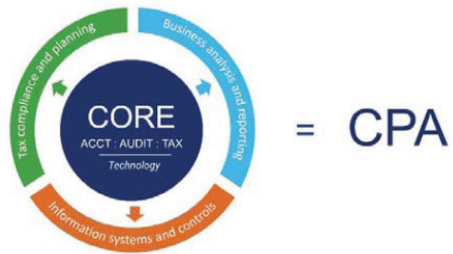
# THE JOURNEY TO BECOMING A CPA

To become a licensed CPA, you must meet the education, examination and experience requirements. All candidates must pass the Uniform CPA Examination® (CPA Exam), which consists of three four-hour Core sections and one four-hour Discipline section of your choice. The Core sections are:

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

The Discipline sections are:

- Business Analysis and Reporting (BAR),
- Information Systems and Control (ISC), and
- Tax Compliance and Planning (TCP).



The Texas State Board of Public Accountancy (TSBPA) is the regulatory agency for public accounting in Texas. In order to take the CPA Exam, an Application of Intent must be filed with TSBPA. There is a \$20 application fee. It may be submitted at any time – there is no deadline, but it expires two years after submission.

The State Board reviews education completed, completes the background investigation, determines eligibility to take the CPA Exam and provides next steps when approved. You can find forms and a checklist at <https://bit.ly/AppofIntent>.



The licensing landscape is evolving with proposed legislation in Texas' 89<sup>th</sup> Legislative Session to provide an additional pathway to CPA licensure that includes completion of a bachelor's degree with the required accounting and business concentrations, plus two years of relevant work experience. You can stay informed on the latest developments in licensure rules and legislation at [tx.cpa](https://tx.cpa).

## Candidates may apply for the CPA Exam if they have:

- Successfully completed a minimum of 120 semester hours OR quarter-hour equivalents in TSBPA-recognized courses
- Hold a baccalaureate or graduate degree or its equivalent as determined by TSBPA Rule, conferred by a TSBPA-recognized institution of higher education
- Complete 21 upper-level accounting hours
- Complete no fewer than 24 semester hours of accounting or equivalent course as determined by TSBPA rule
- Complete no fewer than 24 semester hours of upper-level business course work, including two semester hours of accounting/business communications



## To become a licensed CPA, an applicant must:

- Successfully complete the Uniform CPA Examination
- File an [application for issuance of the CPA certificate](#)
- Provide confirmation of good moral character as demonstrated by a lack of history of dishonest or felonious acts
- Complete a three-semester hour TSBPA-approved ethics course
- Meet the education requirements; students can take the Exam after completion of 120 semester hours and 21 hours of upper-level accounting
- Meet the work experience requirements (one year experience under the supervision of a CPA)
- Pass an examination on the Rules of Professional Conduct as determined by Board rule
- Take an oath of office to support the laws and Constitution of the United States and this state and rules adopted by the Board
- Pay a fee for certification
- Pay a fee for licensing

## Meeting TSBPA's work experience requirements upon passing the CPA Exam:

- One year of full-time, non-routine accounting work under the direct supervision of a licensed CPA who is responsible for supervising, evaluating and reviewing work
- Extends over a period of not less than one year and not more than two years, and includes no fewer than 2,000 hours of performance of services
- Use of independent judgment over a diverse range of tax, accounting, assurance and control situations

## Required to Submit:

- Statement from the supervising CPA describing the non-routine work performed
- Statement from the supervising CPA describing the type of experience possessed, which qualifies the CPA to supervise the work experience
- An affidavit stating that the applicant's work was supervised and opinion if the applicant is qualified to perform all the accounting-related work assigned

Learn more at <https://bit.ly/CPAworkexperience>



## TXCPA RESOURCES FOR STUDENTS AND CANDIDATES

TXCPA provides a number of outstanding resources for students and candidates, including CPA Exam review product discounts and a live four-hour mock CPA Exam workshop hosted by TXCPA and Surgent CPA Review. To learn more, go to the Become a CPA page of our website at [tx.cpa/resources/become-a-cpa](https://tx.cpa/resources/become-a-cpa).



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## PROGRAM ACCREDITATION

Your accounting program must be accredited by one of the following organizations OR provide evidence of meeting equivalent accreditation requirements of SACS:

- Middle States Commission on Higher Education (MSCHE)
- Northwest Commission on Colleges and Universities (NWCCU)
- Higher Learning Commission (HLC)
- New England Commission of Higher Education (NECHE)
- Southern Association of Colleges and Schools, Commission on Colleges (SACS)
- WASC Senior College and University Commission

## ADDITIONAL CREDITS

Also, some community colleges in Texas are recognized for additional credits necessary for the CPA:

- Austin Community College
- Houston Community College
- Lone Star College (Houston)
- Dallas College - Mountain View Campus

Find more here: <https://bit.ly/schoolrequirements>



# OTHER UPDATES AND OPPORTUNITIES FOR TEXAS STUDENTS AND CANDIDATES

The **Notice to Schedule in Texas** was extended from 90 days to 180 days, effective Jan. 1, 2024. Expiration of Exam credits were extended from 18 months to 30 months, effective Jan. 1, 2024.



The **Applicant Reassessment Program** from TSBPA invites those who lost Exam credits between Jan. 1, 2020, and Jan. 1, 2024 due to expiration, to reach out for potential reinstatement of those credits.



## GET YOUR CPA LICENSE!

TXCPA extends FREE CPA membership to new licensees. It’s a great opportunity to get engaged and connected in your new profession!

Stay Connected and Informed!

Follow TXCPA on LinkedIn, Facebook, Instagram, and X to stay connected to the latest updates on your future profession.





CERTIFIED PUBLIC ACCOUNTANTS



ANALYSTS & CONSULTANTS

We are an accounting and consulting firm providing individualized services to healthcare communities.

### ***FORT WORTH OFFICE***

806.791.1591  
2821 W SEVENTH ST.  
SUITE 270  
FORT WORTH, TX 76107

### ***LUBBOCK OFFICE***

806.791.1591  
1500 BROADWAY  
SUITE 1000  
LUBBOCK, TX 79401

### ***RICHARDSON OFFICE***

972.312.9102  
101 W RENNER ROAD  
SUITE 475  
RICHARDSON, TX 75082

### ***WACO OFFICE***

254.757.2448  
400 AUSTIN AVENUE  
SUITE 1001  
WACO, TX 76701

**[www.daacg.com](http://www.daacg.com)**

Discovery is a consulting firm and not licensed by the Texas Board of Public Accountancy as a CPA firm.

# Gilliam, Wharram & Co., P.C.

107 Westmeadow Drive  
Cleburne, TX 76033

**Organization Contact** Jennifer Bird

**Year Founded** 1987

**Organization Contact Title** Managing Partner

**Number of Partners** 4

**Contact Email Address** [jenniferb@gwcopc.com](mailto:jenniferb@gwcopc.com)

**Number of Professionals** 10

**Organization Phone Number** 817-641-2274

**Organization Type** Local

**Organization Website** [www.gwcopc.com](http://www.gwcopc.com)

## Top Industries Served

Real Estate, Insurance, Medical, Construction, Professional, Farm & Ranch, Retail, Restaurant, Nonprofit, and Many More

## Client Services

Income Tax Preparation - Business, Personal, Trusts & Estates, Nonprofits; Audits & Reviews; Attest Engagements; and Accounting Services

## General Hiring Practices

Paid Internships

## Benefits

Competitive Pay; 401k Plan with Matching; 100% Firm-Paid Health, Dental, Life & Disability Insurance; Vacation, Comp Time and Sick Leave; Professional Dues & Quality CPE Paid by Firm

## Recent Awards or Accolades

Received Johnson County Best of the Best Award from *Cleburne Times-Review* for multiple years, as selected by the community

## Why a New Grad Should Begin Their Career at Our Organization

Advancement & Career Growth Opportunities in Multiple Accounting Practice Areas and With Various Industries; Hands-On Training; Good Work-Life Balance; Positive Work Environment; Well-Respected & Established Firm with High Standard of Quality & Integrity

## Additional Information

We are in a high-growth area of the Metroplex, but our office still maintains a community-friendly atmosphere, in close proximity to Fort Worth.

# HoganTaylor

2222 S Utica Pl., Suite 200  
Tulsa, OK 74114

<b>Organization Contact</b> Melissa Tener	<b>Year Founded</b> 2009
<b>Organization Contact Title</b> Talent Manager	<b>Number of Partners</b> 47
<b>Contact Email Address</b> <a href="mailto:mtener@hogantaylor.com">mtener@hogantaylor.com</a>	<b>Number of Professionals</b> 375
<b>Organization Phone Number</b> 918-745-2333	<b>Organization Type</b> Regional
<b>Organization Website</b> <a href="http://www.hogantaylor.com">www.hogantaylor.com</a>	<b>Additional Locations</b> Oklahoma City, Little Rock, Fayetteville, Baton Rouge

<b>Top Industries Served</b>	Collective Investment Funds, Construction, Energy, Financial Institutions, Manufacturing and Distribution, Nonprofit
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<b>Client Services</b>	Advisory, Assurance, Employee Benefit Plans, Estate Planning, Fractional CFO, FVLS, Lease Accounting, Risk Assurance, Talent, Tax, Technology, Transaction Advisory, Wealth Management
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<b>General Hiring Practices</b>	Spring Internships, Summer Internships, Paid Internships, New Full-time Hires Must be 150-Hour Compliant
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<b>Benefits</b>	At HoganTaylor, we're passionate about helping our people grow. Our one-size-fits-one approach means you'll have career advisors and opportunities to develop in ways that help you thrive as a person and a professional.
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<b>Recent Awards or Accolades</b>	Recognized as a Top 100 Firm and Regional Leader in 2024 by <i>Accounting Today</i> .
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<b>Why a New Grad Should Begin Their Career at Our Organization</b>	We believe when you love what you do and who you work with, life is just better. If you share our passion and commitment to excellence, dedication to client service, and desire for a rewarding and flexible work experience, we want to hear from you!
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# MaloneBailey LLP

10370 Richmond Ave., Suite 600  
Houston, TX 77042

**Organization Contact** Carolina Uzcategui

**Year Founded** 1982

**Organization Contact Title** Recruiter

**Number of Partners** 10

**Contact Email Address**

[cuzcategui@malone-bailey.com](mailto:cuzcategui@malone-bailey.com)

**Number of Professionals** 145

**Organization Type** Local

**Organization Phone Number** 713-343-4295

**Additional Locations** Beijing, Shenzhen and Tokyo

**Organization Website** [www.malonebailey.com](http://www.malonebailey.com)

## Top Industries Served

Manufacturing, REITs, Oil & Gas, Biotech and Life Science, High Technology, Construction, Special Purpose Acquisition Company (SPAC), Mining

## Client Services

Audit, Tax and Consulting Services for Companies Both Public and Private

## General Hiring Practices

Spring Internships, Summer Internships, Paid Internships, Sponsorship of Entry-Level Foreign Nationals

## Benefits

Medical, Vision, Dental, 401K. Generous Compensations, Benefits and PTO Package, CPA Bonus

## Recent Awards or Accolades

*HBJ*: Houston Top CPA Firms | *Accounting Today*: Top SW Region Firms | *INSIDE Public Accounting*: One of the “Best of the Best” and “Fastest Growing” Firms | Since 2014, One of the “Best and Brightest Companies to Work For”

## Why a New Grad Should Begin Their Career at Our Organization

Extensive Training Program: Classroom-Style + One-on-One Training, Year-Round Trainings, Buddy/Mentor Program | Strong Commitment to Work-Life Balance | Complimentary Busy Season Lunches | Various Committees | Strong Social Element Woven Into the Life at MB

## Additional Information

Seeking qualified candidates looking for more than just a job. Submit applications through our careers page, handshake, LinkedIn, or email us at [cuzcategui@malonebailey.com](mailto:cuzcategui@malonebailey.com) to be considered for an open position.

# Snow Garrett Williams

1207 Santa Fe Drive  
Weatherford, TX 76086

**Organization Contact** Lindsey Kennimer, CPA

**Year Founded** 1978

**Organization Contact Title** Partner

**Number of Partners** 3

**Contact Email Address** [lindsey@sgwcpas.com](mailto:lindsey@sgwcpas.com)

**Number of Professionals** 25

**Organization Phone Number** 817-596-9301

**Organization Type** Local

**Organization Website** [www.sgwcpas.com](http://www.sgwcpas.com)

<b>Top Industries Served</b>	Local governments, nonprofit organizations, individuals, and small for-profit businesses
<b>Client Services</b>	Audit, tax, accounting, and consulting
<b>General Hiring Practices</b>	Spring Internships, Summer Internships, Winter Internships, Paid Internships
<b>Benefits</b>	Work-life balance; Paid time off and holiday time; Partnership with Becker CPA Exam Prep; 401(k) retirement plan; 100% employee paid health insurance; Section 125 cafeteria plan; 4-day work week in the summer; bonuses
<b>Recent Awards or Accolades</b>	Members of AICPA, TXCPA and AICPA's Government Audit Quality Center (GAQC); Selected as Best Accounting/CPA Firm in Parker County for 2023
<b>Why a New Grad Should Begin Their Career at Our Organization</b>	We offer opportunities to gain hands-on experience in multiple areas of accounting; smaller work environment; one-on-one training; paid overtime; no overnight travel

# ADKF, P.C.

9601 McAllister Freeway, Suite 800  
San Antonio, TX 78216

**Organization Contact** Michelle Lowe

**Year Founded** 1991

**Organization Contact Title** Corporate Recruiter

**Number of Partners** 10

**Contact Email Address** [Recruiting@ADKF.com](mailto:Recruiting@ADKF.com)

**Number of Professionals** 90

**Organization Phone Number** 210-829-1300

**Organization Type** Local

**Organization Website** [www.ADKF.com](http://www.ADKF.com)

**Additional Locations** San Antonio, Texas;  
New Braunfels, Texas; Boerne, Texas

## Top Industries Served

Manufacturing, Construction and Real Estate, Restaurant and Entertainment, Retail and Wholesale, Not-for-Profit, Automotive, Farm and Ranch, Oil and Gas, Healthcare, and Employee Benefit Plans

## Client Services

Consulting, Tax Preparation and Planning, Accounting Services, Assurance, Tax Controversy, and Business Valuation

## General Hiring Practices

Spring Internships, Summer Internships, Winter Internships, Paid Internships, Tax and Audit Staff, Seniors, Managers, Bookkeepers and Administrative Staff

## Benefits

Competitive Pay, Health Insurance, Dental and Vision Insurance, 401(k), PTO, Holidays, Flexible Hours, Hybrid Scheduling, Paid Volunteer Time, Mentorship Program, Professional Membership Sponsorship, Tuition Reimbursement, CPA Completion Program and Perks

## Recent Awards or Accolades

Best of the Best in Boerne: Accounting Firm, Best of New Braunfels: Accounting/Bookkeeping/Tax Firm

## Why a New Grad Should Begin Their Career at Our Organization

ADKF knows the value of hands-on training, mentorship and firm support. As the largest locally owned firm in San Antonio, our diverse client portfolio allows new grads to gain experience in a multitude of areas while building community relationships.



# ADKF

with you  
all the way

CERTIFIED  
PUBLIC  
ACCOUNTANTS



## CAREERS AT ADKF With You All The Way



**CALEB JANYSEK, CPA**  
AUDIT MANAGER

“ Working at ADKF has given me the opportunity to grow professionally while getting top of the market compensation to support my family as well as have the

flexibility to spend time with loved ones and even watch my sports teams constantly disappoint me. What more can someone ask for? Come join the family! ”

SCAN ME



### CONTACT US

[Recruiting@ADKF.com](mailto:Recruiting@ADKF.com)

210.829.1300

[WWW.ADKF.COM](http://WWW.ADKF.COM)

## BENEFITS

### WORK-LIFE BALANCE

With flexible hours, hybrid schedules, and multiple office locations to work in, you can seamlessly integrate work into your life.

### DEVELOPMENT OPPORTUNITIES

ADKF serves a wide range of projects and industries allowing you to grow professionally and create your own career path. We hire externally while also promoting team members internally.

### BIG FIRM RESOURCES

ADKF is the largest local firm in San Antonio with a diverse client base.

### SMALL FIRM FEEL

We are proud to offer a supportive and engaging culture.

### OPEN DOOR POLICY

Our partners and managers are in the office and easily accessible for communication and guidance.

### COMPETITIVE PAY AND BENEFITS PACKAGE

# Aprio

922 Isom Rd., #100  
San Antonio, TX 78216

**Organization Contact** Melanie Geist  
**Organization Contact Title** San Antonio and Austin Office Leader | Partner  
**Contact Email Address** [melanie.geist@aprio.com](mailto:melanie.geist@aprio.com)  
**Organization Phone Number** 210-829-1793  
**Organization Website** [www.aprio.com/](http://www.aprio.com/)  
**Year Founded** 1952

**Number of Partners** 192  
**Number of Professionals** 608  
**Organization Type** National  
**Additional Locations** Alabama: Birmingham, California, Colorado, Florida: Fort Lauderdale, Georgia, Massachusetts: Dedham, Nevada, New Jersey, New York, North Carolina, Tennessee, Texas: Austin, Washington, D.C

**Top Industries Served** Construction, Dental, Healthcare, Financial Services, Manufacturing and Distribution, Nonprofit and Education, Private Equity, Government Contracting, Professional Services, Real Estate, Restaurant, Franchise and Hospitality, Technology and Blockchain

**Client Services** Accounting Outsourcing Services

**General Hiring Practices** Spring Internships, Summer Internships, New Full-time Hires Must be 150-Hour Compliant

**Benefits** Medical, Dental and Vision Insurance, 401(k) with Profit Sharing, 9+ Holidays and DTO, Parental Leave, Tuition Assistance and CPA Support with Cash Incentive, Flexible Working Environment with Remote and Hybrid Options

**Recent Awards or Accolades** 2024 Top Workplaces USA Award, 2024 Top Workplaces Culture Excellence Award, #25 on *Accounting Today's* 2024 Top 100 Firms List, Vault Rankings: #22 in the 100 Best Accounting Internships

**Why a New Grad Should Begin Their Career at Our Organization** At Aprio, you'll find growth opportunities at every stage – whether starting out, aiming for management or pursuing leadership. Join a high-energy, passionate team in a collaborative culture that fosters ambition and professional development.

# What's next for you?

Advance your skills and build a meaningful career working with industry leading clients and collaborative team members.

**Grow with Aprio.**



**50+**

Countries served

**2,100+**

Team members

**26**

Locations  
and counting

**Aprio**

[www.aprio.com](http://www.aprio.com)

Advisory | Audit | Tax | Private Client | Managed Services

# Atchley & Associates, LLP

1005 La Posada Dr.  
Austin, TX 78752

**Organization Contact** Sara Wilson

**Year Founded** 1999

**Organization Contact Title** Director of Talent and Retention

**Number of Partners** 8

**Contact Email Address** [swilson@atchleycpas.com](mailto:swilson@atchleycpas.com)

**Number of Professionals** 70

**Organization Phone Number** 512-346-2083

**Organization Type** Local

**Organization Website** [www.atchleycpas.com](http://www.atchleycpas.com)

## Top Industries Served

Non-profit, Healthcare, Manufacturing, Political

## Client Services

Tax, Attestation, Client Accounting, Consulting and Political

## General Hiring Practices

Spring Internships, Paid Internships

## Benefits

401(k) Retirement Plan; 4 Weeks PTO; 9 Paid Holidays; Medical, Dental, Vision, Life, Short-term, and Long-term Disability insurance; Formal Career Development Program

## Recent Awards or Accolades

Best Companies to Work For in Texas 2022

## Why a New Grad Should Begin Their Career at Our Organization

We place a high value on providing opportunities for challenge, growth and rewards for our A&A team members by creating an environment of trust and respect. As a mid-size firm, you have the opportunity to grow and learn from the best in the business.

## Additional Information

We are proud to be a Certified B Corporation



# We are celebrating 25 years

At Atchley & Associates, we place a high value on providing opportunities for challenge, growth, and rewards for our A&A team members by creating an environment of trust and respect.

As a mid-size firm, you have the opportunity to grow and learn from the best in the business.

## BENEFITS & PERKS

- 401(k) Retirement Plan
- Paid-Time Off (PTO)
- 9 Paid Holidays
- Medical, Dental, Vision, Life
- Short & Long-Term Disability
- Health Savings Account
- Formal career development program

**APPLY NOW**



SINCE  
1999



GO ONLINE  
[WWW.ATCHLEYCPAS.COM](http://WWW.ATCHLEYCPAS.COM)



EMAIL US  
[HR@ATCHLEYCPAS.COM](mailto:HR@ATCHLEYCPAS.COM)



**ATCHLEY & ASSOCIATES<sup>LLP</sup>**  
CERTIFIED PUBLIC ACCOUNTANTS & BUSINESS ADVISORS

# Bolinger, Segars, Gilbert & Moss, LLP

8215 Nashville Ave  
Lubbock, TX 79423

**Organization Contact** Shelby Johnston

**Organization Contact Title** Recruiting and Marketing Coordinator

**Contact Email Address** [swilson@atchleycpas.com](mailto:swilson@atchleycpas.com)

**Organization Phone Number** 806-747-3806

**Organization Website** [www.bsgm.com/](http://www.bsgm.com/)

**Year Founded** 1954

**Number of Partners** 17

**Number of Professionals** 81

**Organization Type** Local

**Additional Locations** Lubbock, TX

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## Top Industries Served

Agriculture, Electric, Financial Institutions, Governmental, Nonprofit, Employee Benefit Plans, Schools, and Telecommunication

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## Client Services

Audit/Assurance, Business Advisory Services, Tax/Accounting and Training/Education

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## General Hiring Practices

Summer Internships, Paid Internships, Tax and Audit Staff, Seniors, Managers, and Administrative Staff

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## Benefits

401(k) Retirement Plan; 4 Weeks PTO; 9 Paid Holidays; Medical, Dental, Vision, Life, Short-term, and Long-term Disability insurance; Formal Career Development Program

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## Why a New Grad Should Begin Their Career at Our Organization

BSGM has been in Lubbock, TX since 1954. As one of the largest firms in the area, our diverse client portfolio gives new graduates the opportunity to experience many different areas in accounting.

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BOLINGER, SEGARS, GILBERT & MOSS LLP.

# We Are Hiring

*Join our amazing team now!*

## We are looking for:

- Auditors
- Tax Accountants
- Proofs

## Apply Now

### Send Your Resume :

Shelby Johnston

marketing@bsgm.com

8215 Nashville Ave, Lubbock, TX 79424

(806)747-3806

www.bsgm.com



A great opportunity with outstanding benefits is waiting for you at BSGM!

# The Bonadio Group

7557 Rambler Road, Suite 600  
Dallas, TX 75231

**Organization Contact** Joanne Vadala  
**Organization Contact Title** Director, Talent Management  
**Contact Email Address** [jvadala@bonadio.com](mailto:jvadala@bonadio.com)  
**Organization Phone Number** 469-828-6347  
**Organization Website** [www.bonadio.com](http://www.bonadio.com)  
**Year Founded** 1978

**Number of Partners** 117  
**Number of Professionals** 796  
**Organization Type** Partnership  
**Additional Locations** Albany, NY; Buffalo, NY; East Aurora, NY; New York City, NY; Rochester, NY; Rutland, VT; Syracuse, NY; Utica, NY; Virginia Beach, VA; Wilmington, DE

**Top Industries Served** Advisory and Consulting, Assurance, Small Business Advisory, Tax

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**Client Services** Advisory and Consulting, Assurance, Tax Services, Small Business Advisory

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**General Hiring Practices** Spring Internships, Summer Internships, Winter Internships, Paid Internships

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**Benefits** Medical, Dental, Vision, Short Term Disability, 401K, Pet Insurance, Healthy Living Reimbursement

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**Recent Awards or Accolades** Great Places to Work, Inclusive Workplace, 2024 Accounting MOVE Project Best CPA Firms for Women and Best CPA Firms for Equity Leadership

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**Why a New Grad Should Begin Their Career at Our Organization** Company Culture: We foster a culture of inclusivity, respect and innovation. Our firm's values emphasize integrity, teamwork and accountability, creating a welcoming atmosphere where everyone feels valued.

---

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# Cain Watters & Associates

17 Cowboys Way, Suite 300  
Frisco, TX 75034

<b>Organization Contact</b>	Rhonda Davenport	<b>Year Founded</b>	1984
<b>Organization Contact Title</b>	Chief People Officer	<b>Number of Partners</b>	15
<b>Contact Email Address</b>	<a href="mailto:hr@cainwatters.com">hr@cainwatters.com</a>	<b>Number of Professionals</b>	312
<b>Organization Phone Number</b>	972-233-3323	<b>Organization Type</b>	National
<b>Organization Website</b>	<a href="http://www.cainwatters.com">www.cainwatters.com</a>		
<b>Top Industries Served</b>	Dental		
<b>Client Services</b>	Financial Planning, Practice Transitions, Tax Services, Wealth Management, Accounting Services, Financial Seminars		
<b>General Hiring Practices</b>	Spring Internships, Summer Internships, Paid Internships		
<b>Benefits</b>	Employer-Paid Medical Insurance, Employer-Paid Short-Term Disability, Unlimited PTO, Firm-Paid Holidays, Safe Harbor 401k Plan, Employer HSA Contributions, Employer-Paid Professional Dues, Continuing Education Resources, Competitive Salary		
<b>Recent Awards or Accolades</b>	<i>USA Today</i> Financial Services Top Workplace 2024, <i>USA Today</i> Culture Excellence Top Workplace 2024, <i>INSIDE Public Accounting</i> Top 100 Firms, <i>Accounting Today</i> Top Firm by AUM 2024, <i>Accounting Today</i> Top 100 Firms 2024		
<b>Why a New Grad Should Begin Their Career at Our Organization</b>	At CWA, we know that our success begins with our people. We have an exceptional group of professionals providing the highest level of financial services to our clients. We are always looking to add top-notch talent to the team.		
<b>Additional Information</b>	CWA provides comprehensive financial planning, tax, accounting and investment advisory services to support the growth of 3000+ clients nationwide by combining sound accounting practices, proactive tax planning and solid money growth strategies.		



As a full-service, privately owned advisory firm, Cain Watters & Associates has been helping their clients nationwide meet their business and personal financial goals for 40 years.



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AND PAID PARENTAL LEAVE

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See all open career opportunities at [cainwatters.com/careers](https://cainwatters.com/careers).

Cain Watters & Associates, LLC is an investment adviser registered with the Securities and Exchange Commission ("SEC") (CRD # 111521). Cain Watters only conducts business in states where it is properly registered or is excluded from registration requirements. Registration is not an endorsement of the firm by securities regulators and does not mean the adviser has achieved a specific level of skill or ability.

# Condley and Company, LLP

302 Pine Street  
Abilene, TX 79601

<b>Organization Contact</b>	Alyssa Rasco	<b>Year Founded</b>	1939
<b>Organization Contact Title</b>	Human Resources Director	<b>Number of Partners</b>	9
<b>Contact Email Address</b>	<a href="mailto:info@condley.cpa">info@condley.cpa</a>	<b>Number of Professionals</b>	80
<b>Organization Phone Number</b>	325-677-6251	<b>Organization Type</b>	Regional
<b>Organization Website</b>	<a href="http://www.condley.cpa">www.condley.cpa</a>		

<b>Top Industries Served</b>	Financial Institutions, Closely Held Businesses, Construction, Healthcare, Not for Profit, Oil & Gas, Auto Dealerships, Government Entities, Higher Education, Employee Benefit Plans
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<b>Client Services</b>	Audit and Attestation, Tax Preparation and Planning, Estate and Trust Services, Outsourced Accounting and Controlling Services, Business Valuation, Business Consulting, Data Analytics
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<b>General Hiring Practices</b>	Spring Internships, Summer Internships, Winter Internships, Paid Internships
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<b>Benefits</b>	Paid holidays; seasonal half-day Fridays; 100% paid health insurance; Dental; Vision; Firm paid life insurance and short-term disability; 401(k) plan with firm contribution of 3%; Maternity and paternity leave; Firm paid study materials for CPA Exam
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<b>Recent Awards or Accolades</b>	Big Country Best Workplaces award (Abilene Chamber of Commerce); Best Commercial Interior (Texas Downtown Association); IPA Top 400 firms; Torch Award for Business Ethics (Abilene Better Business Bureau)
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<b>Why a New Grad Should Begin Their Career at Our Organization</b>	A career with Condley can offer you unique advantages such as diverse projects, a healthy work/life balance, career advancement and support, technical training and professional development, and competitive compensation and benefits.
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<b>Additional Information</b>	We have recently restored the historic Grant Building in downtown Abilene to serve as our new office space! Condley has loved being a part of the downtown community since 1939 and looks forward to many more years to come..
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**Career Support &  
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**Maternity & Paternity  
Leave**



**Diverse Projects &  
Clientele**



# Eide Bailly

400 Pine St., Ste. 600  
Abilene, TX 79601

<b>Organization Contact</b>	Jennifer Eller	<b>Year Founded</b>	1917
<b>Organization Contact Title</b>	Office Administrator	<b>Number of Partners</b>	425
<b>Contact Email Address</b>	<a href="mailto:jeller@eidebailly.com">jeller@eidebailly.com</a>	<b>Number of Professionals</b>	3500
<b>Organization Phone Number</b>	325-672-4000	<b>Organization Type</b>	National
<b>Organization Website</b>	<a href="http://www.eidebailly.com/careers">www.eidebailly.com/careers</a>	<b>Additional Locations</b>	50+ offices in the U.S. and India

<b>Top Industries Served</b>	Healthcare, Construction & Real Estate, Manufacturing, Government, Financial Services, Agribusiness, Retail, Gaming & Hospitality, Energy Services, Technology Media & Telecommunications, Insurance, Private Equity, and Nonprofit
<b>Client Services</b>	Advisory, Audit & Assurance, Tax, Outsourced & Managed Services, Digital, and Wealth
<b>General Hiring Practices</b>	Spring Internships, Winter Internships, Paid Internships
<b>Benefits</b>	In addition to a complete package of traditional benefits, we offer additional benefits to support your well-being. Unique benefits include volunteer time and donation matching, access to the Calm and Wellable apps, and a Lifestyle Spending Account.
<b>Recent Awards or Accolades</b>	2025 Top 10 Accounting Firms for Internal Mobility (Vault); 2025 Top 15 Best Accounting Firms for Diversity (Vault); 2023 Best CPA Firms for Women (Accounting Move Project); 2024 Top Large Early Career Program (Campus Forward)
<b>Why a New Grad Should Begin Their Career at Our Organization</b>	You'll find opportunities for education and career growth along with a supportive team dedicated to your success. Interns and associates are integral to our team, getting access to senior staff and partners and interacting directly with clients.



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At Eide Bailly, you'll find opportunities for education and career growth, a supportive team dedicated to your success, and benefits that put your well-being first.

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# Haynie & Company

1785 W 2300 S  
Salt Lake City, UT 84119

<b>Organization Contact</b> Andy Sargent	<b>Number of Professionals</b> 301
<b>Organization Contact Title</b> Director of Talent Acquisition	<b>Organization Type</b> Regional
<b>Contact Email Address</b> <a href="mailto:Talent@HaynieCPAs.com">Talent@HaynieCPAs.com</a>	<b>Additional Locations</b> Regional
<b>Organization Phone Number</b> 801-972-4800	<b>Additional Locations</b> Austin, TX; Brownsville, TX; Dallas, TX; Midland, TX; Odessa, TX; San Antonio, TX; The Woodlands, TX; Flagstaff, AZ; Phoenix, AZ; Denver, CO; Loveland, CO; Las Vegas, NV; Ogden, UT; Salt Lake City, UT
<b>Organization Website</b> <a href="http://www.HaynieCPAs.com">www.HaynieCPAs.com</a>	
<b>Year Founded</b> 1960	
<b>Number of Partners</b> 47	

<b>Top Industries Served</b>	Real Estate, Small Business, Construction, Professional Service, Restaurants, Healthcare, Technology, Manufacturing, Transportation, Public Companies, Governmental, Not-for-Profits
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<b>Client Services</b>	Tax Planning & Preparation, Tax Research & Consulting, Tax Credits & Incentives, Cost Segregation, Audit & Assurance, EBP Audits, SEC Audits, HUD/LIHTC Audits, Business Consulting, Business Valuation, R&D, QOE, Client Advisory Services, Financial Planning
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<b>General Hiring Practices</b>	Spring Internships, Summer Internships, Winter Internships, Paid Internships, Sponsorship of Entry-Level Foreign Nationals, New Full-time Hires Must be 150-Hour Compliant
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<b>Benefits</b>	CPA Exam Fees and Bonus, Work-Life Flexibility, Training & Personal Dev., Career Path Mentoring, Unlimited PTO, Haynie Fridays, Paid Holidays, Cell Phones, DEI, Team Building Activities, Insurance Benefits, and Wellness Program and Incentives
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<b>Recent Awards or Accolades</b>	2024 <i>Accounting Today</i> Top 100 Firms, 2024 <i>Accounting Today</i> Regional Leaders, <i>INSIDE Public Accounting</i> Top 100 Firms, 2024 <i>USA Today</i> TWP, 2024 <i>DBJ</i> Best Places to Work, 2024 Top Companies to Work For in AZ, 2024 TWP AZ Central, 2024 TWP <i>Denver Post</i> , 2024 Best of SLC
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<b>Why a New Grad Should Begin Their Career at Our Organization</b>	Accounting students choose Haynie & Company for our unique culture. We emphasize work-life balance, continuous education and training. Our open-door policy fosters relationships, giving students the chance to learn, grow and succeed in their careers.
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<b>Additional Information</b>	When making big career decisions, it's important to ask questions and do your research. Email <a href="mailto:Talent@HaynieCPAs.com">Talent@HaynieCPAs.com</a> with all your questions. Send us your resume and cover letter to be considered for internships and full-time positions.
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# Heard, McElroy and Vestal

2403 Judson Road  
Longview, TX 75605

<b>Organization Contact</b>	Jessica George	<b>Year Founded</b>	1946
<b>Organization Contact Title</b>	Talent Acquisition and Manager	<b>Number of Partners</b>	23
<b>Contact Email Address</b>	<a href="mailto:jgeorge@hmvcpa.com">jgeorge@hmvcpa.com</a>	<b>Number of Professionals</b>	180
<b>Organization Phone Number</b>	870-461-0162	<b>Organization Type</b>	Regional
<b>Organization Website</b>	<a href="http://www.hmvcpa.com">www.hmvcpa.com</a>	<b>Additional Locations</b>	Shreveport, LA; Monroe, LA

<b>Top Industries Served</b>	Our Firm is Nationally Recognized as One of the Leaders Serving the Telecommunications Industry.
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<b>Client Services</b>	Audit, Tax, Accounting Services, Client Advisory Services, Retirement Plan Services, Business Valuation Consultants, Align Mineral Management, HMV Wealth Advisors
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<b>General Hiring Practices</b>	Spring Internships, Summer Internships, Winter Internships, Paid Internships
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<b>Benefits</b>	Recruitment Incentive Bonuses, Generation Credit & Expansion of Services Credit, Medical Insurance, Dental Insurance, Vision Insurance, Life Insurance, Long Term Disability Insurance, 401k (Employer Matched)
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<b>Recent Awards or Accolades</b>	Ranked #22 of the Fastest-Growing Firms in the U.S. – <i>Accounting Today</i> , 2024
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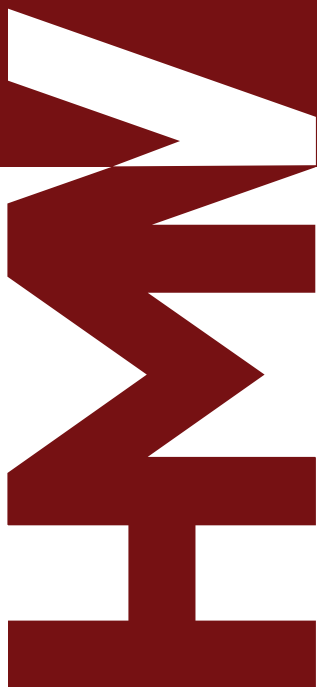
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<b>Why a New Grad Should Begin Their Career at Our Organization</b>	With over 150 Employees, including 65+ Certified Public Accountants with Specialized Certifications, You'll Gain Valuable Experience and Mentorship
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<b>Additional Information</b>	For more than 77 years, Heard, McElroy & Vestal has maintained a reputation for accounting excellence and high ethical standards earning the unconditional confidence of our clients through our core values of Commitment, Integrity, Teamwork and People.
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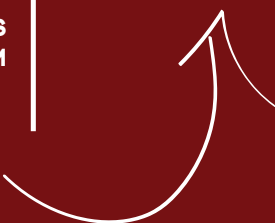


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# HM&M Advisory, LLC

5005 Lyndon B. Johnson Freeway, Suite 1200  
Dallas, TX 75244

<b>Organization Contact</b>	Robert Martin	<b>Year Founded</b>	2024
<b>Organization Contact Title</b>	Director of Human Resources	<b>Number of Partners</b>	9
<b>Contact Email Address</b>	<a href="mailto:rmartin@hmpc.com">rmartin@hmpc.com</a>	<b>Number of Professionals</b>	80
<b>Organization Phone Number</b>	972-404-1010	<b>Organization Type</b>	Local
<b>Organization Website</b>	<a href="http://www.hmpc.com">www.hmpc.com</a>	<b>Additional Locations</b>	Fort Worth, TX; Frisco, TX; Southlake, TX

<b>Top Industries Served</b>	Individuals, Trusts and Estates, Energy, Construction, Real Estate, Health-care, Technology, Manufacturing and Distribution, Professional Services, Employee Benefit Plans, and Not-For-Profits
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<b>Client Services</b>	Audit/Assurance, Tax Compliance & Planning, Business Valuation/Litigation Support, Accounting Services
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<b>General Hiring Practices</b>	Spring Internships, Summer Internships, Paid Internships, Full-time hires
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<b>Benefits</b>	Competitive pay, 401(k) profit-sharing plan, PTO, flexible full-time schedule, hybrid work, paid employee health insurance, Friday-Off Program, firm-sponsored continuing education, training, mentor program, team-oriented, complimentary busy season meals
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<b>Recent Awards or Accolades</b>	Top 300 Firms by Inside Public Accounting, Top 20 Largest North Texas Accounting Firm by the Dallas Business Journal.
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<b>Why a New Grad Should Begin Their Career at Our Organization</b>	HM&M is the perfect place to begin your accounting career. With diverse expertise and our robust team, you'll broaden your skills across various tracks. We treat everyone like family and offer mentorship to shape young professionals into future leaders
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<b>Additional Information</b>	HM&M" is the brand name under which HM&M Advisory, LLC and HM&M Group, LLC provide professional services. HM&M Advisory, LLC and HM&M Group, LLC practice as an alternative practice structure in accordance with the AICPA Code of Professional Conduct and applicable law, regulations and professional standards. HM&M Group, LLC is a licensed independent CPA firm that provides attest services to its clients, and HM&M Advisory, LLC and its subsidiary entities provide tax, advisory and business consulting services to their clients. HM&M Advisory, LLC and its subsidiary entities are not licensed CPA firms. The entities falling under the HM&M brand are independently owned and are not liable for the services provided by any other entity providing services under the HM&M brand. Our use of the terms "our firm" and "we" and "us" and terms of similar import, denote the alternative practice structure conducted by HM&M Advisory, LLC and HM&M Group, LLC
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# JLK Rosenberg

5057 Keller Springs Road, Suite 350  
Addison, TX 75001

**Organization Contact** Doug Klambach

**Year Founded** 1975

**Organization Contact Title** Partner

**Number of Partners** 12

**Contact Email Address** [dklambach@jklrllp.com](mailto:dklambach@jklrllp.com)

**Number of Professionals** 27

**Organization Phone Number** 972-931-6803

**Organization Type** Regional

**Organization Website** [www.jlksenberger.com](http://www.jlksenberger.com)

**Additional Locations** Irvine, California; Glendale, California

## Top Industries Served

Insurance, Professional Athletes, Construction, Manufacturing, Real Estate

## Client Services

Audit, Tax, CAS, Cost Segregation, R&D Tax Credit, Cyber

## General Hiring Practices

Paid Internships, Full-time Hires

## Benefits

Unlimited PTO, 100% Paid Medical, Dental, Vision and Life Insurance, 401(k) Matching, CPA Course Reimbursement, Continuing Education, Annual \$300 Charitable Donation to Your Favorite Charity

## Recent Awards or Accolades

2024 Best of Accounting by Clearly Rated, 10th Largest Auditor of Insurance Companies in the United States by Aon, *Inside Accounting* Top 400 Firm

## Why a New Grad Should Begin Their Career at Our Organization

Extensive access to partners and managers from day one; vast (Texas-style) opportunities with a close-knit vibe; rewarding and challenging work backed by our expert team; hard work/grit is rewarded; agile environment with an ever-evolving work experience




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# Saville CPAs & Advisors

700 N Pearl St, Suite 1900  
Dallas, TX 75201

<b>Organization Contact</b>	Josh Hawkins	<b>Year Founded</b>	1965
<b>Organization Contact Title</b>	Talent Acquisition Manager	<b>Number of Partners</b>	24
<b>Contact Email Address</b>	<a href="mailto:josh.hawkins@savillecpa.com">josh.hawkins@savillecpa.com</a>	<b>Number of Professionals</b>	188
<b>Organization Phone Number</b>	214-922-9727	<b>Organization Type</b>	Local
<b>Organization Website</b>	<a href="http://savillecpa.com">savillecpa.com</a>	<b>Additional Locations</b>	Manila, Philippines

<b>Top Industries Served</b>	Affluent Families and Individuals, Real Estate and Construction, Professional Services, Manufacturing and Distribution, Professional Athletes and Broadcasters, Energy, and Not-for-Profit
<b>Client Services</b>	Audit and Assurance, Client Accounting Services, Employee Benefit Plans, Private Client Services, Global Business, Taxation, and Estate, Trust and Gift Planning
<b>General Hiring Practices</b>	Spring Internships, Summer Internships, Paid Internships, Experienced audit, tax and client accounting service professionals
<b>Benefits</b>	Excellent Health and Wellness Benefits   Reimbursement for CPA Courses, Exam, Renewal, and CPE Costs   Hybrid Work Arrangement   Flexible PTO   10 Paid Holidays   Annual Wellness Fund   401(k) With Company Match   Casual Dress Code Year-round
<b>Recent Awards or Accolades</b>	<i>INSIDE Public Accounting</i> Best of the Best Firms 2024, <i>INSIDE Public Accounting</i> Top 200 Firms 2024, <i>Dallas Business Journal</i> Top 25 Accounting Firm
<b>Why a New Grad Should Begin Their Career at Our Organization</b>	At Saville, our open-door culture means direct access to partners who value your input. Plus, you'll be paired with a dedicated Career Advisor to guide your growth, ensuring you have a voice in shaping your career and the opportunities to make it happen.

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# SFC LLP

200 E. Front Street, Suite 200  
Arlington, Texas 76011

**Organization Contact** Drew Madsen, CPA

**Year Founded** 1994

**Organization Contact Title** Partner

**Number of Partners** 8

**Contact Email Address** [kim@sfccllp.com](mailto:kim@sfccllp.com)

**Number of Professionals** 65

**Organization Phone Number** 817-649-8083

**Organization Type** Local

**Organization Website** [www.sfccllp.com](http://www.sfccllp.com)

**Top Industries Served** Nonprofit Organizations, Nonpublic Companies and Individuals

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**Client Services** Audit, Tax, Accounting, Consulting, Insurance Compliance and Employee Benefit Plans

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**General Hiring Practices** Spring Internships, Summer Internships, Winter Internships, Paid Internships

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**Benefits** Work-Life Balance, Employer-paid Health, Dental and Vision Insurance for Employees, CPA License Bonus Program, Maternity/Paternity Leave, 401k Plan and Opportunities for Advancement

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**Recent Awards or Accolades** Small Business of the Year 2023 by The Greater Arlington Chamber of Commerce, IPA Top 400 Firm 2023 and 2022, and *FW Inc.* Best Companies to Work For 2021, 2020, 2019 and 2018

---

**Why a New Grad Should Begin Their Career at Our Organization** Join SFC LLP as a recent grad for limitless growth, a fulfilling career and exceptional work-life balance!

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# The CJ CPA Group, PLLC

6801 Gaylord Parkway, Suite 302  
Frisco, TX 75034

<b>Organization Contact</b>	Kassandra Landis	<b>Organization Website</b>	<a href="http://www.thecjgroup.com/">www.thecjgroup.com/</a>
<b>Organization Contact Title</b>	Firm Administrator, Recruiting & Human Capital	<b>Year Founded</b>	1983
<b>Contact Email Address</b>	<a href="mailto:Kassandra.Landis@thecjgroup.com">Kassandra.Landis@thecjgroup.com</a>	<b>Number of Partners</b>	4
<b>Organization Phone Number</b>	972-202-8026	<b>Number of Professionals</b>	37
		<b>Organization Type</b>	Local

<b>Top Industries Served</b>	Auto Dealerships, Construction, Healthcare, HUD Assisted Housing, Manufacturing & Distribution, Oil and Gas, Metal, Professional Services, Real Estate, Restaurants, Union, and Technology.
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<b>Client Services</b>	Advisory, Benefit Plan Audits, Tax, Assurance, Business Services, Payroll Services, and Individual Tax
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<b>General Hiring Practices</b>	Spring Internships, Summer Internships, Paid Internships
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<b>Benefits</b>	Work-Life Balance, Charitable Giving, Education Reimbursement, Medical & Dental Insurance, Retirement Benefits, Parental Leave, 12 Paid Holidays, PTO, Short-Term and Long-Term Disability, Bonus Program, Flexible Hours, Mentorship Program, Buddie Program
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<b>Why a New Grad Should Begin Their Career at Our Organization</b>	The CJ Group has a thriving culture centered around growth and opportunity. At the heart of our vision is the belief that a great place to work is one that empowers, inspires and values its people.
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- Accelerated Career Path
- Collaborative & Supportive Culture
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- Relaxed & Fun Environment
- Highly Competitive Pay & Benefits
- Engage Directly with Clients



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