



# TXCPA

## EMPLOYER GUIDE

2023-2024

# Welcome to the TXCPA Employer Guide!

- The Employer Guide is a powerful tool to help you explore career options and learn about organizations that employ CPAs and accounting professionals across the state.
- TXCPA offers various membership categories to serve you throughout your career. You can learn more about membership in TXCPA [on our website](#).
- We also encourage you to visit and utilize the services of the [TXCPA Career Center](#). TXCPA members who are seeking jobs can review job postings and apply online. In addition, members have free access to post a Job Seeker Profile to be reviewed by employers.
- With the Employer Guide, membership in TXCPA and access to the TXCPA Career Center, you're ready to get started on a career with possibilities as big as Texas!

# TABLE OF CONTENTS

<b>Top Reasons to Become a CPA</b>	<b>2</b>
<b>Strength of the CPA Credential</b>	<b>3</b>
<b>Steps to Becoming a CPA</b>	<b>4</b>
<b>TXCPA Career Center</b>	<b>Back Cover</b>
<b>TXCPA Scholarships</b>	<b>Back Cover</b>

## Directory of Employer Organizations

ADKF, P.C.	16
Andre + Associates PC	10
Atchley & Associates, LLP	18
Axley & Rode, LLP	20
Steven Bankler, CPA, Ltd.	22
Cain Watters & Associates	24
Condley and Company, LLP	26
Crowe LLP	28
EEPB	11
FORVIS	30
Haynie & Company	32
Heard, McElroy, and Vestal LLC	12
Howard, LLP	34
Huselton, Morgan and Maultsby (HM&M)	36
JLK Rosenberger	38
JRBT	40
JTaylor	42
Malone Bailey, LLP	13
McClanahan and Holmes, LLP	14
Ridout, Barrett & Co. PC	44
SFC LLP	46
Snow Garrett Williams	48
Stovall, Grandey & Allen, LLP	15

# Top Reasons TO BECOME A CPA

## Job Satisfaction

Work with Multi-Talented Professionals  
Perform Highly Specialized Job Functions  
Recognize that Businesses Benefit from Services

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## Money and Benefits

Better Salary Potential  
New CPAs May Earn 10% More Than Non-CPAs  
Above Average Employment Growth

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## Career Development

Stand Out from the Crowd and Impress Employers  
Demonstrate Commitment to the Profession  
Gain Potential for Higher Levels of Authority

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## Prestige and Respect

Earn Respect and Admiration by Peers  
Possess Pride of Passing the CPA Exam  
Expertise Beyond a "Standard" Accountant

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## Career Security

CPAs are in More Demand than Ever  
Enforce Higher Standards of Accounting  
Retiring CPAs are Leaving a Gap in the Market

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## Career Options

Public Accounting  
Corporate  
Government  
Education



A CPA license sets you apart as a trained expert in accounting. **Getting your license is a rigorous but rewarding process that requires extensive preparation and testing.** Because of that rigor, becoming a licensed CPA is one of the best ways to stand out to potential employers.

## Strength of the CPA Credential

According to the DOL's Bureau of Labor Statistics\*:

**A CPA license or other certification within a specific field of accounting improves job prospects.**

**Employment of accountants and auditors is projected to grow 4% from 2022 to 2032, about as fast as the average for all occupations.**

\*Source: Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, Accountants and Auditors, available at <https://www.bls.gov/ooh/business-and-financial/accountants-and-auditors.htm> (visited September 6, 2023).

# 7 Steps

## to Becoming a CPA

1

### **Become familiar with the requirements in Texas.**

Requirements are set by the [Texas State Board of Public Accountancy \(TSBPA\)](#). See the [How to Become a CPA in Texas](#) area on TXCPA's website for more details.

2

### **During the legislative session in 2023,**

a new bill was passed that allows accounting students the flexibility to begin taking the CPA Exam earlier in their education journey. Effective September 1, 2023, students are eligible to start sitting for the Exam after completion of 120 semester hours.

Texas is now among 48 other states allowing students to test earlier while still maintaining a 150-semester hour requirement for licensure. (150 hours of education is required in all states for CPA licensure.) This legislation is vital to give students the ability to test earlier and continue on their path towards CPA licensure.

TSBPA adopted the following rules on an emergency basis to have something in place for September 1, 2023. As of the printing of this guide, TSBPA was still taking comments on possible rules revisions for permanent rules. Be sure you refer to TSBPA's website for the most current eligibility rules.

Candidates may take the CPA Exam if they have:

- A baccalaureate or higher degree recognized by the State Board
- 120 semester hours of State Board recognized courses, including no fewer than 24 semester hours of accounting, of which 21 must be upper-level accounting

To become a CPA, candidates are still required to:

- Have 150 semester hours of State Board recognized courses
- Including six additional semester credit hours of upper-level accounting
- Complete a three-semester hour State Board approved ethics course

## 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**
- **San Antonio College**

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

### **Scholarship Program**

*During the Texas legislative session in 2023, legislation was also passed to expand the State Board's scholarship program. The scholarship will now be 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.*



3

## Build relationships and make connections

Join TXCPA and your TXCPA chapter. See [www.tx.cpa](http://www.tx.cpa).

### ADD EXPERIENCE TO YOUR COURSE WORK:

- Identify potential mentors
- Get involved
- Connect to your future profession early
- As a reminder, TXCPA offers membership for students and candidates before you become licensed

4

## File Your Application of Intent

The Application of Intent is 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 background investigation
- Determines eligibility to take the CPA Exam
- Provides next steps when approved

Find forms and checklist at: <https://bit.ly/AppofIntent>

## 5

## Pass the CPA Exam

To become a licensed CPA, you must pass the CPA Exam. The National Association of State Boards of Accountancy (NASBA) collects information and distributes scores. The American Institute of CPAs (AICPA) develops the questions and scores the CPA Exam.

The steps include:

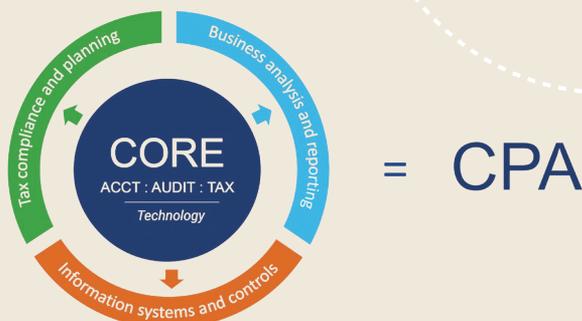
- Choose a discipline and study for the CPA Exam; discounts for CPA Exam review providers are available at [tx.cpa](https://www.tx.cpa)
- Complete all four sections; continuous testing now available
- Receive Notice to Schedule (NTS)
- Contact Prometric ([www.prometric.com](https://www.prometric.com)) to reserve a seat
- Schedule test at least five days in advance – 45 days recommended
- Arrive early; bring your NTS and two forms of ID

If your timeline has you sitting for the CPA Exam in January 2024 or later, you'll be taking a NEW Exam that reflects competencies in the new CPA license model outlined in the CPA Evolution project.



## The new model includes a core plus one of three disciplines:

- Tax compliance and planning
- Business analysis and reporting
- Information systems and controls



Regardless of the discipline you choose, the model leads to full CPA licensure, with rights and privileges consistent with any other CPA. See [EvolutionofCPA.org](http://EvolutionofCPA.org).

## 6 Meet the work experience requirement set by TSBPA

### REQUIREMENTS:

- 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 not 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>

7

## Get your CPA license!

The CPA license is issued and governed by TSBPA. They hold two swearing-in ceremonies in Austin each year and TXCPA extends FREE CPA membership to new licensees. It's a great opportunity to get engaged and connected in your new profession!



# Andre + Associates PC

4695 W University Dr., #100  
McKinney, TX 75071

<b>Organization Contact</b>	Ann Streeter	<b>Year Founded</b>	1986
<b>Organization Contact Title</b>	Firm Administrator	<b>Number of Partners</b>	3
<b>Contact Email Address</b>	<a href="mailto:ann.streeter@andrecpa.com">ann.streeter@andrecpa.com</a>	<b>Number of Professionals</b>	9
<b>Organization Phone Number</b>	972-548-1040	<b>Organization Type</b>	Local
<b>Organization Website</b>	<a href="http://www.andrecpa.com">www.andrecpa.com</a>		

**Top Industries Served** Construction, Restaurants, Landscaping, Farming, Medical/Dental, etc.

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**Client Services** Business and Personal Tax Preparation, Accounting, Payroll, Advisory and Planning

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**General Hiring Practices** Spring Internships, Summer Internships, Winter Internships, Paid Internships, Associate Degree Experience Considered

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**Benefits** Full Time Benefits

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**Recent Awards or Accolades** Best Bookkeeping and Tax/Collin County

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**Why a New Grad Should Begin Their Career at Our Organization** Our firm is small enough to have experience in all areas of accounting work.

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**Additional Information** Our office will be moving by the end of 2023. Please call before mailing resume.

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# EEPB

2950 N Loop W Fwy, #1200  
Houston, TX 77092

**Organization Contact** Elena Rios

**Year Founded** 1987

**Organization Contact Title** Recruiter

**Number of Partners** 12

**Contact Email Address** [elena.rios@eepb.com](mailto:elena.rios@eepb.com)

**Number of Professionals** 100

**Organization Phone Number** 713-622-0016

**Organization Type** Local

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

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## Top Industries Served

Real estate, healthcare, manufacturing, oil and gas

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## Client Services

Assurance and Financial Reporting, Advisory, Oil and Gas  
Outsourced Accounting, Healthcare and Dentistry, Tax, Technology  
Consulting, Outsourced Bookkeeping

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## General Hiring Practices

Spring Internships, Paid Internships, New Full-time Hires Must be  
150-Hour Compliant, Full-time

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## Benefits

401k, \$1 for \$1 matching, profit sharing, medical insurance,  
cell phone reimbursement, wellness program reimbursement,  
generous PTO, 10 paid holidays, hybrid work schedule and so much  
more!

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## Recent Awards or Accolades

*Houston Chronicle* Top Workplaces, *Accounting Today* - Best Firms for  
Women, Top Regional Leaders, Best Firms, *HBJ* - Largest Houston  
Area Accounting Firms, *INSIDE Public Accounting* - Best of the Best,  
*INSIDE Public Accounting* Top 200 Firms

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

EEPB offers a clear career path and many of our current directors  
were a campus hire! You will have the opportunity to take your  
career in the direction of your choice. EEPB lives by their values -  
trust, quality, loyalty, passion, and integrity.

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# Heard, McElroy, and Vestal LLC

2403 Judson Road  
Longview, TX 75605

**Organization Contact** Danielle Cram  
**Organization Contact Title** HR Coordinator  
**Contact Email Address** [hr@hmvcpa.com](mailto:hr@hmvcpa.com)  
**Organization Phone Number** 903-758-0734  
**Organization Website** [www.hmvcpa.com](http://www.hmvcpa.com)  
**Year Founded** 1946

**Number of Partners** 24  
**Number of Professionals** 150  
**Organization Type** Local  
**Additional Locations** Shreveport, Louisiana and Monroe, Louisiana

**Top Industries Served** Construction and Real Estate, Employee Benefit Plans, Healthcare, Natural Resources, Non-Profit, Manufacturing, Restaurant and Entertainment, Retail and Wholesale, Telecommunications, and Utilities

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**Client Services** Accounting Services, Auditing and Assurance, Business Valuations, Oil and Gas, Retirement Plan Services, Tax, and Transition and Exit Planning

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

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**Benefits** Competitive Compensation, Recruitment Incentive bonuses, Paid Time Off, Paid Holidays, Flex Time, Medical Insurance, Dental Insurance, Vision Insurance, Life Insurance (paid by HMV), Long Term Disability (paid by HMV), 401k

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**Why a New Grad Should Begin Their Career at Our Organization** With five position levels – from staff leading all the way to partner – Heard, McElroy & Vestal offers tremendous opportunities for growth.

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# Malone Bailey, LLP

10370 Richmond Avenue, Suite 600  
Houston, TX 77042

**Organization Contact** Carolina Uzcategui

**Organization Contact Title** Recruiter

**Contact Email Address** [cuzcategui@malone-bailey.com](mailto:cuzcategui@malone-bailey.com)

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

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

**Year Founded** 1982

**Number of Partners** 6

**Number of Professionals** 131

**Organization Type** Local

**Additional Locations** Beijing and Shenzhen, China

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

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**Client Services** Audit, tax and consulting services for companies both public and private

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**General Hiring Practices** Spring Internships, Summer Internships, Winter Internships, Paid Internships, Sponsorship of Entry-Level Foreign Nationals

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**Benefits** Medical, Vision, Dental, 401K, PTO

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**Recent Awards or Accolades** *HBJ*: Houston Top 25 firms, *Accounting Today*: Top 25 SW region firms, *INSIDE Public Accounting*: One of the fastest growing firms and "best of the best." Since 2014, National Associate for Business Resources: Houston "Best and Brightest Companies to Work For."

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**Why a New Grad Should Begin Their Career at Our Organization** Competitive Salary, Benefits and Perks, Career Development, Engaged Firm Culture

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# McClanahan and Holmes, LLP

228 Sixth Street S.E., Paris, TX 75460 | 1400 West Russell, Bonham, TX 75418 | 304 West Chestnut, Denison, TX 75020

**Organization Contact** George Struve

**Organization Contact Title** Partner

**Contact Email Address** [gstruve@mchcpa.net](mailto:gstruve@mchcpa.net)

**Organization Phone Number**

903-784-4316 – Paris

903-583-5574 – Bonham

903-465-6070 - Denison

**Organization Website** [www.mchcpa.net](http://www.mchcpa.net)

**Year Founded** 1952

**Number of Partners** 5

**Number of Professionals** 12

**Organization Type** State

**Additional Locations** Offices in Paris, Bonham and Denison, Texas

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## Top Industries Served

Governments and not-for-profits, financial institutions, retail, healthcare, cooperatives, restaurants, and small business

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## Client Services

Accounting and auditing; tax planning, consulting and return preparation; client accounting services; business consulting

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## General Hiring Practices

Spring Internships, Paid Internships, Experienced audit, tax and client accounting service professionals

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## Benefits

Health insurance, 401(k) plan, CPA Exam fee reimbursement when all parts passed, CPA Exam review assistance, reimbursement of professional dues and licenses, friendly work environment, rural lifestyle

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## Recent Awards or Accolades

Celebrating the firm's 71st year in 2023

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

We offer an excellent work environment, exposure to a broad base of clients and the opportunity for rapid career advancement. We are respected members of the business community in our locales. Our offices are located in family friendly communities.

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## Additional Information

Our offices are located close to numerous opportunities for outdoor recreation, including Lake Texoma in Grayson County, Pat Mayse Lake in Lamar County and Bois D'Arc Lake in Fannin County.

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# Stovall, Grandey & Allen, LLP

4055 International Plaza, Suite 510  
Fort Worth, Texas 76109

**Organization Contact** Carol Allen

**Year Founded** 1972

**Organization Contact** Partner

**Number of Partners** 3

**Contact Email Address** [callen@sga-cpas.com](mailto:callen@sga-cpas.com)

**Number of Professionals** 6

**Organization Phone Number** 817-632-2500

**Organization Type** National

**Organization Website** [www.sga-cpas.com](http://www.sga-cpas.com)

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## Top Industries Served

Financial Institutions, Manufacturing and Construction, Small Business, Employee Benefit Plans

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## Client Services

Audit, Tax, Compilations and Reviews, Consulting, Bookkeeping, Payroll

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## General Hiring Practices

Spring Internships, Summer Internships, Winter Internships, Paid Internships, New Full-time Hires Must be 150-Hour Compliant, Entry level staff encouraged

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## Benefits

401(k), health, dental and vision, generous sick and vacation leave, CPA Exam reimbursement

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

We have a high standard of professionalism and integrity. Staff members are provided hands-on training and provided with the tools needed for success. We encourage an atmosphere of teamwork and promote a healthy work-life balance.

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# ADKF, P.C.

9601 McAllister Freeway, Suite 800  
San Antonio, TX 78216

**Organization Contact** Michelle Lowe

**Organization Contact Title** Corporate Recruiter

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

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

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

**Year Founded** 1991

**Number of Partners** 12

**Number of Professionals** 80

**Organization Type** Local

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

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## 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

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## Client Services

Consulting, tax preparation and planning, accounting services, assurance, tax controversy, and business valuation

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## General Hiring Practices

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

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## 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

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## Recent Awards or Accolades

*INSIDE Public Accounting* Top 300 Firm, Best of the Best in Boerne: Accounting Firm, Best of New Braunfels: Accounting/Bookkeeping/Tax Firm

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## 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.

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# ADKF

with you  
all the way

CERTIFIED  
PUBLIC  
ACCOUNTANTS



## CAREERS AT ADKF With You All The Way



**ANETTE FLORES, CPA**  
SENIOR AUDIT MANAGER

“ During my time at ADKF, I have not only gained the experience and expertise in public accounting, but I have also found a second family. Throughout my career, the firm has

supported my professional ambitions and goals by providing me with the resources and the positive work culture to keep me motivated. From the first day I started, I was fortunate to work with individuals who coached me to be better. I have a lot to be thankful for and I take pride in working for a firm that has earned a reputation for high-quality work and supporting our clients every step of the way. ”

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

SCAN ME



## 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

# Atchley & Associates, LLP

1005 La Posada Dr.  
Austin, TX 78752

**Organization Contact** Cristina Diaz Voss

**Year Founded** 1999

**Organization Contact Title** Head of Marketing

**Number of Partners** 8

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

**Number of Professionals** 61

**Organization Phone Number** 512-346-2086

**Organization Type** Local

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

## Top Industries Served

Non-profit, client services, tax, attestation, client accounting services, business consulting, and political

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## General Hiring Practices

Spring Internships, Winter Internships

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## Benefits

Highly competitive benefits plan, including medical, dental, vision, life, short-term and long-term disability, FSA, 401(k) and PTO, competitive compensation and bonus programs, and community involvement programs

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## Recent Awards or Accolades

Best Companies to Work For in Texas 2022

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

As a mid-size firm, we can provide immediate opportunities to work on projects from start to finish. Our collaborative structure allows for everyone, from intern to manager, to work shoulder to shoulder with our partners.



# JOIN OUR TEAM!

As a mid-size full-service CPA firm, A&A can provide immediate opportunities to work on projects from start to finish. Entry-level staff assignments result in responsibilities for each client, and we optimize the first years of their career by including them in client relationship development and management.

## WE OFFER:

- Medical, Dental and Vision
- Short & Long-Term Disability
- Paid Time Off (PTO)
- Health Savings Account
- Employee Assistance Program (EAP)

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

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

**APPLY NOW**



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

# Axley & Rode, LLP

1307 South First St.  
Lufkin, TX 75901

**Organization Contact** Alicia Howatt

**Organization Contact Title** HR & Recruitment Coordinator

**Contact Email Address** [ahowatt@axleyrode.cpa](mailto:ahowatt@axleyrode.cpa)

**Organization Phone Number** 936-634-6621

**Organization Website** [axleyrode.cpa](http://axleyrode.cpa)

**Year Founded** 1949

**Number of Partners** 14

**Number of Professionals** 100

**Organization Type** Regional

**Additional Locations** Nacogdoches, TX;  
Livingston, TX; Jasper, TX

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**Top Industries Served** Government, Financial Institutions, Utilities, Forestry and Agriculture, Medical

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**Client Services** Audit and Assurance, Tax Planning and Preparation, Accounting and Bookkeeping, Consulting

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

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**Benefits** PTO, Health/Dental/Vision Insurance, Short and Long Term Disability, 401K, Life Insurance, Critical Illness, CPA Exam materials

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**Recent Awards or Accolades** 2023 Best of Lufkin - Best Bookkeeper and 2023 Best of Nacogdoches - Best Accounting Firm and Tax Preparation Service; *INSIDE Public Accounting Firms Top 400*

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**Why a New Grad Should Begin Their Career at Our Organization** At A&R, you'll find a stimulating environment focused on learning, innovation and teamwork. We are large enough to provide you with various opportunities while small enough to give you the personal attention to support your career and personal goals.

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**Additional Information** Our core values (Integrity, Growth, Kindness and Compassion, and Innovation) guide us to help our clients while building strong relationships with team members, clients and our communities. By valuing these relationships, we have created a thriving firm.

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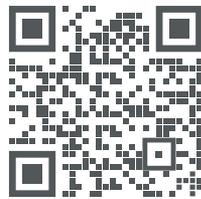
bal**A**nce  
e**X**am preparation  
col**L**aboration  
**E**quality  
community**Y**  
&  
g**R**owth  
compassi**O**n  
**D**evelopment  
int**E**grity



axleyrode.cpa



Join our  
team today!



axleyrode.cpa/  
careers

# Steven Bankler, CPA, Ltd.

9901 IH-10 West, Suite 670  
San Antonio, TX 78230

**Organization Contact** Julie Ruiz

**Organization Contact Title** Principal

**Contact Email Address** [customerservice@bankler.com](mailto:customerservice@bankler.com)

**Organization Phone Number** 210-691-3133

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

**Year Founded** 1977

**Number of Partners** 2

**Number of Professionals** 17

**Organization Type** Local

**Additional Locations** Our business is not limited by location. We can service clients anywhere in the United States. Our firm's primary focus is family owned or closely held businesses and their owners, with annual revenues of \$1.5M+

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## Top Industries Served

Retail, Manufacturing, Technology, Food/Beverage, Construction, Medical, Government Contracting, Law

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## Client Services

Asset Protection, IRS Negotiation and Representation, Sophisticated Tax and Business Financial Planning, Business Negotiation and Representation, SUCCESSION Planning, Exit Planning, Estate Tax Planning, Forensic Investigative Accounting, Expert Witness (qualified by state and federal courts), Litigation Support

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## General Hiring Practices

New Full-time Hires Must be 150-Hour Compliant

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## Benefits

Health Insurance, 401(K) Plan, Employee Bonus Programs, Close at Noon on Fridays Year Round, Hot Lunches Provided During Busy Times of the Year, Tickets Available for Entertainment (Majestic Theater), Sports (UTSA Football and Spurs), etc., Dinner Celebrations, Monthly Staff "Night Out"

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## Recent Awards or Accolades

2023/2022/2020 Best Places to Work, 2023/2022 *San Antonio Business Journal* "The List"

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

**Steven Bankler, CPA, Ltd. is seeking a Certified Public Accountant.** We hire only seasoned CPAs. Therefore, this will not be your first job, but it could be your last. We are interested in refining each individual CPA's professional career and improving work/life balance.

**Unlike traditional firms with 80+ hour work weeks,** we plan our workload throughout the year, which allows us to have a more constant work schedule. Our firm offers a family friendly environment, promoting less than a 40-hour work week with Friday afternoons off.

**We challenge our CPAs to think outside the box** to solve problems for our clients and uncover savings.

---

# WE'RE LOOKING FOR PROACTIVE CPAS

*Steven Bankler, C.P.A., Ltd.*

Our primary focus is tax planning and asset protection, entity structures and exit strategies for family-owned or closely-held businesses.



Scan QR code to apply!



[www.bankler.com](http://www.bankler.com) | (210) 691-3133



# Cain Watters & Associates

17 Cowboys Way, Suite 300  
Frisco, TX 75034

**Organization Contact** Emily Mosby

**Year Founded** 1984

**Organization Contact Title** Talent Consultant

**Number of Partners** 13

**Contact Email Address** [HR@CainWatters.com](mailto:HR@CainWatters.com)

**Number of Professionals** 272

**Organization Phone Number** 972-233-3323

**Organization Type** National

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

**Top Industries Served** Dental

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**Client Services** Comprehensive Financial Services, Customized Financial Plans, Tax Planning, CPA Services, Practice Bookkeeping, Tax Preparation/Filing, Accounting Services

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

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**Benefits** Comprehensive Financial Services, Customized Financial Plans, Strategic Tax Planning, CPA Services, Practice Bookkeeping, Tax Preparation and Filing, Compilation Accounting Services

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**Recent Awards or Accolades** *Forbes* America's Best Tax & Accounting Firms (2022, 2023), *INSIDE Public Accounting* - Top 100 Firms (2022, 2023), *INSIDE Public Accounting* - Top 100 Fastest Growing Firms (2022), *Dallas Morning News* - Top 100 Places to Work (2022)

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**Why a New Grad Should Begin Their Career at Our Organization** Join a team where your ideas, determination and ingenuity make a difference. We offer a competitive benefits package and promote a sincere culture with a work-life balance.

---



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 over 35 years.



- LOCATED AT THE STAR IN FRISCO, TX
- UNLIMITED PTO
- EMPLOYER-PAID INSURANCE PLANS
- FLEXIBLE WORK ENVIRONMENT
- FAMILY PLANNING ASSISTANCE AND PAID PARENTAL LEAVE

# Grow Your Career at CWA

At CWA, we know that our success begins with our people. We have an exceptional group of professionals providing our clients with the highest level of financial planning, tax and accounting services, investment advisory services and wealth management. Join CWA to make a difference in clients' lives as a valued member of our team.

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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

**Organization Contact** Alyssa Rasco

**Year Founded** 1939

**Organization Contact Title** Human Resources Director

**Number of Partners** 10

**Contact Email Address** [info@condley.cpa](mailto:info@condley.cpa)

**Number of Professionals** 75

**Organization Phone Number** 325-677-6251

**Organization Type** Regional

**Organization Website** [www.condley.cpa](http://www.condley.cpa)

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## Top Industries Served

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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## Client Services

Audit and Attestation, Tax Preparation and Planning, Estate and Trust Services, Outsourced Accounting and Controlling Services, Business Valuation, Business Consulting, Data Analytics

---

## General Hiring Practices

Spring Internships, Summer Internships, Winter Internships, Paid Internships

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## Benefits

Eight paid holidays; Office closure at noon on Fridays during the summer ("Summer Fridays"); 100% firm paid health insurance with the option to buy up for additional coverage; Firm paid group term life insurance with the option to purchase additional coverage; Dental, vision and other supplemental policies available; Firm paid short-term disability policy; 401(k) plan with firm contribution of 3%; Maternity and paternity leave; Firm paid CPE and other professional development courses and opportunities; TXCPA, AICPA dues paid by the firm; Firm support of employees participating in civic opportunities; Firm support for employees studying and/or taking the CPA Exam

---

## Recent Awards or Accolades

2022 Finalist and 2023 Nominee for Big Country Best Workplaces by the Abilene Chamber of Commerce; *INSIDE Public Accounting's* Top 400 (2023); 2023 Nominee for the Texas Downtown Association President's Award for Best Commercial Interior; 2022 Torch Award for Ethics from the Abilene Better Business Bureau

---

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

Our goal is to provide each employee with an opportunity to build their career, make a difference in the world, and have their talents recognized and appreciated. We pride ourselves on our commitment to our team, and we nurture positive, supportive relationships within our workforce just as we do our client relationships.

# Condley

AND COMPANY, LLP

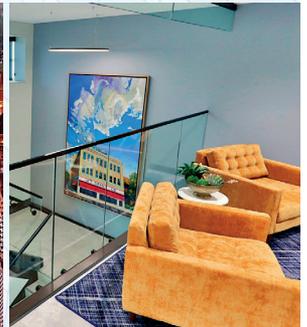


## CPAs with a Passion and Purpose

- ▶ Team-based work environment
- ▶ Summer half-day Fridays and generous PTO
- ▶ 100% employer-paid health insurance
- ▶ Active involvement in our community
- ▶ Diverse projects and experience
- ▶ Focused on your professional growth

**Learn more & join our team**

Internships & full-time positions available!



condley.cpa

# Crowe LLP

9 Greenway Plaza, Suite 1700  
Houston, TX 77046-0946

**Organization Contact** Campus Recruitment

**Organization Contact Title** NA

**Contact Email Address** [campus.recruiting@crowe.com](mailto:campus.recruiting@crowe.com)

**Organization Phone Number** NA

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

**Year Founded** 1942

**Number of Partners** 500

**Number of Professionals** 6600

**Organization Type** International

**Additional Locations** Austin, Texas; Dallas, Texas; El Campo, Texas; Houston, Texas; The Woodlands, Texas

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## Top Industries Served

Financial services, healthcare, life sciences, manufacturing, private equity, public sector, real estate and construction, technology media telecommunications and diversified

---

## Client Services

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

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## General Hiring Practices

Spring Internships, Summer Internships, Winter Internships, Paid Internships, Part-time and full-time internships

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## Benefits

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

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## Recent Awards or Accolades

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

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

Crowe offers generous compensation and benefits with a competitive salary in your field and full benefits right away, as well as accreditation reimbursement and a variety of rewards and bonuses.

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## Additional Information

We're on a journey toward greater social impact and we want to hear your ideas. You and your career coach will determine a schedule that helps you meet your goals while providing added work-life flexibility.

---



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Visit [www.crowe.com/disclosure](https://www.crowe.com/disclosure) for more information about Crowe LLP, its subsidiaries, and Crowe Global. © 2022 Crowe LLP.

FOEO2399-001H

# FORVIS

910 E. St. Louis St.  
Springfield, MO 65806

**Organization Contact** [careers@forvis.com](mailto:careers@forvis.com)

**Organization Contact Title** N/A

**Contact Email Address** [careers@forvis.com](mailto:careers@forvis.com)

**Organization Phone Number** 713-499-4740

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

**Year Founded** 2022

**Number of Partners** 550

**Number of Professionals** 6000

**Organization Type** National

**Additional Locations** 72 markets across the country, including Austin, Dallas, Houston, Fort Worth, San Antonio, Waco

**Top Industries Served** 10+ industries served

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**Client Services** Assurance, Tax and Consulting

---

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

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**Benefits** We invest in our people through a comprehensive total rewards package that includes competitive pay, comprehensive health, vision and dental coverage, 401(k) profit-sharing program, flexible paid time off, parental leave program, and more

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**Recent Awards or Accolades** 2022 Top 100 Organizations for Work-Life Balance (Comparably), 2022 Top 100 Organizations for Career Growth (Comparably), 2022 LearningElite Silver Award (Chief Learning Officer), 2022 Best of the Best Accounting Firms (*INSIDE Public Accounting*)

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**Why a New Grad Should Begin Their Career at Our Organization** Creating a best-in-class employee experience is at the heart of our vision. Our culture reflects the firm of the future, with high standards for inclusion and diversity, world-class professional development, and an industry-leading total rewards package.

---

# Moving **FOR**ward requires **VI**Sion

 Introducing **FORVIS**,  
forward vision from the  
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With a national platform, deepened industry intelligence, greater resources, and robust consulting services, FORVIS is prepared to help you better navigate the current and future dynamic organizational landscape.

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# Haynie & Company

1785 W 2300 S  
Salt Lake City, UT 84119

**Organization Contact** Andy Sargent

**Organization Contact Title** Director of Talent Acquisition

**Contact Email Address** [Talent@HaynieCPAs.com](mailto:Talent@HaynieCPAs.com)

**Organization Phone Number** 801-972-4800

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

**Year Founded** 1960

**Number of Partners** 47

**Number of Professionals** 375

**Organization Type** Regional

**Additional Locations** Austin, TX; Brownsville, TX; Dallas, TX; Midland, TX; Odessa, TX; San Antonio, TX; The Woodlands, TX; Flagstaff, AZ; Phoenix, AZ; Littleton, CO; Loveland, CO; Las Vegas, NV; Ogden, UT; Salt Lake City, UT

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## Top Industries Served

Real Estate, Small Business, Construction, Professional Service, Restaurants, Healthcare, Technology, Manufacturing, Transportation, Public Companies, Governmental, Not-for-Profits

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## Client Services

Tax Planning and Preparation, Tax Research and Consulting, Tax Credits and Incentives, Cost Segregation, Audit and Assurance, EBP Audits, SEC Audits, HUD/LIHTC Audits, Business Consulting, Business Valuation, QOE, Client Accounting Services, Financial Planning

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## General Hiring Practices

Spring Internships, Summer Internships, Winter Internships, Paid Internships, Sponsorship of Entry-Level Foreign Nationals, New Full-time Hires Must be 150-Hour Compliant

---

## Benefits

CPA Exam Fees and Bonus, Work-Life Flexibility, Training and 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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## Recent Awards or Accolades

2023 *Accounting Today* Top 100 Firms, 2023 *Forbes* America's Best Tax & Accounting Firms, TWP USA 2023, Top Companies to Work For in AZ 2023, *Salt Lake Tribune* TWP 2023, Expertise Best Accountant in Denver, Littleton, Phoenix, Las Vegas and San Antonio 2023

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

Accounting students are drawn to Haynie's unique culture. We believe in the importance of work-life balance, education, training, and an open-door environment to build relationships to learn and grow.

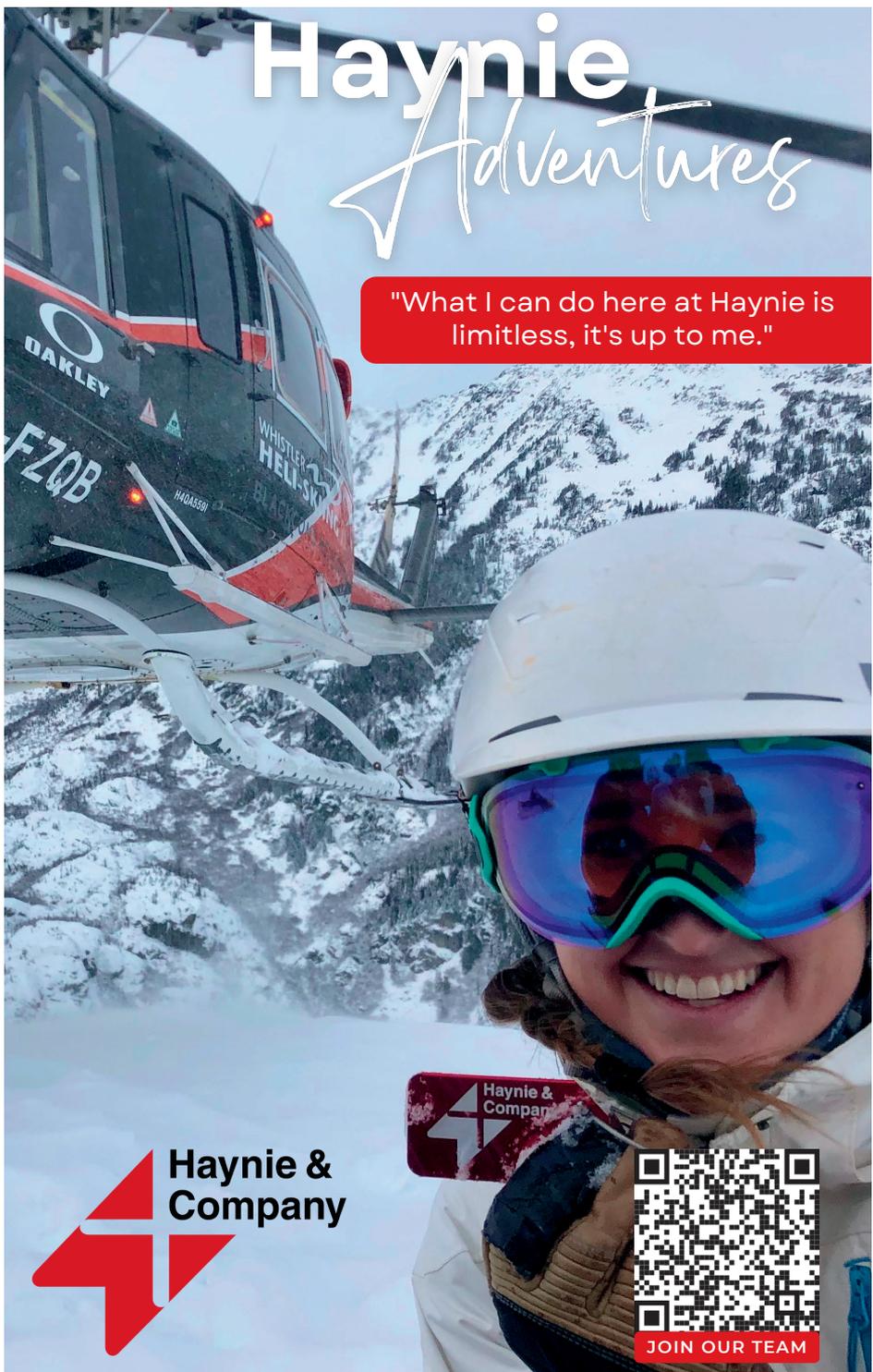
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## Additional Information

When making big career decisions, it's important to ask questions and do your research. Email [Talent@HaynieCPAs.com](mailto:Talent@HaynieCPAs.com) with all your questions. Send us your resume and cover letter to be considered for internships and full-time positions.

# Haynie *Adventures*

"What I can do here at Haynie is limitless, it's up to me."



JOIN OUR TEAM

# Howard, LLP

7557 Rambler Rd, Suite 600  
Dallas, TX 75231

**Organization Contact** Alice Vrana

**Organization Contact Title** Recruiter

**Contact Email Address** [alice.vrana@howard.com](mailto:alice.vrana@howard.com)

**Organization Phone Number** 214-346-0750

**Organization Website** [www.howard-cpas.com/](http://www.howard-cpas.com/)

**Year Founded** 1981

**Number of Partners** 11

**Number of Professionals** 81

**Organization Type** Local

**Top Industries Served** Manufacturing, Retail and Wholesale, Real Estate and Construction, Professional Services, Restaurants, Oil and Gas, Not-for-Profit, Medical, and Employee Benefit Plans

**Client Services** Financial Consulting, Tax Planning and Compliance, Audit and Assurance, IT Solutions

**General Hiring Practices** Spring Internships, Summer Internships, Paid Internships, Full-time Tax, Audit and Client Accounting Services Positions

**Benefits** Hybrid, 401(k), medical/dental/vision plans, personalized PTO, 100 hours of paid CPE each year, year-end bonus program, reimbursement of professional dues and licenses, CPA Exam prep, 12 hours of paid participation in volunteer events, on-site gym

**Recent Awards or Accolades** Top 20 Accounting Firm in Dallas, *INSIDE Public Accounting's* Top 325 Accounting Firms in the United States; Tim Pike, our Managing Partner, is the Chair of TXCPA and was voted CPA of the Year in 2020

**Why a New Grad Should Begin Their Career at Our Organization** As a premier mid-size accounting firm in Dallas, Howard team members benefit from working with a variety of clients and industries, building a solid foundation for their professional accounting career.

**Additional Information** We're growing! Visit our LinkedIn or email your resume directly to [alice.vrana@howard-cpas.com](mailto:alice.vrana@howard-cpas.com) to be considered for an open position.



# AT HOWARD, WE ARE HUMANIZING ACCOUNTING

*For over 40 years, Howard has proudly served a variety of clients and industries. We are a values-based, purpose-driven firm that encourages everyone to bring their authentic self into the workplace.*

*As a member of the Howard team, you will build a solid foundation of skills, gain a wealth of experience, and benefit from individual coaching and development.*

## Our Services

-  **Audit & Assurance**
-  **Financial Consulting**
-  **Tax Planning & Compliance**
-  **IT Solutions**

### We're Growing!

We offer both internship and full time positions in Tax, Audit, & Client Accounting Services. If you're looking for the next step in your career – let's connect!



(214) 364 0750

[howard-cpas.com/careers](http://howard-cpas.com/careers)

7557 Rambler Rd Suite 600, Dallas, TX 75231

# Huselton, Morgan and Maultsby (HM&M)

5005 Lyndon B. Johnson Freeway  
Dallas, TX 75244

**Organization Contact** Robert Martin

**Organization Contact Title** Human Resources Director

**Contact Email Address** [rmartin@hmpec.com](mailto:rmartin@hmpec.com)

**Organization Phone Number** 972-404-1010

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

**Year Founded** 1978

**Number of Partners** 11

**Number of Professionals** 80

**Organization Type** Local

**Additional Locations** Dallas, Texas; Frisco, Texas; Southlake, Texas; Fort Worth, Texas

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## Top Industries Served

Energy and Natural Resources accounting and tax services, Construction accounting, assurance and tax services, Real Estate accounting services, High Net-Worth Family consulting, Health Care accounting, assurance, and tax services, and Non-Profit accounting

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## Client Services

Tax services, ERISA audits, accounting services, audit and assurance services, and business valuation and litigation support services

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## General Hiring Practices

Spring Internships, Summer Internships, Paid Internships, Full Time Hires

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## Benefits

Competitive pay, 401(k) profit-sharing, generous PTO, flexible schedules, hybrid work environment, health insurance, Friday-Off Program, continuing professional education, diverse assignments, mentoring, team-oriented culture, and covered parking

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## Recent Awards or Accolades

We are consistently ranked as one of the Top 20 Largest North Texas Accounting Firms by the *Dallas Business Journal*. Several employees have been recognized as Rising Stars by the Texas Society of CPAs.

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

Start your career at HM&M for an exceptional journey of growth. We nurture young minds into future leaders, instilling integrity, professionalism, quality work, responsiveness, and mutual respect. At HM&M, you're not temporary; you're family.

---

# We're Ranked One of the Top 20 North Texas Accounting Firms for a Reason.

## Actually...Many Reasons



# OUR PEOPLE

## JOIN OUR TEAM!

- Career Development
- Flexible Schedule
- Competitive Salaries
- Mentorship



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AND CONSULTANTS**

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972.404.1010

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

# JLK Rosenberger

5057 Keller Springs Road, Suite 350  
Addison, TX 75001

**Organization Contact** Doug Klambach

**Organization Contact Title** Partner

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

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

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

**Year Founded** 1975

**Number of Partners** 12

**Number of Professionals** 27

**Organization Type** Regional

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

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**Top Industries Served** Insurance, Professional Athletes, Construction, Manufacturing, Real Estate

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**Client Services** Audit, Tax, CAS, Cost Segregation, R&D Tax Credit, Cyber

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**General Hiring Practices** Paid Internships, Full-time Hires

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**Benefits** Unlimited PTO, 100% paid medical, dental, vision and life insurance, 401(k) matching, continuing education, annual \$300 charitable donation to your favorite charity

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**Recent Awards or Accolades** 10th Largest Auditor of Insurance Companies by Aon, *INSIDE Public Accounting* Top 400 Firm

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**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

---



# Steer Your Career

JLK Rosenberg helps you steer your path by providing unparalleled access to partners and managers directly out of the gate. Our close-knit team pulls together to ensure not only premium service to our clients but also a balanced corral of work-life harmony.



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



972-931-6803



# JRBT

5400 Bosque Blvd., Ste. 600  
Waco, TX 76710

**Organization Contact** Gary Merritt

**Year Founded** 1913

**Organization Contact Title** Recruiting Coordinator

**Number of Partners** 17

**Contact Email Address** [Gary\\_Merritt@jrbt.com](mailto:Gary_Merritt@jrbt.com)

**Number of Professionals** 130

**Organization Phone Number** 254-776-4190

**Organization Type** Regional

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

## Top Industries Served

Finance and Banking, Nonprofit Organizations, Insurance, Education, Manufacturing, Real Estate, Government and Public Sector, Food Service

## Client Services

Audit and Assurance; Tax Consulting and Compliance; Payroll Support Services, Employee Benefits Administration; Business Valuation, Forensics and Litigation; Services for Financial Institutions; Client Accounting Services

## General Hiring Practices

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

## Benefits

Medical coverage, life insurance, long-term disability, flexible spending account, PTO, employee bonus and incentive programs, retirement plan, flexible hours, mother-friendly worksite program

## Recent Awards or Accolades

*INSIDE Public Accounting* Top 300 Firms (2022-2018); Best of Waco, *Wacoan* Magazine, #1 Accounting Firm, #1 Payroll Firm (2023-2011); Locals Love Us, #1 Accounting Firm, #1 Bookkeeping Firm (2023-2010)

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

JRBT attracts some of the most talented accounting professionals in the business because we're seeking a team-oriented environment found in smaller accounting firms combined with the prestige that comes with a larger firm.

# JRBT

CERTIFIED PUBLIC ACCOUNTANTS



**Established in Waco in 1913**, JRBT has steadily grown into a modern and widely respected middle-market accounting firm. Still, we've never outgrown the values that have defined us since our founding. **Qualities like honesty, trustworthiness, and kindness are as much a part of how we treat our colleagues as how we interact with clients.**

**Not too big,  
not too small;  
just right.**

JRBT attracts some of the most talented accounting professionals in the business because we seek a team-oriented environment found in smaller accounting firms combined with the prestige that comes with a larger firm.

Are you looking for work-life balance, control over your career, rapid advancement, and the opportunity to work with people who share your values? Send your resume to [Gary\\_Merritt@jrbt.com](mailto:Gary_Merritt@jrbt.com)

[jrbt.com](http://jrbt.com)



# JTaylor

4800 Overton Plaza, #360  
Fort Worth, TX 76109

**Organization Contact** Ashley Bradley

**Year Founded** 1999

**Organization Contact Title** Talent Development Manager

**Number of Partners** 16

**Contact Email Address** [abradley@jtaylor.com](mailto:abradley@jtaylor.com)

**Number of Professionals** 101

**Organization Phone Number** 817-924-5900

**Organization Type** Local

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

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## Top Industries Served

Healthcare, Farm and Ranch, Real Estate, and High Net Worth Individuals

---

## Client Services

Compliance and advisory services, including traditional tax, audit and outsourced accounting functions; healthcare consulting services; M&A transaction support; forensic accounting; valuation; litigation support; and more.

---

## General Hiring Practices

Spring Internships, Summer Internships, Paid Internships

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## Benefits

Medical/Vision/Dental/Life/Disability, 401K, PTO, paid family medical leave, bonus/incentive program, CPE/CPA Exam/professional dues reimbursement, free garage parking, stocked kitchen (snacks/drinks), "dress for your day," gym available onsite

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## Recent Awards or Accolades

Best Work Place for Working Parents (2021, 2022, 2023)

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

We embody connectedness, embrace innovation and rise to challenges through our commitment to each other and the firm's mission and values. Our coaching/mentoring program and early exposure to diverse client work helps you achieve your highest potential.

---

## Additional Information

Our culture and values are at the center of all we do. We provide opportunities that unite us through community service, family friendly events, happy hours, and recreational activities. Each person has unique gifts and talents that enhance our team.

---

# JTaylor ™

Advisory | Assurance | Tax

Maximize the Possibilities for a Greater Good.

## VALUES

Our people are what matter most. Faith, Empowerment, Family, Fairness, Mutual Respect, Quality, and Teamwork are the values that are the foundation of our firm, guiding every decision as we work to fulfill our mission.

## SERVICES

Advisory Services  
Audits & Reviews  
Consulting Services  
Due Diligence  
Forensic Analysis  
M&A Transaction Support  
Tax Compliance  
Tax Consulting  
Valuation Services

## BENEFITS

Medical, Dental & Vision  
Traditional & Roth 401K  
Competitive PTO  
Paid Family Medical Leave  
Bonus Program  
Health & Wellness Program  
CPA/CPE Benefits



*JTaylor embodies connectedness, embraces innovation, and rises to the challenge through our commitment to each other and the firm's mission and values.*



817.924.5900



[www.linkedin.com/company/jtaylor](https://www.linkedin.com/company/jtaylor)



[www.jtaylor.com](https://www.jtaylor.com)

# Ridout, Barrett & Co. PC

922 Isom Rd., Suite 100, San Antonio, TX 78216  
3305 Northland Dr., Suite 100, Austin, TX 78731

**Organization Contact** Patty Wetz

**Year Founded** 1986

**Organization Contact Title** Partner

**Number of Partners** 4

**Contact Email Address** [pwetz@rbc.cpa](mailto:pwetz@rbc.cpa)

**Number of Professionals** 60+

**Organization Phone Number** 210-829-1793

**Organization Type** Local

**Organization Website** [www.Rbc.cpa](http://www.Rbc.cpa)

## Top Industries Served

Construction, Non-Profit, Retail, Real Estate, Health Care, Agriculture, Manufacturing, and Distribution

## Client Services

For over three decades, RBC has been there for countless clients all across Texas, offering top-notch accounting, tax, assurance, and business services. Our team of experienced professionals truly cares about our community, and we take pride in building strong, lasting relationships with each and every one of our clients.

## General Hiring Practices

Paid Spring and Summer Internships; Tax and Audit: Staff, Seniors and Managers, Bookkeepers, and Administrative Staff; CPA/CPE Exam benefits

## Benefits

Highly competitive benefits plan, including medical, dental, vision, life, short-term and long-term disability, PTO, and 401(k); competitive compensation and bonus programs

## Recent Awards or Accolades

Top Places to Work – 8 Years in a Row; *Construction Executive's* Top 50 Construction Accounting Firms; TXCPA San Antonio 2020-2021 Distinguished Service Award; TXCPA San Antonio 2022-2023 President's Award; HCA de SA – Hispanic Contractors Association Diversity Award

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

RBC is an ever-growing firm and we are always looking to expand our team with exceptional individuals. Staff mentoring is our top priority. When you start, you'll be assigned a mentor to ask everyday questions to, a pod leader you will meet with each morning to discuss the tasks for the day, and an in-charge for each project to lead you through your tasks for that project. RBC also believes in the importance of getting our staff involved in the culture of our firm through participation in various committees. We have a Civic Committee, a Social Committee, an IT Committee, and a Safety Committee. And we believe in the importance of maintaining a healthy work/life balance.

# Join A Firm Where Everybody Counts!

At RBC, we recognize and value you as an individual, not just an employee. While we may have the capabilities of a large firm, we operate as a small, close-knit group of talented professionals.



**Culture**



**Benefits**



**Values**



**Hybrid Opportunities**



**Education**



**Mentoring**



Learn more about our current openings and how to apply by scanning the QR code. **We can't wait to have you join us!**



San Antonio Express-News

8 YEARS RUNNING

# SFC LLP

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

**Organization Contact** Kim Crawford, CPA

**Year Founded** 1990

**Organization Contact Title** Partner

**Number of Partners** 6

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

**Number of Professionals** 65

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

**Organization Type** Local

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

---

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

---

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

---

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

---

**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

---

**Recent Awards or Accolades** 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!

---



# Snow Garrett Williams

1207 Santa Fe Drive  
Weatherford, TX 76086

**Organization Contact** Lindsey Kennimer

**Year Founded** 1978

**Organization Contact Title** CPA - Partner

**Number of Partners** 3

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

**Number of Professionals** 22

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

**Organization Type** Local

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

## Top Industries Served

Local governments, nonprofit organizations and small for-profit businesses

---

## Client Services

Assurance Services – Governmental, Nonprofit Organizations and For-Profit Small Businesses; Tax Services – Individuals, Small Businesses, Trusts and Nonprofit Organizations; Compilation Services; and Payroll Reporting Services

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## General Hiring Practices

Paid Internships, Full time hires for audit and tax positions

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## Benefits

Paid time off and holiday time; 401(k) Retirement Plan; 100% employee paid health insurance; Section 125 Cafeteria Plan; 4-day work week in the summer; bonuses

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## Recent Awards or Accolades

Members of AICPA, TXCPA and AICPA's Governmental Audit Quality Center (GAQC); Selected as Best Accounting/CPA Firm in Parker County

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

We offer opportunities to gain experience in multiple areas of accounting; smaller work environment; one-on-one training; paid overtime; no overnight travel

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**SNOW GARRETT WILLIAMS**  
CERTIFIED PUBLIC ACCOUNTANTS



**KATHY WILLIAMS**  
CPA, PARTNER



**LINDSEY KENNIMER**  
CPA, PARTNER



**JENNY MILLER**  
CPA, PARTNER

**JOIN OUR TEAM**

**WE ARE  
HIRING**

**APPLY  
NOW!**

**OUR FIRM IS LOOKING FOR**

**Tax and Audit Open Positions:**

- ⇒ **Entry-Level: licensed or seeking CPA certification**
- ⇒ **Experienced Accountants: CPA required**

**How To Apply**

Log on to: [www.sgwcpas.com](http://www.sgwcpas.com)

Email: [info@sgwcpas.com](mailto:info@sgwcpas.com)

Phone: 817-596-9301

Snow Garrett Williams

1207 Santa Fe Drive

Weatherford, TX 76086

# TXCPA Career Center

TXCPA's Career Center is the best choice for accounting and finance professionals to meet their career goals! Services include:

- Job postings, including internships
- Online application process
- 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.

For more information, see [tx.cpa/resources/become-a-cpa/accounting-student-scholarships](https://tx.cpa/resources/become-a-cpa/accounting-student-scholarships).