

**READY
TO
TAKE
THE
NEXT
STEP?**

**2011 GUIDE TO ACCOUNTING
FIRMS IN ALABAMA
DIRECTORY OF FIRMS**

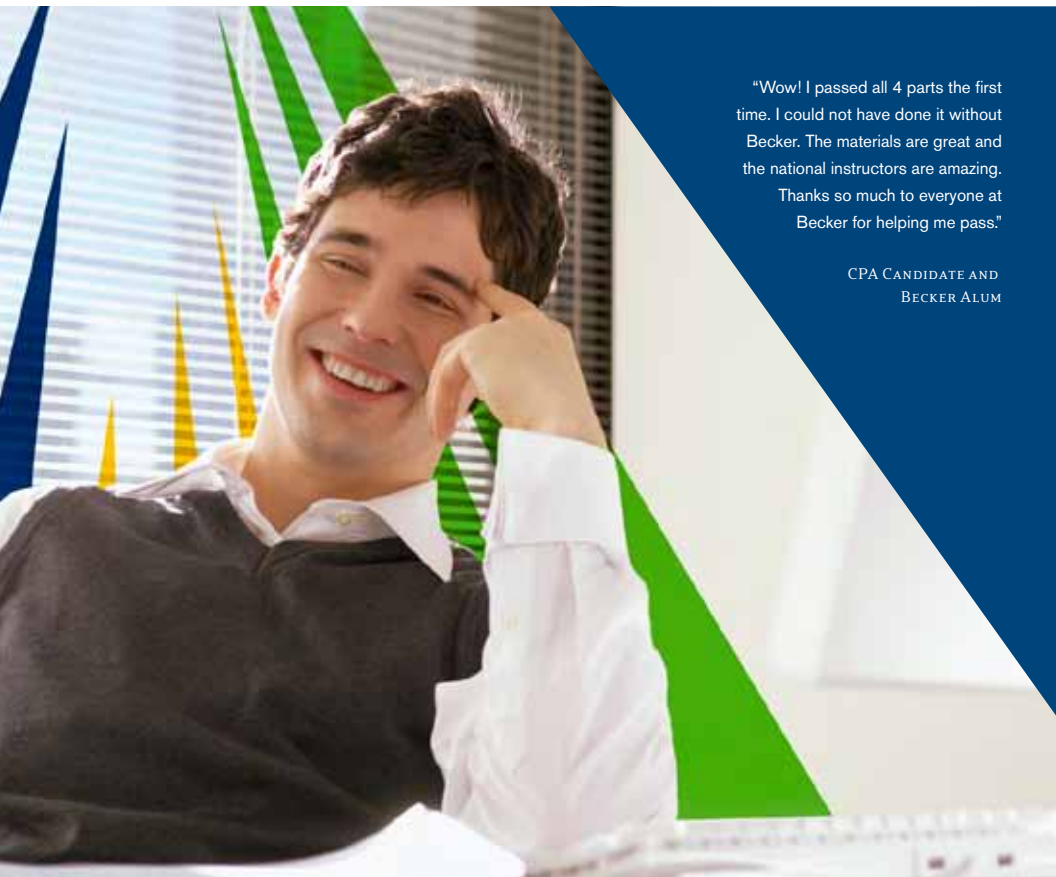
The logo for the Alabama Society of CPAs (ascpa) features a green curved shape above the lowercase text "ascpa", where "asc" is green and "pa" is white.

ascpa

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Dear Students & Young Professionals:

Welcome to the 2011 Guide to Accounting Firms in Alabama. Produced by the Alabama Society of Certified Public Accountants (ASCPA) with Becker CPA Review, this directory can be a vital resource in your career planning process. We have provided information on 44 firms from across the state, plus tips on how to land that big job. This guide is your handbook as you embark on the first stages of your professional life.

You've picked a great time to become a CPA. Salaries and job opportunities are up across the nation and CPAs are enjoying a job security not often found in today's changing marketplace. With so many opportunities, you often have the luxury of weighing offers from multiple companies. This directory will be a helpful tool in comparing the different firms across the state so you can find the one that's right for you.

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

To find out more about what ASCPA has to offer, visit page 4 of this guide or our website at www.ascpa.org.

We look forward to helping you as you take the next steps toward a successful career as a CPA. Please don't hesitate to contact us at 1-800-227-1711 or jbirmingham@ascpa.org.

Sincerely,

A handwritten signature in black ink that reads "Jeannine P. Birmingham". The signature is written in a cursive, flowing style.

Jeannine P. Birmingham, CPA, CAE
President and CEO

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Take the Next Step...Become an ASCPA Member!

The Alabama Society of Certified Public Accountants is the professional association for CPAs in Alabama. For students and career-starters, we're here to help you any way we can on your journey toward becoming a CPA and establishing yourself in the profession. ASCPA has two special membership classifications for soon-to-be CPAs. *Student membership* (\$20) is available to college students who have completed introductory accounting courses at an accredited college or university. If you've completed school but haven't yet taken the CPA exam, you qualify for our *associate membership* (\$40). As a member of our organization, ASCPA will be here to help you:

Prepare for the CPA Exam

With discounts on both live courses and review software, ASCPA has you covered when it comes to CPA exam studying. ASCPA members receive \$300 off *Becker CPA Review* courses and 30% off *ExamMatrix review software*.

Stand Out

Looking for a way to stand apart when you start applying for jobs? Membership in a professional organization such as ASCPA looks great on a resume. In fact, with more than 6,500 members across the state, chances are pretty good that your future boss is a member, too.

Build Professional Relationships

By becoming an ASCPA member, you also become a member of one of our eleven chapters. The chapter meetings are a great opportunity to get to know both young and established professionals in your area.

Stay Informed

ASCPA has a host of resources to assist you as you prepare to start your professional career:

- *The General Ledger* e-newsletter is geared specifically toward college students and emerging professionals. The latest information on preparing for the CPA exam (and resources to help), tips for job hunting, resume writing and advancing your career and highlights from society events across the state is delivered to your inbox once a quarter.
- Our website, www.ascpa.org, is your source for what's happening now in the profession, with a special section just for students.
- *The Alabama CPA* is published 10 times a year and provides articles and updates on issues affecting the CPA profession.

Lend a Hand

Our Young CPAs are *very* involved in the community. With an exciting variety of service projects like the PANGEATWO Charity Golf Tournament, brought to you by the Alabama Young CPAs, Chili Cook Off, CPA Ambassador Program and the local food, book and clothing drives for charity, you'll love getting involved in our community service projects.

Enjoy Members-Only Savings

ASCPA has secured discounts with a number of businesses, including Jos. A. Bank Clothiers, Brooks Brothers, Six Flags over Georgia, Office Depot, Bank of America and over 175 CCH Tax and Accounting publications. Whether it's a discount on your new professional wardrobe or several hundred bucks off a CPA exam review, ASCPA is working hard to offer you the best value for your membership.

ALABAMA SOCIETY OF CERTIFIED PUBLIC ACCOUNTANTS

Post Office Box 242987 • Montgomery, Alabama 36124-2987

STUDENT MEMBERSHIP APPLICATION (\$20 + \$10 Application Fee)

Visit www.ascpa.org to apply online

PERSONAL INFORMATION

Name _____

Gender Male Female Date of Birth _____

Current Address _____

City _____ State _____ Zip _____

Permanent Address _____

City _____ State _____ Zip _____

Home Phone () _____ Cell () _____

E-Mail _____

BUSINESS INFORMATION (If Applicable)

Name _____

Position _____

Mailing Address _____

City _____ State _____ Zip _____

EDUCATION

College or University _____

Anticipated Graduation Date _____

Have you applied to sit for the CPA exam? _____

SPONSOR: List the name of a CPA or accounting educator who is a member of ASCPA and has agreed to sponsor your application. (*For ASCPA reference*)

Sponsor's Name _____

Contact E-mail or Phone _____

NOTE: Student membership is available to individuals who are at least a junior at an accredited college or university with a declared major or concentration in accounting. Student members have no voting rights and are not eligible to hold any office.

ALABAMA SOCIETY OF CERTIFIED PUBLIC ACCOUNTANTS

Post Office Box 242987 • Montgomery, Alabama 36124-2987

ASSOCIATE MEMBERSHIP APPLICATION (\$40 + \$10 Application Fee)

Visit www.ascpa.org to apply online

PERSONAL INFORMATION

Name _____

Gender Male Female Date of Birth _____

Home Address _____

City _____ State _____ Zip _____

Home Phone () _____ Cell () _____

E-Mail _____

BUSINESS INFORMATION

Business Name _____

Business Address _____

City _____ State _____ Zip _____

Office Phone () _____ Fax () _____

Position _____

EDUCATION

College or University _____

Degree _____ Date Obtained _____

Have you applied to sit for the CPA exam? _____

SPONSOR: List the name of a CPA or accounting educator who is a member of ASCPA and has agreed to sponsor your application. (*For ASCPA reference*)

Sponsor's Name _____

Contact E-mail or Phone _____

NOTE: Associate membership is available to individuals who are actively pursuing the CPA designation. Associate members have no voting rights and are not eligible to hold any office.

5 Steps to Becoming a CPA

1. REVIEW EXAM REQUIREMENTS

To sit for the CPA exam in Alabama, you must be at least 19 years of age and an American citizen, or have declared your intent to become a citizen. You will need:

- A Bachelor's degree with a concentration in Accounting or at least 33 hours in Accounting (excluding introductory courses) including 9 hours in financial accounting, 6 hours in both auditing and taxation, 3 hours in both managerial and governmental/not-for-profit, and 6 hours in accounting electives. Credits must also include 3 hours in business law and 27 hours in other business subjects

-OR-

- A graduate degree in Accounting from a program accredited by the American Assembly of Collegiate Schools of Business (www.aacsb.edu), or comparable accrediting organization recognized by the Alabama State Board of Public Accountancy

(www.asbpa.alabama.gov)

-OR-

- A graduate degree from an AACSB, or other comparable accrediting organization recognized by the Alabama State Board of Public Accountancy, accredited program with all of the requirements detailed above.

2. SUBMIT YOUR APPLICATION, ENROLL IN EXAM REVIEW COURSE

- If you meet the educational requirements, submit your application to the Alabama State Board of Public Accountancy. Your name on the application should exactly match your name on your primary form of identification, which is usually your driver's license. At this time you should also begin planning your study approach by making inquiries into CPA reviews available in your area. *ASCPA members save hundreds of dollars on both Becker CPA review courses and ExamMatrix review courses.*

3. REQUEST AND FORWARD YOUR TRANSCRIPTS

- Contact any educational institutions attended and request that transcripts be forwarded to the Alabama State Board of Public Accountancy for their evaluation. If you do not expect any problems in processing your application it is best to make plans to start your review at this time.

4. PAY YOUR EXAM FEES

- After receiving the required information, the Alabama State Board will issue your Authorization to Test (ATT) to the National Association of State Boards of Accountancy (NASBA). You will receive a Notice to Schedule (NTS) which is good for six months; however, since every third month is a non-testing month, the NTS covers four testing months.

5. SCHEDULE YOUR EXAM

- Your NTS allows you to start scheduling your exams. You can sit for the exam parts in any sequence so you can plan your reviews to coincide with your exam scheduling. The most efficient approach is to sit for two parts in each exam window; however, exam fees paid for parts not taken are not refundable. Exam times are scheduled with Prometric (www.prometric.com/cpa) and can be set up online. You can take the exam at a site in Birmingham, Decatur, Dothan, Mobile, Montgomery or any other Prometric location that is convenient to you.

CPA Exam Frequently Asked Questions

When is the exam administered?

The exam is administered during two out of every three months. For example, the exam is offered in January and February, March is a non-testing month. The four non-testing months are March, June, September and December.

How long will the application process take?

First time applicants should be prepared for the application process to take from four to eight weeks. Careful and accurate completion of applications, including timely submission of all information (transcripts) may speed up the process. Re-examination candidates can expect a shorter application period.

When should I start the exam application/registration process?

You should start the process as early as possible. The AICPA and Prometric recommend scheduling test dates 45 days prior to the date you wish to take your exam to ensure the best chance of receiving that date.

How do I schedule my exams?

Candidates can schedule their exams in one of three ways: on the Web at www.prometric.com/cpa, calling the Candidate Services Call Center at 1-800-580-9648, or by calling your local test center directly.

Is the exam uniform?

Candidates will take different, but equivalent exams. Each exam will be drawn from a pool of test questions. The specifications of the questions will ensure that the results are comparable among students.

How is the exam graded? What is a passing score?

Grades on the exam range from 0 to 99 with a scaled 75 as the passing score.

When and how are candidates notified of their grades?

Scores are generally reported in the first month of the testing window following the one in which the candidate tested.

What is the time frame in which a candidate must pass all parts of the exam?

You must pass all four test sections of the exam within a rolling 18-month period, which begins on the date that the first test section passed is taken.

10 Interview Questions Decoded

Selena Dehne, JIST Publishing—Reprinted with Permission

Anyone who's ever spent time in a job search has probably walked away from at least one interview knowing right away that he botched it. Quite often, people who do feel confident about their last interview know they still could have answered one or two questions much better than they did.

The problem behind such scenarios is that too often, job seekers misunderstand or underestimate what they're being asked during an interview, according to Jack Warner and Clyde Bryan, co-authors of "Inside Secrets of Finding a Teaching Job." A question such as, "Do you have any more questions for me?" may seem innocent and simple enough to answer, but candidates who give a weak response are usually the ones screened out of consideration for the job.

Job seekers should be aware that every question an interviewer asks is an opportunity to sell themselves as the most outstanding, must-have candidate for the job. In their book, Warner and Bryan identify some of the most popular interview questions, reveal what interviewers really want to know when asking them and offer tips to help job seekers develop a savvy response.

These questions include:

Tell us about yourself.

What they're really asking: What makes you special? Why should we hire you?

Tips: Prepare several selling points about yourself. Give a quick "elevator speech" that overviews your experience and achievements.

What are your greatest strengths?

What they're really asking: How do you perceive your talents and abilities as a professional? Will you be an asset to our organization?

Tips: Sell yourself. If you don't promote your strengths, nobody else will. Prepare six or seven responses. Be "confidently humble."

What are your greatest weaknesses?

What they're really asking: How honest are you being about yourself with us? How realistic are you?

Tips: Present your weakness as a positive. Don't talk too long or emphasize your downfalls.

Why are you interested in working here?

What they're really asking: How dedicated are you? Do you have a passion for this type of work?

Tips: Keep your answer simple and to the point. Stay away from such responses as, "Many of my friends have worked here." This response isn't very impressive.

Why should we hire you?

What they're really asking: Can you convince us you're "the one?" Can you sell your "product?"

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10 Interview Questions Decoded

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Tips: Make a powerful statement about the value you'll bring to their organization. Toot your own horn, but be wary of sounding arrogant.

Where do you see yourself five years from now?

What they're really asking: Will you be here for only year a before moving on, or are you committed to staying here for a while? Are you a stable person? Can you set goals for yourself?

Tips: Be aware that they might not want to hire someone who will be around for only a year or two. Feel free to say that you have one goal at the moment: to be the very best employee for that particular job.

What are some of your hobbies?

What they're really asking: How well-rounded are you? What do you do outside of work that might transfer positively into the workplace?

Tips: Emphasize any hobbies or activities that may relate to the job. Help the interviewer learn more about you and perceive you as a person, rather than a job candidate. Therefore, don't just answer questions, respond to them.

Would you be willing to pursue an extra certificate or credential?

What they're really asking: How is your attitude? How flexible are you?

Tips: Tell the interviewer how important professional growth is to you. Understand that the person who will impress the interviewer the most is the one willing to do the extra work.

What were you hoping we'd ask today, but didn't?

What they're really asking: Is there anything special about yourself that you want us to know?

Tips: Consider this a "show and tell" opportunity. Use materials from your portfolio to convince them how valuable you'll be to their organization.

Do you have any questions for us?

What they're really asking: Are you prepared to ask questions? How interested are you in this position?

Tips: List five or six questions on an index card. Ask at least one question, even if all of your prepared questions have been answered. Never say, "No, you've answered all of my questions."

Warner and Clyde remind job seekers that it's important to sound natural and thoughtful when replying to such questions, saying, "Don't let your responses sound 'canned' or rehearsed. It's important to make the interviewer feel as though you've given serious thought to their question and are genuinely interested in the job."

Selena Dehne is a career writer for JIST Publishing who shares the latest occupational, career and job search information available with job seekers and career changers. Her articles help people find meaningful work, develop their career and life plans, and carry out effective job search campaigns.

What Says to Employers, “Hire Me!”

John Smith, senior vice president of enterprise sales for CareerBuilder.com

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After several long months of unsuccessfully posting his résumé and applying to jobs online, Alex Ballin, 24, decided to take his job search into his own hands. The 2008 graduate from Radford University planted himself at a busy intersection in downtown Roanoke, Va., sporting a white sign that read, “Talented B.A. Needs Career” along with his business suit.

He wanted to get employers’ attention and it wasn’t happening from simply submitting applications online. One employer thought Ballin’s efforts showed drive and ambition and tossed a business card out of his car to Ballin. He got an interview a week later.

While Ballin’s tactic was a more extreme -- and literal -- way to grab an employer’s attention, with such uncertainty surrounding the economy, these intense and creative approaches are a must for today’s job seeker.

“In today’s competitive job market, freelancers and applicants need as much leverage as they can muster to land their next gig,” says Cindy Caldwell, a creative recruiter with Randstad Creative, a specialty division of Randstad Work Solutions. “The résumé needs to stand out above all the rest, without being unprofessional. The samples need to be presented in such a way that is easily accessible to the employer -- waiting around for a slow Web page to load or using a MySpace page as the portfolio site is not going to make the cut.”

When Linda Jay Geldens, a freelance copy editor, went to a computer conference and received the internal newsletter for Apple, she saw that it was “riddled with errors.”

“I wanted to be the freelance copyeditor of the Apple Computer internal newsletter,” she says. “I circled all the mistakes in red pen, made an appointment with the newsletter’s editor, walked into his office, threw the newsletter on his desk and said with a smile, ‘You need me!’ He hired me instantly.”

Do you want to be hired instantly, too? Here are some standard and creative tactics that will say, “Hire me!” to employers during your next job search.

Throughout the job search

- **Apply at companies that aren’t seeking candidates.** “Read the business pages to find out what businesses are growing,” says Laura George, author of “Excuse Me, Your Job is Waiting.” “Send such companies a résumé and a letter explaining what you can bring to the organization. If they have a need and see talent, you may be saving them the time and trouble involved in a talent search.”

- **Pick up the phone.** “What gets my attention is a phone call and real live voice. Most communication is done via e-mail and you don’t get the total picture of a person without that verbal communication,” says Barbara Zaccone, president of BZA LLC, a strategic design company. “A perfect example would be a follow-up phone call after the interview. No one ever does that. And I mean no one.”

On your résumé

- **It’s never one-size-fits-all.** “Don’t try to sell what you are selling; sell what the employer is buying. Make sure your résumé fits the position and the organization where you are seeking employment,” George says. “Hiring managers look at skill set, education, experience and where you got that experience. They want to make sure you are going to be able to do the job and fit into the corporate culture.”

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What Says to Employers, “Hire Me!”

(Continued from page 11)

- **Make it easy on the eyes.** “Envision a hiring manager looking at a résumé like a driver going by a billboard. Try to make it absorbable at high speeds,” says Gwen Martin, managing partner of NumberWorks, a Minneapolis-based staffing firm. “Use bullet points and leave white space so it’s easy on the eyes to read. Give the bird’s eye view -- you can give the story behind the résumé in the interview.”

Wendy Enelow, author, trainer and career consultant, strongly suggests using a typestyle other than Times New Roman. Stay conservative and use fonts like Georgia, Tahoma, Bookman or Verdana.

- **Include success stories.** Write down several career achievements of which you are most proud, suggests Joanne Meehl, author of “The Résumé Queen’s Job Search Thesaurus and Career Guide.” “Choose one or two of these career success stories to go on the résumé, in very brief form, near the top of page one,” she says. “These examples of what the candidate has done and can do, grab the employer’s attention.”

- **Analyze keywords.** Analyze several job postings in the field for which you are looking for a job, says Cheryl Palmer, certified executive career coach and résumé writer. “Develop a list of keywords from those postings that you incorporate into the résumé under a subheading entitled ‘core competencies.’ Employers search their database of résumés by keyword, so having these terms on your résumé increases your chances of your résumé being selected for further review.”

In the cover letter

- **Lose the “To Whom It May Concern.”** That went the way of the 20th century, says Lynda McDaniel, a business writing coach. “Try to get the person’s name. If not, simply say ‘Greetings’ or ‘Hello.’”

- **Forget the “This letter is in regards to your ad...”** “People reading these letters are already bored with the reams of pabulum they have to read. Do you really want to make them comatose?” McDaniel asks.

- **Show, don’t tell.** “Share a good story about what you’ve accomplished. Stories show why you’re the best candidate. They also show you’ve got a head on your shoulders,” McDaniel says.

During the interview

- **Identify why you are a good fit.** “Often people peruse a job for no other reason than it is available,” says Danielle Weinstock, author of “Can This Elephant Curtsy on Cue? Life Lessons Learned On A Film Set For Women In Business.” “Until you can determine why you and the company are a good match, you can’t sell yourself.”

- **Keep your responses job-related.** Many job seekers start off the interview on the wrong note when they respond to the statement, “Tell me about yourself,” Palmer says. “Job seekers give a personal response instead of a professional response. Your response will say, ‘Hire me,’ if you tailor your responses to the position you are applying for. Review that job announcement the night before the interview and write out some bullet points for yourself to speak to the employer’s needs.”

John Smith is Senior Vice President of Enterprise Sales at CareerBuilder.com. He develops recruitment strategies for CareerBuilder.com’s Fortune 500 clients.

STUDENT PROGRAMS

For ALL students:

Accounting Interview Day

One day recruiting program for accounting students at smaller universities and colleges. Five students, who meet specific criteria, will be invited to participate by their accounting departments. Meet recruiters from public accounting, business and industry, the FBI, the IRS, and Alabama state agencies. Job offers and internships result from this program.

Campus Ambassador

Campus Ambassadors are recipients of the Educational Foundation scholarships. They are asked to host the ASCPA at an accounting club, Beta Alpha Psi or NABA chapter meeting on their campus and to create a peer-to-peer financial literacy event in April, Financial Literacy Month.

Educational Foundation and Chapter Scholarships

These scholarships are awarded each spring for the following academic year. Applications are available beginning in February through college and university accounting departments. The Educational Foundation awards one at each of the 24 schools with accredited accounting programs. Many of the eleven chapters of the ASCPA also award scholarships.

Campus Financial Literacy Events

Campus Ambassadors organize a variety of events during April. These events are designed to get the word out to fellow students about creating responsible financial habits. The ASCPA provides flyers, give-aways and Financial Fitness Calendars.

Interview Skills Workshops

Young CPAs, ASCPA staff, Becker Review representatives, and ITAC Solutions staff will come to your campus for a two-hour workshop to sharpen interview and resume skills. Dressing for success and professional etiquette are also emphasized. 10 minute mock interviews provide a chance to work out the bugs in your interviewing style.

Accounting Club Campus Visits

Campus Ambassadors invite Young CPAs (through the ASCPA's Communications Department) to come to campus and talk to their accounting club, Beta Alpha Psi or NABA chapter about accounting careers. The ASCPA brings lots of goodies and PIZZA!

For ASCPA Student Members ONLY:

Exam Survival Kits

Each student member gets an Exam Survival Kit at the end of fall and spring semesters. It contains some cool goodies, beef jerky, popcorn, bubble gum, candy and some valuable information from the Society.

The General Ledger E-Zine

This electronic magazine comes to your inbox four times per year: the start and end of fall semester, spring break and end of spring semester. It's loaded with important resources, links to other websites, updates on CPA exam discounts, and so forth.

Abroms & Associates, PC
P.O. Box 1426
Florence, Alabama 35631

Firm Contact:	Martin R. Abroms
E-mail Address:	abromsm@abroms.com
Phone:	(256) 767-0740
Fax:	(256) 767-0406
Web site:	www.abroms.com
Office Locations:	Florence
Staff size:	20
Number of Partners:	6
Number of CPAs	10

Firm Description

Our firm offers a wide range of service to our individual and business clients. We provide our clients with customized tax and accounting service.

Client Services

Accounting • Business Consulting • Business Valuation • Compilation and Review • Corporate Tax • Consulting • Estate & Gift Tax Planning • Fiduciary Income Tax • Mergers, Acquisitions, Liquidations • Multi-State Tax Issues • Outsourced Accounting & Tax Services • Representation before the IRS & DOR • Small Business Services Valuation

Industry Specialization

Corporate Finance • High Net Worth Individuals & Families • Retail/Wholesale • Service Businesses

Does your firm offer:

Internships?	Yes
Paid or unpaid?	Paid
Does your firm hire for entry-level positions?	Yes
Assistance in preparing for the CPA exam? and bonus	Yes. We provide an allowance for study materials upon successfully passing exam.

Does your firm cover the cost of:

Licensing and renewals?	Yes
Membership fees in professional organizations?	Yes
Continuing professional education (CPE)?	Yes

Is overtime required?	Yes
Is overnight travel required?	Rarely

Aldridge Borden & Company, PC
74 Commerce Street
Montgomery, Alabama 36104

Firm Contact:	Cathy Mozingo, CPA
E-mail Address:	recruiting@abcpa.com
Phone:	(334) 834-6640
Fax:	(334) 265-9605
Web site:	www.abcpa.com
Office Locations:	Montgomery
Staff size:	41
Number of Partners:	8
Number of CPAs	26

Firm Description

We are a full-service certified public accounting firm located in downtown Montgomery, Alabama. In addition to the core practice areas of tax compliance, auditing and bookkeeping, our professional staff offers a wide range of more specialized services, which include management advisory services, business valuation, personal financial planning, tax consulting and planning, and information technology consulting.

Client Services

Accounting • Auditing • Business Consulting • Business Valuation • Compilation and Review • Compliance Audits • Computer Systems • Contract Financial Management • Control Compliance • Corporate Tax • Divorce Accounting • Employee Benefit Plans • Estate & Gift Tax Planning • Fiduciary Income Tax • Financial Services • Forensic Accounting • Governmental Accounting & Auditing • Individual Tax • Internal Control Systems • Litigation Support Services • Management Advisory Services • Mergers, Acquisitions, Liquidations • Multi-State Tax Issues • Operational Audits • Personal Financial Planning • Representation before the IRS & DOR • Small Business Services Valuation

Industry Specialization

Agriculture & Livestock • Automobile Dealers • Communications • Construction • Employee Benefit Plans • Engineering & Architecture • Financial Institutions • Food Service • Forestry & Fishing • Health Services • High Net Worth Individuals & Families • Manufacturing • Medical/Dental Professionals • Not-for-Profit Organizations • Professional Service Providers • Real Estate • Restaurants • Retail/Wholesale • Fraud & Investigative • Retirement Planning • Service Businesses • Small Business Services • Start-up Companies • State & Local Government Entities • State & Use Tax Services

Does your firm offer:

Internships?	Yes
Paid or unpaid?	Paid
Does your firm hire for entry-level positions?	Yes
Assistance in preparing for the CPA exam?	Yes. Reimbursement of up to \$1,300 if exam is successfully completed within 18 months of eligibility.

Does your firm cover the cost of:

Licensing and renewals?	Yes
Membership fees in professional organizations?	Yes
Continuing professional education (CPE)?	Yes

Is overtime required?	Yes. During tax season.
Is overnight travel required?	Yes

Anglin, Reichmann, Snellgrove & Armstrong, PC
305 Quality Circle
Huntsville, Alabama 35806

Firm Contact:	Wendy Tucker
E-mail Address:	wtucker@anglincpa.com
Phone:	(256) 533-1040
Fax:	(256) 539-1942
Web site:	www.anglincpa.com
Office Locations:	Huntsville
Staff size:	35
Number of Partners:	6
Number of CPAs:	16

Firm Description

Anglin, Reichmann, Snellgrove & Armstrong has worked hard over the past two decades to gain a position among the leading CPA firms in North Alabama. Our growth has created a tremendous opportunity for qualified professional staff who desire to grow and advance their career. As we have grown, we have sought to maintain the small firm feel and atmosphere that sets us apart from larger regional and national firms. Our firm looks to find balance between work and life. Our state-of-the-art facilities were designed to provide a comfortable work environment while providing the resources to enable us to best serve our clients. We provide an environment that encourages professional growth and development. It is our desire that all professional staff realize their full potential and achieve their personal goals. Anglin, Reichmann, Snellgrove & Armstrong was listed in Accounting Today magazine as one of the 2009 and 2010 Best Accounting Firms to Work For, was named in Business Alabama magazine as one of the Best Companies to Work For in Alabama for 2010, and was also named one of the Best Places Work in 2009 by the Huntsville Madison County Chamber of Commerce.

Client Services

Accounting • Auditing • Business Consulting • Business Valuation • Compilation and Review • Compliance Audits • Corporate Tax • Consulting • Cost Segregation Studies • Employee Benefit Plans • Estate & Gift Tax Planning • Fiduciary Income Tax • Individual Tax • Internal Control Systems • Management Advisory Services • Mergers, Acquisitions, Liquidations • Multi-State Tax Issues • Operational Audits • Outsourced Accounting & Tax Services • Representation before the IRS & DOR

Industry Specialization

Automobile Dealers • Biotech • Construction • Employee Benefit Plans • Engineering & Architecture • Government Contracting • High Net Worth Individuals & Families • High Tech • Manufacturing • Not-for-Profit organizations • Real Estate • Retail/Wholesale • Small Business Services • Software • Start-up Companies • Technology

Does your firm offer:

Internships?	Yes
Paid or unpaid?	Paid
Does your firm hire for entry-level positions?	Yes
Assistance in preparing for the CPA exam?	Yes

Does your firm cover the cost of:

Licensing and renewals?	Yes
Membership fees in professional organizations?	Yes
Continuing professional education (CPE)?	Yes

Is overtime required?	Yes
Is overnight travel required?	Rarely

Banks, Finley, White & Company, CPAs
617 37th Street South
Birmingham, Alabama 35222

Firm Contact:	Jim White
E-mail Address:	jimwhite@bfwcpa.com
Phone:	(205) 326-6660
Fax:	(205) 326-3840
Web site:	www.bfwcpa.com
Office Locations:	Birmingham • Atlanta, GA • Memphis, TN • Jackson, MS
Staff size:	55
Number of Partners:	7
Number of CPAs:	22

Firm Description

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

Client Services

Accounting • Auditing • Business Consulting • Business Valuation • Compilation and Review • Compliance Audits • Corporate Tax • Consulting • Employee Benefit Plans • Estate & Gift Tax Planning • Financial Services • Governmental Accounting & Auditing • Individual Tax • Internal Control Systems • Management Advisory Services • Personal Financial Planning • Public Offerings • Representation before the IRS & DOR • Small Business Services Valuation

Industry Specialization

Educational Institutions • Employee Benefit Plans • Financial Institutions • Government Contracting • Health Services • High Net Worth Individuals & Families • Not-for-Profit Organizations • Professional Service Providers • Small Business Services • State & Local Government Entities

Does your firm offer:

Internships?	Yes
Paid or unpaid?	Both
Does your firm hire for entry-level positions?	Yes
Assistance in preparing for the CPA exam?	Yes. Advice on preparation.

Does your firm cover the cost of:

Licensing and renewals?	Yes
Membership fees in professional organizations?	Yes
Continuing professional education (CPE)?	Yes

Is overtime required?	Yes
Is overnight travel required?	Yes

Barfield, Murphy, Shank & Smith, PC
1121 Riverchase Office Road
Birmingham, Alabama 35244

Firm Contact:	Emily Dunlap
E-mail Address:	edunlap@bmss.com
Phone:	(205) 982-5500
Fax:	(205) 982-5501
Web site:	www.bmss.com
Office Locations:	We primarily serve Central Alabama; however, we have clients throughout the country.
Staff size:	100
Number of Partners:	10
Number of CPAs:	50

Firm Description

Barfield, Murphy, Shank & Smith, PC was formed in 1991 with three shareholders and a handful of clients. Today we are one of the largest locally owned accounting firms in Birmingham, Alabama. Since the beginning, our goal was to establish an accounting firm that allowed for career development and an enjoyable work-life balance. We are a member of the BDO Seidman Alliance, a nationwide association of independently owned local, regional and boutique firms. Awards we have received recently include the AICPA Public Service Award, The Wall Street Journal's Top Small Workplaces and the Birmingham Business Journal's Best Places to Work.

Client Services

Accounting • Auditing • Business Consulting • Business Valuation • Compilation and Review • Compliance Audits • Corporate Tax • Computer Systems • Consulting • Cost Segregation Studies • Employee Benefit Plans • Estate & Gift Tax Planning • Fiduciary Income Tax • Financial Services • Governmental Accounting & Auditing • Individual Tax • Internal Control Systems • International Tax • Management Advisory Services • Mergers, Acquisitions, Liquidations • Multi-State Tax Issues • Representation Before the IRS & DOR • Small Business Services Valuation

Industry Specialization

Automobile Dealers • Construction • Corporate Finance • Educational Institutions • Employee Benefit Plans • Engineering & Architecture • Financial Institutions • Food Service • Health Services • High Net Worth Individuals & Families • High Tech • Manufacturing • Medical/Dental Professionals • Not-for-Profit Organizations • Professional Service Providers • Real Estate • Restaurants • Retail/Wholesale • Fraud & Investigative • Service Businesses • Small Business Services • Software • Start-up Companies • State & Local Government Entities • Technology • Transportation

Does your firm offer:

Internships?	Yes
Paid or unpaid?	Paid
Does your firm hire for entry-level positions?	Yes
Assistance in preparing for the CPA exam?	Yes. We reimburse employees for the cost of the exam. We also offer a bonus of up to \$1,500 once they pass the exam.

Does your firm cover the cost of:

Licensing and renewals?	Yes
Membership fees in professional organizations?	Yes
Continuing professional education (CPE)?	Yes

Is overtime required?	Yes
Is overnight travel required?	Some

Barnes, Blackwell & Company, PC
3309 Bob Wallace Avenue
Huntsville, Alabama 35805

Firm Contact:	Greg Barnes
E-mail Address:	greg@bbcpas.net
Phone:	(256) 536-3513
Fax:	(256) 534-4771
Website:	www.bbcpas.net
Office Locations:	Huntsville
Staff size:	17
Number of Partners:	4
Number of CPAs:	9

Firm Description

Barnes, Blackwell & Company, PC is a local firm with a diverse practice and great opportunities for advancement. We offer full-time, flex-time, and part-time employment. Our services include core accounting and tax services, audits of for-profit and not-for-profit clients, QuickBooks consulting and assistance, payroll services, tax planning and consulting.

The history of Barnes, Blackwell & Company, PC is built upon a tradition of service, technical expertise and innovative thinking to meet the needs of a rapidly changing world. The experience and academic credentials of our partners and staff provide our clients with the expertise of larger firms, while our commitment to superior customer service offer a personal, one-on-one approach.

Client Services

Accounting • Auditing • Business Consulting • Compilation and Review • Compliance Audits • Corporate Tax • Consulting • Cost Segregation Studies • Employee Benefit Plans • Fiduciary Income Tax • Financial Services • Individual Tax • Management Advisory Services • Mergers, Acquisitions, Liquidations • Multi-State Tax Issues • Outsourced Accounting & Tax Services • Representation before the IRS & DOR

Industry Specialization

Automobile Dealers • Construction • Corporate Finance • Employee Benefit Plans • Food Service • Franchises • Fraud & Investigative • Government Contracting • Governmental Accounting & Auditing • Health Services • High Tech • High Net Worth Individuals & Families • Manufacturing • Medical/Dental Professionals • Not-for-Profit Organizations • Professional Service Providers • Real Estate • Restaurants • Retail/Wholesale • Retirement Planning • Service Businesses • Small Business Services • Software • Start-up Companies • State & Local Government Entities • State & Use Tax Services • Technology

Does your firm offer:

Internships?	Yes
Paid or unpaid?	Paid
Does your firm hire for entry-level positions?	Yes
Assistance in preparing for the CPA exam?	Yes. Reimburse employees for the cost of one complete sitting once they have passed.

Does your firm cover the cost of:

Licensing and renewals?	Yes
Membership fees in professional organizations?	Yes
Continuing professional education (CPE)?	Yes

Is overtime required?	Yes
Is overnight travel required?	No

Beason & Nalley, Inc.
101 Monroe Street
Huntsville, Alabama 35801

Firm Contact:	Sandra R. Baker
E-mail Address:	sbaker@beasonnalley.com
Phone:	(256) 533-1720
Fax:	(256) 534-8558
Web site:	www.beasonnalley.com
Office Locations:	Huntsville
Staff size:	42
Number of Partners:	4
Number of CPAs:	18

Firm Description

Beason & Nalley, Inc. was founded in 1963 as a traditional accounting firm. Beason & Nalley's mission is to focus on supporting their clients in achieving their financial goals, hiring professionals that are experts in their field, providing a place to work that supports career growth and flexibility to ensure a balanced work-life. To meet the growing demand for accounting and consulting needs of the Government contractor, the firm decided to focus on the Government contractor in the mid-nineties. Beason & Nalley is committed to building long term relationships, understanding their clients, adjusting to industry changes and will be a trusted partner that helps you succeed. The firm is a member of the BDO Seidman Alliance, a nationwide association of independently owned local and regional CPA firms.

Client Services

Accounting • Auditing • Business Consulting • Business Valuation • Compilation and Review • Compliance Audits • Contract Financial Management • Control Compliance • Corporate Tax • Consulting • Cost Segregation Studies • Employee Benefit Plans • Estate and Gift Tax • Forensic Accounting • Governmental Accounting and Auditing • Individual Tax • Internal Control Systems • International Tax • Litigation Support Services • Management Advisory Services • Mergers, Acquisitions • Multi-State Tax Issues • Outsourced Accounting & Tax Services • Research and Development Tax Credit Services • Small Business Services Valuation

Industry Specialization

Biotech • Construction • Employee Benefit Plans • Engineering & Architecture • Government Contracting • Health Services • High Tech • High Net Worth Individuals & Families • Manufacturing • Medical/Dental Professionals • Not-for-Profit Organizations • Professional Service Providers • Real Estate • Small Business Services • Software • Start-up Companies • State & Local Government Entities • Technology • Transportation

Does your firm offer:

Internships?	Yes
Paid or unpaid?	Paid
Does your firm hire for entry-level positions?	Yes
Assistance in preparing for the CPA exam?	Yes. The firm will pay for the CPA exam study guides and software and provides paid leave for taking the exam.

Does your firm cover the cost of:

Licensing and renewals?	Yes
Membership fees in professional organizations?	Yes
Continuing professional education (CPE)?	Yes
Is overtime required?	Yes
Is overnight travel required?	Yes

Are you a government contractor
trying to determine what the questions are?

TAX	FAR Part 31	CAS	ACCOUNTING	ICS	AUDIT
\$100	\$100	\$100	\$100	\$100	\$100
\$500	\$500	\$500	\$500	\$500	\$500
\$1000	\$1000	\$1000	\$1000	\$1000	\$1000

Beason & Nalley knows.
...it's what we do!



We deliver objectives.

Beason & Nalley, Inc.

Huntsville, AL
101 Monroe Street
Huntsville, AL 35801
T: 256.533.1720
www.beasonnalley.com

Washington, DC
11400 Commerce Park Drive
Suite 220
Reston, VA 20191
T: 703.860.8062

Bern, Butler, Capilouto & Massey, PC
4137 Carmichael Road, Suite 200
Montgomery, Alabama 36106

Firm Contact:	Tanjia Foster
E-mail Address:	taf@bbcm-cpa.com
Phone:	(334) 244-4100
Fax:	(334) 244-4111
Web site:	www.bbcm-cpa.com
Office Locations:	Montgomery
Staff size:	29
Number of Partners:	6
Number of CPAs:	16

Firm Description

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

Client Services

Accounting • Auditing • Bankruptcy Support • Business Consulting • Business Valuation • Compilation and Review • Compliance Audits • Corporate Tax • Computer Systems • Consulting • Divorce Accounting • Employee Benefit Plans • Estate & Gift Tax Planning • Fiduciary Income Tax • Forensic Accounting • Governmental Accounting & Auditing • Individual Tax • Internal Control Systems • Litigation Support Services • Management Advisory Services • Mergers, Acquisitions, Liquidations • Multi-State Tax Issues • Operational Audits • Representation before the IRS & DOR • Small Business Services Valuation

Industry Specialization

Agriculture & Livestock • Arts/Entertainment • Automobile Dealers • Communications • Construction • Corporate Finance • Educational Institutions • Employee Benefit Plans • Engineering & Architecture • Financial Institutions • Food Service • Forestry & Fishing • Government Contracting • Health Services • High Net Worth Individuals & Families • Insurance Consulting • Manufacturing • Medical/Dental Professionals • Not-for-Profit Organizations • Professional Service Providers • Real Estate • Restaurants • Retail/Wholesale • Fraud & Investigative • Service Businesses • Small Business Services • State & Local Government Entities • State & Use Tax Services

Does your firm offer:

Internships?	Yes. During tax season.
Paid or unpaid?	Paid
Does your firm hire for entry-level positions?	Yes
Assistance in preparing for the CPA exam?	No

Does your firm cover the cost of:

Licensing and renewals?	Yes
Membership fees in professional organizations?	One-half of cost.
Continuing professional education (CPE)?	Yes

Is overtime required?	Yes
Is overnight travel required?	Rarely

Boohaker, Schillaci & Company, PC
601 Vestavia Parkway, Suite 300
Birmingham, Alabama 35216

Firm Contact:	Greg Grey
E-mail Address:	Gregg@bsccpa.com
Phone:	(205) 824-1617
Fax:	(205) 824-1613
Web site:	www.bsccpa.com
Office Locations:	Birmingham • Brewton • Haleyville
Staff size:	36
Number of Partners:	7
Number of CPAs:	17

Firm Description

Our mission is to provide service to businesses, owners, investors and their families by addressing the financial matters they cannot handle themselves due to time, money or expertise. We strive to help privately held businesses and owners be successful, thereby, providing our firm with quality long-term clients. It is in our mutual best interests for you and your business to be successful. We also strive to maintain the highest technical standards performed in an ethical and independent manner.

Client Services

Accounting • Auditing • Bankruptcy Support • Business Consulting • Business Valuation • Compilation and Review • Corporate Tax • Computer Systems • Consulting • Cost Segregation Studies • Employee Benefit Plans • Estate & Gift Tax Planning • Fiduciary Income Tax • Individual Tax • Litigation Support Services • Management Advisory Services • Mergers, Acquisitions, Liquidations • Multi-State Tax Issues • Personal Financial Planning • Representation before the IRS & DOR • Small Business Services Valuation

Industry Specialization

Automobile Dealers • Construction • Employee Benefit Plans • High Net Worth Individuals & Families • Manufacturing • Medical/Dental Professionals • Real Estate • Restaurants • Retail/Wholesale • Retirement Planning • Service Businesses • Small Business Services • Transportation

Does your firm offer:

Internships?	Not at this time.
Does your firm hire for entry-level positions?	Yes
Assistance in preparing for the CPA exam?	Yes. Paid time for study and exam. Bonus pay on passing exam.

Does your firm cover the cost of:

Licensing and renewals?	Yes
Membership fees in professional organizations?	Yes
Continuing professional education (CPE)?	Yes

Is overtime required?	Yes (controlled)
Is overnight travel required?	Minimal

Carr, Riggs & Ingram, LLC
P.O. Box 311070
Enterprise, Alabama 36330

Firm Contact:	Danncey Wood
E-mail Address:	dwood@cricpa.com
Phone:	(334) 348-1316
Fax:	(334) 348-1361
Web site:	www.cricpa.com
Office Locations:	23 offices throughout the Southern U.S.
Staff size:	600 (including partners)
Number of Partners:	106
Number of CPAs:	317

Firm Description

Carr, Riggs & Ingram, LLC is a regional public accounting firm headquartered in Enterprise, Alabama with fifteen practice units across Alabama, Florida, Georgia, Mississippi, Tennessee, Louisiana and Texas. One of the South's largest regional firms, CRI offers audit, tax and consulting services to business and governmental organizations and individuals and is registered with the Public Company Accounting Oversight Board.

Client Services

Accounting • Auditing • Bankruptcy Support • Business Consulting • Business Valuation • Compilation and Review • Compliance Audits • Contract Financial Management • Corporate Tax • Computer Systems • Consulting • Cost Segregation Studies • Divorce Accounting • Employee Benefit Plans • Estate & Gift Tax Planning • Fiduciary Income Tax • Financial Services • Forensic Accounting • Governmental Accounting & Auditing • Individual Tax • Internal Control Systems • International Tax • Litigation Support Services • Management Advisory Services • Mergers, Acquisitions, Liquidations • Multi-State Tax Issues • Operational Audits • Outsourced Accounting & Tax Services • Personal Financial Planning • Representation before the IRS & DOR • Small Business Services Valuation

Industry Specialization

Agriculture & Livestock • Automobile Dealers • Communications • Construction • Educational Institutions • Employee Benefit Plans • Financial Institutions • Government Contracting • Health Services • High Net Worth Individuals & Families • Insurance Consulting • Investment Advisory Services • Manufacturing • Medical/Dental Professionals • Not-for-Profit Organizations • Professional Service Providers • Real Estate • Retail/Wholesale • Fraud & Investigative • Service Businesses • Small Business Services • Software • Start-up Companies • State & Local Government Entities • State & Use Tax Services • Technology • Transportation

Does your firm offer:

Internships?	Yes
Paid or unpaid?	Paid
Does your firm hire for entry-level positions?	Yes.
Assistance in preparing for the CPA exam?	Yes. CRI will pay half of cost of a CPA review course.

Does your firm cover the cost of:

Licensing and renewals?	Yes
Membership fees in professional organizations?	Yes
Continuing professional education (CPE)?	Yes

Is overtime required?	Some during busy season.
Is overnight travel required?	In some cases.

CDPA, PC
213 South Houston Street
Athens, Alabama 35611

Firm Contact:	Kate Webb
E-mail Address:	k.webb@cdpapc.com
Phone:	(256) 232-5138
Fax:	(256) 232-1881
Web site:	www.cdpapc.com
Office Locations:	Athens • Huntsville
Staff size:	21
Number of Partners:	4
Number of CPAs:	11

Firm Description

Since 1954, our goal has been to maximize our clients' net worth by providing the highest quality accounting and business consulting services to small businesses and individuals. We proudly serve North Alabama executives and entrepreneurs as trusted financial advisors, always focusing on helping our clients achieve financial success. We also take pride in our firm's culture - a family atmosphere with an open-door policy. Employees are expected to provide opinions and ideas and participate in improving the overall efficiency and effectiveness of the firm.

Client Services

Accounting • Auditing • Business Consulting • Business Valuation • Compilation and Review • Compliance Audits • Contract Financial Management • Consulting • Corporate Tax • Divorce Accounting • Employee Benefit Plans • Estate & Gift Tax Planning • Fiduciary Income Tax • Financial Services • Forensic Accounting • Governmental Accounting & Auditing • Individual Tax • Internal Control Systems • International Tax • Litigation Support Services • Management Advisory Services • Mergers, Acquisitions, Liquidations • Multi-State Tax Issues • Operational Audits • Personal Financial Planning • Representation before the IRS & DOR • Small Business Services Valuation

Industry Specialization

Agriculture & Livestock • Construction • Employee Benefit Plans • Food Service • Franchises • Government Contracting • Health Services • High Net Worth Individuals & Families • High Tech • Insurance Consulting • Investment Advisory Services • Manufacturing • Medical/Dental Professionals • Not-for-Profit Organizations • Real Estate • Restaurants • Retail/Wholesale • Fraud & Investigative • Retirement Planning • Small Business Services • Start-up Companies • State & Local Government Entities • Technology

Does your firm offer:

Internships?	Yes
Paid or unpaid?	Paid
Does your firm hire for entry-level positions?	Yes
Assistance in preparing for the CPA exam?	Yes. Costs associated with the exam are reimbursed upon successful completion of the exam.

Does your firm cover the cost of:

Licensing and renewals?	Yes
Membership fees in professional organizations?	Yes
Continuing professional education (CPE)?	Yes

Is overtime required?	Yes
Is overnight travel required?	On occasion.

Crow Shields Bailey, PC
3742 Professional Parkway
Mobile, Alabama 36609

Firm Contact:	J. Kenny Crow, Jr.
E-mail Address:	kennyc@csbcpa.com
Phone:	(251) 343-1012
Fax:	(251) 343-1294
Web site:	www.csbcpa.com
Office Locations:	Mobile • Gulf Shores
Staff size:	35
Number of Partners:	7
Number of CPAs:	14

Firm Description

Crow Shields Bailey, PC is a full-service accounting and consulting firm with offices in Mobile and Gulf Shores, AL. CSB started in 1986 and primarily serves clients in Southwest Alabama. The firm employs a talented team of over 35 professionals, including 14 CPAs and one CVA.

Client Services

Accounting • Auditing • Bankruptcy Support • Business Consulting • Business Valuation • Compilation and Review • Compliance Audits • Contract Financial Management • Control Compliance • Corporate Tax • Computer Systems • Divorce Accounting • Employee Benefit Plans • Estate & Gift Tax Planning • Fiduciary Income Tax • Forensic Accounting • Individual Tax • Internal Control Systems • International Tax • Litigation Support Services • Management Advisory Services • Mergers, Acquisitions, Liquidations • Multi-State Tax Issues • Operational Audits • Outsourced Accounting & Tax Services • Representation before the IRS & DOR • Small Business Services Valuation

Industry Specialization

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

Does your firm offer:

Internships?	Yes
Paid or unpaid?	Paid
Does your firm hire for entry-level positions?	Yes
Assistance in preparing for the CPA exam?	Yes

Does your firm cover the cost of:

Licensing and renewals?	Yes
Membership fees in professional organizations?	Yes
Continuing professional education (CPE)?	Yes

Is overtime required?	Yes
Is overnight travel required?	No

Culotta, Scroggins, Hendricks & Gillespie, PC
3049 Massey Road
Vestavia Hills, Alabama 35216

Firm Contact:	Jake R Culotta, JR CPA
E-mail Address:	jculotta@cshgcpa.com
Phone:	(205) 871-1210
Fax:	(205) 871-1518
Web site:	www.cshgcpa.com
Office Locations:	Vestavia
Staff size:	24
Number of Partners:	4
Number of CPAs:	13

Firm Description

At Culotta, Scroggins, Hendricks & Gillespie, PC we are a family - a family of professionals dedicated to making your business and personal financial situation be the best it can be. We recognize that each person is different and every business is unique and because of these differences we treat our clients individually not equally, for every person deserves the best service and personalized attention that we can provide. Our goal is to build client loyalty by professionally and ethically working together as a team to exceed their business expectations. We get to know you, your business, its people, and its needs and help you make the decisions that will assist in leading you to the best possible future for your employees, business and family.

Client Services

Accounting • Auditing • Business Consulting • Business Valuation • Compilation and Review • Corporate Tax • Consulting • Divorce Accounting • Employee Benefit Plans • Estate & Gift Tax Planning • Fiduciary Income Tax • Financial Services • Forensic Accounting • Individual Tax • Management Advisory Services • Mergers, Acquisitions, Liquidations • Multi-State Tax Issues • Operational Audits • Outsourced Accounting & Tax Services • Personal Financial Planning • Representation before the IRS & DOR • Small Business Services Valuation

Industry Specialization

Construction • Educational Institutions • Employee Benefit Plans • Engineering & Architecture • Food Service • Health Services • High Net Worth Individuals & Families • Insurance Consulting • Investment Advisory Services • Medical/Dental Professionals • Not-for-Profit Organizations • Professional Service Providers • Real Estate • Restaurants • Retail/Wholesale • Retirement Planning • Service Businesses • Small Business Services • Start-up Companies • State & Use Tax Services

Does your firm offer:

Internships?	Yes
Paid or unpaid?	Paid
Does your firm hire for entry-level positions?	Yes
Assistance in preparing for the CPA exam?	Yes. The firm provides time off to sit for the exam. The firm also provides a one-time reimbursement allowance of \$1,000 upon successful completion of all certification requirements. We also participate in the Becker CPA review course discount program.

Does your firm cover the cost of:

Licensing and renewals?	Yes
Membership fees in professional organizations?	Yes
Continuing professional education (CPE)?	Yes

Is overtime required?	Yes
Is overnight travel required?	Minimal

Dent, Baker & Company, LLP
2204 Lakeshore Drive, Suite 300
Birmingham, Alabama 35209

Firm Contact:	Jim Hart
E-mail Address:	jhart@dentbaker.com
Phone:	(205) 871-1880
Fax:	(205) 871-1892
Web site:	www.dentbaker.com
Office Locations:	Birmingham
Staff size:	22-25
Number of Partners:	5
Number of CPAs:	12

Firm Description

Dent, Baker & Company has served the Birmingham area since 1952 by providing high quality financial and management services to a diverse and successful client base that includes businesses, institutions and individuals. As an innovative, locally owned certified public accounting firm, Dent, Baker is committed to our clients, the community and our personnel. The outstanding quality of our work and our success in building and maintaining our clients' net worth are keys to the value Dent, Baker has delivered for over 55 years.

Client Services

Accounting • Auditing • Bankruptcy Support • Business Consulting • Business Valuation • Compilation and Review • Compliance Audits • Control Compliance • Corporate Tax • Computer Systems • Consulting • Cost Segregation Studies • Divorce Accounting • Employee Benefit Plans • Estate & Gift Tax Planning • Fiduciary Income Tax • Financial Services • Forensic Accounting • Individual Tax • Internal Control Systems • International Tax • Litigation Support Services • Management Advisory Services • Mergers, Acquisitions, Liquidations • Multi-State Tax Issues • Operational Audits • Outsourced Accounting & Tax Services • Personal Financial Planning • Representation before the IRS & DOR • Small Business Services Valuation

Industry Specialization

Automobile Dealers • Construction • Corporate Finance • Educational Institutions • Employee Benefit Plans • Engineering & Architecture • Food Service • Health Services • High Net Worth Individuals & Families • Investment Advisory Services • Manufacturing • Medical/Dental Professionals • Not-for-Profit Organizations • Professional Service Providers • Real Estate • Retail/Wholesale • Fraud & Investigative • Retirement Planning • Service Businesses • Start-up Companies • State & Use Tax Services • Technology • Transportation

Does your firm offer:

Internships?	Yes
Paid or unpaid?	Paid
Does your firm hire for entry-level positions?	Yes
Assistance in preparing for the CPA exam?	Yes. We have a bonus program and access to discounts on the Becker CPA review course.

Does your firm cover the cost of:

Licensing and renewals?	Yes
Membership fees in professional organizations?	Yes
Continuing professional education (CPE)?	Yes

Is overtime required?	Yes
Is overnight travel required?	Minimal

DiPiazza, LaRocca, Heeter & Company, LLC
510 Office Park Drive, Suite 100
Birmingham, Alabama 35223

Firm Contact:	Anthony DiPiazza
E-mail Address:	ajd@dlhcpa.com
Phone:	(205) 871-9973
Fax:	(205) 871-9983
Web site:	www.dlhcpa.com
Office Locations:	Birmingham
Staff size:	22
Number of Partners:	6

Firm Description

DiPiazza, LaRocca, Heeter & Company, LLC is a full-service accounting and consulting firm located in Birmingham, AL. We serve clients in a wide variety of industries, including those requiring specialized knowledge in software selection and in audit, accounting and tax matters such as the professional services, construction and nonprofit industries. We understand how to better serve the needs of professionals including doctors, dentists and engineers – helping them improve the profits that fund personal wealth accumulation. We help family-owned business owners solve the complex problems that extend beyond accounting and tax issues. We help in areas such as employee compensation and benefits, projecting and financing cash needs and planning for competitors. DLHC is also a member of the SEC and Private Companies Practice Sections of the American Institute of CPAs and is an equal opportunity employer.

Client Services

Accounting • Auditing • Bankruptcy Support • Business Consulting • Business Valuation • Compilation and Review • Compliance Audits • Control Compliance • Corporate Tax • Computer Systems • Consulting • Cost Segregation Studies • Divorce Accounting • Employee Benefit Plans • Estate & Gift Tax Planning • Fiduciary Income Tax • Forensic Accounting • Governmental Accounting & Auditing • Individual Tax • Internal Control Systems • Litigation Support Services • Management Advisory Services • Mergers, Acquisitions, Liquidations • Multi-State Tax Issues • Operational Audits • Outsourced Accounting & Tax Services • Personal Financial Planning • Representation before the IRS & DOR • Small Business Services Valuation

Industry Specialization

Construction • Employee Benefit Plans • Engineering & Architecture • Health Services • High Net Worth Individuals & Families Manufacturing • Medical/Dental Professionals • Not-for-Profit Organizations • Professional Service Providers • Real Estate • Retail/Wholesale • Fraud & Investigative • Service Businesses • Small Business Services

Does your firm offer:

Internships?	Yes
Paid or unpaid?	Paid
Does your firm hire for entry-level positions?	Yes
Assistance in preparing for the CPA exam?	Yes

Does your firm cover the cost of:

Licensing and renewals?	Yes
Membership fees in professional organizations?	Yes
Continuing professional education (CPE)?	Yes

Is overtime required?	Yes
Is overnight travel required?	No

Dixon Hughes, PLLC
2140 Eleventh Avenue South, Suite 400
Birmingham, Alabama 35205

Firm Contact:	Timothy W. York
E-mail Address:	tyork@dixon-hughes.com
Phone:	(205) 212-5300
Fax:	(205) 212-5382
Web site:	www.dixon-hughes.com
Office Locations:	FL • GA • NC • SC • TN • TX • WV • VA • MD • DC
Staff size:	31
Number of Partners:	6
Number of CPAs:	24

Firm Description

Dixon Hughes is a full-service firm specializing in audit and assurance (PCAOB), tax compliance and consulting, and valuation and litigation support. We have 30 offices in 11 states and Washington, D.C.

Client Services

Accounting • Auditing • Bankruptcy Support • Business Consulting • Business Valuation • Compilation and Review • Compliance Audits • Contract Financial Management • Control Compliance • Corporate Tax • Computer Systems • Consulting • Cost Segregation Studies • Divorce Accounting • Employee Benefit Plans • Estate & Gift Tax Planning • Fiduciary Income Tax • Financial Services • Forensic Accounting • Governmental Accounting & Auditing • Individual Tax • Internal Control Systems • International Tax • Litigation Support Services • Management Advisory Services • Mergers, Acquisitions, Liquidations • Multi-State Tax Issues • Operational Audits • Outsourced Accounting & Tax Services • Personal Financial Planning • Public Offerings • Representation before the IRS & DOR • Small Business Services Valuation

Industry Specialization

Automobile Dealers • Biotech • Communications • Construction • Corporate Finance • Employee Benefit Plans • Financial Institutions • Food Service • Franchises • Government Contracting • Health Services • High Net Worth Individuals & Families • High Tech • Insurance Consulting • Investment Advisory Services • Manufacturing • Medical/Dental Professionals • Not-For-Profit Organizations • Professional Service Providers • Real Estate • Restaurants • Retail/Wholesale • Fraud & Investigative • Security and Commodity Brokers • Service Businesses • Small Business Services • Software • Sports/Leisure • Start-up Companies • State & Use Tax Services • Technology • Textile & Apparel • Transportation

Does your firm offer:

Internships?	Yes
Paid or unpaid?	Paid
Does your firm hire for entry-level positions?	Yes
Assistance in preparing for the CPA exam?	Yes. Reimbursement for preparation and successful completion of exam.

Does your firm cover the cost of:

Licensing and renewals?	Yes
Membership fees in professional organizations?	Yes
Continuing professional education (CPE)?	Yes
Is overtime required?	Yes
Is overnight travel required?	Yes

Ernst & Young
1901 Sixth Avenue North, Suite 1200
Birmingham, Alabama 35203

Phone: (205) 251-2000
Fax: (205) 226-7470
Web site: www.ey.com
Office Locations: Global

Firm Description

At Ernst & Young, our 141,000 professionals work together to deliver assurance, tax, transaction and advisory services. We are united by our shared values and an unwavering commitment to quality. And, we make a difference through leading practices that develop our people, help our clients and strengthen our communities.

Our collaborative culture supports the personal and professional success of each individual. Learn more about who we are, what we do and how to achieve your potential by visiting ey.com/us/eyinsight. And, visit us at ey.com/us/careers and see why Ernst & Young has been on FORTUNE's "100 Best Companies to Work For" list for 13 consecutive years, longer than any of the other Big Four.

Client Services

Assurance • Tax • Transactions • Advisory • Strategic Growth Markets

Industry Specialization

Assessment Management • Automobile Dealers • Banking & Capital Markets • Consumer Products • Government & Public Sector • Insurance • Life Sciences (includes Biotechnology, Medical Technology and Pharmaceutical) • Media & Entertainment • Mining & Metals • Oil & Gas • Power & Utilities • Provider Care • Real Estate (includes Construction, Hospitality & Leisure) • Retail & Wholesale • Technology • Telecommunications

Does your firm offer:

Internships?	Yes
Paid or unpaid?	Paid
Does your firm hire for entry-level positions?	Yes
Assistance in preparing for the CPA exam?	Yes

Does your firm cover the cost of:

Licensing and renewals?	Yes
Membership fees in professional organizations?	Yes
Continuing professional education (CPE)?	Yes. CPE is provided in-house.

Is overtime required?	Yes
Is overnight travel required?	Yes

Fricke, Sweatmon & Russell, PC
P.O. Box 1083
Cullman, Alabama 35056

Firm Contact:	Chasity L. Sweatmon, CPA
E-mail Address:	csweatmon@frswcpa.com
Phone:	(256) 739-0955
Fax:	(256) 739-3753
Office Locations:	City of Cullman and surrounding areas.
Staff size:	7
Number of Partners:	3
Number of CPAs:	4

Firm Description

Small public accounting firm that specializes in audits for government and not-for-profit organizations, review of construction and not-for-profit organizations and tax returns for all entities.

Client Services

Accounting • Auditing • Compilation and Review • Corporate Tax • Estate & Gift Tax Planning • Fiduciary Income Tax • Governmental Accounting & Auditing • Individual Tax • Personal Financial Planning • Representation before the IRS & DOR

Industry Specialization

Construction • Not-for-Profit Organizations • State & Local Government Entities • Transportation

Does your firm offer:

Internships?	Not usually
Paid or unpaid?	Paid
Does your firm hire for entry-level positions?	Yes
Assistance in preparing for the CPA exam?	Yes. At the discretion of the partners.

Does your firm cover the cost of:

Licensing and renewals?	Yes
Membership fees in professional organizations?	Yes
Continuing professional education (CPE)?	Yes

Is overtime required?	Yes. As needed and minimum of 50 hours per week during tax season.
Is overnight travel required?	No

Grant, Sanders & Taylor, PC
P.O. Box 2109
Gulf Shores, Alabama 36547-2109

Firm Contact:	Bob Grant
E-mail Address:	bob@grantsanderstaylor.com
Phone:	(251) 968-2727
Fax:	(251) 968-7430
Office Locations:	Gulf Shores, Orange Beach and South Baldwin County
Staff size:	18
Number of Partners:	4
Number of CPAs	6

Firm Description

A local general practice firm.

Client Services

Accounting • Auditing • Business Consulting • Compilation and Review • Contract Financial Management • Corporate Tax • Consulting • Cost Segregation Studies • Divorce Accounting • Employee Benefit Plans • Estate & Gift Tax Planning • Fiduciary Income Tax • Financial Services • Forensic Accounting • Governmental Accounting & Auditing • Individual Tax • Internal Control Systems • Litigation Support Services • Management Advisory Services • Mergers, Acquisitions, Liquidations • Personal Financial Planning • Representation before the IRS & DOR

Industry Specialization

Arts & Entertainment • Construction • Food Service • Forestry & Fishing • Health Services • High Net Worth • Individuals & Families • Investment Advisory Services • Medical/Dental Professionals • Not-for-Profit Organizations • Professional Service Providers • Real Estate • Restaurants • Retail/Wholesale • Retirement Planning • Small Business Services • Sports/Leisure • State & Local Government • State & Use Tax Services • Condominium Associations

Does your firm offer:

Internships?	Yes
Paid or unpaid?	Unpaid
Does your firm hire for entry-level positions?	Yes
Assistance in preparing for the CPA exam?	Yes. Paid time off and expenses for the exam.

Does your firm cover the cost of:

Licensing and renewals?	Yes
Membership fees in professional organizations?	Yes
Continuing professional education (CPE)?	Yes

Is overtime required?	Yes
Is overnight travel required?	Sometimes

Hartmann, Blackmon & Kilgore, PC
P.O. Box 1469
Fairhope, Alabama 36533

Firm Contact:	Earl Blackmon Jr.
E-mail Address:	eblackmon@hbkcpcas.com
Phone:	(251) 928-2443
Fax:	(251) 928-6921
Web site:	www.hbkpcas.com
Office Locations:	Fairhope • Spanish Fort • Foley • Brewton
Staff size:	50
Number of Partners:	7
Number of CPAs:	17

Firm Description

What can you expect as an employee of HBK? Friendly colleagues, an energetic workplace and accessible leaders, for a start. Hartmann, Blackmon & Kilgore, PC is one of Gulf Coast's leading CPA and business consulting firms, and is ranked by Business Alabama as one of the top-tier accounting firms in the state. HBK serves as a strategic partner to many of the leading businesses and municipalities in Baldwin and Escambia counties, as well as a variety of individuals and entrepreneurs. We encourage our staff to achieve their goals by developing skills not only in traditional areas of accounting and tax, but in specialty areas that strengthen the individual's professional knowledge and benefit the firm as a whole. We value integrity, personal initiatives and commitment to our community, and our employees enjoy competitive benefits and incentives, as well as cutting edge technology and ongoing training.

Client Services

Accounting • Auditing • Business Consulting • Business Valuation • Compilation and Review • Compliance Audits • Corporate Tax • Consulting • Divorce Accounting • Employee Benefit Plans • Estate & Gift Tax Planning • Fiduciary Income Tax • Forensic Accounting • Governmental Accounting & Auditing • Individual Tax • Litigation Support Services • Management Advisory Services • Mergers, Acquisitions, Liquidations • Multi-State Tax Issues • Outsourced Accounting & Tax Services • Personal Financial Planning • Representation before the IRS & DOR • Small Business Services Valuation

Industry Specialization

Construction • Employee Benefit Plans • Food Service • Forestry & Fishing • Government Contracting • Health Services • High Net Worth Individuals & Families • Manufacturing • Medical/Dental Professionals • Not-for-Profit Organizations • Professional Service Providers • Real Estate • Restaurants • Retail/Wholesale • Fraud & Investigative • Retirement Planning • Service Businesses • Small Business Services • Start-up Companies • State & Local Government Entities • State & Use Tax Services • Transportation

Does your firm offer:

Internships?	Yes
Paid or unpaid?	Paid
Does your firm hire for entry-level positions?	Yes
Assistance in preparing for the CPA exam?	Yes. HBK pays for initial exam, preparation materials and study time (as available).

Does your firm cover the cost of:

Licensing and renewals?	Yes
Membership fees in professional organizations?	Yes
Continuing professional education (CPE)?	Yes

Is overtime required?	Yes. During busy season.
Is overnight travel required?	Minimal

Horton, Lee, Burnett, Peacock, Cleveland & Grainger, PC
3800 Colonnade Parkway, Suite 500
Birmingham, Alabama 35243

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Phone:	(205) 967-9744
Fax:	(205) 967-9745
Web site:	www.hortonlee.com
Office Locations:	Birmingham
Staff size:	25
Number of Partners:	6
Number of CPAs:	18

Firm Description

We are a medium-size local firm with a diverse spectrum of client services, represented in a wide variety of industries, dedicated to superior client service. We are committed to providing close, personal attention to our clients. Our continual investment of time and resources in professional continuing education, state-of-the-art computer technology and extensive business relationships is indicative of our commitment to excellence.

Client Services

Accounting • Auditing • Business Valuation • Compilation and Review • Compliance Audits • Corporate Tax • Computer Systems • Consulting • Employee Benefit Plans • Estate & Gift Tax Planning • Fiduciary Income Tax • Financial Services • Governmental Accounting & Auditing • Individual Tax • Internal Control Systems • Litigation Support Services • Management Advisory Services • Multi-State Tax Issues • Representation before the IRS & DOR • Small Business Services Valuation

Industry Specialization

Automobile Dealers • Construction • Employee Benefit Plans • Engineering & Architecture • Food Service • Government Contracting • Health Services • High Net Worth Individuals & Families • Manufacturing • Medical/Dental Professionals • Not-for-Profit Organizations • Professional Service Providers • Real Estate • Restaurants • Retail/Wholesale • Retirement Planning • Small Business Services • Sports/Leisure • Start-up Companies • State & Local Government Entities • State & Use Tax Services

Does your firm offer:

Internships?	Yes
Paid or unpaid?	Paid
Does your firm hire for entry-level positions?	Yes
Assistance in preparing for the CPA exam?	Yes

Does your firm cover the cost of:

Licensing and renewals?	Yes
Membership fees in professional organizations?	Yes
Continuing professional education (CPE)?	Yes

Is overtime required?	Minimum
Is overnight travel required?	Minimum

Jackson Thornton & Company, PC
200 Commerce Street
Montgomery, Alabama 36104

Firm Contact:	Jim Pope
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Phone:	(334) 240-3660
Fax:	(334) 956-5060
Web site:	www.jacksonthornton.com
Office Locations:	Montgomery • Dothan • Prattville • Wetumpka • Tallassee • Murfreesboro, TN
Staff size:	180
Number of Partners:	34
Number of CPAs:	87

Firm Description

Jackson Thornton is a professional accounting and consulting firm providing comprehensive resources and high quality services to move our clients forward. Recently celebrating 90 years of excellence, Jackson Thornton has evolved and expanded to provide more of what businesses need, whether strategic planning, technology consulting, or specialization industry services. Our dedicated professionals live by our values of: Integrity, Teamwork, Intense Client Services, Respecting and Caring, Results, and Expertise through Life-Long Learning.

Client Services

Accounting • Auditing • Business Consulting • Business Valuation • Compilation and Review • Compliance Audits • Contract Financial Management • Control Compliance • Corporate Tax • Computer Systems • Consulting • Cost Segregation Studies • Divorce Accounting • Employee Benefit Plans • Estate & Gift Tax Planning • Fiduciary Income Tax • Financial Services • Forensic Accounting • Governmental Accounting & Auditing • Individual Tax • Internal Control Systems • Litigation Support Services • Management Advisory Services • Mergers, Acquisitions, Liquidations • Multi-State Tax Issues • Operational Audits • Outsourced Accounting & Tax Services • Personal Financial Planning • Representation before the IRS & DOR • Small Business Services Valuation

Industry Specialization

Agriculture & Livestock • Automobile Dealers • Communications • Construction • Educational Institutions • Employee Benefit Plans • Financial Institutions • Food Service • Forestry & Fishing • Health Services • High Net Worth Individuals & Families • Insurance Consulting • Investment Advisory Services • Manufacturing • Medical/Dental Professionals • Not-for-Profit Organizations • Professional Service Providers • Real Estate • Restaurants • Retail/Wholesale • Fraud & Investigative • Retirement Planning • Security & Commodity Brokers • Service Businesses • Small Business Services • Software • State & Local Government Entities • State & Use Tax Services • Technology • Utilities

Does your firm offer:

Internships?	Yes
Paid or unpaid?	Paid
Does your firm hire for entry-level positions?	Yes
Assistance in preparing for the CPA exam?	Yes. The firm pays for the full price of Becker view course taken through college curriculum (and up to \$1000 for any review course if taken later). If employee passes within 18 months, he/she owes nothing toward review course and receives \$1000 passing bonus.

Does your firm cover the cost of:

Licensing and renewals?	Yes
Membership fees in professional organizations?	Yes
Continuing professional education (CPE)?	Yes

Is overtime required?	Yes
Is overnight travel required?	At times

JamisonMoneyFarmer, PC
2200 Jack Warner Parkway
Tuscaloosa, Alabama 35401

Firm Contact:	Angela Hamiter
E-mail Address:	ahamiter@jmf.com
Phone:	(205) 345-8440
Fax:	(205) 366-4000
Web site:	www.jmf.com
Office Locations:	Tuscaloosa • Selma
Staff size:	90
Number of Partners:	12
Number of CPAs:	46

Firm Description

JamisonMoneyFarmer, P.C. is a Tuscaloosa, Alabama based firm founded in 1920 by the late Carl C. Jamison, one of the first Certified Public Accountants in the state. JMF serves privately held businesses and their owners, governmental and not-for-profit organizations and individuals in Alabama and the Southeast with a full range of accounting, tax and consulting services. JMF was recently recognized by the American Institute of Certified Public Accountants as one of the 500 largest firms out of 44,000 in the United States.

Client Services

Accounting • Auditing • Business Consulting • Business Valuation • Compilation & Review • Compliance Audits • Control Compliance • Corporate Tax • Computer Systems • Consulting • Divorce Accounting • Employee Benefit Plans • Estate & Gift Tax Planning • Fiduciary Income Tax • Financial Services • Forensic Accounting • Governmental Accounting & Auditing • Individual Tax • Internal Control Systems • International Tax • Litigation Support Services • Management Advisory Services • Mergers, Acquisitions, Litigation • Multi-State Tax Issues • Operational Audits • Outsourced Accounting & Tax Services (Payroll & Bookkeeping) • Personal Financial Planning • Representation before the IRS & DOR • Small Business Services • IFRS (International Financial Reporting Standards)

Industry Specialization

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

Does your firm offer:

Internships?	Yes
Paid or unpaid?	Paid
Does your firm hire for entry-level positions?	Yes
Assistance in preparing for the CPA exam?	CPA exam and review course reimbursement are available to permanent, full-time employees who pass the exam after committing to employment with JMF. There is also a \$1,000 passing bonus for those who pass all parts within 24 months of their date of eligibility.

Does your firm cover the cost of:

Licensing and renewals?	Yes
Membership fees in professional organizations?	Yes
Continuing professional education (CPE)?	Yes

Is overtime required?	Yes. JMF compensates for overtime and offers flex time to employees needing special schedules.
Is overnight travel required?	Sometimes

Jessup, Ingram, Burns & Associates, LLP
204 Marina Drive, Suite 100
Tuscaloosa, Alabama 35406

Firm Contact:	Robert L. Ingram, Jr.
E-mail Address:	ringram@jessupllp.com
Phone:	(205) 349-1322
Fax:	(205) 349-1336
Web site:	www.jessupllp.com
Office Locations:	Tuscaloosa
Staff size:	15
Number of Partners:	4
Number of CPAs:	8

Firm Description

Jessup, Ingram, Burns & Associates, LLP has served the Tuscaloosa area since 1973. We provide high-quality accounting, financial and management services to a diverse and successful client base. As an innovative, locally-owned certified public accounting firm, we are committed to our clients, the community and our personnel. The outstanding quality of our work and our success in building and maintaining our clients' net worth is the key to the value we have delivered for over 38 years. Our strong focus on delivering exemplary client service has afforded us the privilege of building long-term relationships with businesses, institutions and individuals who look to us for financial solutions. We realize that nurturing these relationships and continuing to provide sound business and financial solutions are the driving forces to our success.

Client Services

Accounting • Auditing • Business Consulting • Compilation and Review • Corporate Tax • Consulting • Cost Segregation Studies • Divorce Accounting • Estate & Gift Tax Planning • Fiduciary Income Tax • Financial Services • Individual Tax • Litigation Support Services • Management Advisory Services • Mergers, Acquisitions, Liquidations • Multi-State Tax Issues • Outsourced Accounting & Tax Services • Personal Financial Planning • Representation before the IRS & DOR

Industry Specialization

Agriculture & Livestock • Automobile Dealers • Communications • Construction • Educational Institutions • Engineering & Architecture • Financial Institutions • Forestry & Fishing • Franchises • Health Services • High Net Worth Individuals & Families • Investment Advisory Services • Manufacturing • Medical/Dental Professionals • Not-for-Profit Organizations • Professional Service Providers • Real Estate • Restaurants • Retail/Wholesale • Retirement Planning • Service Businesses • Small Business Services • Software • Start-up Companies • Transportation

Does your firm offer:

Internships?	Yes
Paid or unpaid?	Paid
Does your firm hire for entry-level positions?	Yes
Assistance in preparing for the CPA exam?	Our firm reimburses costs once the exam is passed.

Does your firm cover the cost of:

Licensing and renewals?	Yes
Membership fees in professional organizations?	Yes
Continuing professional education (CPE)?	Yes

Is overtime required?	Yes. During tax season.
Is overnight travel required?	Seldom

Johnson, Stack & Johnson, LLC
423 North Court Street
Florence, Alabama 35630

Firm Contact:	Allison Stack Blair
E-mail Address:	allisonstack@bellsouth.net
Phone:	(256) 764-8582
Fax:	(256) 764-8254
Office Locations:	Florence
Staff size:	4
Number of Partners:	3
Number of CPAs:	5

Firm Description

Since 1996, Johnson, Stack & Johnson, LLC has enjoyed providing tax, accounting, and auditing services to its clients. The firm's partners, James A. Johnson, Van L. Stack, and Michael A. Johnson have been working together for over thirty years. The firm is located on historic Court Street in downtown Florence, Alabama.

Client Services

Accounting • Auditing • Business Consulting • Compilation and Review • Corporate Tax • Consulting • Employee Benefit Plans • Estate & Gift Tax Planning • Fiduciary Income Tax • Governmental Accounting & Auditing • Individual Tax • Multi-State Tax Issues • Personal Financial Planning • Representation before the IRS & DOR

Industry Specialization

Construction • Employee Benefit Plans • Engineering & Architecture • Government Contracting • High Net Worth Individuals & Families • Medical/Dental Professionals • Not-for-Profit Organizations • Professional Service Providers • Restaurants • Retail/Wholesale • Service Businesses • State & Local Government Entities • Transportation

Does your firm offer:

Internships?	Yes
Paid or unpaid?	Paid
Does your firm hire for entry-level positions?	As needed
Assistance in preparing for the CPA exam?	No

Does your firm cover the cost of:

Licensing and renewals?	Yes
Membership fees in professional organizations?	Yes
Continuing professional education (CPE)?	Yes

Is overtime required?	Yes
Is overnight travel required?	Not usually

KPMG, LLP
420 20th Street North Suite 1800
Birmingham, Alabama 35203

Firm Contact:	C. Matthew Lusco
E-mail Address:	mlusco@kpmg.com
Phone:	(800)543-5278
Fax:	(205)324-2495
Web site:	www.us.kpmg.com
Office Locations:	Southeast
Staff size:	76
Number of Partners:	5
Number of CPAs:	63

Firm Description

Assurance and risk advisory services, tax compliance and consulting services.

Client Services

Accounting • Auditing • Business Consulting • Compliance Audits • Corporate Tax • Consulting • Cost Segregation Studies • Employee Benefit Plans • Financial Services • Governmental Accounting & Auditing • International Tax • Management Advisory Services • Mergers, Acquisitions, Liquidations • Multi-State Tax Issues • Outsourced Accounting & Tax Services • Public Offerings • Representation before the IRS & DOR •

Industry Specialization

Airlines • Communications • Construction • Educational Institutions • Employee Benefit Plans • Financial Institutions • Food Service • Franchises • Fraud & Investigative • Government Contracting • Health Services • High Tech • High Net Worth Individuals & Families • Insurance Consulting • Manufacturing • Not-for-Profit Organizations • Real Estate • Retail/Wholesale • Security & Commodity Brokers • Service Businesses • Software • Sports & Leisure • Start-up Companies • State & Local Government Entities • State & Use Tax Services • Technology • Textile & Apparel • Transportation

Does your firm offer:

Internships?	Yes
Paid or unpaid?	Paid
Does your firm hire for entry-level positions?	Yes
Assistance in preparing for the CPA exam?	Yes

Does your firm cover the cost of:

Licensing and renewals?	Yes
Membership fees in professional organizations?	Yes
Continuing professional education (CPE)?	Yes

Is overtime required?	Yes
Is overnight travel required?	Yes

L. Paul Kassouf & Company, PC
2208 University Boulevard
Birmingham, Alabama 35233

Firm Contact:	David P. Kassouf
E-mail Address:	dkassouf@kassouf.com
Phone:	(205) 443-2500
Fax:	(205) 443-2501
Web site:	www.kassouf.com
Office Locations:	Birmingham
Staff size:	65
Number of Partners:	7
Number of CPAs:	34

Firm Description

Since 1931, we have provided an array of accounting-related business services for clients in retail, wholesale, manufacturing, construction, not-for-profit and healthcare industries. Some clients rely on us primarily for tax work; others call on us for some or all of the other services we offer.

Client Services

Accounting • Auditing • Bankruptcy Support • Business Consulting • Business Valuation • Compilation and Review • Compliance Audits • Corporate Tax • Cost Segregation Studies • Divorce Accounting • Employee Benefit Plans • Estate & Gift Tax Planning • Fiduciary Income Tax • Financial Services • Forensic Accounting • Management Advisory Services • Mergers, Acquisitions, Liquidations • Multi-State Tax Issues • Operational Audits • Outsourced Accounting & Tax Services • Personal Financial Planning • Representation before the IRS & DOR • Small Business Services Valuation

Industry Specialization

Agriculture & Livestock • Arts/Entertainment • Automobile Dealers • Communications • Construction • Educational Institutions • Employee Benefit Plans • Engineering & Architecture • Food Service • Forestry & Fishing • Franchises • Health Services • High Net Worth Individuals & Families • Investment Advisory Services • Manufacturing • Medical/Dental Professionals • Not-for-Profit Organizations • Professional Service Providers • Real Estate • Restaurants • Retail/Wholesale • Fraud & Investigative • Retirement Planning • Service Businesses • Small Business Services • Start-up Companies • State & Use Tax Services • Textile Apparel

Does your firm offer:

Internships?	Yes
Paid or unpaid?	Paid
Does your firm hire for entry-level positions?	Yes
Assistance in preparing for the CPA exam?	Yes. Exam registration and fees for initial exam section. We purchase the Becker review materials and provide paid time off for the first two attempts for each exam section.

Does your firm cover the cost of:

Licensing and renewals?	Yes
Membership fees in professional organizations?	Yes
Continuing professional education (CPE)?	Yes

Is overtime required?	Yes
Is overnight travel required?	Very limited

Lovoy, Summerville & Shelton, LLC
361 Summit Blvd Suite 210
Birmingham, Alabama 35243

Firm Contact:	Lloyd C. Shelton
E-mail Address:	lshelton@go2cpa.com
Phone:	(205) 970-9080
Fax:	(205) 970-0017
Web site:	www.go2cpa.com
Office Locations:	Birmingham • Auburn
Staff size:	19
Number of Partners:	5

Firm Description

Since our firm was founded in 1972, we pride ourselves on being a traditional CPA firm. Our core services are audit and tax as well as general business advice. We assist our clients with the following types of financial reporting: Audits, Tax compliance, Financial and tax planning, Budgeting and forecasting, Internal controls and Transaction consulting including mergers, restructuring and reorganization.

Our goal is to remain steadfastly committed to development of a highly respected, independent accounting practice that is, above all else, responsive to the needs of our clients.

Client Services

Accounting • Auditing • Business Consulting • Compilation and Review • Compliance Audits • Control Compliance • Corporate Tax • Consulting • Employee Benefit Plans • Estate & Gift Tax Planning • Fiduciary Income Tax • Financial Services • Governmental Accounting & Auditing • Individual Tax • Internal Control Systems • Litigation Support Services • Management Advisory Services • Mergers, Acquisitions, Liquidations • Multi-State Tax Issues • Operational Audits • Outsourced Accounting & Tax Services • Representation before the IRS & DOR

Industry Specialization

Communications • Construction • Employee Benefit Plans • Engineering & Architecture • Food Service • Health Services • High Net Worth Individuals & Families • Medical/Dental Professionals • Not-for-Profit Organizations • Real Estate • Retail/Wholesale • Retirement Planning • Service Businesses • Small Business Services • Start-up Companies • State & Use Tax Services

Does your firm offer:

Internships?	Yes
Paid or unpaid?	Paid
Does your firm hire for entry-level positions?	Yes
Assistance in preparing for the CPA exam?	No

Does your firm cover the cost of:

Licensing and renewals?	Yes
Membership fees in professional organizations?	Yes
Continuing professional education (CPE)?	Yes

Is overtime required?	Yes
Is overnight travel required?	Very limited

Machen, McChesney & Chastain, LLP
1820 East University Drive
Auburn, Alabama 36830

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E-mail Address:	dchastain@mmcfirm.com
Phone:	(334) 887-7022
Fax:	(334) 887-7221
Web site:	www.mmcfirm.com
Office Locations:	Auburn • Opelika
Staff size:	32
Number of Partners:	6
Number of CPAs:	20

Firm Description

Serving as our clients' advocate and advisor, Machen, McChesney & Chastain, LLP, has provided professional services to Auburn, Opelika and East Alabama since 1954. We are committed to serving clients who share our commitment to excellence by maintaining a professional team that is trustworthy, self-motivated and highly skilled, and by maintaining a proper work-life balance. We are an independent member of the BDO Seidman Alliance, a nationwide associate of independently owned local, regional and international firms.

Client Services

Accounting • Auditing • Business Consulting • Business Valuation • Compilation and Review • Compliance Audits • Computer Systems • Control Compliance • Corporate Tax • Cost Segregation Studies • Divorce Accounting • Estate & Gift Tax Planning • Fiduciary Income Tax • Financial Services • Governmental Accounting & Auditing • Individual Tax • Internal Control Systems • International Tax • Management Advisory Services • Multi-State Tax Issues • Personal Financial Planning • Representation before the IRS & DOR • Small Business Services Valuation

Industry Specialization

Agriculture & Livestock • Construction • Corporate Finance • Educational Institutions • Engineering & Architecture • Financial Institutions • Food Service • Forestry & Fishing • Franchises • Health Services • High Net Worth Individuals & Families • Investment Advisory Services • Manufacturing • Medical/Dental Professionals • Not-for-Profit Organizations • Professional Service Providers • Real Estate • Restaurants • Retail/Wholesale • Retirement Planning • Service Businesses • Small Business Services • Sports/Leisure • Start-up Companies • State & Local Government Entities • State & Use Tax Services • Technology • Textile & Apparel • Transportation

Does your firm offer:

Internships?	Yes
Paid or unpaid?	Paid
Does your firm hire for entry-level positions?	Yes
Assistance in preparing for the CPA exam?	Yes. We give a maximum of 8 paid days to pass the exam and pay up to \$2,000 towards the cost of a Becker CPA review course. Upon passing, we reimburse the cost of one full exam and pay a bonus for passing the exam within certain years of eligibility (First year bonus, \$2,000; Second year bonus, \$1,000).

Does your firm cover the cost of:

Licensing and renewals?	Yes
Membership fees in professional organizations?	Yes
Continuing professional education (CPE)?	Yes
Is overtime required?	Yes. During tax season.
Is overnight travel required?	No

McDaniel & Associates, PC
101 Executive Park Drive
Dothan, Alabama 36303

Firm Contact:	George Price
E-mail Address:	gprice@mcdanielcpa.com
Phone:	(334) 792-2153
Fax:	(334) 793-1216
Web site:	www.mcdanielcpa.com
Office Locations:	Dothan • Marianna, FL • Santa Rosa Beach, FL
Staff size:	56
Number of Partners:	8
Number of CPAs:	24

Firm Description

In 1940, holding Alabama CPA Certificate Number 92, E.B. McDaniel, Jr. founded Dothan's first certified public accounting firm. The firm opened a second office in Marianna, Fla. In 1991 and further expanded in 2007 when Robert L. McCullar, Certified Public Accountant merged his Santa Rosa Beach, Fla. Office with McDaniel & Associates. Today the firm employs over 50 people and serves more than 4,000 businesses and individuals throughout the Southeast.

Based on the principles of a strong work ethic and exceptional client service, McDaniel & Associates, PC continues to be the CPA firm of choice for cost-effective auditing, accounting, business consulting, tax planning and preparation, and estate and financial planning.

Client Services

Accounting • Auditing • Business Consulting • Business Valuation • Compilation and Review • Corporate Tax • Computer Systems • Consulting • Employee Benefit Plans • Estate & Gift Tax Planning • Fiduciary Income Tax • Financial Services • Governmental Accounting & Auditing • Individual Tax • Management Advisory Services • Mergers, Acquisitions, Liquidations • Multi-State Tax Issues • Outsourced Accounting & Tax Services • Personal Financial Planning

Industry Specialization

Agriculture & Livestock • Automobile Dealers • Construction • Corporate Finance • Educational Institutions • Employee Benefit Plans • Financial Institutions • Health Services • High Net Worth Individuals & Families • Investment Advisory Services • Manufacturing • Medical/Dental Professionals • Professional Service Providers • Real Estate • Restaurants • Retail/Wholesale • Retirement Planning • Service Businesses • Small Business Services • Software • State & Use Tax Services • Transportation

Does your firm offer:

Internships?	Yes
Paid or unpaid?	Paid
Does your firm hire for entry-level positions?	Yes
Assistance in preparing for the CPA exam?	Yes. Paid time off for exam preparation and testing.

Does your firm cover the cost of:

Licensing and renewals?	Yes
Membership fees in professional organizations?	Yes
Continuing professional education (CPE)?	Yes

Is overtime required?	Yes
Is overnight travel required?	No

MDA Professional Group, PC
307 Clinton Avenue West • Suite 500
Huntsville, Alabama 35801

Firm Contact:	Charles H. Adams
E-mail Address:	cadams@mdacpa.com
Phone:	(256) 533-9105
Fax:	(256) 539-8050
Web site:	www.mdacpa.com
Office Locations:	Huntsville • Albertville • Athens • Gadsden • Fort Payne
Staff size:	88
Number of Partners:	17
Number of CPAs:	40

Firm Description

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

Client Services

Accounting • Auditing • Bankruptcy Support • Business Consulting • Business Valuation • Compilation and Review • Compliance Audits • Control Compliance • Corporate Tax • Computer Systems • Consulting • Divorce Accounting • Employee Benefit Plans • Estate & Gift Tax Planning • Fiduciary Income Tax • Financial Services • Forensic Accounting • Governmental Accounting & Auditing • Individual Tax • Internal Control Systems • Litigation Support Services • Management Advisory Services • Mergers, Acquisitions, Liquidations • Multi-State Tax Issues • Outsourced Accounting & Tax Services • Personal Financial Planning • Representation before the IRS & DOR • Small Business Services Valuation

Industry Specialization

Agriculture & Livestock • Automobile Dealers • Communications • Construction • Corporate Finance • Educational Institutions • Employee Benefit Plans • Engineering & Architecture • Financial Institutions • Food Service • Franchises • Government Contracting • Health Services • High Net Worth Individuals & Families • Manufacturing • Medical/Dental Professionals • Not-for-Profit Organizations • Professional Service Providers • Real Estate • Restaurants • Retail/Wholesale • Fraud & Investigative • Retirement Planning • Service Businesses • Small Business Services • Start-up Companies • State & Local Government Entities • State & Use Tax Services

Does your firm offer:

Internships?	Yes
Paid or unpaid?	Paid
Does your firm hire for entry-level positions?	Yes
Assistance in preparing for the CPA exam?	Yes. Paid time off to sit for exam, bonus after passing and reimbursement of exam fees after passing.

Does your firm cover the cost of:

Licensing and renewals?	Yes
Membership fees in professional organizations?	Yes
Continuing professional education (CPE)?	Yes

Is overtime required?	Yes
Is overnight travel required?	Minimal

Mostellar & Shreve, LLP
23 Midtown Park Drive West
Mobile, Alabama 36606

Firm Contact:	Lewis T. Shreve, CPA
E-mail Address:	lshreve@mostellarshreve.com
Phone:	(251) 476-0243
Fax:	(251) 476-9999
Web site:	www.mostellarshreve.com
Office Locations:	Midtown Mobile • Downtown Mobile
Staff size:	10
Number of Partners:	2
Number of CPAs:	6

Firm Description

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

Client Services

Accounting • Auditing • Business Consulting • Compilation and Review • Corporate Tax • Divorce Accounting • Estate & Gift Tax Planning • Fiduciary Income Tax • Individual Tax • Multi-State Tax Issues • Representation before the IRS & DOR

Industry Specialization

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

Does your firm offer:

Internships?	Yes
Paid or unpaid?	Paid
Does your firm hire for entry-level positions?	Yes
Assistance in preparing for the CPA exam?	Yes

Does your firm cover the cost of:

Licensing and renewals?	Yes
Membership fees in professional organizations?	Yes
Continuing professional education (CPE)?	Yes

Is overtime required?	Yes
Is overnight travel required?	No

Neuschwander, Faircloth & Hardy, PC
21908 Palmer Street
Robertsdale, Alabama 36567

Firm Contact:	Jamie Hite
E-mail Address:	hr@nfhcpa.com
Phone:	(251) 947-2470
Fax:	(251) 947-2474
Web site:	www.nfhcpa.com
Office Locations:	Robertsdale
Staff size:	14
Number of Partners:	3
Number of CPAs:	6

Firm Description

NFH, P.C. is one of the leading firms in the Alabama Gulf Coast area. At NFH, we work to maintain the highest standards of professionalism and integrity. We know that the key to our success is having an excellent team of dedicated professionals who have the same goals, and desire to excel as a firm. When our founding shareholders began the firm in 2005, their goal was to establish an accounting practice that allowed for career development and for well-balanced lives outside of work. Over the past five years, NFH has realized consistent growth through successful client relationships. We are pleased to announce a significant step forward because of this success. Effective January 3, 2011, we have completed the move into our newly constructed office building. We encourage you to visit our website at www.nfhcpa.com to learn more about us.

Client Services

Accounting • Business Consulting • Compilation and Review • Corporate Tax • Consulting • Estate & Gift Tax Planning • Fiduciary Income Tax • Financial Services • Individual Tax • Mergers, Acquisitions, Liquidations • Multi-State Tax Issues • Personal Financial Planning • Representation before the IRS & DOR

Industry Specialization

Construction • High Net Worth Individuals & Families • Professional Service Providers • Real Estate • Restaurants • Retail/Wholesale • Security & Commodity Brokers • Service Businesses • Small Business Services • Start-up Companies • Technology

Does your firm offer:

Internships?	Yes
Paid or unpaid?	Paid
Does your firm hire for entry-level positions?	Yes
Assistance in preparing for the CPA exam?	Yes. Discount on CPA study material.

Does your firm cover the cost of:

Licensing and renewals?	Yes
Membership fees in professional organizations?	Yes
Continuing professional education (CPE)?	Yes

Is overtime required?	Yes. During tax season.
Is overnight travel required?	Seldom

Pearce, Bevell, Leesburg, Moore, PC
110 Office Park Drive, Suite 100
Birmingham, Alabama 35223

Firm Contact:	Larry Abercrombie
E-mail Address:	larrya@pearcebevill.com
Phone:	(205) 323-5440
Fax:	(205) 328-8523
Web site:	www.pearcebevill.com
Office Locations:	Birmingham
Staff size:	84
Number of Partners:	14
Number of CPAs:	40

Firm Description

Pearce, Bevell, Leesburg, Moore, PC is a professional accounting firm established in 1981. Since that time we have grown to approximately 90 people, including 14 partners and 60 professional staff. We provide services to a wide array of clients in many industries including health care, real estate, construction, manufacturing, restaurant, retailing and professional services. The firm is a member of the Private Companies Practice Section of the AICPA. All professional staff are required to meet both AICPA and ASCPA continuing education requirements.

Client Services

Accounting • Auditing • Bankruptcy Support • Business Consulting • Business Valuation • Compilation and Review • Compliance Audits • Contract Financial Management • Control Compliance • Corporate Tax • Computer Systems • Consulting • Cost Segregation Studies • Divorce Accounting • Employee Benefit Plans • Estate & Gift Tax Planning • Fiduciary Income Tax • Forensic Accounting • Governmental Accounting & Auditing • Individual Tax • Internal Control Systems • Litigation Support Services • Management Advisory Services • Mergers, Acquisitions, Liquidations • Multi-State Tax Issues • Operational Audits • Outsourced Accounting & Tax Services • Personal Financial Planning • Representation before the IRS & DOR • Small Business Services Valuation

Industry Specialization

Agriculture & Livestock • Automobile Dealers • Construction • Employee Benefit Plans • Engineering & Architecture • Financial Institutions • Food Service • Franchises • Health Services • High Net Worth Individuals & Families • Insurance Consulting • Manufacturing • Medical/Dental Professionals • Not-for-Profit Organizations • Professional Service Providers • Real Estate • Restaurants • Retail/Wholesale • Fraud & Investigative • Retirement Planning • Security & Commodity Brokers • Service Businesses • Small Business Services • Sports/Leisure • Start-up Companies • State & Local Government Entities • State & Use Tax Services • Technology

Does your firm offer:

Internships?	Yes
Paid or unpaid?	Paid
Does your firm hire for entry-level positions?	Yes
Assistance in preparing for the CPA exam?	Yes

Does your firm cover the cost of:

Licensing and renewals?	Yes
Membership fees in professional organizations?	Yes
Continuing professional education (CPE)?	Yes

Is overtime required?	Yes
Is overnight travel required?	Minimal

Rabren, Odom, Pierce & Hayes, PC
1600 Dr. MLK Jr. Expressway
Andalusia, Alabama 36420

Firm Contact:	Melissa C. Pierce
E-mail Address:	mpierce@ro-cpa.com
Phone:	(334) 222-4101
Fax:	(334) 222-9125
Web site:	www.ro-cpa.com
Office Locations:	Andalusia
Staff size:	15
Number of Partners:	4
Number of CPAs:	4

Firm Description

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

Client Services

Accounting • Auditing • Business Consulting • Compilation and Review • Corporate Tax • Consulting • Employee Benefit Plans • Estate & Gift Tax Planning • Fiduciary Income Tax • Financial Services • Governmental Accounting & Auditing • Individual Tax • Internal Control Systems • Management Advisory Services • Mergers, Acquisitions, Liquidations • Personal Financial Planning • Representation before the IRS & DOR

Industry Specialization

Employee Benefit Plans • Government Contracting • Health Services • High Net Worth Individuals & Families • Medical/Dental Professionals • Not-for-Profit Organizations • Retail/Wholesale • Retirement Planning • Small Business Services • Start-up Companies • State & Local Government Entities

Does your firm offer:

Internships?	No
Does your firm hire for entry-level positions?	Yes
Assistance in preparing for the CPA exam?	Yes. We supply review materials, paid time off to sit for the exam, and a bonus upon successful completion of all four parts.

Does your firm cover the cost of:

Licensing and renewals?	Yes
Membership fees in professional organizations?	Yes
Continuing professional education (CPE)?	Yes
Is overtime required?	Yes
Is overnight travel required?	Yes

Self, Maples & Copeland, PC
1601 2nd Avenue East
Oneonta, Alabama 35121

Firm Contact:	Tom Self
E-mail Address:	tom@cpasmc.com
Phone:	(205) 625-3472 ext 118
Fax:	(205) 274-0182
Web site:	www.cpasmc.com
Office Locations:	Oneonta
Staff size:	36
Number of Partners:	4
Number of CPAs	11

Firm Description

Self, Maples & Copeland, PC was founded in 1964 in Oneonta, Alabama, a suburb of Birmingham. We provide audit, review and compilation services, long-term care consulting, computer consulting, data processing services, tax return preparation and advice, estate planning, and pension plan reporting services. We serve clients throughout the United States. We have offices in Oneonta and Montgomery, Alabama.

The firm currently has 45 employees. Our competent and experienced Shareholders, Managers & Supervisors, and Senior & Staff Accountants are all ready to assist you with your accounting, auditing and consulting needs. Our Data Processing and Information Systems Department and our Bookkeeping Department are available to assist you with your day to day management information and reporting requirements .

Client Services

Accounting • Auditing • Business Consulting • Compilation and Review • Corporate Tax • Computer Systems • Consulting • Cost Segregation Studies • Employee Benefit Plans • Estate & Gift Tax Planning • Fiduciary Income Tax • Governmental Accounting & Auditing • Individual Tax

Industry Specialization

Construction • Employee Benefit Plans • Long Term Care • Not-for-Profit Organizations • Professional Service Providers • Retail/Wholesale • Small Business Services • State & Local Government Entities • Technology

Does your firm offer:

Internships?	No
Does your firm hire for entry-level positions?	Yes
Assistance in preparing for the CPA exam?	Yes. Assists with cost of review courses.

Does your firm cover the cost of:

Licensing and renewals?	Yes
Membership fees in professional organizations?	Yes
Continuing professional education (CPE)?	Yes

Is overtime required?	Yes
Is overnight travel required?	Minimal

Smith, Dukes & Buckalew, LLP
3800 Airport Boulevard, Suite 101
Mobile, Alabama 36608

Firm Contact:	Mark Chapman
E-mail Address:	mark@sdbllp.com
Phone:	(251) 343-1200
Fax:	(251) 344-0966
Web site:	www.sdbllp.com
Office Locations:	Mobile • Daphne
Staff size:	52
Number of Partners:	8
Number of CPAs:	28

Firm Description

Smith, Dukes & Buckalew has been a trusted advisor and professional services leader for three quarters of a century. We believe in the value of relationships. We view every client relationship like a partnership, and truly believe that our success is a result of your success.

Our partners and staff are committed to providing close, personal attention to our clients. We take pride in giving you the assurance that the personal assistance you receive comes from years of advanced training, technical experience and financial acumen. Our continual investment of time and resources in professional continuing education, state-of-the-art computer technology and extensive business relationships is indicative of our commitment to excellence.

Client Services

Accounting • Auditing • Bankruptcy Support • Business Consulting • Compilation and Review • Corporate Tax • Computer Systems • Consulting • Divorce Accounting • Employee Benefit Plans • Estate & Gift Tax Planning • Fiduciary Income Tax • Governmental Accounting & Auditing • Individual Tax • Internal Control Systems • Litigation Support Services • Management Advisory Services • Mergers, Acquisitions, Liquidations • Multi-State Tax Issues • Personal Financial Planning • Representation before the IRS & DOR

Industry Specialization

Automobile Dealers • Construction • Educational Institutions • Employee Benefit Plans • Engineering & Architecture • Financial Institutions • Food Service • Forestry & Fishing • Health Services • High Net Worth Individuals & Families • Manufacturing • Medical/Dental Professionals • Not-for-Profit Organizations • Professional Service Providers • Real Estate • Restaurants • Retail/Wholesale • Retirement Planning • Service Businesses • Small Business Services • Software • Start-up Companies • State & Local Government Entities • Technology • Transportation

Does your firm offer:

Internships?	Yes
Paid or unpaid?	Paid
Does your firm hire for entry-level positions?	Yes
Assistance in preparing for the CPA exam?	Yes. Bonus upon completion.

Does your firm cover the cost of:

Licensing and renewals?	Yes
Membership fees in professional organizations?	Yes
Continuing professional education (CPE)?	Yes

Is overtime required?	Yes
Is overnight travel required?	No

Stone, Avant & Daniels, PC
1801 Oxmoor Road, Suite 200
Birmingham, Alabama 35209

Firm Contacts:	Lisa Avant
E-mail Addresses:	lavant@stoneavant.com
Phone:	(205) 870-9898
Fax:	(205) 870-9903
Web site:	www.stoneavant.com
Office Locations:	Homewood
Staff size:	11
Number of Partners:	3
Number of CPAs:	8

Firm Description

We are a local CPA firm with a primary focus on commercial and highway construction clients.

Client Services

Accounting • Auditing • Business Consulting • Business Valuation • Compilation and Review • Corporate Tax • Computer Systems • Consulting • Estate & Gift Tax Planning • Fiduciary Income Tax • Financial Services • Governmental Accounting & Auditing • Individual Tax • Multi-State Tax Issues • Personal Financial Planning • Representation before the IRS & DOR

Industry Specialization

Construction • Health Services • Medical/Dental Professionals • Not-for-Profit Organizations • Restaurants • Retail/Wholesale • Small Business Services • State & Use Tax Services

Does your firm offer:

Internships?	No
Does your firm hire for entry-level positions?	Yes
Assistance in preparing for the CPA exam?	Paid for days off to test.

Does your firm cover the cost of:

Licensing and renewals?	Yes
Membership fees in professional organizations?	Yes
Continuing professional education (CPE)?	Yes

Is overtime required?	Yes
Is overnight travel required?	No

Till, Hester, Eyer & Brown, PC
2700 Highway 280 East, Suite 400
Birmingham, Alabama 35223

Firm Contact:	Glenn F. Till, Jr.
E-mail Address:	glenn.tilljr@thebcpa.com
Phone:	(205) 871-9855
Fax:	(205) 871-9832
Web site:	www.thebcpa.com
Office Locations:	AL • FL • GA • TN • TX
Staff size:	16
Number of Partners:	5
Number of CPAs:	9

Firm Description

We are a local CPA firm in Birmingham, Alabama that provides accounting, auditing, tax and management advisory services to a wide variety of clientele. One of the oldest and most well established firms in Birmingham, Alabama.

Client Services

Accounting • Auditing • Business Consulting • Business Valuation • Compilation and Review • Compliance Audits • Corporate Tax • Consulting • Employee Benefit Plans • Estate & Gift Tax Planning • Fiduciary Income Tax • Financial Services • Governmental Accounting & Auditing • Individual Tax • Internal Control Systems • Litigation Support Services • Management Advisory Services • Mergers, Acquisitions, Liquidations • Multi-State Tax Issues • Operational Audits • Personal Financial Planning • Representation before the IRS & DOR • Small Business Services Valuation

Industry Specialization

Arts/Entertainment • Automobile Dealers • Communications • Construction • Employee Benefit Plans • High Net Worth Individuals & Families • Investment Advisory Services • Manufacturing • Medical/Dental Professionals • Not-for-Profit Organizations • Professional Service Providers • Real Estate • Restaurants • Retail/Wholesale • Retirement Planning • Service Businesses • Small Business Services • Start-up Companies • State & Local Government Entities • State & Use Tax Services

Does your firm offer:

Internships?	Yes
Paid or unpaid?	Paid
Does your firm hire for entry-level positions?	Yes
Assistance in preparing for the CPA exam?	Yes. Pay for exam after completion of all parts.

Does your firm cover the cost of:

Licensing and renewals?	Yes
Membership fees in professional organizations?	Yes
Continuing professional education (CPE)?	Yes
Is overtime required?	Yes
Is overnight travel required?	Yes

Warren, Averett, Kimbrough & Marino, LLC
2500 Acton Road
Birmingham, Alabama 35243

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Phone:	(205) 769-3339
Fax:	(205) 979-6313
Web site:	www.wakm.com
Office Locations:	Anniston • Birmingham • Cullman • Dallas, TX
Staff size:	242
Number of Partners:	52
Number of CPAs:	128

Firm Description

As Alabama's largest certified public accounting firm, Warren Averett is proud to work with many of Alabama's top corporate guides – those executives who calmly navigate the short term with a sure vision of the future. In today's business climate it is essential to prepare for the future while successfully navigating the present. Warren Averett is a proven resource for private and public entities and our advisors have been helping clients guide their businesses since 1972. Warren Averett operates with an intense focus on personal service and offers expertise, services and resources to comprehensively care for our clients. We tailor traditional accounting, auditing and tax services, as well as many other nontraditional services, to meet the unique needs of each client we serve.

Client Services

Accounting • Auditing • Bankruptcy Support • Business Consulting • Business Valuation • Compilation and Review • Compliance Audits • Corporate Tax • Computer Systems • Consulting • Cost Segregation Studies • Divorce Accounting • Employee Benefit Plans • Estate & Gift Tax Planning • Fiduciary Income Tax • Financial Services • Forensic Accounting • Governmental Accounting & Auditing • Individual Tax • Internal Control Systems • International Tax • Litigation Support Services • Management Advisory Services • Mergers, Acquisitions, Liquidations • Multi-State Tax Issues • Operational Audits • Outsourced Accounting & Tax Services • Personal Financial Planning & Wealth Management • Public Offerings • Representation before the IRS & DOR • Small Business Services Valuation

Industry Specialization

Automobile Dealers • Biotech • Construction • Educational Institutions • Employee Benefit Plans • Engineering & Architecture • Financial Institutions • Food Service • Franchises • Fraud & Investigative • Government Contracting • Health Services • High Net Worth Individuals & Families • High Tech • Investment Advisory Services • Manufacturing • Medical/Dental Professionals • Not-for-Profit Organizations • Professional Service Providers • Real Estate • Restaurants • Retail/Wholesale • Retirement Planning • Service Businesses • Software • Start-up Companies • State & Local Government Entities • State & Use Tax Services • Technology • Transportation

Does your firm offer:

Internships?	Yes
Paid or unpaid?	Paid
Does your firm hire for entry-level positions?	Yes
Assistance in preparing for the CPA exam?	Yes. We pay for Becker review and one full sitting of the CPA exam.

Does your firm cover the cost of:

Licensing and renewals?	Yes
Membership fees in professional organizations?	Yes
Continuing professional education (CPE)?	Yes
Is overtime required?	Yes
Is overnight travel required?	Yes

The Watkins Johnsey Professional Group, PC
516 East Mobile Street
Florence, Alabama 35630

Firm Contact:	Charles Watkins
E-mail Address:	cwatkins@wjpg.com
Phone:	(256) 767-0021
Fax:	(256) 767-1491
Web site:	www.wjpg.com
Office Locations:	Florence
Staff size:	8
Number of Partners:	2
Number of CPA:	2

Firm Description

The Watkins Johnsey Professional Group, PC is a full service CPA firm located in Florence, Ala. In addition to the core practice areas of tax compliance, auditing and bookkeeping, our professional staff offers a wide range of more specialized services including management advisory services, and tax consulting and planning.

Ranging in size from individuals of modest means to some of the larger businesses in the area, our clients represent every facet of the northwest Alabama economy, and include governments, manufacturers, wholesalers, retailers, contractors/real estate developers, professional firms, medical practices, and charitable/nonprofit organizations, among others.

Client Services

Accounting • Auditing • Business Consulting • Compilation and Review • Compliance Audits • Corporate Tax • Estate & Gift Tax Planning • Fiduciary Income Tax • Governmental Accounting & Auditing • Individual Tax • Internal Management Advisory Services • Personal Financial Planning • Representation before the IRS & DOR

Industry Specialization

Construction • Educational Institutions • Not-for-Profit Organizations • Real Estate • Retail/Wholesale • Service Businesses • Small Business Services • State & Local Government Entities • State & Use Tax Services

Does your firm offer:

Internships?	Yes
Paid or unpaid?	Paid
Does your firm hire for entry-level positions?	Yes
Assistance in preparing for the CPA exam?	Yes. Time off from work for exam and other agreed upon assistance.

Does your firm cover the cost of:

Licensing and renewals?	Yes
Membership fees in professional organizations?	Yes
Continuing professional education (CPE)?	Yes

Is overtime required?	Yes
Is overnight travel required?	No

White, Fleming & Company, PC
801 Clinton Avenue East
Huntsville, Alabama 35801

Firm Contact:	Ray White
E-mail Address:	ray@whiteflemingcpa.com
Phone:	(256) 533-7610
Fax:	(256) 533-1165
Web site:	www.whiteflemingcpa.com
Office Locations:	Huntsville
Staff size:	27
Number of Partners:	4
Number of CPAs:	13

Firm Description

Founded in 1971, the firm's mission to be the premier service provider of traditional accounting, assurance, and taxation services to small and to mid-sized businesses.

Client Services

Accounting • Auditing • Business Consulting • Compilation and Review • Corporate Tax • Employee Benefit Plans • Estate & Gift Tax Planning • Individual Tax • Mergers, Acquisitions, Liquidations • Multi-State Tax Issues • Outsourced Accounting & Tax Services

Industry Specialization

Automobile Dealers • Employee Benefit Plans • Government Contracting • Health Services • High Tech • High Net Worth Individuals & Families • Manufacturing • Medical/Dental Professionals • Professional Service Providers • Real Estate • Retail/Wholesale • Software • Technology

Does your firm offer:

Internships?	Yes
Paid or unpaid?	Paid
Does your firm hire for entry-level positions?	Yes
Assistance in preparing for the CPA exam?	Yes

Does your firm cover the cost of:

Licensing and renewals?	Yes
Membership fees in professional organizations?	Yes
Continuing professional education (CPE)?	Yes

Is overtime required?	Yes
Is overnight travel required?	No

Wilkins Miller Hieronymus, LLC
41 West Interstate 65 Service Road North, Suite 400
Mobile, Alabama 36608

Firm Contact:	Susan Carothers
E-mail Address:	scarothers@wilkinsmiller.com
Phone:	(251) 410-6700
Fax:	(251) 410-6799
Web site:	www.wilkinsmiller.com
Office Locations:	Mobile • Fairhope
Staff size:	69
Number of Partners:	11
Number of CPAs:	31

Firm Description

Wilkins Miller Hieronymus is the largest accounting and consulting firm in the Mobile Bay Region and ranked by Business Alabama as one of the largest in the state. The firm works as a team to service and offer innovative solutions to meet its clients' needs and exceed their expectations in the areas of financial accounting, tax planning and compliance, litigation and valuation services, technology consulting, cost segregation services and entrepreneurial services. Our clients consist of a variety of businesses including companies who have gone public and those recognized by Inc. magazine as one of the "500 fastest growing, privately-held companies in America."

Client Services

Accounting • Auditing • Bankruptcy Support • Business Consulting • Business Valuation • Compilation and Review • Compliance Audits • Corporate Tax • Computer Systems • Consulting • Cost Segregation Studies • Employee Benefit Plans • Estate & Gift Tax Planning • Fiduciary Income Tax • Financial Services • Forensic Accounting • Governmental Accounting & Auditing • Individual Tax • Internal Control Systems • Litigation Support Services • Management Advisory Services • Mergers, Acquisitions, Liquidations • Multi-State Tax Issues • Outsourced Accounting & Tax Services • Personal Financial Planning • Representation before the IRS & DOR • Small Business Services Valuation

Industry Specialization

Automobile Dealers • Construction • Educational Institutions • Employee Benefit Plans • Engineering & Architecture • Food Service • Forestry & Fishing • Government Contracting • Health Services • High Net Worth Individuals & Families • High Tech • Insurance Consulting • Investment Advisory Services • Manufacturing • Medical/Dental Professionals • Not-for-Profit Organizations • Professional Service Providers • Real Estate • Restaurants • Retail/Wholesale • Fraud & Investigative • Retirement Planning • Service Businesses • Small Business Services • Software • Start-up Companies • State & Local Government Entities • Technology

Does your firm offer:

Internships?	Yes
Paid or unpaid?	Paid
Does your firm hire for entry-level positions?	Yes
Assistance in preparing for the CPA exam?	Yes

Does your firm cover the cost of:

Licensing and renewals?	Yes
Membership fees in professional organizations?	Yes
Continuing professional education (CPE)?	Yes

Is overtime required?	Yes
Is overnight travel required?	Limited

Wilson, Price, Barranco, Blankenship & Billingsley, PC
3815 Interstate Court
Montgomery, Alabama 36109

Firm Contact:	Kelly Cochran
E-mail Address:	hr@wilsonprice.com
Phone:	(334) 271-2200
Fax:	(334) 387-3633
Web site:	www.wilsonprice.com
Office Locations:	Montgomery
Staff size:	140
Number of Partners:	25
Number of CPAs:	70

Firm Description

Wilson Price is one of the Southeast's largest local CPA and consulting firms. We have been serving our clients for more than five decades from our office in Montgomery, Alabama. Our performance has earned us the respect and trust of generations of clients, and it continues to drive our entrepreneurial spirit to deliver insightful information to help businesses succeed and families prosper.

Client Services

Accounting • Auditing • Bankruptcy Support • Business Consulting • Business Valuation • Compilation and Review • Compliance Audits • Contract Financial Management • Control Compliance • Corporate Tax • Computer Systems • Consulting • Cost Segregation Studies • Divorce Accounting • Employee Benefit Plans • Estate & Gift Tax Planning • Fiduciary Income • Financial Services • Forensic Accounting • Governmental Accounting & Auditing • Individual Tax • Internal Control Systems • International Tax • Litigation Support Services • Management Advisory Services • Mergers, Acquisitions, Liquidations • Multi-State Tax Issues • Operational Audits • Outsourced Accounting & Tax Services • Personal Financial Planning • Public Offerings • Representation before the IRS & DOR • Small Business Services Valuation

Industry Specialization

Arts/Entertainment • Automobile Dealers • Communications • Construction • Corporate Finance • Educational Institutions • Employee Benefit Plans • Engineering & Architecture • Financial Institutions • Food Service • Forestry & Fishing • Franchises • Fraud & Investigative • Government Contracting • Health Services • High Net Worth Individuals & Families • Insurance Consulting • Investment Advisory Services • Manufacturing • Medical/Dental Professionals • Not-for-Profit Organizations • Professional Service Providers • Real Estate • Restaurants • Retail/Wholesale • Retirement Planning • Security Brokers • Service Businesses • Small Business Services • Start-up Companies • State & Local Government Entities • State & Use Tax Services • Technology • Textile & Apparel • Transportation

Does your firm offer:

Internships?	Yes
Paid or unpaid?	Paid
Does your firm hire for entry-level positions?	Yes
Assistance in preparing for the CPA exam?	Yes. We provide an allowance for study materials and pay for time to take the exam.

Does your firm cover the cost of:

Licensing and renewals?	Yes
Membership fees in professional organizations?	Yes
Continuing professional education (CPE)?	Yes

Is overtime required?	Yes
Is overnight travel required?	Yes. Some but usually not significant.

Take Action

Now that you've had a chance to learn about accounting firms across Alabama, it's time to make your move. Use the space below to track firms you're interested in and your progress in the job hunt process.

Firms I'm Interested In:

_____	_____
_____	_____
_____	_____
_____	_____

Contacts Made:

_____	_____
firm	contact name
_____	_____
firm	contact name
_____	_____
firm	contact name
_____	_____
firm	contact name

Résumés Sent:

_____	_____
firm	date sent
_____	_____
firm	date sent
_____	_____
firm	date sent
_____	_____
firm	date sent

Interviews Scheduled:

_____	_____
firm	interview date
_____	_____
firm	interview date
_____	_____
firm	interview date

Additional Resources

These are the people who will help you become a Certified Public Accountant. Our team at the Alabama Society of CPAs is glad to help you along the way.

Alabama Society of Certified Public Accountants (ASCPA)

1041 Longfield Court
Montgomery, AL 36117
P.O. Box 242987
Montgomery, AL 36124-2987
Phone: (334) 834-7650
Toll-free: 1-800-227-1711
Website: www.ascpa.org
E-mail: rbarwick@ascpa.org

Alabama State Board of Public Accountancy (ASBPA)

770 Washington Avenue, Suite 226
Montgomery, AL 36104-3807
Phone: (334) 242-5700
Toll-free: 1-800-435-9743
Website: www.asbpa.alabama.gov
E-mail: anna.baker@asbpa.alabama.gov

American Institute of Certified Public Accountants (AICPA)

220 Leigh Farm Road
Durham, NC 27707-8110
Phone: (919) 402-4500
General Website: www.aicpa.org
Student Website: www.startheregoplaces.com

National Association of State Boards of Accountancy (NASBA)

150 Fourth Avenue North, Suite 700
Nashville, TN 37219-2417
Phone: (615) 880-4200
Website: www.nasba.org
E-mail: cpaexam@nasba.org

Prometric (Test Scheduling)

Canton Crossing
1501 South Clinton Street
Baltimore, MD 21224
Phone: (443) 455-8000
Toll-free 866-776-6387
Website: www.prometric.com/cpa

Uniform CPA Examination

AICPA Examinations Team
Parkway Corporate Center
1230 Parkway Avenue, Suite 311
Ewing, NJ 08628-3018
Website: www.cpa-exam.org
E-mail: cpaexam@aicpa.org

CPA

(noun) Trusted expert who helps individuals and organizations envision and shape their financial future. Characterized by **COMMITMENT** to objectivity, integrity and competence; excellent **PERFORMANCE** on behalf of clients, employers and the public; and **ACCOUNTABILITY** for the highest professional and business ethics.



www.ascpa.org

P.O. Box 242987

Montgomery, Alabama 36124-2987