

CPA

2020-21

MSCPA

Firm Guide

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M·S·C·P·A

Massachusetts Society of CPAs®

Dear Future CPA,

Are you interested in finding a position in public accounting? The MSCPA Firm Guide, produced by the MSCPA, will be a valuable resource in your search process. It profiles approximately sixty firms throughout the Commonwealth — firms that are interested in hearing from bright, motivated individuals wanting to start their professional career with a forward-looking employer.

The guide also provides answers to FAQs regarding the CPA Exam and certification requirements as well as valuable tips for job hunting. And, you'll find additional career resources by visiting our student website CPAtrack.com. Once there, you can post your resume, view internships and job listings, and find the latest information about MSCPA Career Fairs and events.

If you're an accounting student or a recent grad planning to take the CPA Exam, expand your network by becoming a student member of the MSCPA. The MSCPA and American Institute of Certified Professional Accountants (AICPA) offer free dual student membership. Take advantage of the many benefits we offer, including scholarships, discounts on CPA Exam review courses, and networking opportunities with both young and seasoned professionals. With more than 11,000 members, chances are your future employer is a member who will recognize and appreciate your MSCPA affiliation. You can apply online at CPAtrack.com.

If you have specific questions, please feel welcome to contact the Academic and Career Development Department at 617.303.2403.

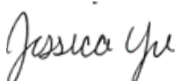
Best of luck,



Erica DeBiase

Director of Academic
& Career Development

edebiase@mscpaonline.org



Jessica Yu

Academic & Career
Development Specialist

jyu@mscpaonline.org

#7



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RYAN PECK, MSA'18

Information Resources

American Institute of CPAs (AICPA)

888.777.7077

aicpa.org | starttheregoplaces.com | thiswaytoCPA.com

Accounting & Financial Women's Alliance (AFWA)

859.219.3532

AFWA.org

Ascend

Pan-Asian Leaders in Finance and Accounting

212.248.4888

ascendleadership.org

Association of Latino Professionals for America (ALPFA)

855.MYALPFA (638.5198) ext. 704

alpfa.org

Massachusetts Board of Public Accountancy

Certification & Licensing, CPA Exam Requirements

617.727.1806

mass.gov/ocabr/licensee/dpl-boards/pa

Massachusetts Society of CPAs (MSCPA)

617.556.4000

mscpaonline.org | CPAtrack.com

National Association of Black Accountants (NABA)

617.445.NABA (455.6222)

nababoston.org

National Association of State Boards of Public Accountancy (NASBA)

800.272.3926 or 615.880.4200

nasba.org



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The Manning School of Business at the University of Massachusetts Lowell has a long history of educating business leaders. Through programs in accounting, entrepreneurship, finance, international business, management, management information systems, marketing, business analytics, and supply chain management, we provide students with the broad range of skills necessary for success.

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ManningMSA@UML.edu
978-934-2848



MANNING SCHOOL OF BUSINESS

Colleges and Universities with Accounting Programs

Visit CPAtrack.com for links to these colleges.

American International College	413.737.7000
Anna Maria College	508.849.3360
Assumption College	508.767.7000
Babson College	781.235.1200
Bay Path University	800.782.7284
Bentley University	781.891.2000
Boston College	617.552.8000
Bridgewater State University	508.531.1000
Clark University	508.793.7711
College of the Holy Cross	508.793.2011
Elms College	413.594.2761
Emmanuel College	617.735.9715
Endicott College	978.927.0585
Fisher College	617.236.8800
Fitchburg State University	978.665.3000
Framingham State University	508.620.1220
Gordon College	978.927.2300
Lasell College	617.243.2000
Massachusetts College of Liberal Arts	413.662.5000
Merrimack College	978.837.5000
Nichols College	800.470.3379
Northeastern University	617.373.2000
Pine Manor College	617.731.7000
Salem State University	978.542.6000
Simmons College	617.521.2000
Stonehill College	508.565.1000
Suffolk University	617.573.8000
University of Massachusetts / Amherst	413.545.0111 / 413.545.5645
University of Massachusetts / Boston	617.287.5000
University of Massachusetts / Dartmouth	508.999.8000
University of Massachusetts / Lowell	978.934.4000
Western New England University	413.782.3111
Westfield State University	413.572.5300
Worcester State University	508.929.8000

Community Colleges with Accounting Programs

Berkshire Community College	413.499.4660
Bristol Community College	774.357.2811
Bunker Hill Community College	617.228.2000
Cape Cod Community College	508.362.2131
Greenfield Community College	413.775.1000
Holyoke Community College	413.538.7000
Massachusetts Bay Community College	781.239.3000
Massasoit Community College (Brockton)	508.588.9100
Massasoit Community College (Canton)	508.588.9100
Middlesex Community College (Bedford)	800.818.3434
Middlesex Community College (Lowell)	800.818.3434
Mount Wachusett Community College	978.632.6600
Northern Essex Community College	978.556.3000
North Shore Community College	978.762.4000
Quinsigamond Community College	508.853.2300
Roxbury Community College	617.427.0060
Springfield Technical Community College	413.781.7822

Summary of General Hiring Practices of Profiled Firms

The paragraphs that follow summarize the data obtained from the 57 accounting firms profiled in the 2020-21 MSCPA Firm Guide. Please note this is not an complete list of all firms in Massachusetts, and the information provided reflects only the firms listed in this Guide. The MSCPA hopes that this gathered information will be of value as you prepare for your accounting career. If you are interested in any particular firm, please contact them for further information about their hiring practices.

150-Hour Compliance

Candidates pursuing CPA certification in Massachusetts are required to have 150 credit hours of college-level education. Almost all international firms require 150-hour compliance when hiring entry-level staff, whereas the majority of national, regional and local firms do not.

GPA

Academic Success is a factor in entry-level hiring decisions. The majority of prospective employers use both the overall Grade Point Average (GPA) as well as the Accounting/Business major GPA as a screening factor. About 22% of the firms have higher expectations for the Accounting/Business major GPA than overall GPA, and 32% of the regional firms and 41% of the local firms cited that GPA is not considered in making a hiring decision.

Employment Visas

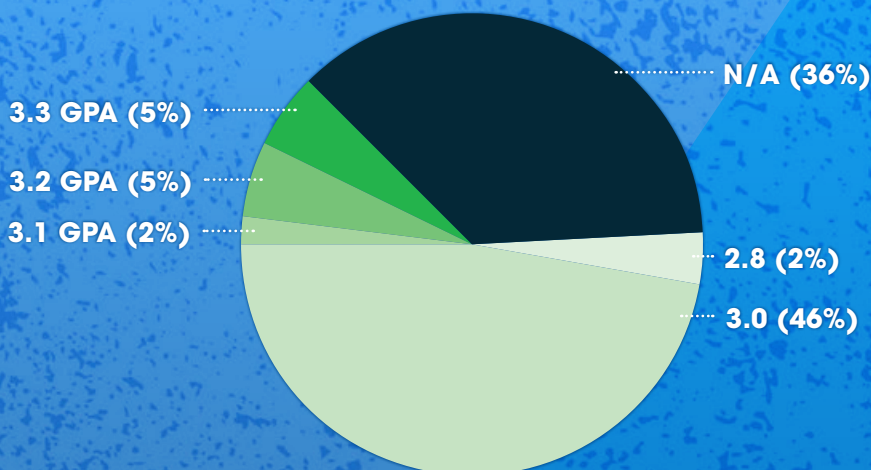
CPA firms have different general visa sponsorship policies for entry-level foreign nationals. It is your responsibility to become knowledgeable about your visa requirements to permanently work in the United States. If you are an international student who requires sponsorship, you're advised to check with the firm about its sponsorship policy.

Internships

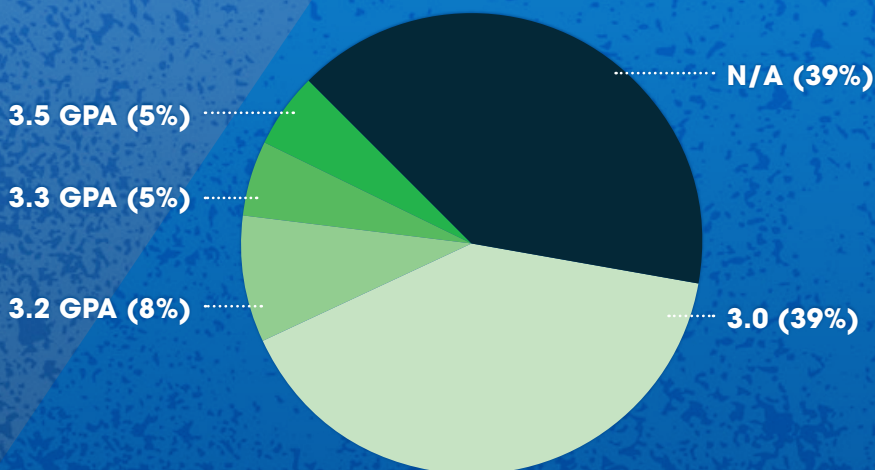
Internships are a good path to full-time employment. Approximately 70% of the firms hire summer interns and approximately 88% of the firms hire winter interns.

Overall Acceptable Grade Point Average (GPA)*

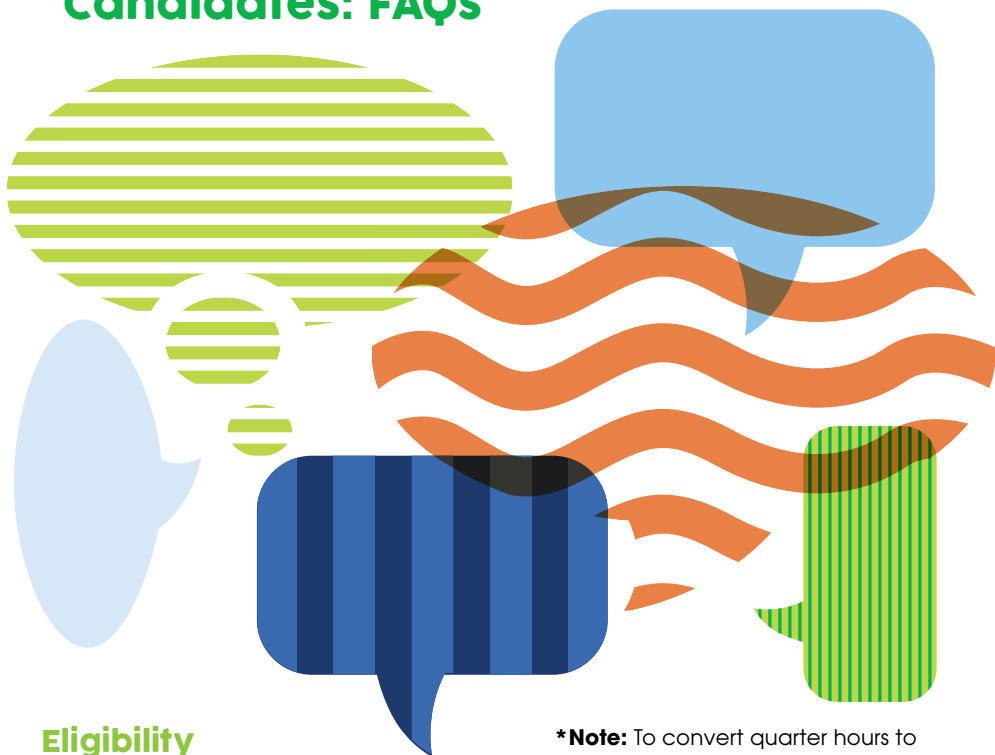
*Percentages are approximate due to rounding.



Acceptable GPA in Accounting / Business Major



CPA Exam & Educational Requirements for Massachusetts Candidates: FAQs



Eligibility

1. What are the eligibility criteria to sit for the CPA Exam as a Massachusetts candidate if I don't yet comply with the educational requirements to become certified as a CPA?

To be eligible to sit for the Exam, you must:

- Be at least 18 years old;
- Have earned a Bachelor's degree or your testing date must be within 90 days of your degree conferral date. Your degree must consist of a minimum of 120 semester hours (or 180 quarter hours)* of credits earned from a nationally or regionally accredited college or university.

Associate degrees or community college courses are accepted without transfer into a Bachelor's degree if the course content is not repeated at the four-year college or university;

***Note:** To convert quarter hours to semester hours, multiply total quarter hours $\times \frac{2}{3}$. To convert semester hours to quarter hours, multiply total semester hours $\times \frac{3}{2}$.

- Have the equivalent of 21 undergraduate accounting credits**, including coverage in:
 - Financial accounting;
 - Audit;
 - Management accounting; and
 - Taxation.

****Note:** Introductory or elementary courses can be counted toward the 21 credits.

- Have the equivalent of nine undergraduate business credits, including coverage in:
 - Business law;
 - Finance; and
 - Information systems.

2. What if I am not sure if I meet the educational requirements to take the Exam?

The MSCPA does not evaluate transcripts; however, CPA Exam Services (CPAES) will review your transcript of past and current courses to identify academic deficiencies. The fee is \$100 for this advisory review. Visit cpacentral.nasba.org where you will need to create a CPA Central user account.

3. What if I am an international candidate who earned educational credits at a school outside the United States?

You will need to have your educational credentials evaluated by the Center for Educational Documentation (cedevaluations.com) or NASBA (nasba.org/products/nasbainternationalvaluationservices). These are the only evaluation services accepted. This evaluation is not necessary if you studied a semester abroad as part of your program at a U.S. accredited college.

4. What if I took both undergraduate and graduate courses to satisfy my accounting and business credit requirement?

If you combine undergraduate and graduate credits to arrive at the required 21 accounting credits, one graduate credit equals $\frac{5}{3}$ of an undergraduate credit. Therefore, a three-credit grad course is worth five undergraduate credits. Conversely, one undergraduate credit equals $\frac{3}{5}$ of a graduate credit.

If you combine undergraduate and graduate credits to arrive at the required 24 business credits, each graduate credit equals $\frac{4}{3}$ of an undergraduate credit. Therefore, a three-credit graduate course is worth four undergraduate credits. Conversely, undergraduate credit equals $\frac{3}{4}$ of a graduate credit.

5. Is there a difference between the educational requirements to sit for the Exam and those to obtain CPA certification?

Yes, you will need to obtain an additional 30 educational credits, totaling 150 educational credits for CPA certification in Massachusetts.

6. What if I take the Exam before I complete the Exam's educational requirements?

In addition to your application, you will be required to complete a Certificate of Enrollment (COE) form as evidence that you are enrolled and all course and/or graduation requirements will be completed within 90 days of sitting for the Exam.

Once the educational requirements have been met, an official transcript must again be submitted to CPA Exam Services (CPAES) to confirm degree conferral and/or satisfactory completion of courses. Failure to do so will result in the loss of any credit received for any part of the examination passed prior to providing the final official transcript.

Before you apply for your CPA license, you will need to submit an Academic Evaluation for Certification Report to NASBA (\$100 fee) for verification that you meet the 150-hour requirement.

Coursework

1. How do I know if some of the accounting and business courses I took meet the requirements? The course titles are a bit different.

If a course title does not clearly relate to the coverage area, you may need to submit a course catalogue, syllabus or letter from a professor detailing the coverage.

2. What if I took both undergraduate and graduate courses to satisfy my accounting and business credit requirement?

If you combine undergraduate and graduate credits to arrive at the required 21 accounting credits, one graduate credit equals $\frac{5}{3}$ of an undergraduate credit. Therefore, a three-credit grad course is worth five undergraduate credits. Conversely, one undergraduate credit equals $\frac{3}{5}$ of a graduate credit.

If you combine undergraduate and graduate credits to arrive at the required 24 business credits, each graduate credit equals $\frac{4}{3}$ of an undergraduate credit. Therefore, a three-credit graduate course is worth four undergraduate credits. Conversely, undergraduate credit equals $\frac{3}{4}$ of a graduate credit.

3. How should I select my accounting and business elective courses?

It's highly recommended to review the Examination Blueprints published by the AICPA to ensure that your courses will cover all the subject matter tested on the Exam. Check out the CPA Exam pages under "Become a CPA" on aicpa.org. Courses in advanced Excel, data analytics and oral and written communications are valued by accounting firms.

4. Can I use credits earned a Independent Study to meet the accounting credit requirement?

Yes, if your college categorizes the course as an accounting course on your transcript. The credits cannot be used to meet any of the four required areas of coverage, i.e. audit, taxation, management accounting or financial accounting.

5. Can I earn credits at a community college?

Yes, and these credits do not need to transfer into a four-year college. You will be required to provide a transcript from your community college when you apply for the Exam. Please note that you will not be awarded credits for courses repeated at a four-year school; therefore, we recommend that you fulfill your general education requirements at the community college level, i.e., language, science, math requirements, etc. It is also a good idea to check with your future four-year college to review your plan for community college coursework so they can advise you accordingly.

6. Can I take classes online?

Yes, however, the online course must be taken at a regionally accredited college or university, and upon completion, the college must provide you with a transcript specifying the credits earned.

7. Can I use internship credits to meet the accounting/business requirements?

Yes, if the credits are recorded as semester hours on your college transcript. None of the required subject area coverages (i.e., audit, tax, financial accounting and management accounting) can be accomplished by an internship; formal course instruction is necessary.

8. Do I need to earn a minimum grade for my credits to count?

No, and credits earned in courses graded pass/fail are accepted.

9. How do I know if some of the accounting and business courses I took meet the requirements? The course titles are a bit different.

If a course title does not clearly relate to the coverage area, you may need to submit a course catalogue, syllabus or letter from a professor detailing the coverage.

Time Limits

1. Is there a time limit to meet the 150-hour certification requirement if I pass the Exam before attaining 150 credits?

No, there is no time limit to meet the educational requirements for CPA certification.

2. Is there a time limit for passing all four Exam sections?

Yes, you must pass all four Exam sections within a rolling 18-month period that begins on the testing date the first Exam section is passed. If you do not pass all four Exam sections within this time period, you will lose credit for each section passed outside the 18 months.

3. I have an extenuating circumstance and I will not be able to make my test as originally scheduled. Can my NTS be extended?

There is no provision that allows a candidate to withdraw from the Exam. Application and/or Exam fees are not refundable. If you have an extreme circumstance (such as military deployment or medical emergency), you may apply for an NTS extension or a partial refund of your Exam fees under specific circumstances. If you registered to test through one of the 32 jurisdictions represented by CPAES (nasba.org/exams/exam-resources/nasbacpaesjurisdictions) (which includes Massachusetts) complete the Exception to Policy Form (nasba.org/files/2011/03/Exception_Policy.pdf) no later than 30 days from the date of the extreme circumstance. Your request will then be submitted to a review committee. Otherwise, you will need to contact your jurisdiction's Board of Accountancy (nasba.org/exams/cpaexam) directly regarding NTS extensions. For additional information, please visit nasba.org/features/cpa-exam-application-process-faq.

Applying for the CPA Exam in Massachusetts: FAQs

1. How do I apply for the Exam?

You may apply online using a credit card. Visit [nasba.org](https://www.nasba.org) and select "CPA Exam" and "Massachusetts" as the jurisdiction. Once there, you will find information about fees and the required documents (transcripts, photos, etc.) as well as a link to create an account at CPA Central. All required documents must be submitted within 45 days of your application. If you take the Exam before you have 150 educational credits, you will also need to file a Certificate of Enrollment form.

2. How much does it cost to take the Exam?

Each time you sit, you are required to pay an examination fee for each section as well as an application fee (first-time candidates) OR a registration fee (re-Exam candidates).

As of June 2020, each Exam section fee is \$209.99, the application fee is \$195 and the registration fee ranges from \$117 to \$177, depending on the number of sections you apply for. You must be prepared to take all sections for which you apply within six months from the date you receive approval. If you don't, you will forfeit your fees and you will need to reapply. To view the fee schedule, visit [nasba.org](https://www.nasba.org) and select "CPA Exam" and "Massachusetts" as the jurisdiction.

3. Is financial assistance available to take the CPA Exam?

Yes. In May of each year, the Educational Foundation holds a lottery to award a limited number of \$500 vouchers to assist with Exam costs. To be eligible, you must be a Massachusetts resident who plans to take one or more Exam sections before April 30 of the following year. In addition, you cannot receive financial assistance from your employer in the form of payments/reimbursements of Exam fees or review courses or receive a bonus when you pass.

4. When is the Exam given?

As of July 1, 2020, testing windows for the CPA Exam have been replaced by continuous testing, allowing candidates to take the Exam year-round, without restriction, other than waiting to receive scores from prior attempts of the same section or when there is a major change to the Exam. For more information, please visit [nasba.org/exams/continuous-testing](https://www.nasba.org/exams/continuous-testing).

5. Must all four Exam sections be taken at the same time?

No, you may take any section of the Exam in any testing window and in any order you wish. You will not be required to pass one section prior to applying for another, but you must pass all four sections within an 18-month period. For that reason, you may consider taking your most challenging section as your first Exam. You will not be allowed to retake a section in the same testing window.

6. What is a Notice to Schedule or NTS?

A Notice to Schedule or NTS is your notification of approval to take the Exam sections for which you applied. Once you receive it, you may contact Prometric to schedule your Exam appointment. It will expire in six months. If you cannot take all the Exam sections, you will NOT be able to extend it or receive a refund or credit. Verify that all information on the NTS is correct and that your name EXACTLY matches the name on the identification documents that you will use to check-in at the testing center. If the information is incorrect or the ID and NTS do not match, immediately contact CPAES (1.800.CPA.EXAM).

7. How do I schedule an Exam appointment?

Visit prometric.com/cpa or call 800.580.9648. You must schedule a separate appointment for each Exam section, but it is not necessary to book your appointments all at once. To increase the likelihood of receiving your first choice of date, time and location, you should schedule at least 65 days before the desired date. Your NTS is valid for six months; if you do not take all sections for which you have been approved, you will forfeit your fees and will have to reapply.

8. Where do I take the Exam?

You may take the Exam as a Massachusetts candidate at any Prometric testing center in the U.S., its five jurisdictions or at an approved international site. In Massachusetts, sites are in Boston, Brockton, Burlington, Lowell, West Springfield and Worcester. Visit prometric.com to locate a test center near you.

9. How do I get a special accommodation for the Exam?

Special accommodations under the Americans with Disabilities Act (ADA) may be requested as part of the application process. Visit nasba.org and select “CPA Exam” and “Massachusetts” as the jurisdiction.

10. What is the passing score and how and when do I receive my score?

The passing score for each section is 75 on a 0-99 scale. For more information, candidates are encouraged to review the CPA Exam Score Release Timeline FAQ found on the AICPA’s Exam site: aicpa.org/BecomeACPA/CPAExam.

Preparing for the Exam

1. How can I prepare for the Exam?

- a. Check out the “CPA Exam” section of thiswaytocpa.com and [AICPA.org](https://aicpa.org). Once there, you can:
 - Review the “Examination Blueprints” that detail what will be tested on each section of the Exam;
 - Take the Exam tutorial and sample tests; and
 - Subscribe to the free six-month subscription to the Professional Literature.
- b. Read your NTS carefully
- c. Read the Candidate Bulletin

2. Are there review courses to better prepare me to pass the CPA Exam?

Yes. Although the Society does not endorse one particular course, our members receive discounts with our partner providers: Becker; Roger CPA Review; Surgent CPA Review; Wiley Efficient Learning and Gleim. It is recommended that you select the program that best suits your learning style. Visit mscpaonline.org/benefits to view potential savings.

COVID-19 Related FAQs

1. Will my NTS be extended due to the circumstances stemming from COVID-19?

Massachusetts candidates who had credit expiration dates from April 1 to December 30 will be extended through December 31, 2020. If a candidate had a scheduled appointment, their information was not updated in Prometric's system and therefore their NTS was NOT extended automatically. If candidates want their NTS extended, they will have to cancel their appointment with Prometric, then contact NASBA so they can complete the NTS extension process for them to schedule another appointment.

2. How will exam credit extensions be impacted by COVID-19?

Massachusetts candidates with CPA exam credit expiration dates from April 1 to June 30, 2020 have been extended through September 30, 2020. For the most up to date information, please visit: nasba.org/creditempension. Please contact NASBA directly with questions: cpaes-ma@nasba.org.

3. How will my 18-Month Testing Window be impacted?

NASBA has every intention of supporting CPA candidates during this difficult time. CPA Exam credit extensions will be considered on a case-by-case basis. Please contact NASBA directly with questions: cpaes-ma@nasba.org.

3. Are Prometric Testing Centers open for testing?

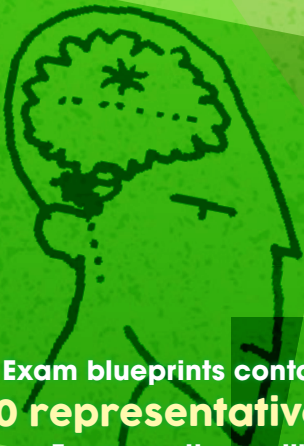
Prometric's goal is to resume testing when and where it is safe to do so in accordance with all local, state and federal regulations. If your Exam appointment is impacted by these closure extensions, you will receive an email notification informing you that your appointment has been cancelled, and instructions for how to reschedule for a future date. For a list of open Prometric sites, please visit prometric.com/site-openings.

4. Do pass/fail courses count towards the CPA Educational Requirement in Massachusetts?

The Massachusetts State Board of Public Accountancy accepts pass/fail grades if they are listed on an official transcript from an accredited school and if credit hours received for the course are listed as well.

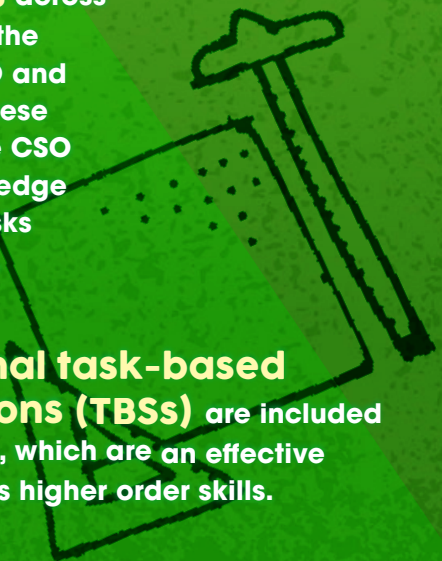
The CPA EXAM

To become a licensed Certified Public Accountant (CPA), you must first pass the Uniform CPA Examination. Here is what you can expect from the Exam...



Assessment of higher-order cognitive skills that include, but are not limited to, **critical thinking, problem solving and analytical ability.**

The Exam blueprints contain approximately **600 representative tasks** across all four Exam sections will replace the Content Specification Outline (CSO and Skill Specification Outline (SSO). These blueprints are more robust than the CSO and SSO, identifying content knowledge linked directly to representative tasks performed by newly-licensed CPAs.

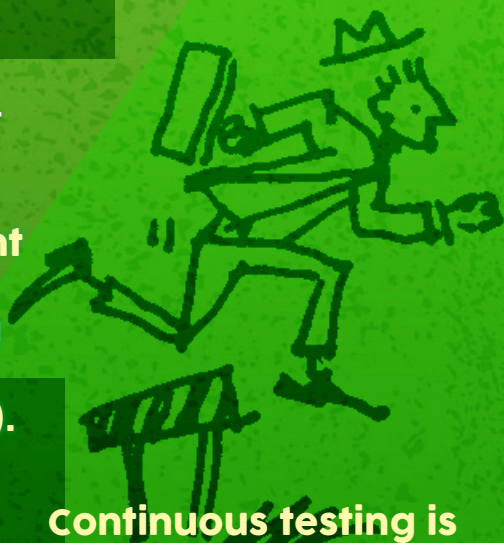


Additional task-based simulations (TBSS) are included on the Exam, which are an effective way to assess higher order skills.



Administration of the Exam includes a **15-minute standardized break** during each section that will not count against a candidate's testing time. Total CPA Exam testing time is **16 hours** — four sections of four hours each.

The Exam is composed of the four existing sections — **Auditing and Attestation (AUD)**, **Business Environment and Concepts (BEC)**, **Financial Accounting and Reporting (FAR)** and **Regulation (REG)**.



Continuous testing is now available for the CPA Exam. There will no longer be testing windows and restrictions on when the Exam can be taken. Candidates will be able to sit for the Exam **year-round**, other than waiting to receive scores from prior attempts of the same section or when there is a major change to the Exam.





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UMassAmherst

Isenberg School
of Management

Licensure – Obtaining Your CPA License in Massachusetts: FAQs

Eligibility Requirements

1. What are the general requirements for becoming a licensed CPA in Massachusetts?

All candidates for certification must pass the CPA Exam and meet specific educational and experience requirements to become licensed in Massachusetts. (For more information about the experience requirement, see question 14.)

2. What is the education requirement for becoming a CPA in Massachusetts?

A CPA candidate must complete 150 credit hours (225 quarter hours) of college or university education for a Bachelor's degree from a nationally or regionally accredited institution. Credits can be earned outside of a degree program and community college credits are accepted without transfer into a four-year school.

3. What is the experience requirement for CPA certification/licensure?

You are required to have no less than one year of employment in public accounting that includes no fewer than 2,000 hours of providing any type of services or advice using accounting attest, compilation, management advisory, financial advisory, tax and consulting skills. Part-time experience can be earned over a period of up to three years.

4. Do I need a graduate degree to become a CPA?

No, the only degree required for certification is a Bachelor's degree. However, the skills and knowledge usually developed in a graduate program (e.g., Master of Accounting, Master's in Tax, Master of Business Administration (MBA), law degree, etc.) may be very useful in helping CPAs meet client demands. For this reason, the MSCPA encourages a graduate education.

Coursework

1. Does my college-level education need to include specific coursework?

It depends; the requirements vary based on the highest degree you obtain. Summary information is provided below.

Option 1: If you obtain a Master's degree in accounting from a college or university whose accounting program is accredited or whose accounting program has been reviewed and accepted by the Massachusetts Board of Public Accountancy, you will not need to meet specific course requirements.

Option 2: If you earn a graduate degree in accounting from a school that does not fall within Option 1, or if you earn a graduate degree in business administration or law, you will need:

- **Financial accounting:** 18 semester hours (27 quarter hours) of accounting at the graduate level or 30 semester hours (45 quarter hours) at the undergraduate level, or an equivalent combination thereof. These courses must include coverage in financial accounting, audit, taxation and management accounting. In addition, the degree must include or be supplemented by 18 semester hours of business at the graduate level, 24 semester hours (36 quarter hours) of business courses (other than accounting courses) at the undergraduate level or an equivalent combination thereof.

Option 3: If your highest degree is a Bachelor's degree: your degree must include, or be supplemented by, 30 semester hours in accounting with coverage in financial accounting, audit, taxation and management accounting. In addition, the degree must include, or be supplemented by, 24 semester hours in business courses

Licensure – Obtaining Your CPA License in Massachusetts: FAQs

(continued)

other than accounting courses. These business courses shall include coverage in business law, information systems, finance and coverage in at least one of the areas of economics, business organizations, professional ethics and/or business communication.

Please note: Graduate degrees in business administration include such degrees as Master's in Business Administration (MBA), Master's of Science in Accounting Information Systems (MSAIS), Master's of Science in Finance (MSF) and Master's of Taxation (MST).

2. What constitutes a graduate degree in business?

Typically, to qualify as a graduate degree in business, a degree program must be offered through the college or university's school of business or management. While most candidates are likely to satisfy this requirement with an MBA degree, it might also be satisfied with a more focused business degree in what would be considered a traditional business subject. Thus, a candidate would be considered as having a graduate degree in business if he or she completed an MST or an MSAIS/MSMIS.

Other traditional areas of business include, but are not limited to, subjects such as: decision sciences, finance (including banking, insurance and real estate), human resources, management science, marketing, operations management, organizational behavior, organizational development, strategic management, supply chain management and technology management (excerpted from AACSB International Accreditation Standards). A focused graduate degree in any of these areas will be considered as a graduate degree in business.

To qualify, a graduate degree in law should be offered by a law school recognized by the American Bar Association or authorized by the Commonwealth of Massachusetts to grant law degrees. While most candidates are likely to possess a Juris Doctor (JD) degree or a Master of laws (LLM), other postgraduate law degrees will also qualify as appropriate graduate degrees in law.

3. What if I took both undergraduate and graduate courses to satisfy my accounting and business credit requirements?

If you combine undergraduate and graduate credits to calculate the required 30 undergraduate or 18 graduate accounting credits, one graduate credit equals $\frac{5}{3}$ of an undergraduate accounting credit. Therefore, a three-credit grad course is worth five undergrad credits. Conversely, one undergraduate accounting credit equals $\frac{3}{5}$ of a graduate accounting credit.

If you combine undergraduate and graduate credits calculate the required 24 undergraduate or 18 graduate business credits, each graduate credit equals $\frac{4}{3}$ of an undergraduate credit. Therefore, a three-credit graduate course is worth four undergraduate credits. Conversely, one undergraduate business credit equals $\frac{3}{4}$ of a graduate credit.

4. Do the additional courses I take to reach the required 150 total have to include specific subject areas?

No, but we recommend that you review the Examination Blueprints published by the AICPA to ensure that your courses will cover all the subject matter tested on the Exam. In addition, courses in advanced excel, data analytics and oral and written communications are valued by accounting firms.

5. What are acceptable accounting courses?

Completion of a course in each of the four required areas is the most direct way to meet the requirement. Below are a few examples:

- **Financial accounting:** Intermediate Accounting, Advanced Accounting, International Accounting, Financial Statement Analysis and Financial Reporting and Analysis;
- **Auditing:** Financial Statement Auditing, Internal Audit and IT Audit;
- **Taxation:** Income Taxation, Financial Planning, Corporate Taxation and Tax Implications of Accounting Decisions; and
- **Management Accounting:** Cost Accounting, Accounting Information for Decision Making and Managerial Accounting.

Please note: Elementary and introductory courses will count toward the requirements for accounting hours.

6. What are acceptable business courses?

Completion of a course in each of the required areas is the most direct way to satisfy the coverage requirement. Since these coverage areas are broad, the requirement may be satisfied by a wide variety of courses. Examples of courses that might provide coverage in these areas include, but are not limited to:

- **Business Law:** Business Law and Law for Accountants;
- **Information Systems:** Management Information Systems and Information Resource Management;
- **Finance:** Corporate Finance, Managerial Finance, Financial Risk Management, Financial Planning and Investments;
- **Economics:** Managerial Economics, Macroeconomics and Microeconomics;
- **Business Organizations:** Organizational Behavior and Managing People;
- **Professional Ethics:** Business Ethics and Professional Ethics; and
- **Business Communications:** Business Writing, Professional Speaking and Managerial Communications.

7. What if a course title does not clearly relate to the coverage area?

If a course title does not clearly relate to the coverage area, you may need to submit a course catalogue, syllabus or letter from a professor.

8. What if I am an international candidate who earned educational credits at a school outside the U.S.?

You will need to have your educational credentials evaluated by the Center for Educational Documentation (cedevaluations.com) or NASBA (nasba.org/products/nasbainternationalevaluationservices). These are the only evaluation services accepted. This evaluation is not necessary if you studied a semester abroad as part of your program at a U.S. accredited college.

Time Limits

1. What if I sit for the Exam before I meet the 150-hour requirement for CPA certification?

Before you apply for your CPA license, you will need to submit an Academic Evaluation for Certification Report (AECR) to NASBA (\$100 fee). The report status of “eligible” must be included with your license application.

2. Is there a time limit to meet the 150-hour requirement once I pass the CPA Exam?

No, there is no time limit to meet the 150-hour requirement.

3. What if I sit for the Exam before I meet the 150-hour requirement for CPA certification?

Before you apply for your CPA license, you will need to submit an Academic Evaluation for Certification Report (AECR) to NASBA (\$100 fee). The report status of “eligible” must be included with your license application.

4. What if I am an international candidate who earned educational credits at a school outside the U.S.?

You will need to have your educational credentials evaluated by the Center for Educational Documentation (cedevaluations.com) or NASBA (nasba.org/products/nasba_internationalevaluationservices). These are the only evaluation services accepted. This evaluation is not necessary if you studied a semester abroad as part of your program at a U.S. accredited college.

5. Is there any time limit to acquire my work experience once I pass the Exam or earn my 150 credits?

No, there is no time limit to acquire work experience once you pass the Exam or earn your 150 credits.

Experience Requirements

1. Can I substitute non-public or government accounting experience to meet the requirement for certification?

Yes, you can substitute three years of full-time employment in industry, government, academia or a non-profit that includes no fewer than 2,000 hours of performance of services or advice using accounting attest, compilation, management advisory, financial advisory, tax and consulting skills. Part-time experience can be earned over a period of nine years. The Board of Public Accountancy will look such factors as the complexity and diversity of work. Your three years of employment must include responsibilities above entry-level and you must work under the direct supervision of a CPA (licensed at the time the experience was obtained).

2. Are there specific circumstances when governmental experience is considered equal to public accounting experience?

Yes, the Board, in its discretion, may grant credit for field audit work, including the direct supervision of field audit work, with the U.S. Government or any agency or subdivision of the Commonwealth with a demonstrated emphasis on the expression of opinions on financial statements in accordance with generally accepted auditing standards, the review of and report on internal controls, the application of varied auditing procedures, the preparation of audit working papers for account examinations, the planning of auditing work programs, the preparation of written explanations and comments on examination findings and the preparation and analysis of financial statements. The experience required by this clause, as approved by the Board, shall be considered work experience on the same basis as experience in public accounting practices; provided, however, that adherence to the standard of independence is strictly applied.

3. How is full-time experience at a public accounting firm calculated?

You must work for an uninterrupted period of two months or more with a minimum of 35 hours per week. Sickness and legal holidays are not considered an interruption of service.

4. How is part-time experience at a public accounting firm calculated?

You must work for an uninterrupted period of two months or more with a minimum of 20 hours per week. Sickness and legal holidays are not considered an interruption of service. Credit will be granted only for actual hours devoted to the performance of services described above.

5. How is full-time experience in government or non-public accounting calculated?

You must work for an uninterrupted period of 12 months or more with a minimum of 35 hours per week. Sickness, vacation and legal holidays are not considered an interruption of service.

6. How is part-time experience in government or non-public accounting calculated?

You must work for an uninterrupted period of 12 months, with a minimum of 20 hours per week. Sickness, vacation and legal holidays are not considered an interruption of service.

7. Will my internship at a public accounting firm count toward the experience requirement?

Yes, if the type of service you were performing qualifies and you worked for an uninterrupted period of two months or more.

8. Can volunteer experience be used to fulfill the experience requirement?

No, it won't, but it might lead to a paid opportunity in the future or introduce you to individuals who may help advance your career.

Applying for a CPA License in Massachusetts: FAQs

If you are unable to find the answer to your question, please contact the Massachusetts Board of Public Accountancy at mass.gov/orgs/board-of-public-accountancy or 617.727.1806.

Applying for a CPA license

1. How do I apply for my CPA license in Massachusetts after I pass the Exam and meet the education and experience requirements?

You will file an application with the Massachusetts Board of Public Accountancy, the licensing authority for the Commonwealth of Massachusetts. Several documents will be required to support your application, including character letters and experience letters from your employer(s). It will take time to gather this material. Visit mass.gov/public-accountancy-licensing and select "How to apply for an initial/reciprocal accounting license" to review a copy of the application form and checklist to help you to plan.

2. Can I apply online?

Yes, the Massachusetts Board of Public Accountancy requires you to apply online at mass.gov/public-accountancy-licensing.

3. What is the fee for an initial CPA license?

The initial fee is \$175 if you have never been licensed in any jurisdiction.

4. What is the fee for a reciprocal license?

The fee for a reciprocal license is \$499.

5. Will I need to include an Academic Evaluation for Certification Report (AECR)?

If you sat for the Exam before, you met the 150-hour requirement or you passed the Exam in a jurisdiction other

than Massachusetts, you will need to apply for an AECR through NASBA (\$100) to verify that you are "eligible for a license. To get started, visit nasba.org/licensure/nasbalicensing/massachusetts.

6. How do I document my public accounting work experience?

When you apply for your license, you will need to include a letter that describes your experience and is attested to, under the pains and penalties of perjury, and signed by a partner or shareholder. It should be written on the firm's letterhead, addressed to the Massachusetts Board of Public Accountancy, dated within one year and bear an original signature. The content must contain your exact dates of employment, indicate the completion of the 2,000 hours and state if you were a full- or part-time employee. If you were part-time, you must also provide a detailed list of each week worked and the number of hours earned as verified by your employer.

7. How do I document my non-public work experience?

When you apply for your license, you will need to include a letter that describes your experience and is attested to, under the pains and penalties of perjury and signed by a CPA supervisor. It should be written on company letterhead, addressed to the Massachusetts Board of Public Accountancy, dated within one year and bear an original signature. The content must contain your exact dates of employment, indicate the completion of the 2,000 hours and state if you

were a full- or part-time employee. If you were part-time, you must also provide a detailed list of each week worked and the number of hours earned as verified by your employer.

8. If I passed the Exam as a Massachusetts candidate, do I have to apply for a Massachusetts CPA license if I intend to live and practice in another state?

No, you can transfer your CPA Exam scores to the state where you intend to relocate and apply for a license there. This service is provided by NASBA for a fee of \$25. To learn more, visit nasba.org/licensure/nasbalicensing/colorado/faqs.

Maintaining a CPA license in Massachusetts

1. Once I'm certified, do I have to do anything to maintain my initial certification?

Yes. Every two years, you will need to submit a license renewal application and fee to the Division of Public Licensure and provide evidence of completion of 80 hours (credits) of Continuing Professional Education (CPE) that includes four credits in professional ethics. For your initial renewal period, the number may be less than 80, depending on when your license was issued.

Month of License Issuance	Total # of CPEs Due at 1st Renewal
Jul/Aug/Sept	80 CPE credits
Oct/Nov/Dec	70 CPE credits
Jan/Feb/Mar	60 CPE credits
Apr/May/June	50 CPE credits

In addition, every CPA is required to adhere to a code of professional conduct that helps to maintain integrity and dignity in the profession. Finally, CPAs who sign off on financial statements (for their firms) are required to undergo a peer review every three years.

2. I let my CPA license lapse. How do I go about reinstating it?

In order to reinstate a license, you will need to contact the State Board of Public Accountancy in writing and request a reinstatement package. You should include your current address and your lapsed license number for verification in an email to the Board, accountingboard@state.ma.us. There are different requirements for reinstating your license depending on your circumstances. For more information, please view the regulations regarding requirements for reinstatement of a lapsed/expired license found here: mass.gov/orgs/board-of-public-accountancy.

3. What if I move to another state after I am licensed in Massachusetts? Will my license transfer with me?

Reciprocity, or the recognition of your Massachusetts license in another state, is ultimately the decision of the licensing board in your new state. However, it is likely that if you meet the certification requirements for Massachusetts, you will be able to obtain a license in another state. For more information, visit nasba.org/licensure/substantialequivalency. Ultimately, you will need to contact your new state's Board of Public Accountancy.

Disclaimer: These FAQs were developed to serve as guidance and not intended to be exhaustive, therefore, they have no legal merit. Individuals are encouraged to review the Board of Public Accountancy's rules and regulations and applicable state laws.

SAVE *these* important dates!

Find out more about these and other important events at CPAtrack.com.

MONTHLY:

**CPA Corner:
Student Webinar
Series**

QUARTERLY:

**Maximize
Your Student
Membership
Webinar**

Fall Semester:

SEPTEMBER:

**Career Fair Prep Webinar
MSCPA Career Fair & Graduate
School Expo**



OCTOBER:

CPA Review Course Auction



NOVEMBER:

**MSCPA Scholarship
Application Opens**



Spring Semester:

FEBRUARY:

**CPA Review Course Auction
Scholarship Applications Close**



MARCH:

"Your Next Step" Career Workshop



MAY:

MSCPA Scholarship Reception

Join the MSCPA as a student member to start receiving communications about MSCPA student events and resources! Visit thiswaytocpa.com/program/MA.

CPAtrack.com

Massachusetts Society of CPAs®

What is a CPA?

A CPA is a certified public accountant, but just what does that mean? Read about the various places where CPAs work and you'll discover the many opportunities the accounting profession and CPA designation offers you!

Tax & Financial Planning

CPAs help businesses and individuals by recommending savings, investment, and tax options. These CPAs also help with international business laws and transactions.

Business & Industry

CPAs working inside companies manage financial records, develop business strategies and secure financing for major projects. CPAs are a critical part of a company's management team, often overseeing the finances of the entire company and its profits.

Forensic Accounting

CPAs in forensic accounting track down fraud, white-collar business crime, and insider trading. Through their information-gathering and accounting background, CPAs assist in determining an individual's guilt or innocence.

Information Technology & Consulting

CPAs help many businesses design and implement their computer systems, software applications, and network security. They may also give advice on issues affecting employees, such as retirement plans, or issues that affect the company, such as purchasing a new building or property.

Education

CPAs prepare the next generation of accountants at the high school and college levels. They use their knowledge of the accounting profession to teach basic accounting, auditing, and taxation.

Government

CPAs manage governmental finance, examine individual and corporate tax returns, investigate fraud, and evaluate the use of tax dollars for government programs. CPAs in government can work for the Internal Revenue Service (IRS), the FBI, or any number of public agencies.

Public Accounting

CPAs in public accounting review the financial records of companies for accuracy and accountability. Companies that are publicly traded on the stock market must have their records approved and certified by a CPA every year.

For further information, contact:

Erica DeBiase

Director of Academic
& Career Development
edebiase@mscpaonline.org

Jessica Yu

Academic & Career
Development Specialist
jyu@mscpaonline.org

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Directory of Firms

Note: This directory is not
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Public Accounting Firms by Region

BOSTON

AAFCPAs; BDO USA, LLP; blumshapiro; CBIZ & MHM; Darmody, Merlino & Co., LLP; Deloitte LLP; DGC (DiCicco, Gulman & Company LLP); Edelstein & Company LLP; EY; Jesson, Oslin & Associates, LLP; Kevin P. Martin & Associates, P.C.; KLR; KPMG LLP; Marcum LLP; Miller Wachman LLP; Novogradac & Company LLP; PKF, P.C.; PwC LLP; Raphael and Raphael LLP; RSM US LLP; Sullivan Bille, P.C.; Walter & Shuffain, P.C.; Withum; Wolf & Company, P.C.

CAPE & THE ISLANDS

Jesson, Oslin & Associates, LLP; Samet & Company PC

CENTRAL MASS

blumshapiro; Greenberg Rosenblatt Kull & Bitsoli, P.C. (GRKB); Paresky Flitt & Company, LLP

NORTHEAST (GREATER BOSTON)

Anstiss & Co., P.C.; Anthony & Dodge, P.C.; blumshapiro; CRR, LLP; E.J. Callahan & Associates, LLC; Johnson O'Connor; Kevin P. Martin & Associates, P.C.; KLR; LGA, LLP; Melanson; Novogradac & Company LLP; Powers & Sullivan, LLC; Sullivan Bille, P.C.; tonneson + co; Withum

METRO WEST

AAFCPAs; ALL CPAs; BerryDunn; blumshapiro; Bonanno, Savino, Davies & Ganley, P.C.; Caras & Shulman, PC; DGC (DiCicco, Gulman & Company LLP); eCratchit; E.J. Callahan & Associates, LLC; EY; Jesson, Oslin & Associates, LLP; Katz, Nannis + Solomon, P.C.; Kevin P. Martin & Associates, P.C.; King McNamara Moriarty LLP; KLR; Levine, Caufield, Martin & Goldberg, PC; LGA, LLP; Livingston & Haynes PC; Miller Wachman LLP; Morris & Morris, P.C.; Paresky Flitt & Company, LLP; PKF, P.C.; Samet & Company PC; Schwartz & Schwartz, P.C.; Smith, Sullivan & Brown, P.C.; Verdolino & Lowey, P.C.; Waldron H. Rand & Company, P.C.; Walter & Shuffain, P.C.

SOUTHEAST (SOUTH OF BOSTON)

Citrin Cooperman, LLP; Gray, Gray & Gray, LLP; Kevin P. Martin & Associates, P.C.; Leonard, Mulherin & Greene, P.C.; O'Connor & Drew, P.C.

WESTERN MASS

Adelson & Company PC; Burkhart Pizzanelli PC; Livingston & Haynes PC; Melanson; Meyers Brothers Kalicka, P.C.; Wolf & Company, P.C.

CONNECTICUT

BDO USA, LLP; BerryDunn; blumshapiro; Citrin Cooperman, LLP; Deloitte LLP; EY; KPMG LLP; Marcum LLP; PwC LLP; RSM US LLP

MAINE

BerryDunn; Marcum LLP; Melanson

NEW HAMPSHIRE

BerryDunn; LGA, LLP; Melanson

NEW YORK / NEW JERSEY

BDO USA, LLP; Citrin Cooperman, LLP; Deloitte LLP; EY; KPMG LLP; Novogradac & Company LLP; PKF, P.C.; PwC LLP; RSM US LLP; Withum; Wolf & Company, P.C.

RHODE ISLAND

blumshapiro; CBIZ & MHM; Citrin Cooperman, LLP; EY; Kevin P. Martin & Associates, P.C.; KLR; Marcum LLP

NATIONAL

(MAJOR METROPOLITAN CENTERS)

BDO USA, LLP; BerryDunn; CBIZ & MHM; Deloitte LLP; EY; KPMG LLP; Marcum LLP; Novogradac & Company LLP; PKF, P.C.; PwC LLP; RSM US LLP

INTERNATIONAL

BDO USA, LLP; CBIZ & MHM; Deloitte LLP; EY; KLR; KPMG LLP; PKF, P.C.; PwC LLP; RSM US LLP; Withum



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AAFCPAs
50 Washington Street
Westborough, MA 01581

Firm Contact: Amy Quinn

Title: Senior Talent Acquisition Specialist

Contact Email: aquinn@aafcpa.com

Phone: 508.366.9100

Firm Website: aafcpa.com

Year Founded: 1973

Number of Partners: 34

Number of Professionals: 240

Type of Firm: Regional

Additional Locations:

Boston, Waltham and Wellesley, MA

Top Industry Specializations

Arts/Cultural; Associations; Cannabis; Community/Economic Development; Construction; Education; Foundations; Green and Clean Tech; Healthcare; High Tech/Software; Human/Social Services; Manufacturing/Distribution; Nonprofit; Professional Services; Retail.

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; Individual Tax/Financial Services/Wealth Management; Internal Audit; IT Audit; International Tax; State/Local Tax; Transfer Pricing.

General Hiring Practices

Summer Interns: Yes, Paid

Winter Interns: No

Minimum Acceptable Overall GPA: 3.0

Minimum Acceptable Accounting/Business Major GPA: 3.0

Sponsorship of Entry-Level Foreign Nationals: Yes

New Full-Time Hires Must Be 150-Hour Compliant: No

Additional Firm Benefits

- External CPE program fees
- Internal CPE programs
- Professional membership dues
- Exam review course fees
- License fees
- Community service day
- Professional accounting development program for new staff
- Generous PTO
- Flexible work arrangements
- CPA Exam fees
- Formalized mentor programs

Recent Awards or Accolades

2018-2019 *INSIDE Public Accounting* "Top 200 Firms"

2018 *INSIDE Public Accounting* "200 Fastest-Growing Firms"

2017-2018, 2020 *Accounting Today* "Top Firms in New England"

2014-2016 *Boston Globe* "Top Places to Work"

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Adelson & Company PC

100 North Street

Pittsfield, MA 01201

Firm Contact: Olga Yefremova

Title: Firm Administrator

Contact Email:

info@adelsoncpa.com

Phone: 413.443.6408

Firm Website: adelsoncpa.com

Year Founded: 1938

Number of Partners: 4

Number of Professionals: 10

Type of Firm: Local

Top Industry Specializations

Arts/Entertainment; Communications; Construction; Food Services; Manufacturing; Nonprofit; Pensions Plans; Professional Service Providers; Real Estate; Retail/Wholesale; Service Businesses; State and Local Government Entities; Textile/Apparel; Transportation.

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; Individual Tax/Financial Services/Wealth Management; Internal Audit; IT Audit; State/Local Tax.

General Hiring Practices

Summer Interns: No

Winter Interns: No

Minimum Acceptable Overall GPA: 3.3

Minimum Acceptable Accounting/Business Major GPA: 3.5

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: No

Additional Firm Benefits

- External CPE program fees
- Internal CPE programs
- Professional membership dues
- Exam review course fees
- CPA Exam fees
- License fees

Why a New Grad Should Begin Their Career at Our Firm

Our practice includes nonprofit, municipal, professional, retailers, contractors, manufacturers and many other clients for whom we perform general accounting, auditing and tax preparation for both corporations and individuals. No overnight travel, excellent working conditions and potential growth for someone who would like to settle in the beautiful and rural Berkshires.



ALL CPAs

1330 Boylston Street, 5th floor
Chestnut Hill, MA 02467

Firm Contact:

Sandra K. Davidson, CPA

Title: Firm Administrator

Contact Email:

recruiting@all-cpas.com

Phone: 617.738.5200

Firm Website: all-cpas.com

Year Founded: 1958

Number of Partners: 9

Number of Professionals: 33

Type of Firm: Regional

Top Industry Specializations

Arts/Entertainment; Communications; Construction-Contractors and Associated Services; Food/Manufacturing Services; Health/Medicine; Nonprofit; Privately-held Business/Owner Consulting/Valuation; Professional Service Providers; Real Estate; Retail/Wholesale; Technology; Transportation; Wealth Management.

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; Individual Tax/Financial Services/Wealth Management; Internal Audit; International Tax; State/Local Tax; Transfer Pricing.

General Hiring Practices

Summer Interns: No

Winter Interns: Yes, Paid

Minimum Acceptable Overall GPA: N/A

Minimum Acceptable Accounting/Business Major GPA: N/A

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: No

Additional Firm Benefits

- External CPE program fees
- Internal CPE programs
- Professional membership dues
- Formalized mentor program
- Flexible schedules
- Tuition reimbursement
- Exam review course fees
- CPA Exam fees
- License fees
- Community service day
- Paid time off (PTO) program
- Fun committee
- Career development plans
- Fridays off in the summer
- Work from home policy
- Dress for your day policy (jeans everyday)

Recent Awards or Accolades

2020 *Forbes* "America's Best Tax & Accounting Firms"

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2017-2020 *Boston Business Journal* "Largest Accounting Firms in MA"

Why a New Grad Should Begin Their Career at Our Firm

At ALL CPAs we recognize the importance of developing our talent and that happy accountants do the best work. We invest in our staff's education, reward achievements, and make work/life balance paramount. Our staff enjoy flexible schedules, a work-from-home policy, and Fridays off for the entire summer.



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Princeton Corporate Centre
1115 Westford Street, 3rd Floor
Lowell, MA 01851

Firm Contact:

Raymond L. Anstiss, Jr., CPA

Title: President

Contact Email:

cmoore@anstisscpa.com

Phone: 978.452.2500

Firm Website: anstisscpa.com

Year Founded: 1964

Number of Partners: 6

Number of Professionals: 31

Type of Firm: Regional

Top Industry Specializations

Closely Held Businesses; Employee Benefit Plans; High-Tech Software; Manufacturers and Distributors; Nonprofit; Professional Service Firms.

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; Individual Tax/Financial Services/Wealth Management; Internal Audit; International Tax; State/Local Tax.

General Hiring Practices

Summer Interns: No

Winter Interns: No

Minimum Acceptable Overall GPA: 3.0

Minimum Acceptable Accounting/Business Major GPA: 3.0

Sponsorship of Entry-Level Foreign Nationals: Rarely

New Full-Time Hires Must Be 150-Hour Compliant: No

Additional Firm Benefits

- External CPE program fees
- Internal CPE programs
- Professional membership dues
- License fees
- Educational sabbatical program
- Mentoring by in-house experienced professionals
- Graduate school tuition reimbursement program

Recent Awards or Accolades

2007-2019 *Boston Business Journal* "Top 50 Accounting Firms"

American Heart Association: Heart Walk Top Fundraising Team

Why a New Grad Should Begin Their Career at Our Firm

For over 50 years Anstiss & Co., P.C. has been a great place for individuals to begin their public accounting careers. The training and opportunities provided to entry level staff are geared towards hands-on experience in all facets of accounting as it relates to business management, auditing, compliance and tax.



Anthony & Dodge, P.C.

227R Willow Street, Suite 1-1

South Hamilton, MA 01982

Firm Contact: Brenda M. Hiltz, CPA

Title: Partner

Contact Email: bhiltz@anthonydodge.com

Phone: 978.468.7338

Firm Website: anthonydodge.com

Year Founded: 1995

Number of Partners: 2

Number of Professionals: 11

Type of Firm: Local

Top Industry Specializations

Condominium Associations; Construction; Finance; Golf Courses; Health and Beauty; Healthcare Practices; Insurance Agencies; Manufacturers; Marketing/Advertising; Nonprofit; Printing Industry; Real Estate Companies; Restaurant/Bars; Retail.

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; Individual Tax/Financial Services/Wealth Management; State/Local Tax.

General Hiring Practices

Summer Interns: No

Winter Interns: Yes, Paid

Minimum Acceptable Overall GPA: N/A

Minimum Acceptable Accounting/Business Major GPA: N/A

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: No

Additional Firm Benefits

- License fees
- External CPE program fees
- Internal CPE programs
- Professional membership dues
- Community service day

Why a New Grad Should Begin Their Career at Our Firm

We believe in a hands-on approach which translates into an intimate knowledge of our client's personal/business financial and tax needs. We offer competitive salary, full-benefits package, growth opportunity, a wide range of experiences, industries and assignments and a team approach in a friendly, flexible and collaborative work environment.



What's Next?

Business resiliency is being tested daily.

Companies across Massachusetts and around the world are assessing what's next for their people, their customers, their organization, and their future. At BDO, we're helping clients persevere during this time of disruption, and position themselves to recover, and ultimately thrive again.

www.bdo.com

Lauren Feaser
Campus Recruiter
212-885-7309
lfeaser@Bdo.com

Accountants and Advisors

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BDO[®]



BDO USA, LLP

One International Place, 4th Floor
Boston, MA 02110

Firm Contact: Lauren Feaser

Title: Campus Recruiter

Contact Email: lfeaser@bdo.com

Phone: 212.885.7264

Firm Website: bdo.com

Year Founded: 1970

Number of Partners: 25

Number of Professionals: 350

Type of Firm: International

Additional Locations:

Stamford, CT; Long Island and New York, NY; Cherry Hill and Woodbridge, NJ; major U.S. cities; several other locations across the world.

Top Industry Specializations

Financial Services; Healthcare; Life Sciences; Manufacturing and Distribution; Nonprofit and Education; Real Estate and Construction; Technology.

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; Individual Tax/Financial Services/Wealth Management; Internal Audit; International Tax; IT Audit; State/Local Tax; Transfer Pricing.

General Hiring Practices

Summer Interns: Yes, Paid

Winter Interns: Yes, Paid

Minimum Acceptable Overall GPA: 3.0

Minimum Acceptable Accounting/Business Major GPA: 3.0

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: Yes

Additional Firm Benefits

- Internal CPE programs
- Professional membership dues
- Exam review course fees
- CPA Exam fees
- Formalized mentor program
- License fees
- Community service day

Recent Awards or Accolades

2020 *Vault Accounting 50* "5th – Best Firm to Work for Among All National Accounting Firms"

2020 *Vault* "4th – Best Accounting Firms for Diversity"

2020 *Vault* "4th – Best Accounting Firms for Minorities"

2019 *Vault Accounting 50* "Top Internship Program"

2018 Collegegrad.com "Top Entry Level Employers"

Why a New Grad Should Begin Their Career at Our Firm

What sets BDO apart is our commitment to exceeding expectations on every engagement for every client. It's about more than our depth of experience or technical excellence, more than our open, communicative culture. It's our firm-wide dedication to delivering service to every single client that is, without exception, exceptional.



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berrydunn.com



BerryDunn
51 Sawyer Road, Suite 610
Waltham, MA 02453

Firm Contact: Jen Minor
Title: Senior Recruiting Manager
Contact Email:
careers@berrydunn.com
Phone: 800.432.7202
Firm Website: berrydunn.com

Year Founded: 1974
Number of Partners: 48
Number of Professionals: 500
Type of Firm: National
Additional Locations:
Phoenix, AZ; Glastonbury, CT;
Manchester, NH; Bangor and
Portland, ME; Charleston, WV

Top Industry Specializations

Business Valuation; Construction; Employee Benefit Plans; Family-Owned Businesses; Healthcare; Information Technology; Manufacturing; Medicaid/Medicare Consulting; Nonprofit; Renewable Energy; State, Local and Municipal Government Consulting.

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; Individual Tax/Financial Services/Wealth Management; International Tax; State/Local Tax.

General Hiring Practices

Summer Interns: Yes, Paid
Winter Interns: Yes, Paid
Minimum Acceptable Overall GPA: N/A
Minimum Acceptable Accounting/Business Major GPA: N/A
Sponsorship of Entry-Level Foreign Nationals: No
New Full-Time Hires Must Be 150-Hour Compliant: No

Additional Firm Benefits

- External CPE program fees
- Tuition reimbursement program
- Professional membership dues
- Paid time off to take the CPA Exam
- Formalized advisor and mentor program
- Community service programs

Recent Awards or Accolades

2019 *Construction Executive* "Top 50 Construction Accounting Firm"
2018 *Accounting Today* "7th – Fastest-Growing Firm" and "Top 100 Firms"
Inside Public Accounting "Top 100" for eight consecutive years

Why a New Grad Should Begin Their Career at Our Firm

At BerryDunn, our culture is team based. You will gain knowledge collaborating with all levels in the firm, including direct access to partners, and you will have access to our wide range of industry and service areas. You can move your career forward and grow personally as well as professionally.



blumshapiro

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blumshapiro.com

At blum, we give our employees the platform for imagining and pursuing their best path forward. Through career-building opportunities, competitive salary, and work schedules that balance professional and personal commitments, our firm's commitment to our employees is that their future has a home with blum.

781.982.1001

Massachusetts | Connecticut | Rhode Island



blumshapiro

4 Batterymarch Park, Suite 100

Quincy, MA 02169

Firm Contact: Marika Rouette
Title: Human Resources Manager
Contact Email:
mrhouette@blumshapiro.com
Phone: 781.982.1001
Firm Website: blumshapiro.com

Year Founded: 1980
Number of Partners: 27
Number of Professionals: 168
Type of Firm: Regional
Additional Locations: Boston, Burlington, Newton, North Andover and Worcester, MA; Marlborough, Shelton and West Hartford, CT; Cranston, RI, Reston, VA

Top Industry Specializations

Construction and Real Estate; Dealerships; Distribution and Retail; Education; Food and Beverage; Government; Life Sciences; Manufacturing; Nonprofit; Professional Services Firms; Technology; Transaction Advisory Services.

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; Individual Tax/Financial Services/Wealth Management; Internal Audit; International Tax; IT Audit; State/Local Tax; Transfer Pricing.

General Hiring Practices

Summer Interns: Yes, Paid

Winter Interns: Yes, Paid

Minimum Acceptable Overall GPA: 3.0

Minimum Acceptable Accounting/Business Major GPA: N/A

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: No

Additional Firm Benefits

- Internal CPE programs
- Professional membership dues
- Exam review course fees
- CPA Exam fees
- Formalized mentor program
- License fees
- Community service day

Recent Awards or Accolades

2015, 2018-2019 *Inside Public Accounting* "Top 100 firms"

2016-2017 *Boston Business Journal* "Top 50 Massachusetts CPA Firms"

2016 *Accounting Today* "#1 New England Firm"

Why a New Grad Should Begin Their Career at Our Firm

At blum, we believe challenges provide the greatest opportunity for advancement. We never shy away from the hard stuff – because it brings out our best and what's best for our clients. Our diverse teams are focused on our communities, our clients and each other.

Bonanno, Savino, Davies & Ganley, P.C.

105 Chestnut Street, Suite 32

Needham, MA 02492

Firm Contact: Thomas E. Savino

Title: Managing Partner

Contact Email:

tsavino@bsdgcpa.com

Phone: 781.449.3919

Firm Website: bsdgcpa.com

Year Founded: 1965

Number of Partners: 2

Number of Professionals: 7

Type of Firm: Regional

Additional Locations:

Framingham, MA

Top Industry Specializations

Accounting Services; Architects; Assurance Services; Dental; Estate and Trust Tax; Family and Privately Held Businesses; Homeowner Associations; Manufacturing; Real Estate; Restaurants; Retail; Tax Services; Transportation; Wholesale Distributors.

Client Services

Audit/Assurance; Corporate/Domestic Tax; Individual Tax/Financial Services/Wealth Management.

General Hiring Practices

Summer Interns: Yes, Paid

Winter Interns: Yes, Paid

Minimum Acceptable Overall GPA: N/A

Minimum Acceptable Accounting/Business Major GPA: N/A

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: No

Additional Firm Benefits

- License fees
- Flexible schedules
- Tuition reimbursement
- Friday afternoons off
- Paid time off
- Professional membership dues
- External CPE program fees

Why a New Grad Should Begin Their Career at Our Firm

A wide variety of industry clients, all closely privately-held and family-run businesses. The latest technology is being used across many resources.



Burkhart Pizzanelli PC

201 Park Ave, Suite 2

West Springfield, MA 01089

Firm Contact: Julie Quink, CPA, CFE

Title: Managing Principal

Contact Email:

jquink@bppc.com

Phone: 413.734.9040

Firm Website: bppc.com

Year Founded: 1986

Number of Partners: 2

Number of Professionals: 19

Type of Firm: Local

Additional Locations: Palmer, MA

Top Industry Specializations

Arts/Entertainment; Auto Dealerships; Construction-Contractors and Associated Services; Food/Manufacturing/Restaurant Services; Health/Medicine; Nonprofit; Privately-Held Business/Owner Consulting/Valuation; Professional Service Providers; Real Estate; Retail/Wholesale.

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; Individual Tax/Financial Services/Wealth Management; State/Local Tax.

General Hiring Practices

Summer Interns: Yes, Paid

Winter Interns: Yes, Paid

Minimum Acceptable Overall GPA: N/A

Minimum Acceptable Accounting/Business Major GPA: N/A

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: No

Additional Firm Benefits

- License fees
- External CPE program fees
- Internal CPE program fees
- Professional membership dues
- Community service day

Why a New Grad Should Begin Their Career at Our Firm

BPPC encourages and supports the professional advancement of our team members through training and providing educational opportunities to promote individual growth. A key component of our culture is the importance of a work-life balance for our team. This includes flexible hours, working from home and Fridays off during the summer.

STUDENT LIVE WEBINAR SERIES

M·S·C·P·A
Massachusetts Society of CPAs®

▶ CPA Corner

CPA Corner is a place for students to **meet our members, learn new skills, and have your questions answered.** We will be exploring different topics each month, all with the goal of increasing your knowledge and understanding of the accounting profession and preparing you for success in your future career as a CPA! This session will be **fueled by your questions**, so please come prepared to ask away!

If you have any topics that you would like for us to cover in a future CPA corner webinar, please email your ideas to jyu@mscpaonline.org.

▶ Maximize Your Membership

Learn how to **engage with the MSCPA** as a student. Join us to discover who we are and what we do, benefits and resources for you as you pursue a career in accounting, and an overview of our events, scholarships, networking opportunities! We will end with a chance to ask questions.

We can't wait to meet you!

*This webinar will be provided quarterly. Please join us in January (date TBD) for the next webinar.

**To learn more, please contact
Jess Yu at jyu@mscpaonline.org.**



Caras & Shulman, PC
78 Blanchard Road, Suite 306
Burlington, MA 01803

Firm Contact: Rachael Hylan, CPA

Title: Partner

Contact Email:

rhyland@carasshulman.com

Phone: 781.273.3950

Firm Website: carasshulman.com

Year Founded: 1972

Number of Partners: 4

Number of Professionals: 15

Type of Firm: Local

Top Industry Specializations

We offer a wide range of integrated business and financial services including accounting, auditing and taxation for privately-owned businesses in a wide variety of industries.

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; Individual Tax/Financial Services/Wealth Management; Internal Audit; International Tax; State/Local Tax; Transfer Pricing.

General Hiring Practices

Summer Interns: Yes, Unpaid

Winter Interns: Yes, Paid

Minimum Acceptable Overall GPA: 3.0

Minimum Acceptable Accounting/Business Major GPA: 3.3

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: Yes

Additional Firm Benefits

- External CPE program fees
- Internal CPE programs
- Professional membership dues
- License fees
- Exam review course fees
- CPA Exam fees
- Community service day
- Formalized mentor programs

Why a New Grad Should Begin Their Career at Our Firm

Caras & Shulman, PC offers an environment that provides interesting, challenging work and opportunities for personal and professional growth in a collaborative culture. We understand the importance of balancing professional and personal lives. In addition to offering a flexible schedule, we work very manageable hours during tax season.

Find Your **Perfect Fit** with **CBIZ & MHM**



- ✓ A Top **10** National Accounting Provider
- ✓ **85+** Best Places to Work Awards Nationwide
- ✓ **2** New England Offices in Boston and Providence
- ✓ **100+** Offices Nationwide
- ✓ Over **10** Industries Served
- ✓ Over **70** Professional Development/Training Opportunities Available Annually

Local Resources

www.cbiz.com/newengland  [@CBIZNewEngland](https://twitter.com/CBIZNewEngland)  [cbiz-mhm-newengland](https://www.linkedin.com/company/cbiz-mhm-newengland)

National Resources

www.cbiz.com  [@CBIZMHM](https://twitter.com/CBIZMHM)  [cbiz-mhm-llc](https://www.linkedin.com/company/cbiz-mhm-llc)



CBIZ & MHM

500 Boylston Street, 4th Floor
Boston, MA 02116

Firm Contact: Beth Reagan

Title: Human Resources Director

Contact Email: breagan@cbiz.com

Phone: 617.761.0787

Firm Website: cbiz.com/newengland

Year Founded: 1966

Number of Partners: 41

Number of Professionals: 230

Type of Firm: National

Additional Locations:

Providence, RI; Nationally, we have over 100 offices across the country.

Top Industry Specializations

Healthcare; Individuals; Manufacturing; Nonprofit and Education; Private Equity; Professional Services; Real Estate; Retail; Technology and Life Sciences; Wholesale/Distribution.

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; Individual Tax/Financial Services/Wealth Management; Internal Audit; International Tax; IT Audit; State/Local Tax; Transfer Pricing.

General Hiring Practices

Summer Interns: Yes, Paid

Winter Interns: Yes, Paid

Minimum Acceptable Overall GPA: N/A

Minimum Acceptable Accounting/Business Major GPA: N/A

Sponsorship of Entry-Level Foreign Nationals: Rarely

New Full-Time Hires Must Be 150-Hour Compliant: No

Additional Firm Benefits

- External CPE program fees
- Internal CPE programs
- Professional membership dues
- Exam review course fees
- CPA Exam fees
- Formalized mentor programs
- License fees
- Community service day

Recent Awards or Accolades

2021 *Vault.com* "Vault Accounting 50 – Ranked 13th",

"Best Accounting Firms for Client Interaction – Ranked 5th",

"Best Accounting Firms for Benefits – Ranked 11th"

2020 *Providence Business News* "Best Places to Work"

and "Healthiest Places to Work"

2019 *NABR* "America's Best Midsize Employers"

2019 *Forbes* "Best Accounting Internships"

2019 *Providence Business News* "Best Places to Work"

and "Healthiest Places to Work"

2018-2019 *Forbes* "America's Best Midsize Employers"

2018-2019 *Best and Brightest* "Best and Brightest Companies to Work for in Boston"

2018 *Boston Business Journal* "Healthiest Employer"

Why a New Grad Should Begin Their Career at Our Firm

At CBIZ & MHM, you are empowered to create your own career path. Offering mentor and staff development programs, interaction with clients and an opportunity to participate in a variety of technical and professional training programs where you can build an equation for your success!

EVOLUTION INTO ACTION

FOCUS ON WHAT MATTERS TO YOU

CITRINCOOPERMAN.COM

Citrin Cooperman is among the largest, full-service assurance, tax, and business advisory firms in the United States, having steadily built its business serving a diverse and loyal clientele since 1979. Our daily mission is to help our clients “focus on what counts.” Rooted in our core values, we provide a comprehensive, integrated business approach to traditional services, which includes proactive insights throughout the lifecycle of our clients wherever they do business, across the globe.

We’re always looking for new team members who bring a fresh perspective, new expertise, and a passion for solving problems. At Citrin Cooperman, we offer you the flexibility to take your career to the next level and still allow you to *focus on what matters to you.*



CITRINCOOPERMAN®
Accountants and Advisors

Citrin Cooperman, LLP

10 Forbes Road

Braintree, MA 02184

Firm Contact: Susan L. Mulford

Title: Human Resources Manager

Contact Email:

smulford@citrincooperman.com

Phone: 781.356.2000

Firm Website: citrincooperman.com

Year Founded: 1979

Number of Partners: 18

Number of Professionals: 75

Type of Firm: Regional

Additional Locations: Woburn, MA;
CT; MD; NJ; Long Island, New York City
and Westchester, NY; Los Angeles, CA;
Philadelphia, PA; Providence, RI

Top Industry Specializations

Construction; Distribution; Manufacturing; Nonprofit; Professional Services; Real Estate Development; Technology.

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; Individual Tax/Financial Services/Wealth Management; International Tax; IT Audit; State/Local Tax.

General Hiring Practices

Summer Interns: Yes, Paid

Winter Interns: Yes, Paid

Minimum Acceptable Overall GPA: 2.8

Minimum Acceptable Accounting/Business Major GPA: 3.0

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: Yes

Additional Firm Benefits

- External CPE program fees
- Internal CPE programs
- Community service day
- Flexible busy season hours
- Career development programs
- Social / firm events
- Charity and wellness programs
- Exam review course fees
- Formalized mentor program
- Early summer Friday 3 p.m. closing
- Sabbatical program
- Recognition programs
- Dress for your day policy
- Tuition reimbursement
- Special leadership programs
- CPA Exam bonus
- License fees

Recent Awards or Accolades

2019 *Accounting Today* "Ranked 22nd of Top 100 Firms"

Why a New Grad Should Begin Their Career at Our Firm

We're always looking for new team members who bring a fresh perspective, new expertise and a passion for solving problems. We provide you with access to a collaborative support network of like-minded colleagues and leaders who are willing to listen to ideas and help you focus on your career goals.



WORK HARD
HAVE FUN

ARE YOU LOOKING TO CARVE OUT YOUR NICHE AT AN AWARD-WINNING, PROGRESSIVE, AND GROWTH-ORIENTED FIRM? **JOIN US!**

At CRR, we believe in treating people the way we would like to be treated. We believe in the importance of a work-life balance. We believe in developing leaders. We believe in giving back to our community. We believe in working hard, and we definitely believe in having fun!

JOIN OUR
TEAM

www.crrcpa.com



CRR EMPLOYEES ENJOY:

- A flexible work environment
- Unlimited advancement opportunities
- Mentor program
- Competitive compensation and benefits packages
- Community involvement
- Tuition reimbursement
- Annual firm retreat + outings
- Monthly social hours
- And so much more...

CRR, LLP | 545 SALEM STREET | WAKEFIELD, MA 01880 | 781.279.7788 | www.crrcpa.com



CRR, LLP
545 Salem Street
Wakefield, MA 01880

Firm Contact: David J. Richards, CPA

Title: Managing Partner

Contact Email:

megan.smith@crrcpa.com

Phone: 781.279.7788

Firm Website: crrcpa.com

Year Founded: 1994

Number of Partners: 4

Number of Professionals: 30

Type of Firm: Regional

Top Industry Specializations

Construction; Distribution; Food Service; Gaming; Healthcare; Life Sciences; Manufacturing; Mergers and Acquisitions; Professional Services; Real Estate; Recreation; Staffing; Technology.

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; Individual Tax/Financial Services/Wealth Management; Internal Audit; International Tax; State/Local Tax; Transfer Pricing.

General Hiring Practices

Summer Interns: No

Winter Interns: Yes, Paid

Minimum Acceptable Overall GPA: N/A

Minimum Acceptable Accounting/Business Major GPA: N/A

Sponsorship of Entry-Level Foreign Nationals: Yes

New Full-Time Hires Must Be 150-Hour Compliant: No

Additional Firm Benefits

- External CPE program fees
- Internal CPE programs
- Professional membership dues
- Formalized mentor program
- License fees
- Community service day
- Exam review course fees

Recent Awards or Accolades

2018 Wicked Local " #1 Accountants " Reader's Choice Award

2010-2020 *Boston Business Journal* "Top 50 Accounting Firms"

Why a New Grad Should Begin Their Career at Our Firm

CRR is a growth-oriented firm that provides an enjoyable work environment, advancement opportunities and a great compensation/benefits package. We have an open-door policy, advanced technology and comprehensive training/resources available as a member of BDO Alliance USA. A suburban firm that pays Boston salaries – the best of both worlds!



Create Opportunities

Achieve more than you believed possible.

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Darmody, Merlino & Co., LLP

75 Federal Street

Boston, MA 02110

Firm Contact: Robert J. Boyle, CPA

Title: Partner

Contact Email:

bobb@darmodymerlino.com

Phone: 617.426.7300

Firm Website: darmodymerlino.com

Year Founded: 1938

Number of Partners: 6

Number of Professionals: 20

Type of Firm: Regional

Top Industry Specializations

Construction; Financial Services; General Practice.

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax;

Individual Tax/Financial Services/Wealth Management; State/Local Tax.

General Hiring Practices

Summer Interns: No

Winter Interns: Yes, Paid

Minimum Acceptable Overall GPA: N/A

Minimum Acceptable Accounting/Business Major GPA: N/A

Sponsorship of Entry-Level Foreign Nationals: Yes

New Full-Time Hires Must Be 150-Hour Compliant: No

Additional Firm Benefits

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

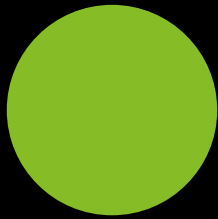
Recent Awards or Accolades

Massachusetts Building Congress Hall of Fame

Why a New Grad Should Begin Their Career at Our Firm

Diversified practice in a well-respected firm.

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Same.

What impact will you make?
careers.deloitte.com

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Deloitte LLP
200 Berkeley Street
Boston, MA 02116

Firm Contact: Deloitte
Campus Recruiting Team

Title: Talent Acquisition

Contact Email:

cbarszewski@deloitte.com

Phone: 617.437.2329

Firm Website: [deloitte.com](https://www.deloitte.com)

Year Founded: 1845

Number of Partners: 273

Number of Professionals: 2,100

Type of Firm: International

Additional Locations:

Hartford and Stamford, CT

Top Industry Specializations

Consumer and Industrial Products; Energy; Financial Services;
Life Science and Health Care; Public Sector; Tech; Media
and Telecommunications; Tech-Venture/Start Up.

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax;
Individual Tax/Financial Services/Wealth Management;
Internal Audit; International Tax; IT Audit; State/Local Tax; Transfer Pricing.

General Hiring Practices

Summer Interns: Yes, Paid

Winter Interns: Yes, Paid

Minimum Acceptable Overall GPA: 3.2

Minimum Acceptable Accounting/Business Major GPA: 3.2

Sponsorship of Entry-Level Foreign Nationals: Yes

New Full-Time Hires Must Be 150-Hour Compliant: Yes

Additional Firm Benefits

- Formalized mentor program
- Internal CPE programs
- Exam review course fees
- Professional membership dues
- CPA Exam fees
- License fees
- Community service day
- External CPE program fees

Recent Awards or Accolades

2020 *Fortune* "100 Best Companies to Work For"

2019 *Vault* "Top 50 Accounting Firms"

2019 *Glassdoor* "Best Places to Work"

2019 *Human Rights Campaign Foundation* "Corporate Equality Index"

2019 *LinkedIn* "Top Companies List"

2019 *Universum* "World's Most Attractive Employers"

Why a New Grad Should Begin Their Career at Our Firm

Our purpose is to matter. To our clients, our people, our communities and to the world at large. Regardless of your degree, your passions or the impact you're looking to make, Deloitte likely has an opportunity to match and we invite you to explore how our purpose might serve yours.



WHY WORK AT DGC?

We have a growing team of over 180 skilled professionals who are smart, dedicated and fun to work with.

The way we see it, your professional and personal growth is the key to our success. We invest in our people to develop their technical, interpersonal and leadership skills.

We strive to create an environment that supports creative thinking and collaboration.

- Professional Development
- Company Culture
- Financial Well-Being

CONNECT WITH US!



Visit dgccpa.com to learn more about joining our team!

BOSTON | WOBURN



DGC (DiCicco, Gulman & Company LLP)

150 Presidential Way, Suite 510

Woburn, MA 01801

Firm Contact: Dawn Hagman

Title: Partner

Contact Email:

dagman@dgccpa.com

Phone: 781.937.5300

Firm Website: dgccpa.com

Year Founded: 1995

Number of Partners: 21

Number of Professionals: 142

Type of Firm: Regional

Additional Locations: Boston, MA

Top Industry Specializations

Architecture and Engineering; Healthcare; IT Risk/Cybersecurity; Manufacturing and Distribution; Private Clients; Professional Services; Real Estate; Restaurant and Hospitality; Retail and Consumer; Technology.

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; Individual Tax/Financial Services/Wealth Management; Internal Audit; International Tax; IT Audit; State/Local Tax.

General Hiring Practices

Summer Interns: No

Winter Interns: Yes, Paid

Minimum Acceptable Overall GPA: N/A

Minimum Acceptable Accounting/Business Major GPA: N/A

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: No

Additional Firm Benefits

- External CPE program fees
- Internal CPE programs
- Professional membership dues
- Formalized mentor program
- Exam review course fees
- CPA Exam fees
- License fees
- Community service day

Recent Awards or Accolades

2020 *Accounting Today* "Firm to Watch", "Fastest Growing Firms" and "Top Regional Leader"

2020 *INSIDE Public Accounting* "Top 200 Fastest Growing Firms" and "Top 200 Firms"

2020 *Forbes* "America's Top Recommended Tax & Accounting Firms"

2019-2020 *Massachusetts Lawyers Weekly* "Best Forensic Accounting" and "Best Litigation Support"

2017-2020 *Massachusetts Lawyers Weekly* "Best Accounting Firm"

2017-2020 *Accounting Today* "Top Regional Leader"

2017-2020 *Boston Business Journal* "Largest Accounting Firms in Massachusetts"

2017 *INSIDE Public Accounting* "Top 200 Firms"

and "Top 200 Fastest Growing Firms"

Why a New Grad Should Begin Their Career at Our Firm

DGC is a great place to build your career! We offer robust training and mentoring programs, a culture of flexibility that supports both your professional and your personal goals, a sophisticated client base and a competitive benefits package which is focused on your personal and financial well-being.

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eCratchit

2 Sharp St, Unit B
Hingham, MA 02043

Firm Contact: Darcy Conlin

Title: Firm Administrator

Contact Email:

dconlin@ecratchit.com

Phone: 781.535.5264

Firm Website: ecratchitnonprofit.com

Year Founded: 2000

Number of Partners: 0

Number of Professionals: 35

Type of Firm: National

Top Industry Specializations

Nonprofit.

Client Services

Advisory/Consulting.

General Hiring Practices

Summer Interns: Yes, Paid

Winter Interns: Yes, Paid

Minimum Acceptable Overall GPA: N/A

Minimum Acceptable Accounting/Business Major GPA: N/A

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: No

Additional Firm Benefits

- Exam review course fees
- CPA Exam fees
- License fees
- External CPE program fees
- Internal CPE programs
- Professional membership dues
- Community service day
- Competitive wages
- Medical and dental coverage
- Simple IRA
- Short term and accident coverage
- Competitive paid time off

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Contact Us

160 Federal Street, 9th Floor
Boston, MA 02110

TEL. 617-227-6161

edelsteincpa.com/careers/welcome



Edelstein & Company LLP

160 Federal Street, 9th Floor

Boston, MA 02110

Firm Contact: Lisa J. George, PHR

Title: Human Resources Director

Contact Email:

opportunities@edelsteincpa.com

Phone: 617.227.6161

Firm Website: edelsteincpa.com

Year Founded: 1968

Number of Partners: 15

Number of Professionals: 100

Type of Firm: Regional

Top Industry Specializations

Construction; Financial Services; Healthcare; Individuals; Manufacturing; Nonprofit; Pension Plans; Private Equity; Professional Services; Real Estate; Restaurants; Retail/Wholesale; Technology and Life Sciences; Trusts; Valuation/Litigation Support.

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; Individual Tax/Financial Services/Wealth Management; International Tax; State/Local Tax.

General Hiring Practices

Summer Interns: Yes, Paid

Winter Interns: Yes, Paid

Minimum Acceptable Overall GPA: 3.0

Minimum Acceptable Accounting/Business Major GPA: 3.5

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: No

Additional Firm Benefits

- External CPE program fees
- Internal CPE programs
- Professional membership dues
- Exam review course fees
- License fees
- CPA Exam fees
- Formalized mentor programs
- Community service day
- CPA Exam bonus
- Summer flex time
- Dress for your day

Recent Awards or Accolades

2020 *Accounting Today* "Top Regional Leader"

2020 *Boston Business Journal* "Top 20 Firms in MA"

2016-2019 *INSIDE Public Accounting* "Top 200 Firms"

2017-2018 *INSIDE Public Accounting* "Top 50 Best of the Best CPA Firms"

2011-2018 Impact Award for Community Service Participation

Why a New Grad Should Begin Their Career at Our Firm

At Edelstein, you'll grow and develop your career, build relationships, have your ideas valued, and be more than just a number. We want to align your skill set, past experience, and goals to the area in which you are most interested and where those will be most easily translatable.



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E.J. Callahan & Associates, LLC

1 Pleasure Island Road, Suite 2A

Wakefield, MA 01880

Firm Contact: Daniel Andrews

Title: Partner

Contact Email:

dandrews@ejccpa.com

Phone: 978.729.4298

Firm Website: ejccpa.com

Year Founded: 2013

Number of Partners: 5

Number of Professionals: 15

Type of Firm: Local

Additional Locations: Quincy, MA

Top Industry Specializations

Arts/Entertainment; Construction; Manufacturing and Distribution; Nonprofit; Professional Services; Real Estate; Retail/Wholesale; Self-Insured Groups; Valuation/Consulting.

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; Individual Tax/Financial Services/Wealth Management; State/Local Tax.

General Hiring Practices

Summer Interns: Yes, Unpaid

Winter Interns: Yes, Paid

Minimum Acceptable Overall GPA: N/A

Minimum Acceptable Accounting/Business Major GPA: N/A

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: No

Additional Firm Benefits

- License fees
- External CPE program fees
- Internal CPE programs
- Professional membership dues
- Formalized mentor programs
- Community service day
- Flexible schedules
- Generous paid time off (PTO) program
- Comprehensive benefits package
- Master's in taxation program (MST) for CPA licensed staff
- Early Friday summer hours


Recent Awards or Accolades

2019-2020 *Boston Business Journal* "Fast 50 – Fastest Growing Massachusetts Companies"

2019 *Construction Executive* "The Top 50 Construction Accounting Firms in the U.S."

Why a New Grad Should Begin Their Career at Our Firm

E.J.C. offers a dynamic environment for staff growth that emphasizes close collaboration with managers and partners to serve our clients unique needs. Our employees are continuously exposed to a wide variety of industries and challenges, and we pride ourselves on our client facing approach to developing external relationships. Join today!



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■ ■ ■
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EY
200 Clarendon Street
Boston, MA 02116

Firm Contact:

Kristin Schmidt

Title: Recruiter

Contact Email:

newenglandcampusrecruiting@ey.com

Phone: 617.375.1438

Firm Website: ey.com

Year Founded: 1989

Number of Partners: 200

Number of Professionals: 1,900

Type of Firm: International

Additional Locations: Cambridge, MA; Greenwich, Hartford and Stamford, CT; Providence, RI; Principal U.S. and foreign cities

Top Industry Specializations

Asset Management; Banking; Capital Markets; Commercial Practice; Communications; Financial Services Practice; Health Sciences; Insurance; Manufacturing; Media and Entertainment; Nonprofit; Real Estate; Retail; Technology.

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; Individual Tax/Financial Services/Wealth Management; Internal Audit; International Tax; IT Audit; State/Local Tax; Transfer Pricing.

General Hiring Practices

Summer Interns: Yes, Paid

Winter Interns: Yes, Paid

Minimum Acceptable Overall GPA: 3.0

Minimum Acceptable Accounting/Business Major GPA: 3.0

Sponsorship of Entry-Level Foreign Nationals: Yes

New Full-Time Hires Must Be 150-Hour Compliant: Yes

Additional Firm Benefits

- External CPE program fees
- Professional membership dues
- Exam review course fees
- Internal CPE programs
- CPA Exam fees
- License fees
- Community service day
- Formalized mentor program
- Certification bonus & reimbursement
- Competitive and variable pay program
- Wellness program

Recent Awards or Accolades

Ernst & Young has been on *FORTUNE*'s "100 Best Companies to Work For" list for 22 consecutive years, longer than any other Big Four firm.

Why a New Grad Should Begin Their Career at Our Firm

EY is a global leader in assurance, tax, transaction and advisory services. The insights and quality services we deliver help build trust and confidence in the capital markets and in economies over the world. We develop outstanding leaders who team up to deliver on our promises to all our stakeholders.



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Gray, Gray & Gray, LLP

150 Royall Street, Suite 102

Canton, MA 02021

Firm Contact: Lisa Mavilia

Title: Human Resources Manager

Contact Email: lmavilia@gggcpas.com

Phone: 781.407.0300

Firm Website: gggcpas.com

Year Founded: 1945

Number of Partners: 13

Number of Professionals: 80

Type of Firm: Regional

Top Industry Specializations

Architects/Engineers; Client Accounting and Advisory Services;
Construction; Energy; Family Businesses; Manufacturing;
Mergers and Acquisitions; Nonprofit; Professional Services Businesses;
Real Estate; Restaurants; Royalty Examinations; SaaS; Technology.

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax;
Individual Tax/Financial Services/Wealth Management; Internal Audit;
State/Local Tax; International Tax.

General Hiring Practices

Summer Interns: Yes, Paid

Winter Interns: Yes, Paid

Minimum Acceptable Overall GPA: N/A

Minimum Acceptable Accounting/Business Major GPA: N/A

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: No

Additional Firm Benefits

- External CPE program fees
- Professional membership dues
- Internal CPE programs
- Exam review course fees
- CPA Exam fees
- Formalized mentor programs
- Community service day

Recent Awards or Accolades

2019 *INSIDE Public Accounting* "Top 200 Firms"

2019 *Boston Business Journal* "Area's Largest 25 Accounting Firms"

2018-2019 *Accounting Today* "Regional Leaders – Top Firms"

2017 *Accounting Today* "Fast Growing Firms in the U.S."

2016 *Accounting Today* "Best Accounting Firms to Work For"

Why a New Grad Should Begin Their Career at Our Firm

- Being mentored by knowledgeable professionals
- Working directly with clients
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²Advanced Curriculum is available to students with an undergraduate accounting degree.

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Greenberg Rosenblatt Kull & Bitsoli, P.C. (GRKB)

306 Main Street, Suite 400
Worcester, MA 01608

Firm Contact: Richard F. Powell, CPA

Title: Senior Vice President

Contact Email: rpowell@grkb.com

Phone: 508.791.0901

Firm Website: grkb.com

Year Founded: 1956

Number of Partners: 6

Number of Professionals: 35

Type of Firm: Regional

Top Industry Specializations

Biotechnology; Business Valuations; Construction and Contractors; Entrepreneurs; Forensics; Healthcare; Health Clubs; Manufacturing; Nonprofit; Professional Services; Real Estate; Retail; Retirement Plan Audits; Trusts; Wholesale and Distribution.

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; Individual Tax/Financial Services/Wealth Management; Internal Audit; International Tax; State/Local Tax; Transfer Pricing.

General Hiring Practices

Summer Interns: No

Winter Interns: Yes, Paid

Minimum Acceptable Overall GPA: 3.1

Minimum Acceptable Accounting/Business Major GPA: 3.2

Sponsorship of Entry-Level Foreign Nationals: Rarely

New Full-Time Hires Must Be 150-Hour Compliant: No

Additional Firm Benefits

- External CPE program fees
- Internal CPE programs
- Professional membership dues
- Exam review course fees
- CPA Exam fees
- Formalized mentor program

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GRKB is a full-service CPA firm offering an exciting and fast-paced work environment with exposure to many industries and opportunities. You will be exposed to A&A, tax and special services including consulting, forensics, valuations, trusts and litigation support. If you're highly motivated and growth oriented, join us!



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Jesson, Oslin & Associates, LLP

480 Adams Street

Milton, MA 02186

Firm Contact:

Robert M. Jesson, CPA, MST

Title: Partner

Contact Email:

rjesson@joacpa.com

Phone: 617.698.3950

Firm Website: joacpa.com

Year Founded: 1999

Number of Partners: 2

Number of Professionals: 10

Type of Firm: Local

Additional Locations:

Boston and Hyannis, MA

Top Industry Specializations

Agriculture; Ambulance Companies; Communications; Engineering Firms;
Food Service; Franchises; Health Services; Manufacturing; Medical Billing;
Nonprofit; Professional Service; Real Estate; Retail/Wholesale;
Security/Commodity Brokers; Sports/Leisure;

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax;
Individual Tax/Financial Services/Wealth Management; State/Local Tax.

General Hiring Practices

Summer Interns: Yes, Paid

Winter Interns: Yes, Paid

Minimum Acceptable Overall GPA: N/A

Minimum Acceptable Accounting/Business Major GPA: N/A

Sponsorship of Entry-Level Foreign Nationals: Rarely

New Full-Time Hires Must Be 150-Hour Compliant: No

Additional Firm Benefits

- External CPE program fees
- Professional membership dues
- Internal CPE programs

Why a New Grad Should Begin Their Career at Our Firm

You will enjoy the friendly atmosphere and convenience of a local firm with the diversity and technical challenges of a large firm. We offer a competitive salary and benefit package, ongoing training and continuing educational programs and opportunity for growth and development.

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Johnson O'Connor

101 Edgewater Drive, Suite 210

Wakefield, MA 01880

Firm Contact: Stephen J. Feron, CPA

Title: Managing Partner

Contact Email:

s.feron@johnsonoconnor.com

Phone: 781.914.3400

Firm Website: johnsonoconnor.com

Year Founded: 1945

Number of Partners: 12

Number of Professionals: 60

Type of Firm: Local

Top Industry Specializations

Construction; Employee Benefit Plan Audit; Manufacturing; Medical and Dental; Nonprofit; Real Estate.

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; Individual Tax/Financial Services/Wealth Management; State/Local Tax.

General Hiring Practices

Summer Interns: No

Winter Interns: No

Minimum Acceptable Overall GPA: 3.2

Minimum Acceptable Accounting/Business Major GPA: 3.2

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: No

Additional Firm Benefits

- External CPE program fees
- Internal CPE programs
- Professional membership dues
- Community service day
- CPA Exam fees
- Formalized mentor program
- License fees
- Exam review course fees
- Unlimited vacation

Recent Awards or Accolades

Over 50% of our professional staff has a Master's degree in addition to 65% who hold a CPA designation.

Why a New Grad Should Begin Their Career at Our Firm

JO focuses on our client's needs, which cannot be done without top talent. We have increasing opportunities for staff to grow; our culture centers around teamwork and mutual respect; our Fun Committee does more than plan parties, and we offer a competitive benefits package. Did we mention unlimited vacation?

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Katz, Nannis + Solomon, P.C.

800 South Street, Suite 250

Waltham, MA 02453

Firm Contact: Jeffrey Solomon, CPA

Title: Managing Partner

Contact Email:

jsolomon@kns CPA.com

Phone: 781.453.8700

Firm Website: kns CPA.com

Year Founded: 1998

Number of Partners: 6

Number of Professionals: 60

Type of Firm: Regional

Top Industry Specializations

Distributors; Emerging Business; Food Service Providers; Garment Industry; High-Tech Research and Development; Manufacturing; Nonprofit; Real Estate Development; Restaurants; Retailers; Service/Trade Consulting; Start-Up Companies; Technology.

Client Services

Advisory/Consulting; Audit/Assurance, Corporate/Domestic Tax; Individual Tax/Financial Services/Wealth Management; International Tax; State/Local Tax.

General Hiring Practices

Summer Interns: No

Winter Interns: Yes, Paid

Minimum Acceptable Overall GPA: 3.3

Minimum Acceptable Accounting/Business Major GPA: 3.3

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: No

Additional Firm Benefits

- External CPE program fees
- Internal CPE programs
- Professional membership dues
- Community service day
- CPA Exam fees
- Formalized mentor program
- License fees

Why a New Grad Should Begin Their Career at Our Firm

We offer challenging and diverse client work in a dynamic work environment with opportunities for advancement. We provide outstanding benefits, competitive compensation, professional dues and continuing education.

Why Choose KPM?

At KPM, we are committed to providing you with outstanding opportunities for professional and personal growth. Our team members display a caring attitude, technical competence, and a passionate commitment for success. If you are looking for a place where your voice won't get lost in the crowd, where you can collaborate with others, and learn from a team of professionals that are willing to invest in your future, contact us.

- Tuition reimbursement
- CPA Exam and prep reimbursement
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- Mentoring program
- "Dress For Your Day" policy

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Kevin P. Martin & Associates, P.C.

10 Forbes Road West, Suite 200

Braintree, MA 02184

Firm Contact: Colin J. Jackson

Title: Executive Assistant

Contact Email: cjackson@kpm-us.com

Phone: 781.380.3520

Firm Website: kpm-us.com

Year Founded: 1968

Number of Partners: 7

Number of Professionals: 105

Type of Firm: Regional

Additional Locations:

Boston, Danvers and Fall River,
MA; Providence, RI

Top Industry Specializations

Affordable Housing; Arts/Entertainment; Biotech; Government Contracting; Health Services; Manufacturing; Nonprofit; Outsourced Accounting; Real Estate; Service Businesses; Transportation; TV and Film Production.

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; Individual Tax/Financial Services/Wealth Management; Internal Audit; IT Audit; International Tax; State/Local Tax.

General Hiring Practices

Summer Interns: Yes, Paid

Winter Interns: Yes, Paid

Minimum Acceptable Overall GPA: N/A

Minimum Acceptable Accounting/Business Major GPA: N/A

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: No

Additional Firm Benefits

- External CPE program fees
- Internal CPE programs
- Professional membership dues
- 401k
- Exam review course fees
- License fees
- Formalized mentor program
- Health insurance
- CPA Exam fees
- Community service day
- Flexible day policy
- Dress for your day policy
- IT allowance for the home
- Free parking

Why a New Grad Should Begin Their Career at Our Firm

KPM is committed to providing our team with outstanding opportunities for professional and personal growth. Every dedicated member of our team displays a caring attitude, technical competence and a passionate commitment for success – for themselves, for the firm and for our clients. We believe in diversity.



King McNamara Moriarty LLP

473 Washington Street

Norwood, MA 02062

Firm Contact: Pamela Casey, CPA

Title: Senior Manager

Contact Email:

pjcasey@kmmcpa.com

Phone: 781.769.6300

Firm Website: kmmcpa.com

Year Founded: 1953

Number of Partners: 3

Number of Professionals: 35

Type of Firm: Local

Top Industry Specializations

Architectural/Engineering; Cloud Accounting Services; Construction; Manufacturing; Real Estate.

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; Individual Tax/Financial Services/Wealth Management; International Tax; State/Local Tax.

General Hiring Practices

Summer Interns: No

Winter Interns: Yes, Paid

Minimum Acceptable Overall GPA: N/A

Minimum Acceptable Accounting/Business Major GPA: N/A

Sponsorship of Entry-Level Foreign Nationals: Yes

New Full-Time Hires Must Be 150-Hour Compliant: No

Additional Firm Benefits

- External CPE program fees
- Internal CPE programs
- Professional membership dues
- Exam review course fees
- CPA Exam fees
- License fees

Recent Awards or Accolades

2016 *Boston Business Journal* "24th Largest Accounting Firm in Massachusetts"

Why a New Grad Should Begin Their Career at Our Firm

This is a great opportunity to join a firm that gives their staff a lot of responsibility and client contact. KMM likes to use technology to service their clients better. There is a lot of opportunity for advancement and responsibility at our firm. Local does not mean small!



KLR

99 Summer Street, Suite 520

Boston, MA 02110

Firm Contact: Christine Scarafoni

Title: Chief Human Resources Officer

Contact Email:

cscarafoni@kahnlitwin.com

Phone: 617.236.8098

Firm Website: kahnlitwin.com

Year Founded: 1976

Number of Partners: 36

Number of Professionals: 145

Type of Firm: Regional

Additional Locations:

Waltham, MA; Newport
and Providence, RI;

Firm Industry Specializations

Healthcare; Hospitality; Manufacturing; Nonprofit; Portfolio Companies;
Private Client Services/Family Office; Private Equity; Professional Services;
Real Estate; Technology; Venture Capital.

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; Executive
Search; Individual Tax/Financial Services/Wealth Management; Internal Audit;
International Tax; IT Audit; Outsourcing; State/Local Tax; Transfer Pricing.

General Hiring Practices

Summer Interns: Yes, Paid

Winter Interns: Yes, Paid

Minimum Acceptable Overall GPA: 3.0

Minimum Acceptable Accounting/Business Major GPA: 3.0

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: No

Additional Firm Benefits

- External CPE program fees
- Professional membership dues
- License fees
- Internal CPE programs
- Formalized mentor program
- Community service day
- Exam review course fees
- Tuition reimbursement
- Leadership development program
- Unlimited PTO
- Half-day Fridays (Summer)

Recent Awards or Accolades

2011-2020 *INSIDE Public Accounting* "Top 100 Accounting Firms in US"

2011-2020 *Accounting Today* "Top 100 Accounting Firms in US"

2013-2018 BCBS Healthy Workplace

2012-2018 *Accounting Today* "Best Accounting Firm to Work for in US"

2005-2020 *Best Companies Group* "Best Place to Work"

2012-2017 Sloan Award Winner for Workplace Effectiveness and Flexibility

2012-2017 Families and Work Institute and the Society of Human Resource
Management "When Work Works" Award

Why a New Grad Should Begin Their Career at Our Firm

KLR is a great place to work and we have the people and awards to prove it! Our people, culture, benefits, and growth opportunities, coupled with being located in some amazing cities in New England, make us a great Firm to begin and grow your career.

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KPMG LLP
Two Financial Center
60 South Street
Boston, MA 02111

Firm Contact: Darren Donovan

Title: Managing Principal

Contact Email:

us-bosrecruiting@kpmg.com

Phone: 617.988.1000

Firm Website: kpmg.com

Year Founded: 1870

Number of Partners: 80

Number of Professionals: 1,100

Type of Firm: International

Additional Locations:

156 countries worldwide

Top Industry Specializations

Automotive; Banking; Building/Construction; Capital Markets; Food/Drink and Consumer Goods; Government/Public Sector; Healthcare; Insurance; Investment Management; Life Sciences; Media; Private Equity; Real Estate; Retail; Technology; Telecommunications.

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; Individual Tax/Financial Services/Wealth Management; Internal Audit; International Tax; IT Audit; State/Local Tax; Transfer Pricing.

General Hiring Practices

Summer Interns: Yes, Paid

Winter Interns: Yes, Paid

Minimum Acceptable Overall GPA: N/A

Minimum Acceptable Accounting/Business Major GPA: N/A

Sponsorship of Entry-Level Foreign Nationals: Rarely

New Full-Time Hires Must Be 150-Hour Compliant: Yes

Additional Firm Benefits

- External CPE program fees
- Internal CPE programs
- Professional membership dues
- Formalized mentor program
- Exam review course fees
- CPA Exam fees
- License fees
- Community service day

Recent Awards or Accolades

2020 *Fortune* "100 Best Companies to Work For – Ranked 32nd"

2020 *DiversityInc* "Top 50 Companies for Diversity – Ranked 12th"

2019 *WayUp's* "Top 100 Best Internship Program"

2019 *Collegegrad.com* "Top Entry Level Employer"

2019 *Working Mother* "100 Best Companies"

2019 *National Business Inclusion Consortium*

"Best of the Best Corporation for Inclusion"

Why a New Grad Should Begin Their Career at Our Firm

At KPMG we work collaboratively with clients and colleagues in a way that we believe is different from other organizations. Drawing on the experience of our people and multi-disciplinary approach, we are able to help our firms' clients to think beyond the present, see beyond borders and achieve long-lasting success.



Leonard, Mulherin & Greene, P.C.

625 Grove Street
Braintree, MA 02184

Firm Contact: Karen Mullen

Title: Firm Administrator

Contact Email: kmullen@lmgpc.com

Phone: 781.356.4800

Firm Website: lmgpc.com

Year Founded: 1989

Number of Partners: 6

Number of Professionals: 30

Type of Firm: Regional

Top Industry Specializations

Closely-held businesses in the following industries: Advertising; Construction; Health and Human Services/Nonprofit; Law; Medical Services; Private Schools; Professional Services; Real Estate Management.

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; Individual Tax/Financial Services/Wealth Management; Internal Audit; State/Local Tax.

General Hiring Practices

Summer Interns: Yes, Paid

Winter Interns: No

Minimum Acceptable Overall GPA: 3.0

Minimum Acceptable Accounting/Business Major GPA: 3.0

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: No

Additional Firm Benefits

- External CPE program fees
- Internal CPE programs
- Formalized mentor program
- Professional membership dues
- Tuition reimbursement
- 401k with employer contributions
- License fees
- Community service day
- Health club membership subsidy
- Exam review course fees

Why a New Grad Should Begin Their Career at Our Firm

LMG is a dynamic, full-service CPA firm offering a fast-paced, team oriented environment that fosters personal and professional growth. At LMG, we commit ourselves to providing comprehensive, high quality services to our clients, and a supportive professional atmosphere for our staff. We offer a competitive salary and benefits package.



Levine, Caufield, Martin & Goldberg, PC

300 First Avenue, Suite 102

Needham, MA 02494

Firm Contact: Sherri L. Martin, CPA

Title: Shareholder

Contact Email:

smartin@lcmgcpa.com

Phone: 781.400.1625

Firm Website: lcmgcpa.com

Year Founded: 2011

Number of Partners: 3

Number of Professionals: 13

Type of Firm: Local

Top Industry Specializations

Distributors; Health Care; High-Net-Worth Individuals; High Tech; Manufacturers; Nonprofit; Professional Service Providers; Real Estate; Restaurants and Food Service; Retailers.

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; Individual Tax/Financial Services/Wealth Management; International Tax; State/Local Tax.

General Hiring Practices

Summer Interns: No

Winter Interns: Yes, Paid

Minimum Acceptable Overall GPA: 3.0

Minimum Acceptable Accounting/Business Major GPA: 3.0

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: No

Additional Firm Benefits

- External CPE program fees
- Internal CPE programs
- Professional membership dues
- Community service day
- Exam review course fees
- License fees
- Formalized mentor program
- CPA Exam fees

Recent Awards or Accolades

LCMG is a member of the National CPA Healthcare Advisory Association as well as INPACT Americas, an international alliance of independent accounting firms.

Why a New Grad Should Begin Their Career at Our Firm

When you join LCMG you are exposed to both financial statement and tax engagements for a variety of businesses and individuals. The diversity of work and exposure to all aspects of public accounting, in a team-based environment, provide the skills and foundation needed to succeed.

**Dream BIG, work hard,
stay focused &
surround yourself
with good people.**

Grow your career with us

LGA has risen in the BBJ Largest Accounting Firms in Massachusetts Rankings from #46 in 2013 to #27 in 2019 without any significant acquisitions and has been named among the BBJ's 2019 Best Places to Work in Massachusetts.



Our progressive leadership team values transparency, integrity, and communication. We're looking forward to continuing to grow with our clients by living our values as continuous learners and result-driven professionals.

If this sounds like a good fit for you, learn more about LGA
and apply online at lgallp.com/careers

LGA, LLP 500 West Cummings Park, Woburn, MA 01801



LGA, LLP

500 West Cummings Park, Suite 5650
Woburn, MA 01801

Firm Contact: Pam Davis

Title: Firm Administrator

Contact Email: pdavis@lgallp.com

Phone: 781.569.4700

Firm Website: lgallp.com

Year Founded: 1980

Number of Partners: 12

Number of Professionals: 65

Type of Firm: Local

Additional Locations: Salem, NH

Top Industry Specializations

Family Owned Businesses; Manufacturing and Distribution; Nonprofit; Professional Service Firms; Real Estate and Construction; Restaurants and Entertainment.

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; Individual Tax/Financial Services/Wealth Management; International Tax; Outsourced Management Accounting; State/Local Tax.

General Hiring Practices

Summer Interns: Yes, Paid

Winter Interns: Yes, Paid

Minimum Acceptable Overall GPA: N/A

Minimum Acceptable Accounting/Business Major GPA: N/A

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: No

Additional Firm Benefits

- External CPE program fees
- Community service day
- Tuition reimbursement program
- Professional membership dues
- Paid time off to take the exam
- Exam review course fees
- License fees
- Internal CPE programs
- Health insurance
- Short and long-term disability insurance
- Dental/vision insurance
- Group term life insurance
- Paid time off
- Flexible schedule
- 401k retirement plan
- CPA Exam fees
- Formalized mentorship and career development programs
- Committees like LGA gives back, social, employee recognition, etc.
- Dress for your day policy
- Social and firm events

Recent Awards or Accolades

2020 *Accounting Today* "Managing Partner Elite"

2019 *Boston Business Journal* #27 of "Top 100 Public Accounting Firms"

2019 *Boston Business Journal* "Best Places to Work"

2018 *Boston Business Journal* #33 of "Top 100 Public Accounting Firms"

Why a New Grad Should Begin Their Career at Our Firm

LGA's leadership focuses on transparency, integrity and communication leading to the dedication of our team of professionals and the high level of service they provide to clients. We value every team member's unique skill set and pride ourselves on growing each individual's talents through teamwork, training and supportive continual feedback.

Livingston & Haynes PC

40 Grove Street, Suite 380

Wellesley, MA 02482

Firm Contact: Paula Cleary

Title: Human Resources Representative

Contact Email: PHaynes@lh-cpa.com

Phone: 781.237.3339

Firm Website: lh-cpa.com

Year Founded: 1936

Number of Partners: 7

Number of Professionals: 20

Type of Firm: Regional

Additional Locations: Ware, MA

Top Industry Specializations

Charter Schools; Closely-Held Businesses; Construction; Distributors; Healthcare; High-Net-Worth Individuals; Manufacturing; Nonprofit; Private Foundations; Real Estate; Retail; Trusts.

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; Individual Tax/Financial Services/Wealth Management; Internal Audit; IT Audit; State/Local Tax.

General Hiring Practices

Summer Interns: Yes, Paid

Winter Interns: Yes, Paid

Minimum Acceptable Overall GPA: N/A

Minimum Acceptable Accounting/Business Major GPA: N/A

Sponsorship of Entry-Level Foreign Nationals: Rarely

New Full-Time Hires Must Be 150-Hour Compliant: No

Additional Firm Benefits

- Exam review course fees
- CPA Exam fees
- License fees
- External CPE program fees
- Internal CPE programs
- Professional membership dues
- Formalized mentor programs

Why a New Grad Should Begin Their Career at Our Firm

L&H fosters a collaborative culture where professionals are rewarded with excellent pay, benefits and positive work/life balance. Our staff work in all aspects of public accounting from audits, reviews and compilations, to detailed tax preparation; ideal for those wanting to become a well-rounded accounting professional.



Marcum LLP
53 State Street, 17th Floor
Boston, MA 02109

Firm Contact: Daniel Grenier
Title: Human Resources Generalist
Contact Email:
Daniel.grenier@marcumllp.com
Phone: 617.807.5244
Firm Website: marcumllp.com

Year Founded: 1951
Number of Partners: 19
Number of Professionals: 145
Type of Firm: International
Additional Locations:
Greenwich, Hartford, New Haven
and West Hartford, CT; Portland, ME;
Providence, RI; 23 other offices
across the U.S.

Top Industry Specializations

Accounting Services; Advisory Services; Assurance Services; Banking;
Family Office; Forensic Services; Housing Authorities; Tax Services;
Technology Assurance.

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax;
Individual Tax/Financial Services/Wealth Management; Internal Audit;
International Tax; IT Audit; State/Local Tax; Transfer Pricing.

General Hiring Practices

Summer Interns: Yes, Paid
Winter Interns: Yes, Paid
Minimum Acceptable Overall GPA: 3.2
Minimum Acceptable Accounting/Business Major GPA: 3.2
Sponsorship of Entry-Level Foreign Nationals: No
New Full-Time Hires Must Be 150-Hour Compliant: Yes

Additional Firm Benefits

- Exam review course fees
- CPA Exam fees
- License fees
- Internal CPE programs
- Professional membership dues
- Community service day

Recent Awards or Accolades

2019 *Accounting Today* "Best Firms for Technology"
and "Top 100 Firms – Ranked 15th"

Why a New Grad Should Begin Their Career at Our Firm

Marcum is a large international firm with a small firm feel. Everyone has an open-door policy and all levels have access to partners, directors and managers. This exposure lends itself to a well-rounded learning experience as well as an opportunity for growth.



Melanson is a large firm with the environment of a small firm. Our staff gets to know everyone in the office they work in and has the opportunity to work with teams in other offices as well.

We offer an open-door policy where we encourage staff to work together and share their knowledge with each other. This encourages growth opportunities and allows our team to write their own story and path.

We encourage our staff to have a voice and be connected – with our clients, our firm, and our community. Our values exemplify how we treat our employees with honesty, kindness, and fairness. We provide an environment where staff can demonstrate perseverance, bravery, and judgement every day – finding solutions for our clients. These values are our foundation.

We Want You to Stay and
Grow Your Career With Us.

Our Core Values

Honesty
Kindness
Perseverance
Bravery
Fairness
Judgment

Nashua, NH | Manchester, NH | Andover, MA | Greenfield, MA | Ellsworth, ME

800.282.2440 | melansoncpas.com



Melanson

10 New England Business Center Drive, Suite 107
Andover, MA 01810

Firm Contact: Dorothy Young
Title: Human Resources Manager
Contact Email:
hr@melansoncpas.com
Phone: 978.749.0005
Firm Website: melansoncpas.com

Year Founded: 1976
Number of Partners: 20
Number of Professionals: 80
Type of Firm: Regional
Additional Locations:
Greenfield, MA; Manchester
and Nashua, NH; Ellsworth, ME

Top Industry Specializations

401K Audits; Audits for State and Local Entities; Automobile Dealerships;
Construction; Fishing; Forestry; Fraud and Forensic Work; Healthcare;
Manufacturing; Nonprofit.

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax;
Individual Tax/Financial Services/Wealth Management; State/Local Tax.

General Hiring Practices

Summer Interns: Yes, Paid

Winter Interns: Yes, Paid

Minimum Acceptable Overall GPA: 3.0

Minimum Acceptable Accounting/Business Major GPA: 3.0

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: No

Additional Firm Benefits

- External CPE program fees
- Internal CPE programs
- Professional membership dues
- Exam review course fees
- CPA Exam fees
- License fees

Recent Awards or Accolades

2019 *Accounting Today* "Ranked 11th – Fastest Growing Firm in the U.S."
and "Ranked 14th – Regional Leader"

A G300 member, top 300 largest AICPA member firms

Why a New Grad Should Begin Their Career at Our Firm

Melanson provides a supportive environment for staff that includes hands-on training, a team-oriented work environment and direct interaction with principals. Our employees are engaged in interesting and challenging work, provided the opportunity for professional growth, and we encourage a work/life balance. Start your career with us!



Meyers Brothers Kalicka, P.C.

330 Whitney Ave, Suite 800

Holyoke, MA 01040

Firm Contact: Sarah Rose Stack
Title: Marketing & Recruiting Manager
Contact Email:
sstack@mbkcpa.com
Phone: 413.536.8510
Firm Website: mbkcpa.com

Year Founded: 1948
Number of Partners: 6
Number of Professionals: 34
Type of Firm: Regional

Top Industry Specializations

Certified Fraud Examiners; Construction; Consulting/Valuation; Cost-Segregation Studies; Education; Financial Planning and Wealth Management; Healthcare; Management-Advisory Services; Manufacturing; Nonprofit; Professional Services; Real Estate; Wholesale and Distribution.

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; Individual Tax/Financial Services/Wealth Management; Internal Audit; International Tax; State/Local Tax.

General Hiring Practices

Summer Interns: Yes, Paid

Winter Interns: Yes, Paid

Minimum Acceptable Overall GPA: 3.0

Minimum Acceptable Accounting/Business Major GPA: 3.0

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: No

Additional Firm Benefits

- Exam review course fees
- CPA Exam fees
- License fees
- External CPE program fees
- Internal CPE programs
- Professional membership dues
- Formalized mentor programs
- Community service day
- Performance bonus
- Cafeteria plan for medical and dependent care
- Flexible schedule
- Paid time off (PTO) program
- Fun committee
- Career development plans
- Work from home policy
- Competitive salaries
- Laptop computers with full remote office capabilities
- Social space with coffee, tea and snacks
- Seasonal benefits, including catered dinners, healthy snacks, Saturday breakfasts and chair massage

Recent Awards or Accolades

2020 *Accounting Today* "Top 100 Firms"

2020 *Reader Raves* "Best Accounting Firm"

2019 *INSIDE Public Accounting* "Best of Firms"

2017 *Accounting Today* "Top Firms"

Why a New Grad Should Begin Their Career at Our Firm

As the largest regional public accounting firm in Western Massachusetts, we have a deep sense of pride in our work and culture. We work closely with our staff about what a career path at MBK looks like and develop a customized career map that will help to attain professional goals.



Miller Wachman LLP
100 Cambridge Street, 13th Floor
Boston, MA 02114

Firm Contact: Robin A. Katzman, CPA

Title: Partner

Contact Email:

boston@millerwachman.com

Phone: 617.338.6800

Firm Website: millerwachman.com

Year Founded: 1969

Number of Partners: 5

Number of Professionals: 13

Type of Firm: Regional

Additional Locations:

Holliston, MA

Top Industry Specializations

Business Services; Employee Benefit Plan Audits; Financial and Estate Planning; Manufacturing; Nonprofit Organizations; Professional Service Providers; Public Companies; Real Estate; Tax Compliance.

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; Individual Tax/Financial Services/Wealth Management; International Tax; State/Local Tax.

General Hiring Practices

Summer Interns: No

Winter Interns: Yes, Paid

Minimum Acceptable Overall GPA: 3.0

Minimum Acceptable Accounting/Business Major GPA: 3.0

Sponsorship of Entry-Level Foreign Nationals: Yes

New Full-Time Hires Must Be 150-Hour Compliant: No

Additional Firm Benefits

- External CPE program fees
- Internal CPE programs
- Professional membership dues
- License fees

Why a New Grad Should Begin Their Career at Our Firm

Miller Wachman is a dynamic firm that believes in the value of relationships — both with our clients and our employees. You'll have an opportunity to serve a diverse client base while enjoying an informal work environment with a management team that is committed to your professional development.

Morris & Morris, P.C.

32 Kearney Road
Needham Heights, MA 02494

Firm Contact: Toni Knights

Title: Office Administrator

Contact Email:

tknights@mmpc-cpa.com

Phone: 781.455.6900

Firm Website: mmpc-cpa.com

Year Founded: 1981

Number of Partners: 5

Number of Professionals: 30

Type of Firm: Local

Top Industry Specializations

Closely-Held Businesses; Construction; Nonprofit; Private Equity;
Professional Services; Real Estate Development and Management;
Start-Ups; Technology.

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax;
High Net Worth Individuals; Individual Tax/Financial Services/Wealth
Management; Internal Audit; State/Local Tax.

General Hiring Practices

Summer Interns: Yes, Paid

Winter Interns: Yes, Paid

Minimum Acceptable Overall GPA: 3.0

Minimum Acceptable Accounting/Business Major GPA: 3.0

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: No

Additional Firm Benefits

- External CPE program fees
- Internal CPE programs
- Professional membership dues
- CPA Exam review course fees
- License fees

Recent Awards or Accolades

Boston Business Journal "Top 50 CPA Firms"

Why a New Grad Should Begin Their Career at Our Firm

Morris & Morris, P.C. owes its successful history to the diverse and talented team that it employs. Every employee's development and career path are an important part of the Firm culture.

Our staff includes many individuals who have been with the Firm for over ten years. As a new grad, we provide client assignments that promote professional development. Our staff performs accounting, auditing and tax work in a collaborative environment on a wide variety of business clients of various sizes and industries; as well as, individual tax clients.

This broader-based audit and tax experience leads to greater professional development and responsibility earlier in your career.

Novogradac & Company LLP

12 Post Office Square, 4th Floor

Boston, MA 02109

Firm Contact: Charles A. Rhuda III

Title: Manager

Contact Email:

charlie.rhuda@novoco.com

Phone: 617.330.1920

Firm Website: novoco.com

Year Founded: 1989

Number of Partners: 2

Number of Professionals: 25

Type of Firm: National

Additional Locations:

Andover, MA

Top Industry Specializations

Affordable Housing; Community Development; Historic Rehabilitation; Renewable Energy.

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax.

General Hiring Practices

Summer Interns: No

Winter Interns: Yes, Paid

Minimum Acceptable Overall GPA: N/A

Minimum Acceptable Accounting/Business Major GPA: N/A

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: No

Additional Firm Benefits

- External CPE program fees
- Internal CPE programs
- CPA Exam fees
- Community service day
- Exam review course firm discount
- License fees

Why a New Grad Should Begin Their Career at Our Firm

Novogradac & Company LLP is a great place to start or continue your career. Year after year, we're ranked as one of the best places to work in our industry. We help people grow by encouraging individuals to challenge themselves and offer ideas to drive themselves and the firm forward. Novogradac is committed to inclusivity and diversity in the workplace. Novogradac was named to the Accounting MOVE Project's 2020 Best Public Accounting Firms for Women list. In July of this year, Michael J. Novogradac, our Managing Partner released a statement in which the firm reaffirmed its commitment to racial justice and equity. That statement can be found at novoco.com/company/message-michael-j-novogradac.

O'Connor & Drew P.C.



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Our Employees Are Our Most Valuable Asset!

OUR EMPLOYEES ENJOY:

- COMPETITIVE PAY & BENEFITS
- TUITION REIMBURSEMENT
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- HEALTHY WORK/LIFE BALANCE
- FLEX TIME
- MENTOR PROGRAM
- NICHE INDUSTRIES
- COMPANY OUTINGS
- FRIENDLY STAFF
- CONVENIENT LOCATIONS

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Accounting • Tax • Business Consulting



O'Connor & Drew, P.C.
25 Braintree Hill Park, Suite 102
Braintree, MA 02184

Firm Contact: Rebecka Beatrice
Title: Director of Professional Development
Contact Email: rbeatrice@ocd.com
Phone: 617.471.1120
Firm Website: ocd.com

Year Founded: 1949
Number of Partners: 16
Number of Professionals: 120
Type of Firm: Regional
Additional Locations:
Winchester, MA

Top Industry Specializations

Audit; Automotive Dealerships; Fraud Investigation and Forensic Accounting
Federal; Higher Education; Internal Audit; IT Audit and Security; Nonprofit
Organizations; State/Local Tax.

Client Services

Audit/Assurance; Corporate/Domestic Tax; Individual
Tax/Financial Services/Wealth Management; Internal Audit;
IT Audit; State/Local Tax.

General Hiring Practices

Summer Interns: Yes, Paid
Winter Interns: No
Minimum Acceptable Overall GPA: 3.0
Minimum Acceptable Accounting/Business Major GPA: 3.2
Sponsorship of Entry-Level Foreign Nationals: No
New Full-Time Hires Must Be 150-Hour Compliant: No

Additional Firm Benefits

- External CPE program fees
- Internal CPE programs
- Professional membership dues
- Exam review course fees
- Community service day
- Flextime
- Bonus for passing CPA Exam
- Tuition reimbursement

Recent Awards or Accolades

2017-2019 *Accounting Today* "Top 100 Regional
Accounting Firms in New England"
2017-2018 *Inside Public Accounting* "Top 300 Firms"

Why a New Grad Should Begin Their Career at Our Firm

O'Connor & Drew, P.C. provides new graduates with the opportunity to gain experience in both audit and tax across an array of industries. This all-around exposure allows them to gravitate to the area that they are most interested in as their career progresses; putting them in the driver's seat.



LARGE FIRM EXPERTISE

WITH A SMALL
FIRM TOUCH

Deep experience and strong relationships drive everything we do at Stone & Company. We work tirelessly for our clients, serving as trusted, highly capable advisors and experts who measure success only when we exceed expectations.

OUR MISSION:
Always passionate about driving growth.



We are always looking for talented professionals to join our growing team.

Visit us at **stonecpas.com** or
contact us at **info@stonecpas.com**.



STONE & COMPANY, LLC

CERTIFIED PUBLIC ACCOUNTANTS AND ADVISORS



Paresky Flitt & Company, LLP

14 West Plain Street

Wayland, MA 01778

Firm Contact: Lynn Granger

Title: Firm Administrator

Contact Email:

lgranger@pareskyflitt.com

Phone: 508.650.1122

Firm Website: pareskyflitt.com

Year Founded: 1988

Number of Partners: 3

Number of Professionals: 17

Type of Firm: Local

Additional Locations:

Shrewsbury, MA

Top Industry Specializations

Audit and Accounting; Business Valuation; Tax.

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax;

Individual Tax/Financial Services/Wealth Management; Internal Audit;

International Tax; State/Local Tax.

General Hiring Practices

Summer Interns: No

Winter Interns: Yes, Paid

Minimum Acceptable Overall GPA: 3.0

Minimum Acceptable Accounting/Business Major GPA: 3.0

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: No

Additional Firm Benefits

- License fees
- Professional membership dues
- Health and dental insurance

Recent Awards or Accolades

2020 *Boston Business Journal* "50 Largest Accounting Firms"

2019 *Worcester Business Journal* "Top Ten Accounting Firms"

Why a New Grad Should Begin Their Career at Our Firm

We are not your average CPA firm. Our carefree environment and the talent of our team here makes learning interesting with ease. We are a group of professionals who take pride in our work and get satisfaction from helping our clients succeed.



Achieve Your 150 Plan at Boston's Only Public Business School

UMass Boston's MSA prepares students for rewarding careers in the rapidly growing and changing field of accounting.

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- Approved by the Massachusetts Board of Public Accountancy
- Named one of the 25 Best Master's in Accounting Programs in 2020 (*GradReports*)

Receive a quality education at a reasonable cost and achieve your 150 credit hours toward CPA certification.

Apply today! umb.edu/accounting



COLLEGE OF MANAGEMENT





PKF, P.C.

99 Summer Street, Suite 1660
Boston, MA 02110

Firm Contact:

Richard French

Title: Manager

Contact Email:

rfrench@pkfboston.com

Phone: 617.753.9985

Firm Website: pkfboston.com

Year Founded: 1953

Number of Partners: 3

Number of Professionals: 25

Type of Firm: International

Additional Locations:

Quincy, MA

Top Industry Specializations

Closely-Held Businesses; Employee Benefit Plans; Hospitality; International Business; Manufacturing and Distribution; Nonprofit; Real Estate; Technology.

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; Individual Tax/Financial Services/Wealth Management; State/Local Tax.

General Hiring Practices

Summer Interns: No

Winter Interns: Yes, Paid

Minimum Acceptable Overall GPA: 3.0

Minimum Acceptable Accounting/Business Major GPA: 3.0

Sponsorship of Entry-Level Foreign Nationals: Rarely

New Full-Time Hires Must Be 150-Hour Compliant: No

Additional Firm Benefits

- External CPE program fees
- Internal CPE programs
- Professional membership dues
- CPA Exam fees
- License fees
- Community service day
- Formalized mentor programs
- Exam review course fees

Why a New Grad Should Begin Their Career at Our Firm

We place a high priority on firm culture. The "trickle-down" influence starts with our partners and flows to all our team members. PKF encourages individuals to advance themselves while building lasting relationships within the firm and balancing work and social life.

Powers & Sullivan, LLC

Certified Public Accountants



OPPORTUNITY



SUCCESS



CHALLENGE

**100 Quannapowitt Parkway, Suite 101
Wakefield, MA 01880**

T 781.914.1700 F 781.914.1701

WWW.POWERSANDSULLIVAN.COM



Powers & Sullivan, LLC

100 Quannapowitt Parkway, Suite 101
Wakefield, MA 01880

Firm Contact: Reneé Davis, CPA

Title: Partner

Contact Email:

info@powersandsullivan.com

Phone: 781.914.1700

Firm Website:

powersandsullivan.com

Year Founded: 1990

Number of Partners: 7

Number of Professionals: 27

Type of Firm: Local

Top Industry Specializations

Audits of State and Local Governments; Nonprofit and Corporations;
Individual, Corporate and Nonprofit Tax Preparation; Fraud and
Forensic Work; Consulting.

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax.

General Hiring Practices

Summer Interns: Yes, Paid

Winter Interns: Yes, Paid

Minimum Acceptable Overall GPA: 3.0

Minimum Acceptable Accounting/Business Major GPA: 3.5

Sponsorship of Entry-Level Foreign Nationals: Yes

New Full-Time Hires Must Be 150-Hour Compliant: No

Additional Firm Benefits

- External CPE program fees
- Internal CPE programs
- Professional membership dues
- Exam review course fees
- License fees
- CPA Exam fees
- Fitness center
- Covered parking

Why a New Grad Should Begin Their Career at Our Firm

Powers & Sullivan, LLC is an innovative and forward-thinking firm whose vision is to provide high quality services and results to our clients while at the same time fostering a culture that provides a balanced quality of life for our team members.



It starts with **you.**

Fueled by respect, integrity and unique perspectives, PwC brings together people from diverse cultures and backgrounds.

Join a firm that fosters inclusion and belonging to solve important problems for our clients and for the world.

Together, we can create change. Together, we can make an impact.

www.pwc.com/careers



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PwC LLP
101 Seaport Boulevard
Boston, MA 02210

Firm Contact: Michelle Allen
Title: NE Talent Identification Leader
Contact Email:
michelle.allen@pwc.com
Phone: 617.530.5000
Firm Website: pwc.com/campus

Year Founded: 1890
Number of Partners: 280
Number of Professionals: 2,992
Type of Firm: International
Additional Locations: Hartford, CT;
Montpelier, VT; Albany, NY;
all principal U.S. and foreign cities

Top Industry Specializations

Asset Management; Banking/Capital Markets; Healthcare; Higher Education; Insurance; Pharmaceutical and Life Sciences; Private Company Services; Private Equity; Real Estate; Retail and Consumer Products; Technology; Utilities.

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; Individual Tax/Financial Services/Wealth Management; Internal Audit; International Tax; IT Audit; State/Local Tax; Transfer Pricing.

General Hiring Practices

Summer Interns: Yes, Paid
Winter Interns: Yes, Paid
Minimum Acceptable Overall GPA: N/A
Minimum Acceptable Accounting/Business Major GPA: N/A
Sponsorship of Entry-Level Foreign Nationals: Yes
New Full-Time Hires Must Be 150-Hour Compliant: Yes

Additional Firm Benefits

- External CPE program fees
- Internal CPE programs
- Professional membership dues
- Formalized mentor program
- Exam review course fees
- CPA Exam fees
- License fees
- Community service day
- Student loan paydown benefit

Recent Awards or Accolades

2005-2020 *Fortune Magazine* "100 Best Companies to Work For"
2014-2019 *Vault.com* Ranked #1 in "Most Prestigious Accounting Firm,"
"Accounting 50" and "Overall Diversity"

Why a New Grad Should Begin Their Career at Our Firm

PwC's Boston office is the area's leading professional services firm and is supported by a global network of over 276,000 people in 157 countries. With this highly-skilled team of audit, tax and advisory professionals, no firm can match PwC's breadth of technical expertise and depth of industry knowledge.



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Raphael and Raphael LLP

52 Church Street

Boston, MA 02116

Firm Contact: John G. Masci

Title: Partner

Contact Email: kimw@rrlp.com

Phone: 617.210.1200

Firm Website: rrlp.com

Year Founded: 1941

Number of Partners: 9

Number of Professionals: 25

Type of Firm: Local

Top Industry Specializations

Investment Management; Professional Services; Real Estate; Wholesale and Distribution.

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; Individual Tax/Financial Services/Wealth Management; International Tax; State/Local Tax.

General Hiring Practices

Summer Interns: No

Winter Interns: Yes, Paid

Minimum Acceptable Overall GPA: 2.8

Minimum Acceptable Accounting/Business Major GPA: 3.0

Sponsorship of Entry-Level Foreign Nationals: Rarely

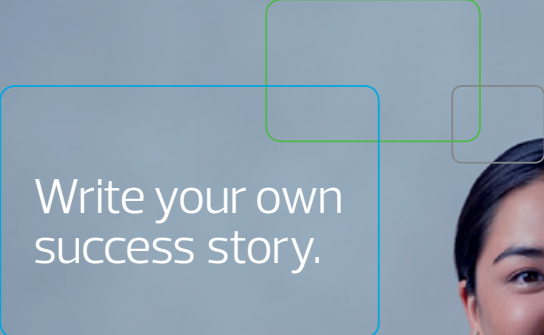
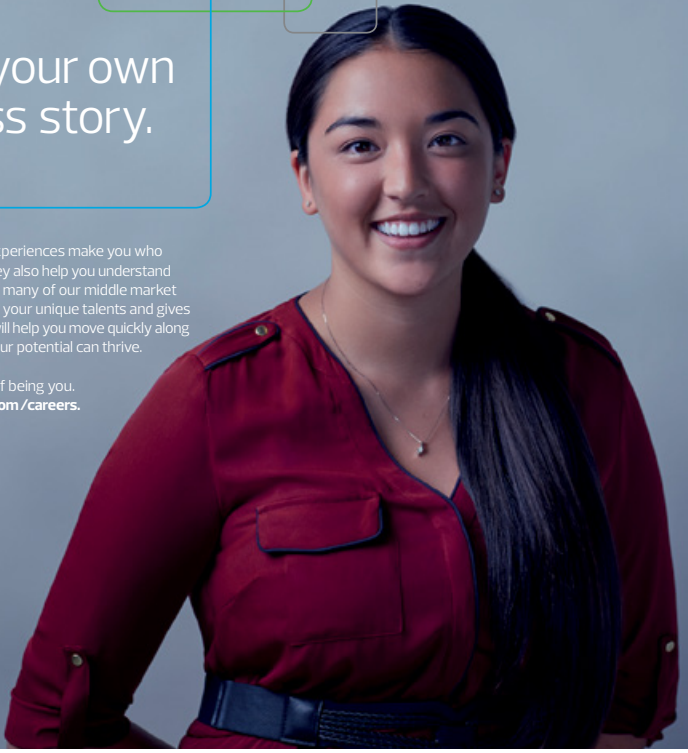
New Full-Time Hires Must Be 150-Hour Compliant: No

Additional Firm Benefits

- External CPE program fees
- Internal CPE programs
- Professional membership dues
- Community service day
- Exam passing bonus
- License fees

Why a New Grad Should Begin Their Career at Our Firm

We'll help you determine your best path. You'll work on assurance, tax and consulting. You'll be challenged by our sophisticated clients. You'll give back to your co-workers and community. You'll grow professionally and advance while maintaining a healthy work/life balance. Raphael and Raphael: BIG work, not BIG hours.



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RSM US LLP
80 City Square
Boston, MA 02129

Firm Contact: Karin Gilmartin

Title: Campus Talent
Acquisition Manager

Contact Email:

karin.gilmartin@rsmus.com

Phone: 617.912.9000

Firm Website: rsmus.com

Year Founded: 1926

Number of Partners: 72

Number of Professionals: 772

Type of Firm: International

Additional Locations:

Offices in 87 cities nationwide
and 120+ countries.

Top Industry Specializations

Construction; Consumer Products; Financial Services; Higher Education;
Industrial; Life Sciences; Nonprofit; Private Equity; Real Estate; Technology.

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax;
Individual Tax/Financial Services/Wealth Management; Internal
Audit; International Tax; IT Audit; State/Local Tax; Transfer Pricing.

General Hiring Practices

Summer Interns: Yes, Paid

Winter Interns: Yes, Paid

Minimum Acceptable Overall GPA: 3.0

Minimum Acceptable Accounting/Business Major GPA: 3.0

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: Yes

Additional Firm Benefits

- External CPE program fees
- Internal CPE programs
- Professional membership dues
- Formalized mentor program
- Exam review course fees
- CPA Exam fees
- License fees
- Community service day

Recent Awards or Accolades

2020 *Forbes* "America's Top Recommended Tax and Accounting Firms"

2020 *Great Place to Work* "Best Workplaces in Consulting & Professional Services"

2019-2020 *Forbes* "Best Employers for Diversity"

2019 *Boston Business Journal* "5th – Largest Accounting Firm in Massachusetts"

2019 *Boston Business Journal* "Most Charitable Companies in Massachusetts"

2016 *Boston Business Journal* "Best Places to Work"

2016 Working Mother's "Top 100"

Why a New Grad Should Begin Their Career at Our Firm

RSM employees work with large and small companies in various industries to develop strong working relationships with clients built on understanding. Associates work on multiple engagements each year. Working in a respectful team environment helps our associates perform at their best and integrate their career with their personal life.



Samet & Company PC
1330 Boylston Street, Suite 300
Chestnut Hill, MA 02467

Firm Contact: Therese Turpin

Title: Firm Administrator

Contact Email: territ@samet-cpa.com

Phone: 617.731.1222

Firm Website: samet-cpa.com

Year Founded: 1965

Number of Partners: 12

Number of Professionals: 65

Type of Firm: Local

Additional Locations:

Brewster, MA

Top Industry Specializations

Automobile Dealerships; Construction and Real Estate; Distribution; Employee Benefit Plans; Manufacturing; Nonprofit; Privately Held Businesses; Professional Service Firms; Staffing Firms; Wholesale.

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; Individual Tax/Financial Services/Wealth Management; State/Local Tax.

General Hiring Practices

Summer Interns: Yes, Paid

Winter Interns: Yes, Paid

Minimum Acceptable Overall GPA: N/A

Minimum Acceptable Accounting/Business Major GPA: N/A

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: No

Additional Firm Benefits

- External CPE program fees
- Internal CPE programs
- Professional membership dues
- Formalized mentor program
- Exam review course fees
- CPA Exam fees
- License fees
- Community service day

Recent Awards or Accolades

2019 *INSIDE Public Accounting* "IPA 300 Firm"

2015 *INSIDE Public Accounting* "The Best of the Best Firms to Watch"

Why a New Grad Should Begin Their Career at Our Firm

Are you goal-oriented, an independent thinker, a problem-solver and someone who likes to have fun? Then we want you as part of our team! At Samet, our friendly and supportive work environment offers you an opportunity to achieve your career goals and much more. At Samet, it's about your success!



Schwartz & Schwartz, P.C.

8 Cedar Street, Suite 54

Woburn, MA 01801

Firm Contact: Greta Malstrom

Title: HR Manager

Contact Email:

hr@schwartzaccountants.com

Phone: 781.938.0045

Firm Website:

schwartzaccountants.com

Year Founded: 1993

Number of Partners: 2

Number of Professionals: 7

Type of Firm: Regional

Top Industry Specializations

Dental Industry; Healthcare Professionals; Medical Industry.

Client Services

Advisory/Consulting; Individual Tax/Financial Services/Wealth Management; Payroll Services.

General Hiring Practices

Summer Interns: Yes, Paid

Winter Interns: Yes, Paid

Minimum Acceptable Overall GPA: 3.3

Minimum Acceptable Accounting/Business Major GPA: 3.3

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: No

Additional Firm Benefits

- Exam review course fees
- CPA Exam fees
- License fees
- Professional membership dues
- Community service day

Why a New Grad Should Begin Their Career at Our Firm

A position at our firm promises a variety of experiences, including direct client contact and one-on-one training with partners. You'll work on tax preparation, financial accounting for small businesses and healthcare practices analysis. Great benefits, co-workers and clients. Great for enterprising candidates, potential to manage portfolio of clients.



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Smith, Sullivan & Brown, P.C.

80 Flanders Road, Suite 200

Westborough, MA 01581

Firm Contact: Sandra M. Brown

Title: Partner

Contact Email: sbrown@ssbcpa.com

Phone: 508.871.7178

Firm Website: ssbcpa.com

Year Founded: 1993

Number of Partners: 3

Number of Professionals: 18

Type of Firm: Local

Top Industry Specializations

Manufacturing; Nonprofit Organizations (Social Services, Early Childhood Care and Education, Arts, etc.); Professional Services.

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; Individual Tax/Financial Services/Wealth Management; State/Local Tax.

General Hiring Practices

Summer Interns: Yes, Paid

Winter Interns: Yes, Paid

Minimum Acceptable Overall GPA: 3.0

Minimum Acceptable Accounting/Business Major GPA: 3.0

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: No

Additional Firm Benefits

- License fees
- External CPE program fees
- Internal CPE programs
- Professional membership dues

Why a New Grad Should Begin Their Career at Our Firm

Are you looking to work with an accounting firm with an amazing culture and work-life balance? No mandatory overtime required and flexible work schedules! You will receive one-on-one training and support. We provide competitive compensation and benefits, including staff appreciation days and more!



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Sullivan Bille, P.C.
600 Clark Road, Suite 4
Tewksbury, MA 01876

Firm Contact: Barbara J. Rowell, CPA

Title: Shareholder

Contact Email:

browell@sullivanbillepc.com

Phone: 978.970.2900

Firm Website: sullivanbillegroup.com

Year Founded: 1972

Number of Partners: 6

Number of Professionals: 21

Type of Firm: Regional

Additional Locations:

Boston, MA

Top Industry Specializations

Construction; Distributors; Employee Benefit Plans; Engineering;

High-tech; Leasing Companies; Manufacturing; Nonprofit;

Real Estate Development and Management; Research and

Development; Retail; Service; Wholesale.

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax;

Individual Tax/Financial Services/Wealth Management; International

Tax; State/Local Tax.

General Hiring Practices

Summer Interns: No

Winter Interns: Yes, Paid

Minimum Acceptable Overall GPA: 3.0

Minimum Acceptable Accounting/Business Major GPA: 3.0

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: No

Additional Firm Benefits

- External CPE program fees
- Internal CPE programs
- Professional membership dues
- Exam review course fees
- License fees
- CPA Exam fees

Why a New Grad Should Begin Their Career at Our Firm

Sullivan Bille, P.C. provides the highest quality audit, tax and wealth management services in a people-first culture. Our staff is proud to work here receiving the training, freedom and flexibility to grow their own careers. We work closely with our clients assisting them in reaching their maximum potential.

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Here are just a few reasons why we were named
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to Work For:

- Employee-empowered firm
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- Tuition reimbursement for advanced degrees
- Fun outings and team-building activities

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our growing team. Visit us at tonneson.com/careers.

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401 Edgewater Place, Suite 300

Wakefield, MA 01880

Firm Contact: Kim Marcella

Title: Human Resources Director

Contact Email:

kim.marcella@tonneson.com

Phone: 781.245.9999

Firm Website: tonneson.com

Year Founded: 1975

Number of Partners: 14

Number of Professionals: 72

Type of Firm: Regional

Top Industry Specializations

Distribution and Warehousing; High Net Worth Individuals and Family Offices; Manufacturing; Nonprofit; Private Schools.

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; Individual Tax/Financial Services/Wealth Management; Internal Audit; International Tax; State/Local Tax; Transfer Pricing.

General Hiring Practices

Summer Interns: Yes, Paid

Winter Interns: Yes, Paid

Minimum Acceptable Overall GPA: 3.0

Minimum Acceptable Accounting/Business Major GPA: 3.0

Sponsorship of Entry-Level Foreign Nationals: Rarely

New Full-Time Hires Must Be 150-Hour Compliant: No

Additional Firm Benefits

- External CPE program fees
- Internal CPE programs
- Professional membership dues
- Formalized mentor program
- Exam review course fees
- License fees
- Community service day
- CPA Exam fees

Recent Awards or Accolades

2019 *Accounting Today* "Best Firms for Technology"

2016, 2018-2019 *Accounting Today* "Best Accounting Firms to Work For"

Why a New Grad Should Begin Their Career at Our Firm

tonneson + co is an employee-empowered firm that offers flex time, work from home opportunities, and paid time off to study for the CPA Exam. We also offer tuition reimbursement for advanced degrees. We have a vibrant company culture where we frequently host fun outings and team-building activities.

Verdolino & Lowey, P.C.

124 Washington Street, Suite 101
Foxborough, MA 02035

Firm Contact: Keith D. Lowey

Title: President

Contact Email:

klowey@vlp.com

Phone: 508.543.1720

Firm Website: vlp.com

Year Founded: 1986

Number of Partners: 2

Number of Professionals: 46

Type of Firm: Regional

Top Industry Specializations

V&L Principals serve in numerous fiduciary roles as: Assignees and Court Appointed Examiners; Disbursing Agents; Interim D&O's; Liquidating Agents; Transition/Wind-Down Consultants; Trustees and Receivers.

Client Services

Advisory/Consulting; Corporate/Domestic Tax; Individual Tax/Financial Services/Wealth Management; State/Local Tax.

General Hiring Practices

Summer Interns: Yes, Paid

Winter Interns: Yes, Paid

Minimum Acceptable Overall GPA: N/A

Minimum Acceptable Accounting/Business Major GPA: N/A

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: No

Additional Firm Benefits

- Exam review course fees
- CPA Exam fees
- License fees
- External CPE program fees
- Professional membership dues

Why a New Grad Should Begin Their Career at Our Firm

V&L is a business consulting and accounting firm providing a full range of services such as financial consulting, wind-down interim D&O advisory services, liquidations and complete back office support for our clients. We maintain a full tax department, as well as a political campaign finance reporting division.



Waldron H. Rand & Company, P.C.

850 Washington Street, Suite 200

Dedham, MA 02026

Firm Contact: Sarah Dussault

Title: Firm Administrator

Contact Email:

sarahd@waldronrand.com

Phone: 781.449.5825

Firm Website: waldronrand.com

Year Founded: 1912

Number of Partners: 6

Number of Professionals: 52

Type of Firm: Regional

Top Industry Specializations

Benefit Plans; Construction and Development; Consumer Products; Distribution; Food Service; Health Care; Homeowners' Associations; Hospitality; Life Sciences; Nonprofit; Private Equity; Professional Services; Real Estate; Technology.

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; Individual Tax/Financial Services/Wealth Management; International Tax; State/Local Tax.

General Hiring Practices

Summer Interns: No

Winter Interns: Yes, Paid

Minimum Acceptable Overall GPA: N/A

Minimum Acceptable Accounting/Business Major GPA: N/A

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: No

Additional Firm Benefits

- CPA Exam fees
- External CPE program fees
- Professional membership dues
- Professional networking program
- Internal CPE programs
- 401k and retirement plan
- Generous time off policy
- License fees

Recent Awards or Accolades

Boston Business Journal "Largest Accounting Firms"

Why a New Grad Should Begin Their Career at Our Firm

As one of the oldest practicing accounting firms, we foster talent, build knowledge, and ensure that professional development happens continually. Executive team involvement in all engagements ensures that you work with leadership from day one. The union of technical skills and forward thinking makes us a great place to work.



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Walter & Shuffain, P.C.

One International Place, Suite 1010
Boston, MA 02110

Firm Contact: Kimberly S. Colesano

Title: COO

Contact Email: admin@wscpa.com

Phone: 617.447.2700

Firm Website: wscpa.com

Year Founded: 1996

Number of Partners: 10

Number of Professionals: 77

Type of Firm: Regional

Additional Locations:

Westwood, MA

Top Industry Specializations

Construction; Forensics; High Tech; Manufacturing; Nonprofit;
Private Equity; Professional Service; Real Estate.

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic
Tax; Individual Tax/Financial Services/Wealth Management;
State/Local Tax.

General Hiring Practices

Summer Interns: Yes, Paid

Winter Interns: No

Minimum Acceptable Overall GPA: 3.0

Minimum Acceptable Accounting/Business Major GPA: 3.0

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: No

Additional Firm Benefits

- External CPE program fees
- Internal CPE programs
- Professional membership dues
- Exam review course fees
- Formalized mentor program
- License fees
- Community service day

Recent Awards or Accolades

2018-2020 *Accounting Today* "Best Accounting Firms to Work For"

2018-2020 *INSIDE Public Accounting* "Top 300 Firms"

2012-2020 *INSIDE Public Accounting* "The Best of the Best Firms"

Why a New Grad Should Begin Their Career at Our Firm

At W&S new grads will be able to gain experience in all aspects of public accounting, having the opportunity to work on both tax and audit, with a firm that values its employees. We strive to provide our staff with a great career experience combined with a work/life balance.



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Withum
155 Seaport Boulevard
Boston, MA 02210

Firm Contact: Krysten Hambrook

Title: Marketing Manager

Contact Email:

khambrook@withum.com

Phone: 617.227.3333

Firm Website: withum.com

Year Founded: 1974

Number of Partners: 8

Number of Professionals: 50

Type of Firm: National

Additional Locations:

Woburn, MA; Irvine, CA; Saddle Brook, NJ; New York, NY; East Brunswick, Princeton, Red Bank and Whippany, NJ; Philadelphia, PA; Washington, DC; Orlando, FL

Top Industry Specializations

Construction; Financial Services; Government; Hospitality; International; Life Sciences; Manufacturing; Medical Practice; Nonprofit; Private Clients; Professional Services; Real Estate; Retail/Wholesale; Technology; Transportation; Wholesale Distribution.

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax; Individual Tax/Financial Services/Wealth Management; Internal Audit; International Tax; IT Audit; State/Local Tax; Transfer Pricing.

General Hiring Practices

Summer Interns: Yes, Paid

Winter Interns: Yes, Paid

Minimum Acceptable Overall GPA: 3.2

Minimum Acceptable Accounting/Business Major GPA: 3.2

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: No

Additional Firm Benefits

- External CPE program fees
- Internal CPE programs
- Formalized mentor program
- Professional membership dues
- Community service day
- CPA Exam fees

Recent Awards or Accolades

2021 *Vault* "Accounting 50"

2020 *Forbes* "America's Best Tax Firms"

2019 *Accounting Today* "Best Firms for Technology"

2018-2019 *INSIDE Public Accounting* "Top 100 Firms"

2018 *Accounting Today* "25th Largest Firm"

2017 *INSIDE Public Accounting* "Fastest Growing Firms"

2016-2017 Ranked 15 in the "Vault Accounting 50"

2016 *Accounting Today* "The Best Accounting Firms to Work for"

2015-2016 *INSIDE Public Accounting* "Best of the Best Firms"

Why a New Grad Should Begin Their Career at Our Firm

Withum recruits people with a genuine passion for the business. It's a passion that's felt firm-wide and is a part of the Withum family. While working hard, we offer opportunities to further your learning, give back in the community and participate in the various firm initiatives, including our annual video!

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Wolf & Company, P.C.

99 High Street
Boston, MA 02110

Firm Contact: Dana Tsakos

Title: Recruiting Manager

Contact Email:

dtsakos@wolfandco.com

Phone: 617.261.8100

Firm Website: wolfandco.com

Year Founded: 1911

Number of Partners: 33

Number of Professionals: 304

Type of Firm: Regional

Additional Locations:

Springfield, MA; Albany, NY;

Livingston, NJ

Top Industry Specializations

Employee Benefit Plans; Financial Institutions; Healthcare;
High Net Worth; Investment Management; Manufacturing/
Distribution/Retail; Nonprofit; Private Companies; Professional
Services; Public Companies; Technology.

Client Services

Advisory/Consulting; Audit/Assurance; Corporate/Domestic Tax;
Individual Tax/Financial Services/Wealth Management; Internal
Audit; International Tax; IT Audit; State/Local Tax.

General Hiring Practices

Summer Interns: Yes, Paid

Winter Interns: Yes, Paid

Minimum Acceptable Overall GPA: 3.0

Minimum Acceptable Accounting/Business Major GPA: N/A

Sponsorship of Entry-Level Foreign Nationals: No

New Full-Time Hires Must Be 150-Hour Compliant: No

Additional Firm Benefits

- External CPE program fees
- Internal CPE programs
- Professional membership dues
- Exam review course fees
- License fees
- Formalized mentor programs
- Community service day
- Dress for your day policy
- Social/firm events
- Leadership programs
- Inclusion & Diversity

Recent Awards or Accolades

2015-2020 *Accounting Today* "Best Accounting Firms to Work For"

2017-2018 *INSIDE Public Accounting* "Top 100 Firms"

2016-2017, 2020 *Boston Business Journal* "Best Places to Work"

Why a New Grad Should Begin Their Career at Our Firm

Wolf & Company is one of the top regional certified public accounting firms in the Northeast. Building on our tradition of unparalleled guidance, we provide our clients with audit and assurance, tax, business consulting, risk management services, and WolfPAC Integrated Risk Management®.

PwC Shares Tips on How to Successfully Prepare for Virtual Events and Interviews

Entry-Level Recruiters' Top Tips to Help You Make a Great Virtual Impression Before a Networking Event / Career Fair / Interview

Congratulations, you are attending a virtual event, networking opportunity or interview! Now what?

Step 1: Preparation

- Prepare the same exact way as you would for an in person event or interview.
- Be sure to review your resume and background thoroughly — you never know what information a recruiter or interviewer might ask you to discuss.
- Ahead of the event or virtual interview do some research on the organization. Spend at least 30 to 60 minutes researching the organization and role for which you are interviewing. Review the organization's website to learn about its mission, lines of business and culture. Do a general web search to review any recent news about the organization and the overall industry in which it operates.
- Prepare at least three questions to ask. When a recruiter/interviewer says, "What questions do you have?" you want to be prepared. The best questions show that you've done your homework on the organization and that you are genuinely interested in learning more about and working for the organization. For instance, "I read that the company just implemented a new green initiative and I'm really interested in environmentalism. Can you tell me more about that?"

Step 2: Technology

- Get your technology in order and practice your setup process to avoid potential hiccups.
- Confirm what tools or platform you will be using during the interview and do a practice run.
- Test the strength of your bandwidth and wifi connection in advance of the event. Use a computer and the Chrome internet browser to optimize the use of most video technology platforms. If you are disconnected during your event, don't worry!

Simply log back in by clicking on the link provided.

- Test your audio and speak clearly. It's recommended to use headphones with a microphone to help minimize echoing and feedback.

Step 3: Environment and Lighting

- Find a quiet and well-lit space place for your interview and be mindful of the background.
- Be aware of your lighting, positioning, and background and pay close attention to how you look during setup and if possible avoid sitting in a swivel or oversized chair.
- Ideally, place a source of light in front of you, and avoid sources of bright light (i.e., windows) directly behind you, as this can cause you to be "backlight" making it challenging to see your face.

Step 4: Be Yourself!

- Dress for your day. We recommend that you dress exactly as you would if you were meeting for an in-person event with any employer.
- Practice introducing yourself in a concise and confident way and consider doing a practice run with a friend or family member.
- Practice on maintaining eye contact with the camera, even if it feels uncomfortable. Looking at your webcam while speaking gives the feeling of eye contact to other video participants.
- Remember to speak to the other participants or interviewer as you would if you were in person, let your personality shine through!
- Most importantly, be yourself!

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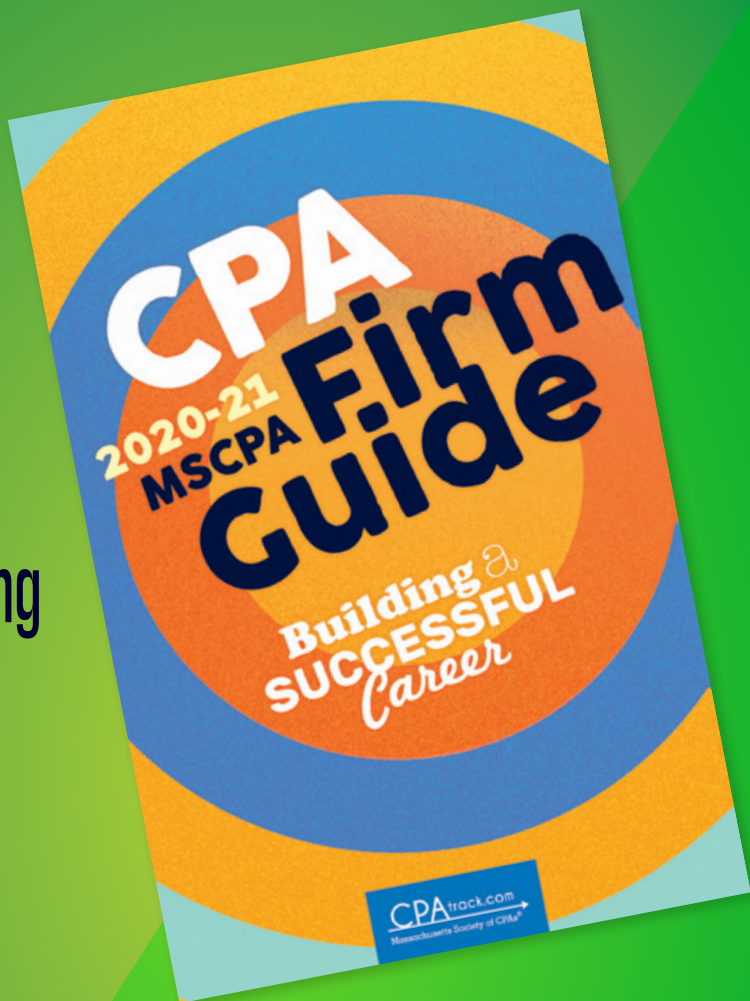
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