



FARMER SCHOOL OF BUSINESS

# *Recruiters' Handbook*

*Accountancy Positions in  
Consulting, Industry, & Public Accounting*

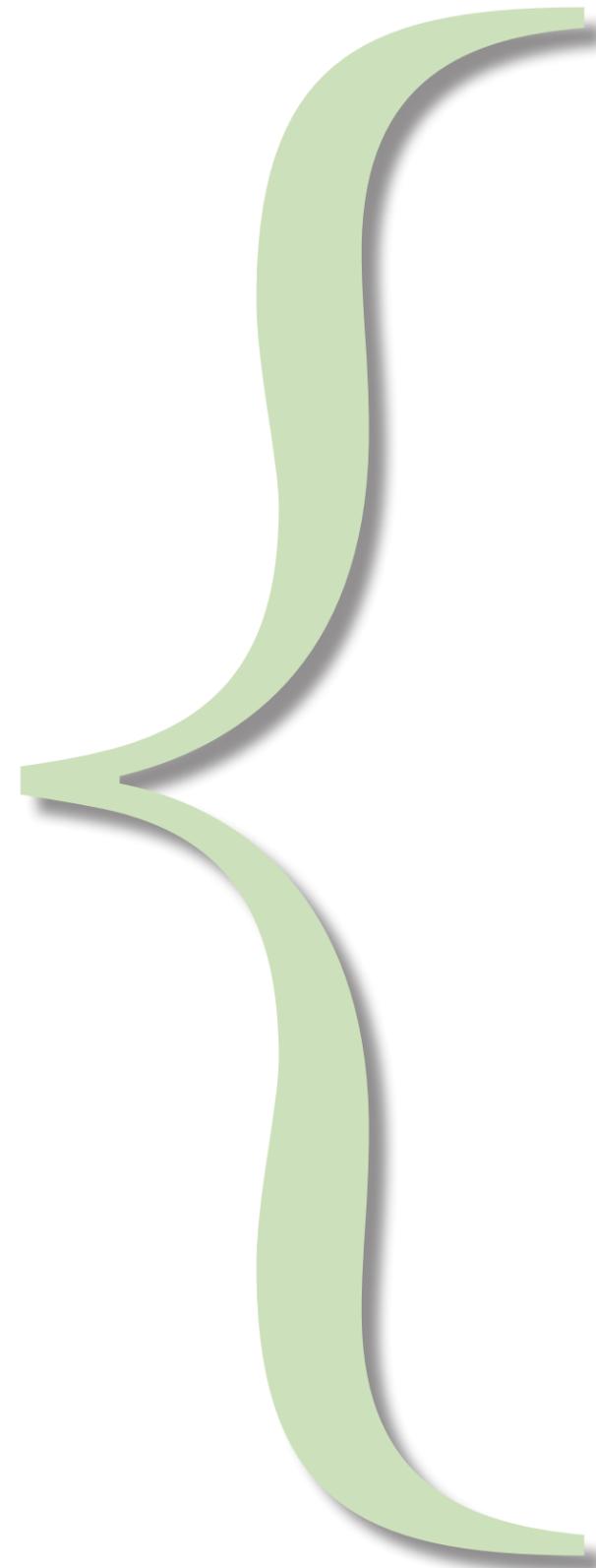
**Department of Accountancy**

3094 Farmer School of Business

Oxford, OH 45056

**AUGUST 2021**

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## Building A Brighter Future - Together

### These Three Questions Can Transform Your Career...

- Do you get excited by the stories numbers tell and wish you could get paid to think beyond just the dollars and cents?
- Do you enjoy building relationships and partnering with people in solving their problems?
- Do you desire a rewarding career that includes time for a fulfilling life?

### If You Answered "YES"

Then You're The Kind Of Person Who Belongs Here At Barnes Dennig!

Visit us at  
[barnesdennig.com/careers](https://barnesdennig.com/careers)

-  [twitter.com/BarnesDennig](https://twitter.com/BarnesDennig)
-  [facebook.com/BarnesDennig](https://facebook.com/BarnesDennig)
-  [linkedin.com/company/barnes-dennig/](https://linkedin.com/company/barnes-dennig/)

# WE WANT YOU



## As A Member Of The Barnes Dennig Family

You will work in a team environment, be engaged in meaningful work, and be provided the tools necessary for you to succeed.

Because of our unique culture, we have earned numerous accolades including being named a Top Workplace and a Best Places to Work.

### Who is Barnes Dennig?

Barnes Dennig is a Certified Public Accounting and consulting firm serving businesses and organizations from across Ohio, Kentucky, and Indiana. We offer tax, auditing, business consulting, and business advisory services to assist our clients in making the most of every financial opportunity.

Since 1965, we've earned a reputation for exceptional client service and in-depth business knowledge, but that knowledge is only part of what makes us successful. The other part centers around our philosophy.

### Recruiter Contact

**Natalie N. Wichard**  
Talent Acquisition Specialist  
(513) 929-6118  
[nwichard@barnesdennig.com](mailto:nwichard@barnesdennig.com)



### 4 Office Locations

Cincinnati Dayton  
Kentucky  
Indiana



Our Core Values

INTEGRITY

TEAMWORK

INNOVATION

LEARNING

COMMUNITY

EXCELLENCE



## BOBER MARKEY FEDOROVICH



AKRON & CLEVELAND



100+ EMPLOYEES



GLOBAL REACH



DIVERSE INDUSTRIES

FOR MORE INFORMATION, PLEASE VISIT [WWW.BMF.CPA/CAREERS](http://WWW.BMF.CPA/CAREERS) OR EMAIL SARA MARTIN, RECRUITMENT MANAGER, AT [SMARTIN@BMF.CPA](mailto:SMARTIN@BMF.CPA)

### FINDING THE RIGHT FIT

#### Internships

- J-term, Spring and Summer
- Full-time or Part-time
- Junior & Senior Accounting Majors
- Paid hourly rate + OT

#### Summer Leadership Program

- June 2022, dates TBD
- Application required
- Freshman & Sophomore Accounting Majors
- Priority consideration for internships

“One of my favorite things about BMF is all that they do for the community.

This is the place for me, this is where I want to grow my career.”

**Evan Baschko**

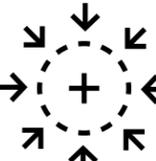
Summer Leadership Grad > Intern Alumni > Audit Staff

# bmf WHERE NEW TALENT MEETS ENDLESS OPPORTUNITIES

Bober Markey Fedorovich isn't your "typical" accounting firm. In fact, there's nothing typical about our CPA and business advisory firm! Big enough to serve regional, national and international clients, but small enough to foster a family atmosphere – we are the perfect solution if you're looking for something a little different from the Big Four. From large, publicly held companies to family-owned businesses, our clients come in all shapes and sizes so you'll get opportunities to serve a variety of industries in many different ways.

But perhaps the most profound and rewarding investment we make at BMF is in our communities. This investment in the community takes many forms including charitable contributions, volunteerism and civic leadership. In fact, our partners and staff have been a long-standing part of our community and serve 70+ local organizations.

### Our employees enjoy benefits and perks such as...

 Dress for your day	 CPA Benefits	 Work From Anywhere	 Wellness Incentives
 Rec Sports Leagues	 Internal Happy Hours	 Busy Season Buddy	 and so much more!

### CURRENT OPPORTUNITIES

- FULL TIME TAX STAFF ACCOUNTANT
- 2022 SUMMER LEADERSHIP PROGRAM
- HYBRID INTERNSHIP, January - April
- TAX INTERNSHIP, January - April



CONNECT WITH US AND FIND OUR CURRENT POSTINGS ON HANDSHAKE!



**BRADY WARE**  
& COMPANY

# CPAs and Business Advisors



## Gain Experience and Jumpstart Your Career

We want you to realize your full potential and uncover your career path—and we think we do it better than other firms.

Here are five good reasons why you'll thrive at Brady Ware:

1. Brady Ware's internship program is intentionally designed to immerse you in tax and audit. This dual exposure helps you understand the big picture of accounting—and better prepare you for your CPA exam. When you're ready, you choose your passion. We'll support your choice and help you develop your expertise in that specialty.
2. At Brady Ware, we believe in building people up, not burning them out. From the moment you step through the door, we make an investment in you and your career, with an eye toward your personal growth and long-term success.
3. You're a trusted part of the team. At Brady Ware, you work side by side with partners and business owners, every day, on every project. You're exposed to the entire accounting lifecycle and every facet of business consulting. From day one, we give you the responsibility to create value for our clients—and begin to build your career.
4. You work with cutting-edge technology. Years ago, we saw the incredible efficiencies available in implementing cutting-edge technology across our audit and tax practices. Today, we lead the industry in technical efficiency, with all client files maintained in a paperless, secure, web-based environment.
5. You enjoy competitive compensation and comprehensive benefits. We pride ourselves on offering new hires a strong salary and benefits package, competitive even with larger national firms.



**BRADY WARE**  
& COMPANY

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[www.bradyware.com/careers/students](http://www.bradyware.com/careers/students)

Dayton, Ohio • Columbus, Ohio • Richmond, Indiana • Atlanta, Georgia

At Brady Ware we continually strive to create a work environment that embraces change, strengthens quality of life, encourages creativity, and allows team members to pursue firm and personal goals.

If you have the academic background and the personal motivation to meet new challenges, we want to talk to you. It could make a difference for both of us! Contact us at [jobs@bradyware.com](mailto:jobs@bradyware.com).

TEAM  
 OPPORTUNITIES  
 GROWTH  
 COMMUNITY



## WHY BRIXEY & MEYER?

WE'RE NOT YOUR  
 AVERAGE BEAN  
 COUNTERS



Our mission is to have a positive impact on the people of our firm and the clients we serve. We provide our team respect, flexibility, autonomy and business opportunities to grow. We value a "work hard, play hard" mentality, which is all part of what makes us a seven-time "Best Places to Work" winner.

DAYTON • COLUMBUS  
 CINCINNATI

ENGAGED  
 SUCCESS  
 IMPACT

— “ —  
 I love working at Brixey & Meyer because I can help create business solutions for our clients that have a big impact on the community that I live in. I also really appreciate our commitment to excellence in mentoring and growing our team's skillsets.  
 - Nikki Puthoff, Senior Accountant | Miami University Graduate

## WHY WORK WITH US

-  Opportunities For Personal & Professional Growth
-  Expand Your Professional Network
-  Company Matching 401(k) That Starts During Internships
-  Team Members With Passionate & Positive Vibes

## CONNECT WITH US

-  [www.brixeyandmeyer.com/careers](http://www.brixeyandmeyer.com/careers)
-  513.752.8350
-  [careers@brixeyandmeyer.com](mailto:careers@brixeyandmeyer.com)
-  @brixey-&-meyer-inc
-  @brixeyandmeyer
-  @brixeyandmeyer
-  @brixeymeyerCPA

— “ —  
 B&M's experienced and compassionate team treats our client's challenges and successes as our own. I have the opportunity to participate in business decisions and family planning. From day one our team works to develop you into a trusted advisor.  
 - Garrett Hudson, Senior Accountant | Wright State University Graduate





# WE'RE HIRING

## Accounting and Finance

**The Cintas Accounting and Finance department allows for career growth and limitless opportunities for Cintas employee-partners.**

Each accountant is given responsibility for a group of operations within a division. Taking ownership over financial accounting, forecasting, budgeting, auditing, local tax preparation, and various other divisional projects. This unique structure allows our accountants the opportunity to learn and understand many aspects of the accounting profession while becoming a business partner to the leadership they support.

We want our accountants to learn the business so they can add value to the field operations. This business knowledge can lead to a number of career opportunities within the finance and accounting department or in field operations. Many accountants have grown into the following positions – Senior Accountant, Accounting Manager, Controller, high-level management positions in field operations, Service Manager, General Manager, Director, and Vice President. Whether you prefer financial accounting, internal audit, or cost accounting, Cintas may have an opportunity for you!

Cintas closed fiscal year 2021 with revenues of \$7.1 billion, net income of \$1.1 billion and diluted EPS of \$10.24 per share. For the fourth consecutive year, Cintas was named to the prestigious Fortune 500, climbing 31 spots to rank at No. 410 on the 2021 list.

### #whycintas

[facebook.com/Cintas](https://www.facebook.com/Cintas)

[twitter.com/CintasCorp](https://twitter.com/CintasCorp)

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

[youtube.com/user/CintasCorp](https://www.youtube.com/user/CintasCorp)



[careers.cintas.com](https://careers.cintas.com)

Cintas Corporation is an EEO/Affirmative Action Employer and will make all employment-related decisions without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability or protected veteran status.

We're

**CREATIVE.  
STRATEGIC.  
INNOVATIVE.**

**Problem solvers.**

CSH is not your traditional accounting firm.  
We are more. Sound like you? Join our team.





Smart decisions. Lasting value.™

# Start your rewarding career from day one.

Reap the benefits of a career with Crowe. As one of the largest public accounting, consulting, and technology firms in the U.S., we offer big challenges, incredible exposure, and a variety of first-rate clients. Connect with our leadership, collaborate with some of the brightest minds in our business, and take advantage of the opportunities you can find here. Imagine what you can accomplish for your clients, your teams, and yourself when you join one of the nation's top 10 public accounting and consulting firms.

Crowe assists public and private clients in construction, financial services, food and commodities, government, healthcare, higher education, manufacturing and distribution, not-for-profit, private equity groups, and retail dealers, as well as many other industries.

## Awards and recognition

- Fortune 100 Best Companies to Work for 2019
- Ninth largest public accounting and consulting firm in the nation, according to Accounting Today
- Ranked seventh on Fortune's "50 Best Workplaces for New College Grads"
- Founding member of the Center for Audit Quality, an autonomous, nonpartisan, not-for-profit organization dedicated to enhancing investor confidence and public trust in the global capital markets.
- **Recognized by best places to work programs in Ohio, Florida, Indiana, Illinois, Kentucky, Michigan, New Jersey, Texas, Georgia, and Tennessee.**



## Audit/Tax Staff Accountant

Are you looking to start your career in the right direction with a nationally recognized public accounting and consulting firm? Staff accountants at Crowe may work in the external audit, internal audit, or tax consulting areas of the firm. Responsibilities may include:

- Audit, review, and compilation of financial statements
- Preparation and review of tax returns
- Consulting with management of large organizations
- Assisting in Sarbanes-Oxley compliance projects
- Participating in special reviews relating to mergers, acquisitions, and the sale of businesses

## Accounting Intern

Are you looking for a meaningful internship? At Crowe, we believe that the primary function of an accounting internship is to familiarize students with public accounting through meaningful participation in a variety of engagements. Your primary function will be to participate in the examination, review, and compilation of financial statements; prepare and review tax returns; consult with management of businesses; report on internal financial controls; and assist with special reviews relating to acquisitions, mergers, and sales of businesses.

## As long as there is risk, there will be reward.

We help clients understand the interrelationships of various types of risks; the impact on their business; and how an efficiently managed approach can bring important benefits such as lowering the cost of capital, building stakeholder confidence, protecting the client's reputation, and securing a return on their compliance investment dollars. Our major service offerings – such as internal audit, SOX 404 consulting, regulatory compliance consulting, fraud and ethics consulting, IT audit, and security/privacy consulting – are designed to support overall risk management efforts while allowing clients to do "more with less."

## Risk Positions Include:

- Cybersecurity Consultant
- IT Assurance Consultant
- Risk and Compliance Consultant
- Technical Risk Consultant
- Software Web Solutions Consultant
- Risk and Technology Analytics Consultant

## Apply Today

- Positions available in: Audit, Tax, and Risk Consulting.
- We are now seeking candidates for Spring (Jan-April) 2020, Summer (June –August) 2020 internships and Spring/Fall 2020 full-time positions for offices in OH, IL, NY, and CA.
- Openings are also available throughout the United States.
- Minimum Major & Cumulative GPA of 3.0 required. Minimum Major & Cumulative GPA of 3.2 preferred.
- Consideration for employment will be provided to candidates legally authorized to work in the U.S. and who do not and will not require sponsorship for employment visa status now or in the future.

## Crowe Locations

<b>California</b> Los Angeles Orange County Sacramento San Francisco San Jose	<b>Massachusetts</b> Boston
<b>Colorado</b> Denver	<b>Michigan</b> Grand Rapids
<b>Connecticut</b> Hartford	<b>Missouri</b> St. Louis
<b>Florida</b> Fort Lauderdale Miami Tampa	<b>New Jersey</b> Livingston
<b>Georgia</b> Atlanta	<b>New York</b> New York City
<b>Illinois</b> Chicago Oak Brook Springfield	<b>Ohio</b> Cleveland Columbus
<b>Indiana</b> Elkhart Fort Wayne Indianapolis South Bend	<b>Tennessee</b> Knoxville Nashville
<b>Kentucky</b> Lexington Louisville	<b>Texas</b> Dallas
	<b>Vermont</b> Burlington
	<b>District of Columbia</b> Washington

Come for the experience, stay for a career. Apply today at [GoCrowe.com](http://GoCrowe.com). Follow us

Audit / Tax / Advisory / Risk / Performance

Come for the experience, stay for a career. Apply today at [GoCrowe.com](http://GoCrowe.com). Follow us

Audit / Tax / Advisory / Risk / Performance

**Deloitte.**



**You can take up space  
or you can define it.**

**What impact will you make?**

[careers.deloitte.com](http://careers.deloitte.com)

Visit <http://usrecruiting.deloitte.com/miamioh> for more information

**Deloitte.**



**Change the world,  
not who you are.**

**What impact will you make?**

[careers.deloitte.com](http://careers.deloitte.com)

Visit <http://usrecruiting.deloitte.com/miamioh> for more information

# Advancing Affordable Housing

We put our accounting, tax, and consulting expertise squarely behind those who create more equitable communities, nationwide.

## Our Culture

DOZ is rooted in a culture of caring that extends to our employees, our clients, and our communities. We hire individuals who share our values and can bring their own positive change to our organization. DOZ has been named an Indianapolis Top Workplace for 6 consecutive years from 2015-2021!



### OUR BUSINESS

We are a boutique public accounting firm, focused on affordable housing. We work with clients around the country, helping them grow and adapt by offering high quality, specialized accounting services. When our clients succeed, our communities become more equitable. **It's meaningful work.**



# Your Internship

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

You've worked hard. You've studied hard. Now it's time to begin your career.

### TOP 5 DOZ DIFFERENTIATORS

- 1 Hands-on Experience.** At DOZ, you'll learn by doing. Audit interns complete an average of 35 audits, and tax interns complete an average of 250 tax returns.
- 2 Valuable Feedback.** You'll receive bi-weekly evaluations with management to identify opportunities for growth, address any concerns, and ensure a positive experience.
- 3 A Full-time Opportunity.** In 2020, 95% of interns received a full-time offer following the successful completion of their internship, and almost 75% of our entire full-time staff were former interns.
- 4 Personal Relationships.** Our workplace is warm and friendly! Many of our interns form close friendships during their experience.
- 5 Meaningful Work.** Not only do all of our clients serve the affordable housing industry, our **DOZ Charitable Foundation** also provides an opportunity to champion worthwhile causes. Visit [www.dozcharitablefoundation.org](http://www.dozcharitablefoundation.org) for more info!

-  **50**  
States where we service properties and/or clients
-  **200+**  
Team members
-  **30+**  
Years in business
-  **99%**  
Of our team is focused on affordable housing
-  **100**  
Promotions over the last 3 year

### QUALIFICATIONS + EXPECTATIONS

- Accounting major with junior or senior status, on track to graduate with the 150 hours required to sit for the CPA exam
- Candidates should be entrepreneurial, hard-working, possess critical thinking skills, and be willing to adapt to new and challenging tasks
- A 3.2+ GPA is preferred

For additional questions or to learn more about DOZ, contact Andrew Mansaray, Director of Recruiting at [Amansaray@DOZLLC.com](mailto:Amansaray@DOZLLC.com) or **(260) 705-6614**

**READY TO APPLY?**  
[DOZLLC.COM/CAREERS/INTERNSHIPS](http://DOZLLC.COM/CAREERS/INTERNSHIPS)



In your career, will you tick all the right boxes or think outside of them?

The exceptional EY experience. It's yours to build.



What if your career could have a lasting impact on you, and on the world?

The exceptional EY experience. It's yours to build.



The better the question. The better the answer.  
The better the world works.

[ey.com/en\\_us/careers](https://ey.com/en_us/careers)



Building a better  
working world



The better the question. The better the answer.  
The better the world works.

[ey.com/en\\_us/careers](https://ey.com/en_us/careers)



Building a better  
working world

## FEDERAL RESERVE BANK *of* CLEVELAND

Employees of the Federal Reserve Bank of Cleveland are part of something big. We have a local presence as part of our nation's central bank, and the work we do is influential in our local communities, our region, and the nation. We pursue our mission with passion, dedication, and commitment to service.

The Cleveland Fed hires IT/IS professionals, financial analysts, human capital managers, accountants, bank examiners, economists, and more.

Come see all the Cleveland Fed has to offer: [clevelandfed.org/careers](http://clevelandfed.org/careers)



## DIVERSITY AND INCLUSION

At the Cleveland Fed, we all contribute to a work environment where we can bring our unique selves to work and give our best to every endeavor every day. Some highlights of our inclusive approach include

- Resource network groups based on gender, race, and ethnic heritage; veteran status; sexual orientation and gender identity; overcoming life challenges; and parenting
- Professional mentoring relationships
- Options for flexible schedules and working remotely



## TOTAL REWARDS

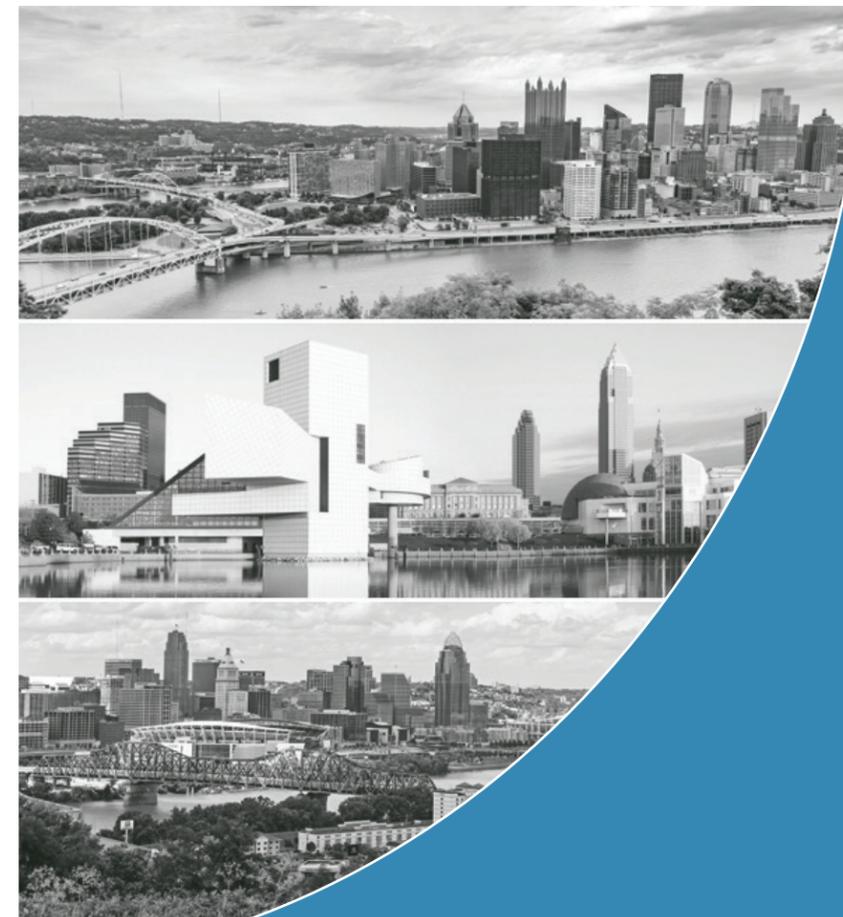
At the Cleveland Fed, we offer a suite of compensation and benefits options to help you do your best work with us while achieving success for you and your family at home. We help you bring your unique self to work via

- Base salary that is competitive in the marketplace along with an opportunity for variable pay (bonus)
- Generous paid time off program plus paid holidays
- Medical, dental, prescription, and vision coverage for you and your dependents
- Tuition reimbursement, training, and other professional development opportunities
- Flexible working arrangements



## LOCATIONS

The Cleveland Fed is headquartered in Cleveland, Ohio, but we serve more than just Northeast Ohio. As the Reserve Bank responsible for the Fourth Federal Reserve District, the Cleveland Fed covers Ohio, western Pennsylvania, eastern Kentucky, and the northern panhandle of West Virginia. We have two branch offices, in Cincinnati, Ohio, and Pittsburgh, Pennsylvania, and employees who live and work remotely across the District.





...nabl  
 ...y- Motivated S  
 Attentive  
 ...ssior

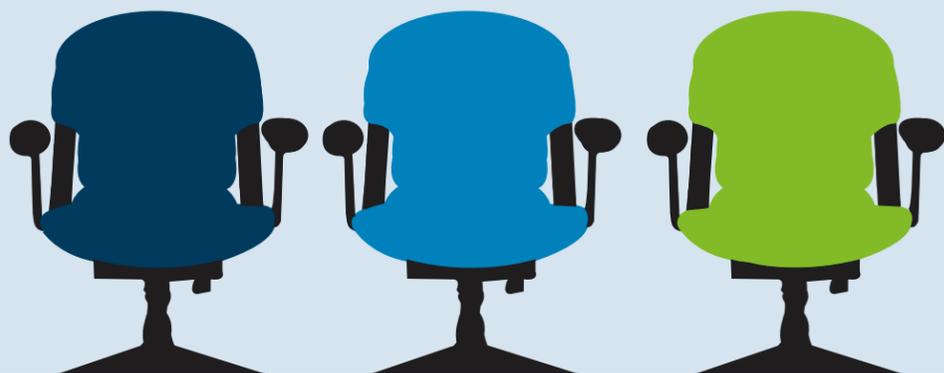
# Empowering Growth of Our People

## Rotation Program

Our rotation program is the perfect opportunity to gain hands-on experience in both assurance and tax. Other firms may claim to offer you a turn at both, but we're the only middle-market firm in Ohio that offers a structured rotation program. GBQ's rotation program will allow staff to gain meaningful experience in both of our core practices. Once you've obtained experience in each area, you will have the opportunity to permanently transition into the department that is best suited to your individual skills and interests.

## Internships

At GBQ, we believe in developing talent. Our internship program provides an environment where you can build strong skills, gain hands-on experience and lifelong learning opportunities from our diverse group of experienced professionals. Our internships are not filled with "special projects" and administrative fluff. We provide real life experience complete with hands-on support and training. The program is offered in both summer and winter to top-achieving students from colleges and universities throughout the state. Our internship program helps us fill our pipeline for full-time hires.



### Summer Internships

- 12 weeks
- Assignment is in one of our core practices or one of our specialty niches
- Accounting Major
- Sophomore - Senior
- Paid
- May - August

### Winter Internships

- 16 weeks
- Assignment is in one of our core practices or one of our specialty niches
- Accounting Major
- Sophomore - Senior
- Paid
- January - April



## By The Numbers

### SERVICES

- Assurance
- Federal Tax
- Forensic and Dispute Advisory
- Information Technology
- International Tax
- Outsourced CFO
- Retirement & Employee Benefits
- Risk Advisory
- State and Local Tax
- Transaction Advisory
- Transfer Pricing
- Valuation and Financial Opinion
- Virtual Bookkeeping

### Empowering Growth

At GBQ, we empower growth; growth of our people, our communities and our clients' businesses.



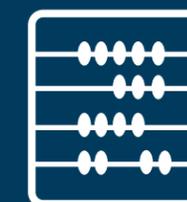
**200+**  
ASSOCIATES

CLIENTS IN

**50**  
STATES

AND

**25**  
COUNTRIES



**100+**  
CPAs

1953-2021

**68**  
YEARS  
IN BUSINESS

### INDUSTRIES

- Construction
- Credit Unions
- Energy
- Government
- Healthcare
- Manufacturing and Distribution
- Nonprofit
- Real Estate
- Restaurant and Hospitality
- Retail
- Service
- Technology
- Transportation

**4**

OFFICE LOCATIONS

- Cincinnati
- Columbus
- Indianapolis
- Toledo



GBQ has been named a TOP 200 Accounting Firm by *INSIDE Public Accounting* from 2010 - 2020. The report ranks the nation's largest accounting firms.

#### Beth Mast

Senior Manager, Human Resources  
 bmast@gbq.com  
 P: 614.947.5244

www.gbq.com



# It's not just a job, it's an experience.

## Why companies choose us

At Grant Thornton, our strategy is to be the leading professional services firm serving dynamic organizations that want to grow. What does that mean? It means we partner with businesses that are expanding internationally, raising capital, considering a merger or acquisition, or transforming their operations to succeed in today's ever-changing market.

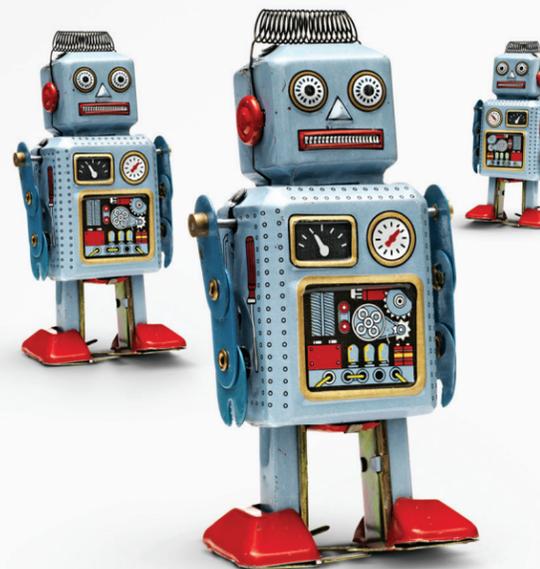
## Why people choose us

Our people set us apart. We offer:

- Inspiring leaders who will invest in your career and professional development
- Collaborative, inclusive and respectful environment where you are encouraged to share your ideas
- Accelerated career path that recognizes high performers
- Investment in professional training and development firm-wide, through myGTU and in local offices
- Exciting work with a wide variety of clients across diverse industries
- Opportunity to perform a multitude of roles with a variety of responsibilities
- Encouraged work-life integration
- Ability to build networks for expansion within your industry and community

If you're looking for a different career opportunity, where you can contribute everything that makes you unique, and want to make a difference in your industry and your community, then we are the firm for you.

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unique as it is personal?

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Success.  
Because you  
deliver solutions.

Light up your career while helping our clients meet their greatest challenges. We're looking for people who have solutions in mind. Discover how great business success can feel, visit [kpmgcampus.com](https://kpmgcampus.com) and connect with a KPMG recruiter.

**Your Career. Inspired.**

[kpmgcampus.com](https://kpmgcampus.com)



Let your  
light shine  
bright

At KPMG, we are committed to building a diverse workforce. We believe in our culture that strives for equity and values the unique experiences and qualities essential to leadership, innovation, and success. We achieve this goal by providing valuable career opportunities for everyone.

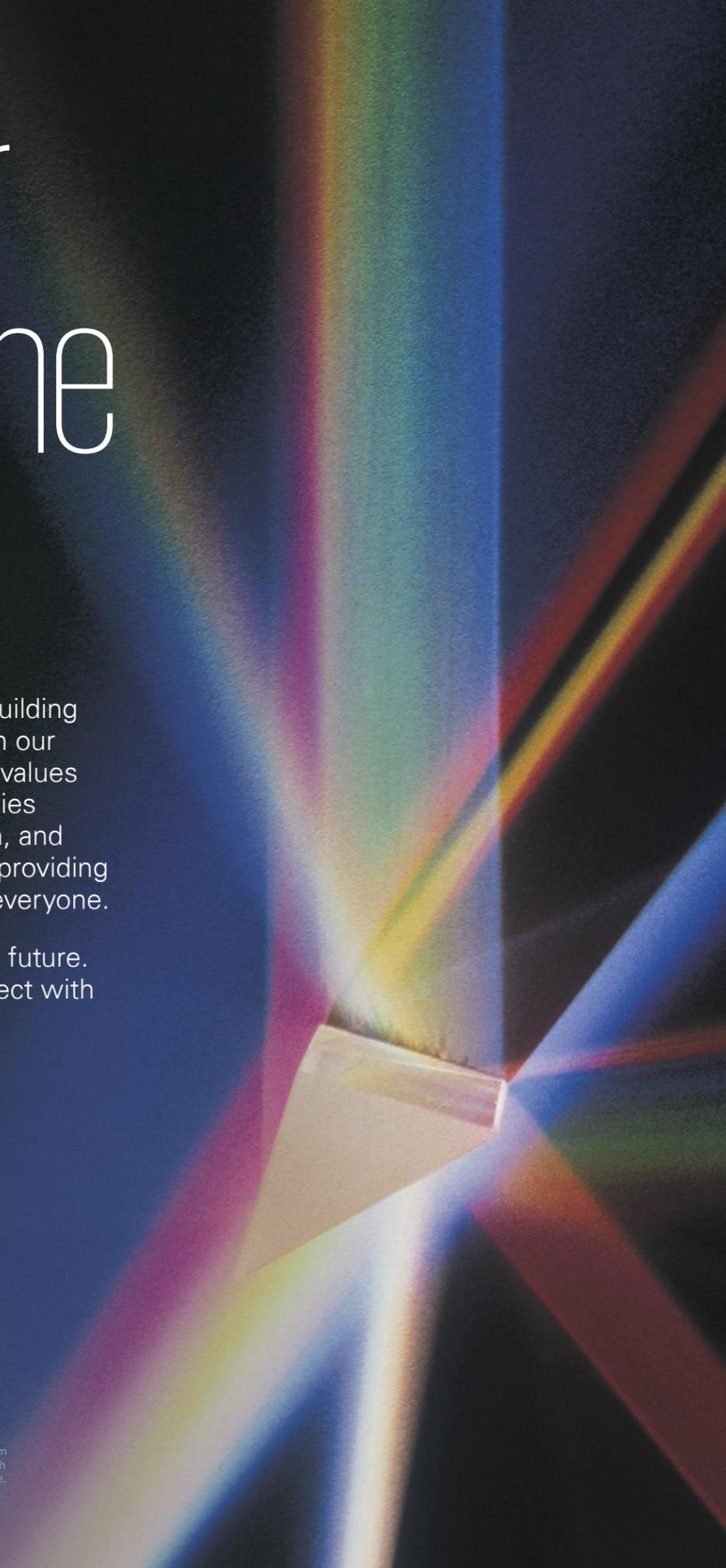
See how your career can light the future. Visit [kpmgcampus.com](https://kpmgcampus.com) and connect with a KPMG recruiter.

**Your Career. Inspired.**



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Assurance & Tax  
Investigative & Forensic Accounting

# Do what you love.

## *Grow with our dynamic team.*

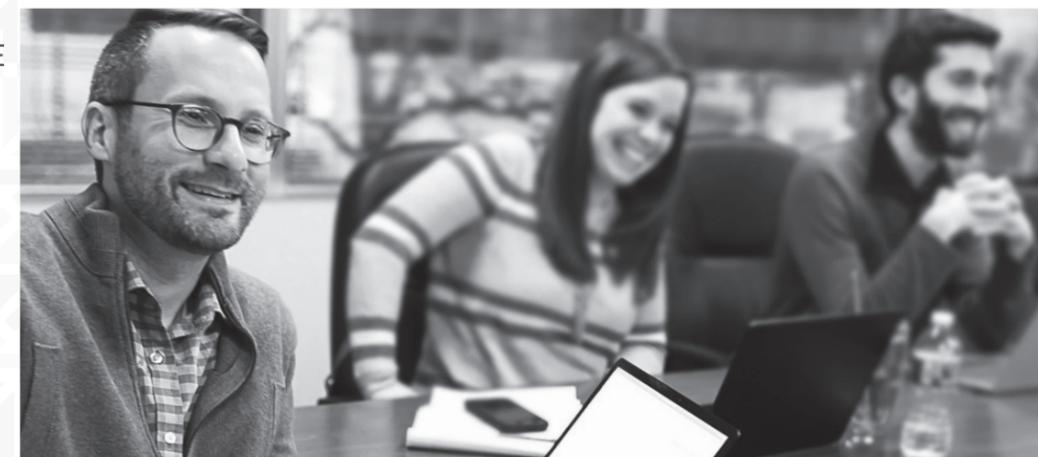
Build your accounting career with a vibrant team that offers you more than a job and a paycheck. At Meaden & Moore, we provide you with the training, resources and unique opportunities to focus on your practice area. Our collective talent of over 200 specialists is international, with offices spanning the U.S. and the U.K.

## *Champion your passion.*

You'll join a collaborative, energetic team that engages directly with our clients. This team will include our top executives, so you'll gain insight and expertise early in your career. Clients will soon rely on your ability to provide proactive, creative solutions to their business problems.

## *Keep your work and life in balance.*

Want to work hard and enjoy your life? We help our employees quickly build resumes with varied work experience and technical skills. And you'll find friends and exciting experiences outside of the work day, from group volunteer activities to staff celebrations.



## *Get to know us better.*

- A full-service accounting and business consulting firm with specialties in audit and accounting, tax, financial services, investigative and forensic accounting, and management consulting
- Established in 1919 by Douglas S. Meaden and Vernon J. Moore
- One of the oldest and most respected accounting firms in the country
- Headquartered in Cleveland, with offices from New York to LA to Florida
- Staffed by more than 200 professionals

## *We offer careers in:*

- Accounting & Tax
- Investigative & Forensic Accounting
- Entrepreneurial Business
- Management & Technology Consulting

## Clients Prosper. You Thrive.

### *Trust in our experience.*

Since 1919, clients have trusted Meaden & Moore staff to follow exacting professional standards. We are a leading full service accounting firm headquartered in Cleveland, Ohio, ranking top in the nation. As members of the American Institute of Certified Public Accountants, we participate in an extensive peer review program every three years—to keep ourselves on the leading edge of best practices.

### *Be globally connected.*

As business becomes more global, Meaden & Moore keeps pace through its affiliation with AGN. This worldwide association of independent accounting and consulting firms shares resources and expertise to better support clients who conduct business on a global level. Our services provide strategic direction that helps clients boost efficiency, effectiveness, and profitability, wherever they are.

### *Learn every day.*

Meaden & Moore provides continuing education seminars and courses specifically matched to your professional goals. Practical experience comes with extensive on-the-job training, interaction with management, and using the latest tools and technologies.

### *We value your drive.*

Count on a competitive salary, annual performance reviews, and a wide range of competitive medical and retirement benefits. Our unique incentive plan rewards exceptional performance. Through both informal and formal reviews, you'll receive regular, constructive feedback on your performance—helping you become a trusted advisor.



plante moran | Audit. Tax. Consulting. Wealth Management.

# Make your mark.

At Plante Moran, we pride ourselves on being jerk-free (well, relatively – we all have our moments). It’s an extension of our Golden Rule philosophy, and every staff member strives to treat one another with respect and kindness, which is refreshing and unusual in today’s world.

To learn more, apply here: [campus.plantemoran.com](https://campus.plantemoran.com)

## Apply online

- 1 VISIT OUR WEBSITE:** [campus.plantemoran.com](https://campus.plantemoran.com)
- 2 BEGIN THE EXPLORATION:** Click on the “Apply Now” button in the orange banner to explore our open positions. Audit and Tax positions are combined as one position description, but there is both an Intern and Entry-Level position type from which to choose. For services areas such as wealth management or our various specialty tax or management consulting groups, open positions are listed individually.
- 3 TAKE ACTION:** After reading the position description, scroll to the “Apply Now” option at the bottom of the screen. If you’re a first-time applicant, please use the “Create your profile now” option. For returning candidates, please log in using the username and password you created for yourself during a previous visit. There is an option to retrieve your username and password, if forgotten.
- 4 TELL US ABOUT YOU:** Build your profile starting with your resume and a questionnaire about your preferences, and be sure to upload your unofficial transcripts from all post-secondary institutions from which you have received course credits.

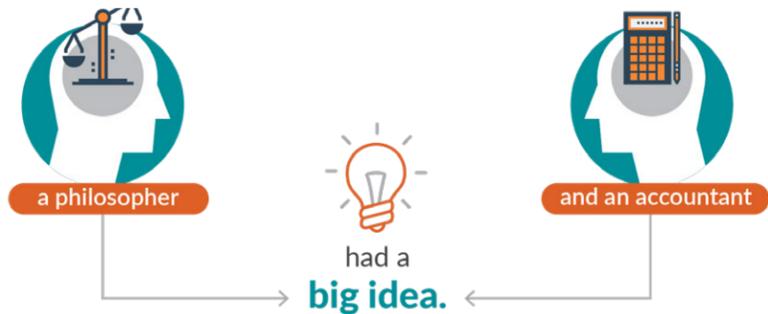
We only accept resumes and transcripts through our website. Only those who apply online are considered candidates, and only those who are selected for an interview will be contacted. We keep all resumes on file. During peak recruiting months, an additional application may be needed through your campus career site. This doesn't apply to all universities or position types. Students must complete all steps of the application process to be considered.

**!**

**WANTED: FRESHMEN/SOPHOMORES**  
It's never too early to start learning about Plante Moran and what we do. Freshmen and sophomores, you're encouraged to attend our open on-campus events, get to know our recruiters and staff, and be on the lookout for opportunities that align with your educational journey.

**CONTACT US:**  
For questions about the application process, reach out to us at [campusrecruit@plantemoran.com](mailto:campusrecruit@plantemoran.com).

We've been a people firm since 1924, when ...



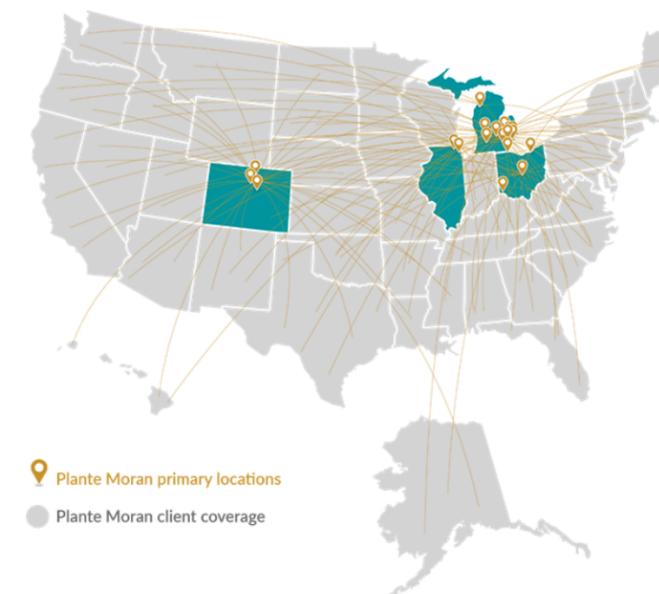
Together, they created Plante Moran to be a “people-first” firm. We put people before everything else, whether working with our clients or each other.

## Some of what we do

- Audit & tax
- Corporate finance
- Employee benefits consulting
- Enterprise risk services
- Forensic & valuation services
- Healthcare consulting
- Information technology
- International business services
- Management consulting
- Marketing
- Real estate consulting
- Wealth management

## Firm stats

1924 year founded    3,300+ total staff  
 approx. 1,300 number of CPAs    30 languages spoken  
 475+ partners & affiliated entity members    24 offices worldwide



## Our awards

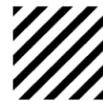
- **Fortune Magazine** — For 23 consecutive years, Plante Moran has been named to Fortune's “100 Best Companies to Work For.”
- **Vault's Top 50 Accounting Firms** — In April 2021, Vault.com released its annual "Best Accounting Firms to Work For" rankings, and placed Plante Moran #5 overall. Beyond this, we earned top-5 rankings in sub-categories for culture, wellness, hours, work/life balance, benefits, promotion policies, informal training, and work satisfaction.
- **Plante Moran Financial Advisors Ranked #1** — Plante Moran Financial Advisors (PMFA) ranked #1 on Accounting Today's list of the Top Firms by Assets under Management. More than 150 organizations participated, and PMFA earned the top spot!
- **America's Best Tax and Accounting Firms** — We're proud to be recognized for this honor by Forbes magazine. While some firms were only recognized for tax or accounting services, we were humbled to be selected for both.

## Buddy program

Want career or life advice disguised as a free lunch? Before arriving at Plante Moran, you'll be assigned a buddy and a team partner who will help you acclimate to the firm and who will serve as career advocates. When you think about how a person grows, it's not just the training and guidance you receive, it's the personal attention and support that lead to your ultimate experience.

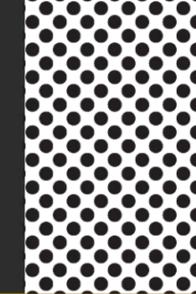
## PLANTE MORAN cares

Plante Moran Cares provides our staff with the opportunity to make a difference in the communities where we live and work. While it's a firmwide initiative, the focus is localized and grassroots, empowering office-based efforts that demonstrate our “We Care” attitude.



# You are the architect of your success. Let's build something great together.

Be a part of The New Equation.



## Career opportunities

If you join us, you can help organizations meet the challenges and opportunities of the US marketplace in the areas of audit, tax, consulting, and products and services. The PwC new joiner experience includes a personalized digital experience, exposure to diverse client work, real-time development from your coaching team and tools to support your well-being.

## How can PwC benefit you?

As a member of the PwC team, you will have access to a wide range of benefits that will allow you to make the choices that best fit your personal circumstances and lifestyle.

## Be Well, Work Well

PwC is supporting the well-being of our people leveraging technology. We offer a comprehensive set of benefits around mental health and well-being through our Be Well, Work Well initiatives, including providing free 24/7 digital access to a coach or therapist, and racial trauma counselling.

## Supporting our communities

Through our initiatives, we provide pro-bono services to nonprofits and community-oriented organizations, invest in building a more diverse workforce through Access Your Potential, focus on reducing our carbon emissions, and more!

## Digital upskilling

Our PwC professionals work smarter and more efficiently using priority technologies including AI, bots for automation, data visualization, data wrangling tools and more! As a PwCer, you'll have access scores of tech-enabled learning assets—including articles, podcasts, gamification, immersive skill building, videos, and quizzes pushed through mobile platforms and available when and where it's convenient to you.

Explore our careers podcast hub and learn more about what it's like to work at PwC through the voices of our people.

## Infinite learning

Learning at PwC is something that happens every day, all around us, with limitless possibilities. You will participate in trainings designed to develop your leadership and digital skills to prepare you for client work. From day one and beyond, PwC will provide you with access to infinite training opportunities in both technical and non-technical capacities supporting your personal and professional development.

## Coaching & mentorship

At PwC, you'll have a development team consisting of a career coach, connectivity partner and relationship leader. You will engage in ongoing dialogue with your dedicated coaching team focused on providing you support and guidance to enhance your skills and develop as a leader.

## Connect with PwC!

Join our Talent Community to stay connected, learn more about PwC, career opportunities and events that interest you!

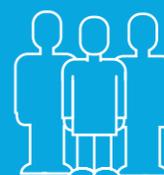
## THE POWER OF BEING UNDERSTOOD®



**10,000+**  
Professionals in the United States



**1ST**  
CHOICE  
Advisor to middle market leaders



**41,000+**  
Employees worldwide



**116**  
Countries



**85+**  
Domestic offices

Recruiter contact:

### WHY RSM?

As the leading provider of audit, tax and consulting services for middle market leaders globally, RSM empowers you to build a successful career and become a first-choice advisor.

### AT RSM YOU WILL:

- Make an impact on your clients, colleagues, community and middle market as a whole
- Work closely with partners and middle market leaders across a variety of industries early in your career
- Be your authentic self and be a part of a team that encourages inclusion and supports diversity
- Grow your talents with individualized mentoring to help you achieve your personal and professional goals
- Collaborate with colleagues from around the world

[Learn more at rsmus.com/careers.](https://rsmus.com/careers)

### Let's connect

Visit [rsmus.com/careers](https://rsmus.com/careers)  
or contact us at [careers@rsmus.com](mailto:careers@rsmus.com)



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Meet us on campus



# CALLING ALL ACCOUNTING MAJORS!

We are always looking for smart, ambitious and friendly people to join our team. Reach out for information on internship and career opportunities at Somerset.



**Karli Azar**  
Talent Acquisition Senior Associate  
317.472.2154 | [kazar@somersetcpas.com](mailto:kazar@somersetcpas.com)



[somersetcpas.com/careers](https://www.somersetcpas.com/careers)

## AT SOMERSET, YOU HAVE CONTROL OF YOUR CAREER PATH.

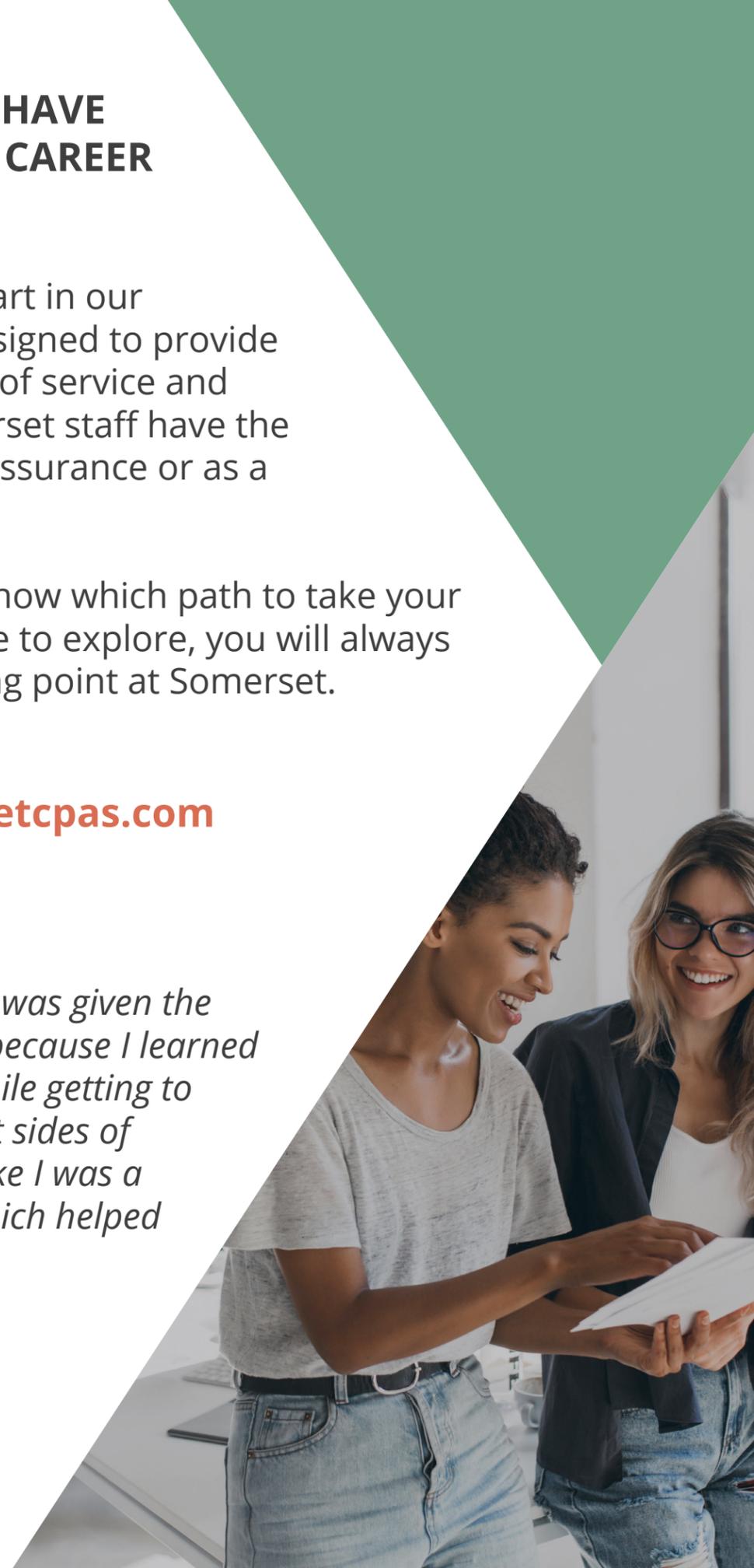
All Somerset interns start in our Generalist program designed to provide experience in a variety of service and industry groups. Somerset staff have the choice to start in Tax, Assurance or as a Generalist.

Whether you already know which path to take your career or still need time to explore, you will always have the perfect starting point at Somerset.

Send us your resume!  
[recruiting@somersetcpas.com](mailto:recruiting@somersetcpas.com)

*"At Somerset, I felt that I was given the opportunity to succeed because I learned valuable information while getting to experience tax and audit sides of accounting. I truly feel like I was a member of the team, which helped further my success."*

**Avery Bundy**  
2020 Intern and  
Incoming 2021 Staff





## experience why vonlehman is the firm of choice.

For over 75 years, VonLehman has focused on making a difference in our employees' lives. At VonLehman, you will have the opportunity to work closely with your peers and clients to develop your leadership, technical and professional skills while working on challenging and exciting engagements. You won't be pigeonholed into one industry or service segment as we advise clients across a wide array of industries and services, including:

### services we provide

- > Audit & Attestation
- > Business Valuation & Litigation Support
- > Captive Insurance Audits
- > Client Accounting & Advisory Services
- > Employee Benefit Plan Audits
- > Fraud Prevention
- > Healthcare Reimbursement
- > Human Resources Consulting
- > Mergers & Acquisitions
- > State & Local Tax (SALT)
- > Succession Planning
- > Tax

### industries we serve

- > Construction & Real Estate
- > Financial Institutions
- > Governmental
- > Healthcare
- > Manufacturing & Distribution
- > Nonprofit
- > Professional Services

visit us at  
[vlcpa.com/careers](http://vlcpa.com/careers)  
to learn more.



## benefits that stand behind our work-life philosophy.

- > UNLIMITED PTO
- > DRESS FOR YOUR DAY
- > CUSTOMIZED WORKING ARRANGEMENTS
- > NEW, STATE-OF-THE-ART OFFICE SPACE
- > EMPHASIS ON WELLNESS & COMMUNITY

A CULTURE UNLIKE ANYTHING YOU'VE EXPERIENCED!

visit our careers page or youtube channel to see our benefits in action!



MIAMI  
UNIVERSITY



FARMER SCHOOL OF BUSINESS