



WV Society of CPAs

Recruiting Fair

Friday, November 9th, 2018

Wheeling Country Club



2018

Recruiting

Directory

Wheeling Area Fair

Hello Future Accountant,

You are taking a great step forward in finding a rewarding career in accounting. The 2018 Recruiting Directory includes profiles of various businesses in West Virginia that wish to hire entry-level accounting graduates.

The Recruiting and Career Opportunities Committee of the West Virginia Society of CPAs hopes that you will use this directory as a resource for pursuing a career in accounting in West Virginia. Use this directory as a starting point for researching the employers you will be interviewing with at the Recruiting Fair. Their profiles include general information about the size of the business, area served, the services rendered, staff training, staff size, expected hiring needs, and their website. Impress your interviewer by knowing about their business.

The Recruiting Fair will be held on November 9th at the Wheeling Country Club.

Contact the Society office at (304)-342-5461 or faculty members on your campus for more information about the Recruiting Fair.

As a past participant of the Society's Recruiting Fair, I know this is a great opportunity. I wish you luck in your future career as an accounting professional in West Virginia!

Best Wishes,



The Recruiting and Career Opportunities Committee
Marie Long, CPA
Committee Chair

President's Dinner & Student Event

Thursday, November 8, 2018

Wheeling Country Club

Please join your fellow Students and Accounting Professionals at the Annual President's Dinner and Student Event sponsored by the Northern Panhandle Chapter

Tickets: Students and Professors, No Charge (Please, be our guest)

Social Hour begins at: **5:30 PM**

Dinner and Presentation at: **6:30 PM**

Students: Bring your A-Game! Be ready to mingle with employers and other professionals in the Accounting industry.

Tips for the Evening:

- Dress with Business Professional attire
- Bring items such as resumes or contact cards to hand out (Bring A LOT; You don't want to run out)
- Be prepared to talk about yourself (You are selling yourself for potential internships and even careers after graduation; Treat these interactions as a job interview)
- At the same time, be observant and respectful of other students also trying to talk about themselves (Find the right balance that gets you noticed)
- Be confident and reach out to all Accounting Professionals (not just the bosses) during Social Hour. Ask them questions about the CPA exam, finding the right job, what public accounting ACTUALLY looks like, what is the balance between audit and tax work, what is their schedule generally like throughout the year, do they really work all of that overtime. Ask them what makes them LOVE their job. (This is an extremely small window of time; Arrive early, use the time wisely)

Please RSVP by emailing Northern

Chapter President, Andrew
Moretz by November 1, 2018.

amoretz@wkgecpas.com



Wheeling Area Table of Contents

Participating Employers
Listed in Alphabetical Order

Costanzo & Associates, PLLC

FeltonCPA, A.C.

Glessner & Associates, PLLC

Perry & Associates CPAs, A.C.

Seachrist, Kennon & Marling, A.C.

West Virginia State Tax Department

Wilson, Kozicki & Gwynn, PLLC

Yourkovich & Associates, PLLC

Zeno, Pockl, Lilly & Copeland, A.C.

INTERVIEW TIPS

The interview process can be very stressful. Below are a few tips to help make the process easier!

PREPARATION

- Spend some time studying the company. Most companies have a website, so click around to see the company history, mission, service area, etc. Do an internet search for press releases, articles, or other postings. Knowledge about the company shows you are interested.
- Practice interviewing with a friend or mentor. Use commonly asked interview questions that you can find online. Practice won't make all interviews perfect, but it will help with nervous jitters.
- Bring copies your resume and any additional materials you may need with you. This is your best chance to get your resume in front of the interviewer.
- Wear an appropriate outfit. You want to look polished and professional, so no wrinkles, no hats and no sandals. Dress like you are trying to impress your parents or your significant other's parents.

DURING THE INTERVIEW

- Be punctual. Arrive on time or a little early for your interview.
- Turn your cell phone off. Buzzing or ringing during the interview is distracting.
- Do not bring food to the interview.
- Do not chew gum during the interview.

- Practice good manners and common courtesy. Don't interrupt. Express gratitude for the opportunity. Shake hands.
- Maintain good posture. Sit up straight and walk tall. You aren't lazy, so don't give that impression.
- Answer questions honestly. Don't lie or apologize for lack of experience. Be outgoing and positive. Don't give one word answers; engage in the conversation. Ask questions about the job, the company, the culture. This is where you can show off your time researching the company.

AFTER THE INTERVIEW

- Thank the interviewer at the end of the interview for taking the time to speak with you.
- Send the interviewer a thank you note, either hand written or in email. Following up reiterates your interest in the position.



Company/Firm Location(s)	Wheeling, West Virginia
Geographic Area(s) Served	West Virginia, Ohio and Pennsylvania
Number of Years in Business	41
Number of Partners/Members/ Stockholders	1
Major Areas of Services Provided/ Industries Served	Taxation, Auditing, Consulting, Planning, Private Companies and Non-Profit.
Number of Employees	11
Extent of Work-Related Travel Required	Minimal
Staff Training and Continuing Professional Education Policy	We provide mostly on the job training with your supervisor. We schedule and comply with the state CPE requirements.
Anticipated Hiring Needs in the Next Year	Staff Level Accountants
Unique characteristics of business or other comments that may be of interest to prospective employees	We believe in the value of relationships. We view every client relationship like a partnership, and truly believe that our success is a result of your success. We are committed to providing close, personal attention to our clients. We take pride in giving you the assurance that the personal assistance you receive comes from years of advanced training, technical experience and financial acumen. Our continual investment of time and resources in professional continuing education, state of the art computer technology and extensive business relationships is indicative of our commitment to excellence.
Will you accept an Intern?	Yes
Internship timing (summer, winter, both)	Winter
Internship application deadline	December 15, 2018
Contact Person	Mike Costanzo mcostanzo@costanzocpas.com
Phone Number	304-242-4400
Fax Number	304-242-1989
Web Site	www.costanzocpas.com
Can you provide additional information material upon request?	Yes
We will participate in the Recruiting Fair (Y/N)	Yes



Company/Firm Location(s)	Glessner Professional Center 2084 National Road Wheeling, West Virginia 26003
Geographic Area(s) Served	Wheeling, West Virginia area
Number of Years in Business	20
Number of Partners/Members/ Stockholders	2
Major Areas of Services Provided/ Industries Served	Retail & Professional Services including: Tax Planning & Preparation, Accounting, Accounts Payable, Estate & Trust, Full Service Payroll, Business Consulting, Business Start-Ups and QuickBooks Consulting.
Number of Employees	12
Extent of Work-Related Travel Required	Very limited travel
Staff Training and Continuing Professional Education Policy	
Anticipated Hiring Needs in the Next Year	One Staff Level Accountant
Unique characteristics of business or other comments that may be of interest to prospective employees	At Glessner & Associates, PLLC our goal is to provide a blend of personal service and expertise to help our clients achieve their goals with a clear path to financial success. We have built our practice one client at a time, and we promise that you will be more than a billing code to our firm. We have three areas of expertise that we focus on: <ul style="list-style-type: none"> 1. Tax & Accounting 2. Investment Services 3. Property & Casualty Insurance
Will you accept an Intern?	Yes
Internship timing (summer, winter, both)	Summer
Internship application deadline	N/A
Contact Person	Stephen Wharton swharton@glessnercpa.com
Phone Number	304-243-9071
Fax Number	304-243-9073
Web Site	www.glessnerprofessionalcenter.com
Can you provide additional information material upon request?	Yes
We will participate in the Recruiting Fair (Y/N)	Yes



Company/Firm Location(s)	Wheeling, West Virginia
Geographic Area(s) Served	West Virginia, Ohio & Pennsylvania
Number of Years in Business	30
Number of Partners/Members/ Stockholders	2
Major Areas of Services Provided/ Industries Served	Full service with emphasis on construction, non-profit controller function. Review, compilations & tax.
Number of Employees	16
Extent of Work-Related Travel Required	Minimal, only day travel
Staff Training and Continuing Professional Education Policy	40 hours of paid CPE, quality on-boarding and mentoring program.
Anticipated Hiring Needs in the Next Year	1 or 2 Tax Season Interns for Spring 1 or 2 Summer help
Unique characteristics of business or other comments that may be of interest to prospective employees	Flexible work hours. In some instances, remote access. Creative flex time during summer. Excellent technology initiatives.
Will you accept an Intern?	Yes
Internship timing (summer, winter, both)	Both
Internship application deadline	November 30 th
Contact Person	Barbara Jennings
Phone Number	304-233-2420
Fax Number	304-232-4425
Web Site	www.feltoncpa.com
Can you provide additional information material upon request?	Yes. Please visit our website for more information
We will participate in the Recruiting Fair (Y/N)	Yes



Company/Firm Location(s)	Marietta, OH, Cambridge, OH and St. Clairsville, OH Vienna, WV and Wheeling, WV
Geographic Area(s) Served	10 states (WV, OH, PA, MD, VA, KY, TN, SC, NC, GA)
Number of Years in Business	44 years
Number of Partners/Members/ Stockholders	Sole Owned
Major Areas of Services Provided/ Industries Served	Accounting, Auditing, Tax Preparation, Payroll, Forensic Accounting, Forensic Investigation, Business Valuations, Business Consulting.
Number of Employees	70
Extent of Work-Related Travel Required	Depends on position
Staff Training and Continuing Professional Education Policy	Continuous staff paid training opportunities.
Anticipated Hiring Needs in the Next Year	2-10 employees
Unique characteristics of business or other comments that may be of interest to prospective employees	Flexible work schedule, community involvement, and family work atmosphere.
Will you accept an Intern?	Yes
Internship timing (summer, winter, both)	Both
Internship application deadline	April 17, 2019
Contact Person	Scott Woods at 1-740-373-0056 or Debbie Cunningham at 1-740-373-0056
Phone Number	1-740-373-0056
Fax Number	1-740-373-2402
Web Site	www.perrycpas.com
Can you provide additional information material upon request?	Yes
We will participate in the Recruiting Fair (Y/N)	Yes

Updated 072418



Seachrist, Kennon, and Marling, A.C.

Company/Firm Location(s)	21 Warden Run Road, Wheeling, WV 26003
Geographic Area(s) Served	Weirton to Clarksburg WV and Eastern Ohio
Number of Years in Business	20
Number of Partners/Members/ Stockholders	2
Major Areas of Services Provided/ Industries Served	Audit, Review, Compilation, Tax, Consulting, Gas and Oil Consulting Not-for Profit – Construction Contractor – Tax Credit Limited Partnerships - Governmental
Number of Employees	11
Extent of Work-Related Travel Required	Approximately 8 to 10 weeks of overnight travel
Staff Training and Continuing Professional Education Policy	Professional staff receive 40 hours of CPE annually
Anticipated Hiring Needs in the Next Year	2 full time employees, Not accepting interns.
Unique characteristics of business or other comments that may be of interest to prospective employees	Excellent working area. We are invested in technology to promote our growth.
Will you accept an Intern?	No
Internship timing (summer, winter, both)	N/A
Internship application deadline	N/A
Contact Person	Craig Seachrist
Phone Number	304-233-0141
Fax Number	304-233-1226
Web Site	www.skmcpa.com
Can you provide additional information material upon request?	Yes
We will participate in the Recruiting Fair (Y/N)	Yes

Updated 081418



WEST VIRGINIA STATE TAX DEPARTMENT

Company/Firm Location(s)	Charleston (Main), Regional Office located in: Beckley; Clarksburg; Martinsburg; Parkersburg; Wheeling; and, home based staff.
Geographic Area(s) Served	Statewide
Number of Years in Business	NA
Number of Partners/Members/ Stockholders	NA
Major Areas of Services Provided/ Industries Served	NA
Number of Employees	453
Extent of Work-Related Travel Required	Some office-based positions, some positions require extensive travel.
Staff Training and Continuing Professional Education Policy	Annual state paid training is required.
Anticipated Hiring Needs in the Next Year	80 -100 Full-Time Employees
Unique characteristics of business or other comments that may be of interest to prospective employees	We fund government! Without the Tax Department, other agencies cannot operate.
Will you accept an Intern?	Yes
Internship timing (summer, winter, both)	Any
Internship application deadline	NA
Contact Person	Annette Billups
Phone Number	304-741-8920
Fax Number	304-558-1070
Web Site	https://tax.wv.gov/CareerRecruiting/Pages/CareerRecruiting.aspx
Can you provide additional information material upon request?	Yes
We will participate in the Recruiting Fair (Y/N)	Yes

Updated 072718



Company/Firm Location(s)	Wheeling, WV
Geographic Area(s) Served	Northern Panhandle of WV and Eastern OH
Number of Years in Business	55
Number of Partners/Members/ Stockholders	2
Major Areas of Services Provided/ Industries Served	Audit- Employee benefit plans, not for profit, for profit and governmental. Tax – Corporate and individual
Number of Employees	11
Extent of Work-Related Travel Required	Minimal
Staff Training and Continuing Professional Education Policy	We pay the full cost of staff training and meeting all CPE requirements
Anticipated Hiring Needs in the Next Year	2 Staff accountants
Unique characteristics of business or other comments that may be of interest to prospective employees	Almost all of our client hours are within the Wheeling area.
Will you accept an Intern?	Yes
Internship timing (summer, winter, both)	Both
Internship application deadline	None
Contact Person	Dennis Kozicki The Maxwell Centre 32-20 th Street, Suite 300 Wheeling, WV 26003
Phone Number	(304) 232-2280
Fax Number	(304) 232-2322
Web Site	Email Dennis Kozicki at dkozicki@wkgcpas.com
Can you provide additional information material upon request?	Yes
We will participate in the Recruiting Fair (Y/N)	Yes

YOURKOVICH & ASSOCIATES

Company/Firm Location(s)	Yourkovich & Associates 246 Kruger Street Wheeling, WV 26003
Geographic Area(s) Served	Northern Panhandle, WV, Eastern OH & Western PA
Number of Years in Business	23
Number of Partners/Members/ Stockholders	1
Major Areas of Services Provided/ Industries Served	Individual and Small Business services. Gas & Oil Tax preparation services.
Number of Employees	Two Full-Time & Two Part-Time Employees
Extent of Work-Related Travel Required	Not Required
Staff Training and Continuing Professional Education Policy	
Anticipated Hiring Needs in the Next Year	Tax Preparer and Receptionist
Unique characteristics of business or other comments that may be of interest to prospective employees	Excellent opportunity to begin with a tax season position, as this is a great resume builder leading to full-time opportunities and possible career advancement.
Will you accept an Intern?	Yes
Internship timing (summer, winter, both)	Full-time intern, January - April
Internship application deadline	December
Contact Person	Jeffrey Yourkovich, CPA 246 Kruger Street Wheeling, WV 26003 yorkcpa@comcast.net
Phone Number	304-242-0985
Fax Number	304-242-7350
Web Site	www.yourkovichcpa.com
Can you provide additional information material upon request?	Yes – Please visit our website at the above address.
We will participate in the Recruiting Fair (Y/N)	Yes



Zeno, Pockl, Lilly & Copeland, A.C.
 Certified Public Accountants & Advisors

Company/Firm Location(s)	Zeno, Pockl, Lilly and Copeland, A.C. Wheeling, WV and Steubenville, OH
Geographic Area(s) Served	Primarily WV, OH, and PA
Number of Years in Business	Over 60 years
Number of Partners/Members/Stockholders	3 Partners
Major Areas of Services Provided/Industries Served	ZPLC is a full-service accounting firm offering attest services, internal audit, consulting/training, and tax services. We specialize in financial institutions, non-profit organizations, construction companies, service industries, property/casualty insurers, and employee benefit plans.
Number of Employees	22
Extent of Work-Related Travel Required	Must be willing to travel (exceptions for interns). Estimated overnights 30-40 based on team assignments.
Staff Training and Continuing Professional Education Policy	Staff training through RSM McGladrey Advanced CPA, Thompson – Reuters, and AICPA based programs. Specialty certifications encouraged. CPA employer assistance program available to aid with cost of CPA exam materials and to provide success incentives.
Anticipated Hiring Needs in the Next Year	3 staff accountants/auditors
Unique characteristics of business or other comments that may be of interest to prospective employees	We are a regional firm looking to expand our operations. Our employees and interns get extensive experience in a wide range of industries. We value client relationships and pride ourselves in providing exceptional client services. We also provide work-life balance for our employees, career advancement opportunities, and a full benefit package.
Will you accept an Intern?	Yes
Internship timing (summer, winter, both)	Summer and year-round positions available
Internship application deadline	Ongoing
Contact Person	Sandra Seymore, CPA Director 980 National Road Wheeling, WV 26003
Phone Number	304-233-5030
Fax Number	304-233-3062
Web Site	http://www.zplccounting.com
Can you provide additional information material upon request?	Yes
We will participate in the Recruiting Fair (Y/N)	Yes

Special Thanks

The Recruiting and Career
Opportunities Committee
wishes to thank
The West Virginia Society of
Certified Public Accountants
and all participating
firms/employers for
making this annual event
such a success!



West Virginia Society of CPAs
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