



2021 WEST VIRGINIA SOCIETY OF CPAs

VIRTUAL

MATCH-UP

DIRECTORY

wvscpa.org | 304.342.5461 | wvscpa@wvscpa.org

Hello Future Accountant!

You are taking a great step forward in finding a rewarding career in accounting by participating in the 2021 Virtual Match-Up for qualifying student members of the WVSCPA! Last year due to the global pandemic, we have changed from our normal in-person Annual Recruiting Fair to a Virtual Match-Up! The Virtual Match-Up went so well we decided to continue it this year. We have all heard of virtual dating sites. The Virtual Match-Up is going to work similarly to these, except this is for your accounting career. The Virtual Match-Up will allow your information to be shared with participating businesses that are listed in the Virtual Match-Up Directory.

The Virtual Match-Up Directory includes profiles of businesses that may be looking to hire entry-level accounting graduates and/or interns. The Recruiting and Career Opportunities Committee of the West Virginia Society of CPAs hopes that you will use this Directory as a resource of potential employers as you are looking to begin your career in accounting in West Virginia. It will provide you with a starting point for researching employers who may reach out to you as a participant in the Virtual Match-Up. The business profiles in the Directory include general information about the size of the business, areas served, types of services rendered, staff training, staff size, expected hiring needs, and a website address.

The WVSCPA is also offering other virtual opportunities for our student members this fall! The Student CARE (Career And Recruiting Experience) Series will be FREE one-hour virtual events. These will be put on by members of the Recruiting and Career Opportunities Committee of the Society to help you prepare for interviews, taking the CPA Exam and other "career and recruiting experiences". The September 13th event will take place following the distribution of the Virtual Match-Up information to both businesses who elected to participate and student members who met their requirements to participate. Be sure to watch for emails containing information on the October and November Student CARE events. The only requirements to participate in the Student CARE events are (1) student membership in the WVSCPA and (2) you must register by the deadline to receive the ZOOM link for the event!

I wish you much success in your future career as an accounting professional in West Virginia!

Good Luck!



The WVSCPA Recruiting and Career Opportunities Committee
Cheryl L. Exline, CPA, CGMA
Committee Chair

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Participating Employers in Alphabetical Order

Arnett Carbis Toothman, LLP

Brown Edwards & Company, AC

Costanzo & Associates, PLLC

Dixon Hughes Goodman LLP

Gray, Griffith & Mays, AC

Dorinda Kisner, CPA, PLLC

Matheny & Company, AC

Perry & Associates, CPAs AC

Public Service Commission of West Virginia

Suttle & Stalnaker, PLLC

West Virginia Offices of the Insurance Commissioner

West Virginia State Auditor's Office – Chief Inspector Division

Woomer, Nistendirk & Associates, PLLC

Yourkovich & Associates

Zeno, Pockl, Lilly & Copeland AC

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| Company/Firm Location(s) | Bridgeport, WV • Buckhannon, WV • Charleston, WV • Columbus, OH • Meadville, PA • Morgantown, WV • New Castle, PA • Pittsburg, PA |
| Geographic Area(s) Served | ACT has a diverse client base throughout Ohio, Pennsylvania, West Virginia, and the contiguous states |
| Number of Years in Business | 75 |
| Provide a brief description of your company/firm, listing any unique characteristics that make you stand out to prospective employees | Arnett Carbis Toothman LLP is one of the region's leading accounting firms with consistently high national rankings. We are the largest Pennsylvania/West Virginia-owned CPA firm. From our offices in Ohio, Pennsylvania, and West Virginia, ACT provides counsel to clients throughout the region. ACT maintains a reputation for professional excellence and community stewardship responsibility. Led by CEO James Hunt, Arnett Carbis Toothman provides a team atmosphere that allows you to control your personal and professional development. |
| Total Number of Partners | 33 |
| Total Number of Employees (<i>minus Partners</i>) | 275 |
| Major Areas of Services Provided | ACT provides a broad array of tax, assurance, accounting, and consulting services. |
| Major Areas of Industries Served | Key service sector specialties include Auto dealerships, Construction, Financial Institutions, Health Care, Oil & Gas, Manufacturing, and Not-For-Profit. |
| Extent of Work-Related Travel Required | 10-20% travel |
| Do you pay for any of the following? Materials for preparing for the CPA Exam? Licensing and renewals? Membership Fees in a Professional Org.? Continuing Professional Education? | ACT will pay for CPA exam review materials of the team member's choice, not to exceed the cost of our current RSM US arrangement with Becker. The cost of the initial registration with the applicable State Board of Accountancy and for the out-of-pocket cost for sitting for each part of the exam for the first time can be expensed for reimbursement. ACT encourages team members to obtain their CPA certification as quickly as possible and provide a robust CPA Bonus program. Renewals and membership fees for professional organization can be expensed for reimbursement. The direct costs of the registrations for Firm approved CPE courses and reasonable travel and lodging costs for attending the courses will be paid by the Firm. Travel can be coordinated with the firm's internal CPE Administrator. |
| Anticipated Hiring Needs in the Next Year Full-Time Employees | 1 Tax Associate: Charleston, WV (full-time) – Start Jan. 2022 1-2 Healthcare Audit Associates: PA (full-time) – Start June 2022 |

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| Seasonal Employees | Yes – see below |
| When do you accept applications and what are your hiring timeframes? | Resumes and applications are general accepted through September. Offers are generally made by mid-October. |
| Do you offer Internships? Are they paid or unpaid? How many interns do you anticipate hiring? When are interns hired? (<i>Summer, Winter, Both</i>) | Yes, we offer audit, consulting, and tax internships. Yes, our internships are paid. 3 Tax Seasons Interns (Spring 2022); 1 for Bridgeport, WV office 2 for Charleston, WV office 4 Audit Interns (Summer 2022) for Charleston, WV office |
| HR Contact Person's Name | Tracy L. Bess HR Specialist |
| HR Contact Person's Email | Tracy.bess@actcpas.com |
| Company Web Site | www.actcpas.com |

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| Company/Firm Location(s) | Brown Edwards & Company, Charleston, WV Office |
| Geographic Area(s) Served | West Virginia, Virginia & Tennessee (11 Office Locations) |
| Number of Years in Business | 54 |
| Provide a brief description of your company/firm, listing any unique characteristics that make you stand out to prospective employees | <p>Brown Edwards offers knowledgeable accounting assurance, tax, and management advisory services. With a firm-wide staff of more than 350 professionals, our accounting firm is one of the largest independent CPA firms in the Virginia/West Virginia/Tennessee region.</p> <p>We support individuals and businesses ranging from small companies to large corporations. Our success is directly attributable to an unyielding commitment to excellence in every aspect of our work.</p> |
| Total Number of Partners | 49 |
| Total Number of Employees (<i>minus Partners</i>) | Close to 400 across all offices |
| Major Areas of Services Provided | Assurance & Accounting, Tax and Advisory / Consulting |
| Major Areas of Industries Served | Auto Dealerships, Construction, Credit Unions, Educators, Employee Benefits, Energy, Financial Institutions, HealthCare, State & Local Government, Not-For-Profit Organizations. |
| Extent of Work-Related Travel Required | Not Specified |
| Do you pay for any of the following? Materials for preparing for the CPA Exam? Licensing and renewals? Membership Fees in a Professional Org.? Continuing Professional Education? | Yes, to all these questions. |
| Anticipated Hiring Needs in the Next Year Full-Time Employees Seasonal Employees | We are looking to hire 2-3 Fulltime New Hires |
| When do you accept applications and what are your hiring timeframes? | Accepting applications starting in August through September. Hoping to hire all open position by the end of October 2021. |
| Do you offer Internships? Are they paid or unpaid? How many interns do you anticipate hiring? When are interns hired? (<i>Summer, Winter, Both</i>) | <p>Yes, we offer internships.</p> <p>Yes, they are paid internships.</p> <p>We are looking to hire maybe 1-2 tax season Interns (Spring 2022) and 2-3 Summer Interns (Summer 2022).</p> |
| HR Contact Person's Name | Kayla Clifton Turner |
| HR Contact Person's Email | kclifton@becpas.com |
| Company Web Site | https://becpas.com |



Certified Public Accountants

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| Company/Firm Location(s) | 1341 National Road PO Box 2050 Wheeling, WV 26003 |
| Geographic Area(s) Served | West Virginia, Ohio & Pennsylvania |
| Number of Years in Business | 45 years |
| Provide a brief description of your company/firm, listing any unique characteristics that make you stand out to prospective employees | Costanzo & Associates, PLLC is a full-service local firm with over 200 years of combined experience. We relocated and converted our office in 2003 from a historic resident built in 1900 on National Road. |
| Total Number of Partners | 1 partner |
| Total Number of Employees (<i>minus Partners</i>) | 9 employees |
| Major Areas of Services Provided | Tax, Audit, Review, Consulting & Estate Planning |
| Major Areas of Industries Served | Medical, Professional, Contracting and Non-Profit |
| Extent of Work-Related Travel Required | Minimal |
| Do you pay for any of the following? | Yes |
| Materials for preparing for the CPA Exam? | Yes |
| Licensing and renewals? | Yes |
| Membership Fees in a Professional Org.? | Yes |
| Continuing Professional Education? | Yes |
| Anticipated Hiring Needs in the Next Year | |
| Full-Time Employees | 1 Full-Time Employee |
| Seasonal Employees | 1 Seasonal Employee |
| When do you accept applications and what are your hiring timeframes? | We are always accepting applications and hiring timeframes are before tax season and during the summer. |
| Do you offer Internships? | Yes |
| Are they paid or unpaid? | Paid |
| How many interns do you anticipate hiring? | 1 Intern |
| When are interns hired? (<i>Summer, Winter, Both</i>) | Both |
| HR Contact Person's Name | Lori Nickerson |
| HR Contact Person's Email | lnickerson@costanzocpas.com |
| Company Web Site | www.costanzocpas.com |



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| Company/Firm Location(s) | Charleston, WV, and we have 30 offices in 12 states |
| Geographic Area(s) Served | Primarily in the southeastern United States but we have clients in all 50 states. |
| Number of Years in Business | 89 years; Although Dixon Hughes merged with Goodman & Company to form DHG in 2011. |
| Provide a brief description of your company/firm, listing any unique characteristics that make you stand out to prospective employees | Ranking among the top 20 in the nation, DHG is a leading professional services firm offering assurance, tax and advisory services for clients in all 50 states and internationally. Our strength lies in the integration of our technical knowledge, industry intelligence and future focused approach. Together, these principles drive our purpose: to help clients achieve their goals today and tomorrow. |
| Total Number of Partners | 300 |
| Total Number of Employees <i>(Excluding Partners)</i> | 1,700 |
| Major Areas of Services Provided | Assurance, Tax and Advisory |
| Major Areas of Industries Served | Our Charleston office focuses on the following industry lines: Construction, Dealerships, Healthcare, Manufacturing & Distribution and Real Estate |
| Extent of Work-Related Travel Required | Will depend on the position but it is typically minimal for overnight travel. |
| Do you pay for any of the following? Materials for preparing for the CPA Exam? Licensing and renewals? Membership Fees in a Professional Org.? Continuing Professional Education? | <p>DHG will cover the CPA exam preparation materials and reimburse for each portion of the CPA exam one time.</p> <p>Those that have passed the exam on or before their second anniversary with the firm and within two years of graduation will receive a \$5,000 bonus upon successfully passing all parts of the exam.</p> <p>Yes, DHG covers the cost of licensing & renewals as well as membership fees in professional organizations.</p> <p>Yes, DHG offers continuing professional education.</p> |
| Anticipated Hiring Needs in the Next Year Full-Time Employees Seasonal Employees | The Charleston, WV office typically hires 2-3 full time employees from campus and also hires busy season interns. |
| When do you accept applications and what are your hiring timeframes? | Ongoing |

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| Do you offer Internships? Are they paid or unpaid? How many interns do you anticipate hiring? When are interns hired? (<i>Summer, Winter, Both</i>) | Yes, DHG offers paid internships. Our Charleston office typically hire 2-3 spring interns (January – April) and 2-3 summer interns. |
| HR Contact Person's Name | Nikki Kettenacker |
| HR Contact Person's Email | nikki.kettenacker@dhg.com |
| Company Web Site | www.dhg.com |



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| Company/Firm Location(s) | Charleston, WV and Morgantown, WV |
| Geographic Area(s) Served | Clients served in 44 states across the United States with a focus on West Virginia businesses and organizations. |
| Number of Years in Business | 40 |
| Provide a brief description of your company/firm, listing any unique characteristics that make you stand out to prospective employees | We are a 100% WV owned and operated firm that has shown significant growth in recent years. Our firm offers traditional public accounting services along with some unique and specialized services that make us attractive to clients all over the US. Our firm offers significant opportunities for growth and leadership to rising stars. |
| Total Number of Partners | 7 |
| Total Number of Employees <i>(Minus Partners)</i> | 42 |
| Major Areas of Services Provided | Audit, Tax, Business Consulting, Outsourced CFO & Bookkeeping, Litigation Support, Business Valuations |
| Major Areas of Industries Served | Healthcare, Small Business, Non-Profit, Real Estate, Construction and Manufacturing |
| Extent of Work-Related Travel Required | Minimal. Less than 10% for auditors. |
| Do you pay for any of the following? Materials for preparing for the CPA Exam? Licensing and renewals? Membership Fees in a Professional Org.? Continuing Professional Education? | We reimburse for materials for CPA Exam and offer bonus for passing. We pay all licenses/renewals, membership fees in professional organizations, and CPE costs. In addition, we encourage our employees to get involved in our communities and will pay for sponsorships for events that they attend. |
| Anticipated Hiring Needs in the Next Year Full-Time Employees Seasonal Employees | 1-2 |
| When do you accept applications and what are your hiring timeframes? | We always accept applications. |
| Do you offer Internships? Are they paid or unpaid? How many interns do you anticipate hiring? When are interns hired? (Summer, Winter, Both) | We offer paid internships. We are currently looking for up to 2 interns for the 2022 summer in Charleston and 1 in Morgantown. In addition to summer, sometimes we add local students throughout the year on a flexible schedule. |
| HR Contact Person's Name | Preferred contact: Ryan Lindsay |
| HR Contact Person's Email | rlindsay@ggmcpa.net |
| Company Web Site | www.ggmcpa.net |



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| Company/Firm Location(s) | Terra Alta (Preston County), West Virginia |
| Geographic Area(s) Served | Preston County WV / Garrett County, Maryland / various other states |
| Number of Years in Business | 28 years plus |
| Provide a brief description of your company/firm, listing any unique characteristics that make you stand out to prospective employees | We are willing to explore with new and current employees to allow nontraditional schedules and work arrangements. We are a Christian based organization and family oriented. |
| Total Number of Partners | 1 |
| Total Number of Employees (<i>minus Partners</i>) | 4 |
| Major Areas of Services Provided | Tax, Compiled Financials, Payrolls, Bookkeeping, extensive QuickBooks accounting |
| Major Areas of Industries Served | Small businesses: contractual services and we excel at cleaning up accounting that lacks integrity and credibility. |
| Extent of Work-Related Travel Required | Rare to none |
| Do you pay for any of the following? Materials for preparing for the CPA Exam? Licensing and renewals? Membership Fees in a Professional Org.? Continuing Professional Education? | Reimburse CPA exam fees upon successful completion We do pay for licensing and renewals Yes Yes |
| Anticipated Hiring Needs in the Next Year Full-Time Employees Seasonal Employees | We will consider both full time and seasonal and part time employment options as well, like being full time in tax season and part time in the off season. |
| When do you accept applications and what are your hiring timeframes? | We are currently accepting applications and ready to hire if we find compatible candidates. |
| Do you offer Internships? Are they paid or unpaid? How many interns do you anticipate hiring? When are interns hired? (<i>Summer, Winter, Both</i>) | We have offered unpaid internships in the past but may consider paid ones in the right "fit" and potential for future employment. |
| HR Contact Person's Name | Steve Kisner |
| HR Contact Person's Email | Staff@kisnercpa.com ; CC: dorinda@kisnercpa.com |
| Company Web Site | Kisnercpa.com |

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| Company/Firm Location(s) | Ripley, WV and Parkersburg, WV |
| Geographic Area(s) Served | Mid-Ohio Valley, Virtual Clients all Over |
| Number of Years in Business | 6 ½ years with predecessor firm 30 plus years. |
| Provide a brief description of your company/firm, listing any unique characteristics that make you stand out to prospective employees | Our firm is an expert in all areas of accounting, bookkeeping, consulting, outsourcing, payroll, and business services. We work with companies of all sizes, providing services as a cost-effective option. Getting the most out of your income and finances is what sets us apart. One of the biggest challenges facing any WV business is managing cash flow and risk. We have experts on staff who will personally work on your behalf, helping take the stress out of IRS and state tax issues. |
| Total Number of Partners | 1 |
| Total Number of Employees <i>(Excluding Partners)</i> | 12 |
| Major Areas of Services Provided | Tax, Write-Up, Payroll, Government and Non-Profit Consulting |
| Major Areas of Industries Served | Individuals, Small Businesses, Local Governments, Non-Profits |
| Extent of Work-Related Travel Required | Negligible |
| Do you pay for any of the following? Materials for preparing for the CPA Exam? Licensing and renewals? Membership Fees in a Professional Org.? Continuing Professional Education? | Firm paid licensing and renewals, continuing education and the first round of CPA Exam Fees. |
| Anticipated Hiring Needs in the Next Year Full-Time Employees Seasonal Employees | 1-2 Full-Time Employees |
| When do you accept applications and what are your hiring timeframes? | Ongoing |
| Do you offer Internships? Are they paid or unpaid? How many interns do you anticipate hiring? When are interns hired? (Summer, Winter, Both) | Yes, during tax season, Paid |
| HR Contact Person's Name | Scott Lannan |
| HR Contact Person's Email | slannan@mathenycpas.com |
| Company Web Site | www.mathenycpas.com |



PERRY & ASSOCIATES, CPAS, AC

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| Company/Firm Location(s) | Marietta, OH; Cambridge OH; St. Clairsville, OH. Vienna, WV; Wheeling, WV; |
| Geographic Area(s) Served | All over Ohio and West Virginia |
| Number of Years in Business | 40 years |
| Provide a brief description of your company/firm, listing any unique characteristics that make you stand out to prospective employees | Perry & Associates believes in the value of relationships. We want to ensure every client feels like family. |
| Total Number of Partners | 1 – Sole Owned |
| Total Number of Employees (<i>minus Partners</i>) | 62 |
| Major Areas of Services Provided | Accounting, Consulting, Tax, Forensic Auditing, External Audits of Financial Settlements |
| Major Areas of Industries Served | Personal, Local Businesses, Townships, Villages, Cities and School Districts |
| Extent of Work-Related Travel Required | Depends on position; 1-2 nights overnight during busy season. Audit tends to travel more. |
| Do you pay for any of the following? Materials for preparing for the CPA Exam? Licensing and renewals? Membership Fees in a Professional Org.? Continuing Professional Education? | Yes Yes Yes Yes |
| Anticipated Hiring Needs in the Next Year Full-Time Employees Seasonal Employees | 4 Full-Time Employees 2 Seasonal |
| When do you accept applications and what are your hiring timeframes? | We accept applications year-round. We are currently hiring. |
| Do you offer Internships? Are they paid or unpaid? How many interns do you anticipate hiring? When are interns hired? (<i>Summer, Winter, Both</i>) | Yes Paid 3 Both |
| HR Contact Person's Name | Lexi Wittekind |
| HR Contact Person's Email | lwittekind@perrycpas.net |
| Company Web Site | Perrycpas.com |



PUBLIC SERVICE COMMISSION OF WEST VIRGINIA

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| Company/Firm Location(s) | Public Service Commission of WV Charleston, West Virginia |
| Geographic Area(s) Served | The entire state of West Virginia |
| Number of Years in Business | Established by the West Virginia Legislature in 1913 |
| Provide a brief description of your company/firm, listing any unique characteristics that make you stand out to prospective employees | The PSC supervises, regulates and, where appropriate, investigates the rates, services, operation, acts and practices, affiliated transactions, and other activities of WV utilities. It also regulates certain common and contract motor carriers of passengers and property within West Virginia. |
| Total Number of Partners | Zero Partners |
| Total Number of Employees (<i>minus Partners</i>) | Staff is comprised of lawyers, engineers, economists, accountants, and skilled specialists. Approximately 245 employees. |
| Major Areas of Services Provided | The PSC of WV regulates public utilities establishing rates and services and, also quality of service. This regulation is needed as the utilities are a monopoly. |
| Major Areas of Industries Served | Regulation includes water, sewer, telephone, gas electric, some motor carriers and solid waste management. |
| Extent of Work-Related Travel Required | Travel is necessary for certain audit work. Averages about 25% of your total time on an annual basis. |
| Do you pay for any of the following? Materials for preparing for the CPA Exam? Licensing and renewals? Membership Fees in a Professional Org.? Continuing Professional Education? | No, we do not pay for exam materials. Yes, we do pay for licensing and renewals. Yes, we pay for membership fees in professional organizations Yes, we pay for continuing education |
| Anticipated Hiring Needs in the Next Year Full-Time Employees Seasonal Employees | Approximately 5 positions over the next year. |
| When do you accept applications and what are your hiring timeframes? | As a state agency the PSC is subject to the Dept. of Personnel (DOP) rules and regulations for hiring. |

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| Do you offer Internships? Are they paid or unpaid? How many interns do you anticipate hiring? When are interns hired? (<i>Summer, Winter, Both</i>) | Yes, we offer internships. Yes, they are paid internships. We are looking to hire 1-2 interns per year. Interns can be hired in the summer, but there could also be a winter program |
| HR Contact Person's Name | Elizabeth Sharp |
| HR Contact Person's Email | bsharp@psc.state.wv.us kmacon@psc.state.wv.us |
| Company Web Site | http://www.psc.state.wv.us |



**Suttle &
Stalnaker**

Certified
Public
Accountants

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| Company/Firm Location(s) | Charleston, Morgantown, and Parkersburg, West Virginia |
| Geographic Area(s) Served | Primarily WV, OH, KY and PA |
| Number of Years in Business | 48 years |
| Provide a brief description of your company/firm, listing any unique characteristics that make you stand out to prospective employees | As the largest locally owned CPA firm in the state of WV, we pride ourselves in providing a supportive and engaging environment for our staff. We are committed to professional excellence and provide the tools and training needed to excel in the industry. With three offices across the state, Suttle & Stalnaker is large enough to provide you with a variety of experience and advancement opportunities, while encouraging personal/work-life balance. |
| Total Number of Partners | 15 |
| Total Number of Employees (<i>minus Partners</i>) | 70 |
| Major Areas of Services Provided | Full-service CPA firm with Accounting, Assurance Tax, Management and HR Consulting services. |
| Major Areas of Industries Served | While we serve essentially all industries, some of our largest niches are Government / Non-Profit, Construction, Energy and Physician / Dental Practices. |
| Extent of Work-Related Travel Required | Varies by Department |
| Do you pay for any of the following? Materials for preparing for the CPA Exam? Licensing and renewals? Membership Fees in a Professional Org.? Continuing Professional Education? | Yes – the firm pays for all, of the following items: CPA Exam prep materials and exam fees are paid by the firm. Licensing and renewals are paid by the firm Membership dues for professional organizations are paid for by the firm. CPE is paid for / provided by the firm |
| Anticipated Hiring Needs in the Next Year Full-Time Employees Seasonal Employees | 3 to 6 Full-Time Employees 4 to 6 Tax Season Interns 4 to 6 Summer Audit Interns |
| When do you accept applications and what are your hiring timeframes? | Hiring decisions are made in October for Tax / Summer Internships and Full-Time positions. |
| Do you offer Internships? Are they paid or unpaid? How many interns do you anticipate hiring? When are interns hired? (<i>Summer, Winter, Both</i>) | Yes – tax season and summer audit internships All Internships are paid 4-6 Tax Season Interns & 4-6 Summer Audit Interns Internship positions are filled by the end of October for the upcoming year. |
| HR Contact Person's Name | Drema Foster |
| HR Contact Person's Email | dfoster@suttlecpas.com |
| Company Web Site | www.suttlecpas.com |



WV OFFICES OF THE INSURANCE COMMISSIONER

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| Company/Firm Location(s) | 900 Pennsylvania Avenue, Charleston WV |
| Geographic Area(s) Served | Statewide |
| Number of Years in Business | 74 years |
| Provide a brief description of your company/firm, listing any unique characteristics that make you stand out to prospective employees | The mission of the Offices of the Insurance Commissioner is to promote a competitive and solvent insurance market with adequate consumer protection by fairly and consistently administering the insurance laws of West Virginia. |
| Total Number of Partners | Non-applicable |
| Total Number of Employees (<i>minus Partners</i>) | 220 |
| Major Areas of Services Provided | Financial Solvency and Regulatory Oversight |
| Major Areas of Industries Served | Insurance Regulation |
| Extent of Work-Related Travel Required | Minimal |
| Do you pay for any of the following? Materials for preparing for the CPA Exam? Licensing and renewals? Membership Fees in a Professional Org.? Continuing Professional Education? | Yes, all materials and fees are reimbursable. |
| Anticipated Hiring Needs in the Next Year Full-Time Employees Seasonal Employees | 4 Full-Time Employees No seasonal |
| When do you accept applications and what are your hiring timeframes? | Notices are posted on our webpage and social media accounts |
| Do you offer Internships? Are they paid or unpaid? How many interns do you anticipate hiring? When are interns hired? (<i>Summer, Winter, Both</i>) | Yes - The OIC does hire interns Yes - the interns are paid. Unsure Summer Timeframe Only |
| HR Contact Person's Name | Tonya Childress Gillespie |
| HR Contact Person's Email | tonya.l.gillespie@wv.gov |
| Company Web Site | www.wvinsurance.gov |



WEST VIRGINIA STATE AUDITOR'S OFFICE

CHIEF INSPECTOR DIVISION

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| Company/Firm Location(s) | Charleston, West Virginia |
| Geographic Area(s) Served | West Virginia (State-wide) |
| Number of Years in Business | |
| Provide a brief description of your company/firm, listing any unique characteristics that make you stand out to prospective employees | The Chief Inspector Division of the West Virginia State Auditor's Office ensures that financial accountability is present at the local level of government by annually conducting and overseeing over 1450 financial audits, OMB Uniform Guidance audits, and reviews of counties, municipalities, boards of education, boards of health, solid waste authorities, volunteer fire departments and other special purpose governments in accordance with professional standards. The Chief Inspector Division may also initiate appropriate investigative action when fraudulent or other illegal activity occurs at the local government level. |
| Total Number of Partners | None |
| Total Number of Employees (<i>minus Partners</i>) | The Chief Inspector Division currently employs 33 full-time Audit Inspectors |
| Major Areas of Services Provided | Governmental Audit |
| Major Areas of Industries Served | West Virginia Local Governments |
| Extent of Work-Related Travel Required | 90% |
| Do you pay for any of the following? Materials for preparing for the CPA Exam? Licensing and renewals? Membership Fees in a Professional Org.? Continuing Professional Education? | <p>Materials for Preparing for the CPA Exam The WVSAO pays for CPA study materials and exam fees.</p> <p>Licensing and Renewals The WVSAO pays for CPA and CFE licensing and renewals.</p> <p>Membership Fees in a Professional Organization Certain memberships may be paid for by the WVSAO.</p> <p>Continuing Professional Education The Chief Inspector Division makes available to all staff members a minimum of 40 hours, normally every 12 months, of qualifying CPE to be conducted. All auditors should obtain, every two years, a total of 80 hours of CPE.</p> |

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| Anticipated Hiring Needs in the Next Year Full-Time Employees Seasonal Employees | We have continuous postings for full-time Audit Inspectors. |
| When do you accept applications and what are your hiring timeframes? | Resumes are always accepted via cid_jobs@wvsao.gov The WVSAO hires year-round. |
| Do you offer Internships? Are they paid or unpaid? How many interns do you anticipate hiring? When are interns hired? (Summer, Winter, Both) | The Chief Inspector Division hires 5 interns each summer through our Auditing Scholars Program, which is a paid internship. Review our website at www.wvsao.gov/jobs |
| HR Contact Person's Name | Jessica Kirk |
| HR Contact Person's Email | Jessica.kirk@wvsao.gov |
| Company Web Site | www.wvsao.gov |



**WOOMER, NISTENDIRK
& ASSOCIATES, PLLC**
Certified Public Accountants

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| Company/Firm Location(s) | Charleston, West Virginia |
| Geographic Area(s) Served | West Virginia with clients in 20+ states |
| Number of Years in Business | 24 |
| Provide a brief description of your company/firm, listing any unique characteristics that make you stand out to prospective employees | Excellent compensation, relaxed atmosphere, flexible work schedules, ability to work from home, opportunity for growth and advancement, excellent health / dental insurance, 100% employer paid long term and short-term disability, exceptional bonus system, private and spacious offices. |
| Total Number of Partners | 4 |
| Total Number of Employees (<i>minus Partners</i>) | 10 – 15 |
| Major Areas of Services Provided | Accounting, Tax and Consulting |
| Major Areas of Industries Served | Primarily owner-managed business in a broad range of industries. |
| Extent of Work-Related Travel Required | Very little. No overnight travel. |
| Do you pay for any of the following? Materials for preparing for the CPA Exam? Licensing and renewals? Membership Fees in a Professional Org.? Continuing Professional Education? | No. Yes, 100% Yes, 100% Yes, 100% |
| Anticipated Hiring Needs in the Next Year Full-Time Employees Seasonal Employees | 1 to 2 Full-Time Employees 1 to 2 Seasonal Employees |
| When do you accept applications and what are your hiring timeframes? | Ongoing |
| Do you offer Internships? Are they paid or unpaid? How many interns do you anticipate hiring? When are interns hired? (<i>Summer, Winter, Both</i>) | Yes, we do offer internships. Paid. 1 to 2 Internships Winter |
| HR Contact Person's Name | Cara Knechtly |
| HR Contact Person's Email | cknechtly@wnacpas.com |
| Company Web Site | www.wnacpas.com |

YOURKOVICH & ASSOCIATES CPA

| | |
|--|---|
| Company/Firm Location(s) | 246 Kruger Street, Wheeling, WV 26003 |
| Geographic Area(s) Served | West Virginia, Ohio, and Pennsylvania |
| Number of Years in Business | 26 |
| Provide a brief description of your company/firm, listing any unique characteristics that make you stand out to prospective employees | CPA practice preparing over 800 tax returns annually. Specializing in individual, small business, gas & oil, and rental tax preparation services. |
| Total Number of Partners | 1 |
| Total Number of Employees (<i>minus Partners</i>) | Currently 2 |
| Major Areas of Services Provided | Tax |
| Major Areas of Industries Served | Gas & Oil, Small Business and Rental |
| Extent of Work-Related Travel Required | None |
| Do you pay for any of the following? Materials for preparing for the CPA Exam? Licensing and renewals? Membership Fees in a Professional Org.? Continuing Professional Education? | Negotiable |
| Anticipated Hiring Needs in the Next Year Full-Time Employees Seasonal Employees | 1 Full-Time Employee 1 Part-Time Employee |
| When do you accept applications and what are your hiring timeframes? | Accepting Applications now for full-time positions |
| Do you offer Internships? Are they paid or unpaid? How many interns do you anticipate hiring? When are interns hired? (<i>Summer, Winter, Both</i>) | We offer paid full-time tax season jobs. |
| HR Contact Person's Name | Jeff Yourkovich |
| HR Contact Person's Email | yorkcpa@comcast.net |
| Company Web Site | www.yourkovichcpa.com |



ZENO, POCKL, LILLY, AND COPELAND, AC (ZPLC)

| | |
|--|---|
| Company/Firm Location(s) | Wheeling, West Virginia & Steubenville, Ohio |
| Geographic Area(s) Served | West Virginia, Ohio, and Pennsylvania |
| Number of Years in Business | 8 years as ZPLC, formerly S.R. Snodgrass, Wheeling & Steubenville offices which were in business for over 50+ years. |
| Provide a brief description of your company/firm, listing any unique characteristics that make you stand out to prospective employees | <p>While we may be a smaller firm, we operate in the style of a regional firm but with a more personalized client/customer service delivery approach. We are approximately a 70-30% audit vs tax firm and serve public companies, large and community based not-for-profit clients. We also provide back-office controller services in our tax and accounting department.</p> <p>We are very team oriented, and our staff is very important to the success of the firm. We see out talent that not only has the appropriate accounting skill levels but also has the communication skills and personalities that fit well with our corporate culture, our customer service approach, and our current client services team members.</p> <p>We are a growing company with significant advancement opportunities! We offer remote working opportunities, flexible work hours, provide bonus holidays and a great PTO Package. A robust employee benefit package including health, dental & vision coverage, matching 401(k) program, Christmas bonuses, long term disability and life insurance (LTD & Life Insurance are 100% employer paid). We also have adjusted summer hours on Fridays and reduced time requirements during "busy season". Our weekly hourly requirements during the typical busy season consider a good work life balance and allow for flexible scheduling.</p> <p>Consider the ZPLC advantage. A firm focused on providing the best client services as well as providing the best working environment for our staff. Be a part of the ZPLC team!!</p> |
| Total Number of Partners | 4 |
| Total Number of Employees (<i>minus Partners</i>) | 20 |
| Major Areas of Services Provided | Audit and other attest services, Tax and Consulting |
| Major Areas of Industries Served | Financial Institutions, Not-for-Profit, Insurance Companies, Manufacturing and Employee benefit plans. |

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| Extent of Work-Related Travel Required | Minimal overnight travel (20-30 nights per year). Daily commutes to clients may be required. During COVID19 majority of work is being performed remotely & will continue in that manner to ensure safety of our staff and clients. A hybrid work environment is planned for future operations. |
| Do you pay for any of the following? Materials for preparing for the CPA Exam? Licensing and renewals? Membership Fees in a Professional Org.? Continuing Professional Education? | <p>We offer a \$5000 CPA Assistance Program where funds are available to cover costs of CPA Prep materials & costs as well as CPA passing bonuses.</p> <p>We cover licensing and renewals costs once you pass exam. Membership fees are also paid along with CPE Courses. We also provide several onboarding-training courses that are paid as well.</p> |
| Anticipated Hiring Needs in the Next Year Full-Time Employees Seasonal Employees | <p>2 to 3 Full-Time Employees</p> <p>Part-Time Interns</p> |
| When do you accept applications and what are your hiring timeframes? | We typically hire in late Spring/Early Fall. Applications accepted year-round. |
| Do you offer Internships? Are they paid or unpaid? How many interns do you anticipate hiring? When are interns hired? (Summer, Winter, Both) | <p>Yes, we offer internships</p> <p>Paid</p> <p>1 to 3 Interns are accepted (depending on need)</p> <p>Both Summer and Year-Round</p> |
| HR Contact Person's Name | Mary Pockl |
| HR Contact Person's Email | mpockl@zplcaccounting.com |
| Company Web Site | Zplcaccounting.com |

We appreciate your continued
support of the Society
and participation in our annual
2021 Virtual Match-Up.



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