

WEST VIRGINIA SOCIETY OF CPAS

# VIRTUAL MATCH-UP DIRECTORY

2022



[WVSCPA.ORG](http://WVSCPA.ORG)

304.342.5461

[WVSCPA@WVSCPA.ORG](mailto:WVSCPA@WVSCPA.ORG)



Hello Future Accountant!

You are taking a great step forward in finding a rewarding career in accounting by participating in the 2022 Virtual Match-Up for qualifying student members of the WVSCPA! A few years ago, due to the global pandemic, we have changed from our normal in-person Annual Recruiting Fair to a Virtual Match-Up! As we continue to work through the pandemic, we decided to continue The Virtual Match Up this year. We hope to be back in person next 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.

As part of the Virtual Match-Up this year we will be offering a FREE one-hour virtual event. This meeting will be put on by members of the Recruiting and Career Opportunities Committee of the Society to help you prepare for interviews. The September 12th event will take place following the Virtual Match-Up.

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

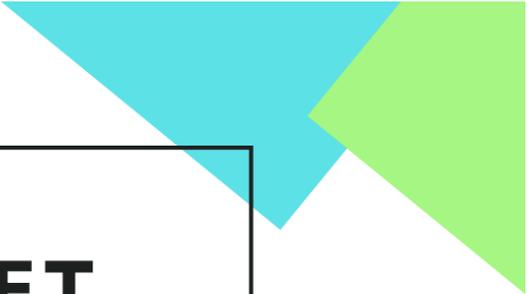
Good Luck!



Cheryl L. Exline CPA, CGMA

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





2022

# VIRTUAL MEET & GREET

**WHEN:** Monday, September 12, 2022

**WHERE:** Held Virtually Via ZOOM

**ATTENDANCE:** Representatives of participating Employers and Participating Students - ***your attendance is expected!***

**SESSION:** Virtual Meet & Greet Session

**TIME:** 5:00 PM – 6:30 PM

**PURPOSE:** Join us for an informal meet & greet between participating students and representatives from participating employers. This is an informal session where employers will provide highlights of their company and allows you to ask questions. Employers WILL be expecting each student participating in the Virtual Match Up to also participate in this event. This provides you a chance to meet employer reps in a less formal setting prior to the interviews that take place the week of September 13 through September 16, 2022.



**At 6:30pm the employer participants will drop off the call and the next session will begin.**

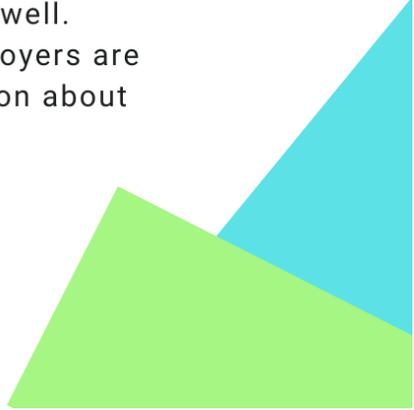
**ATTENDANCE:** Participating students and Members of the Recruiting & Career Opportunities Committee.

**SESSION:** Mentoring Session

**TIME:** 6:30 PM – 7:30 PM

**PURPOSE:** To meet with the student participants and provide them valuable information about what lies in the days ahead with the interview process; the do's and don'ts with interviews; accounting career options, and a question / answer session.\*

\*If you are participating in the Virtual Match Up this year, you will also be expected to participate in this session as well. This session provides you an insight to what the employers are looking for as well as provides you valuable information about how to prepare for future interviews.





## VIRTUAL MATCH-UP

# IMPORTANT DATES

**August 19, 2022** – Deadline for participating employers to submit their Employer Information Form to the WV Society office for inclusion in the 2022 Directory.

**August 23, 2022** – Virtual Match Up Directory will be posted on our website at [www.wvscpa.org](http://www.wvscpa.org) and be sent will be emailed to all participating employers and email communications begins with current student members and accounting educators advertising this event.

**September 2, 2022** – Students who are not current members of the Society and want to participate in this event, will have to submit membership applications to our office by this deadline in order to participate in this event.

**September 6, 2022** – Students MUST have all required criteria uploaded and submitted on our website by end of business on this date.

**September 9, 2022** – Participating Employers should have all their interviews scheduled and then MUST provide the society office names of those that they will interview.

**September 12, 2022** – Virtual Match Up Meet & Greet held via Zoom.

- 5:00pm – 6:30pm - Meet & Greet Session with Employers.
- 6:30pm – 7:30pm – Mentoring Session with members of the Recruiting & Career Opportunities Committee.

**September 13 – 16, 2022** – Employers to hold interviews with participating students during this week.

# Table of Contents

*Participating Employers in Alphabetical Order*

Albright, Crumbacker, Moul & Itell, LLC

Baker Tilly US, LLP

Brown Edwards & Company, AC

Ernst Young, LLP

FORVIS

Gray, Griffith & Mays, AC

Herman & Cormany, CPAs

David L. Howell, CPA

Perry & Associates, CPAs AC

Rea & Associates, Inc.

Seachrist & Associate, A.C.

Simms & Company, PLLC

Somerville & Company, PLLC

Suttle & Stalnaker, PLLC

West Virginia Department Health & Human Resources

West Virginia Public Service Commission

West Virginia State Auditor's Office – Chief Inspector Division

Woomer, Nistendirk & Associates, PLLC

Zeno, Pockl, Lilly & Copeland AC

# Albright Crumbacker Moul & Itell, LLC

*Certified Public Accountants & Business Consultants*

<b>Company/Firm Location(s)</b>	Martinsburg, West Virginia & Hagerstown, Maryland
<b>Geographic Area(s) Served</b>	West Virginia, Maryland, and Pennsylvania
<b>Number of Years in Business</b>	47
<b>Provide a brief description of your company/firm, listing any unique characteristics that make you stand out to prospective employees</b>	We offer opportunity for growth, competitive pay, and benefits with a flexible schedule and professional environment.
<b>Total Number of Partners</b>	3
<b>Total Number of Employees (Minus Partners)</b>	30
<b>Major Areas of Services Provided</b>	Tax, Attestation, and Audit, Payroll, and Bookkeeping.
<b>Major Areas of Industries Served</b>	Varied – we serve many industries.
<b>Extent of Work-Related Travel Required</b>	Minimal – audit engagements primarily.
<b>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?</b>	We reimburse for materials to prepare for the CPA Exam, (a portion up front, the balance on successful passing of the exam); we pay for licenses / renewals; we pay professional organization dues, and we pay for CPE.
<b>Anticipated Hiring Needs in the Next Year Full-Time Employees Seasonal Employees</b>	Depends on the level of experience in public accounting. Supervisory level staff we anticipate hiring two CPAs. WE would also like to hire one or two tax preparers for tax season.
<b>When do you accept applications and what are your hiring timeframes?</b>	As soon as possible.
<b>Do you offer Internships? Are they paid or unpaid? How many interns do you anticipate hiring? When are interns hired? (Summer, Winter, Both)</b>	Occasionally, if so, they are typically paid. At this time, we don't anticipate the need for bringing on interns currently.
<b>HR Contact Person's Name</b>	Pam Bothell
<b>HR Contact Person's Email</b>	<a href="mailto:pbothell@albrightcpa.com">pbothell@albrightcpa.com</a>
<b>Company Web Site</b>	<a href="http://www.albrightcpa.com">www.albrightcpa.com</a>



<b>Company/Firm Location(s)</b>	Baker Tilly – National
<b>Geographic Area(s) Served</b>	Charleston, Morgantown, Bridgeport, Buckhannon all in WV.
<b>Number of Years in Business</b>	90
<b>Provide a brief description of your company/firm, listing any unique characteristics that make you stand out to prospective employees</b>	<p>Baker Tilly US, LLP (Baker Tilly) is a leading advisory, tax, and assurance firm, providing clients a genuine coast-to-coast and global advantage with critical mass and top-notch talent in major regions of the U.S. and in many of the world’s leading financial centers. Baker Tilly is an independent member of Baker Tilly International, a worldwide network of independent accounting and business advisory firms in 148 territories, with 36,000 professionals and a combined worldwide revenue of \$4.0 billion.</p> <p>At Baker Tilly, we unleash and amplify talent. That means we will help our people discover their strengths, sharpen their skills, deepen their knowledge, explore possibilities and soar to personal heights at Baker Tilly and beyond. To do this, we will knock down barriers, eliminate obstacles, and champion active learning opportunities to give people the support they need, and the trust they deserve, to be their best.</p>
<b>Total Number of Partners</b>	
<b>Total Number of Employees (<i>minus Partners</i>)</b>	6000+ Nationwide
<b>Major Areas of Services Provided</b>	Accounting
<b>Major Areas of Industries Served</b>	Commercial, Healthcare, Non-Profit, Small Business.
<b>Extent of Work-Related Travel Required</b>	Some, but varies
<b>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?</b>	Yes, to all!
<b>Anticipated Hiring Needs in the Next Year Full-Time Employees Seasonal Employees</b>	<p>20+ Full Time Associate Roles across West Virginia and Pittsburgh, PA</p> <p>25+ Interns across West Virginia and Pittsburgh, PA</p>
<b>When do you accept applications and what are your hiring timeframes?</b>	Accepting applications on a rolling basis for all roles. Interviews and offers for the majority of roles will be complete by November 2022.

<b>Do you offer Internships?</b> <b>Are they paid or unpaid?</b> <b>How many interns do you anticipate hiring?</b> <b>When are interns hired? (<i>Summer, Winter, Both</i>)</b>	Yes. Paid! 25+ across West Virginia and Pittsburgh, PA.
<b>HR Contact Person's Name</b>	Chris Reye
<b>HR Contact Person's Email</b>	<a href="mailto:chris.reye@bakertilly.com">chris.reye@bakertilly.com</a>
<b>Company Web Site</b>	<a href="https://careers.bakertilly.com/">https://careers.bakertilly.com/</a>



# BROWN EDWARDS

*certified public accountants*

<b>Company/Firm Location(s)</b>	Brown Edwards & Company, Charleston, WV Office
<b>Geographic Area(s) Served</b>	West Virginia, Virginia & Tennessee (12 Office Locations)
<b>Number of Years in Business</b>	55
<b>Provide a brief description of your company/firm, listing any unique characteristics that make you stand out to prospective employees</b>	<p>Brown Edwards offers knowledgeable accounting assurance, tax, and management advisory services. With a firm-wide staff of more than 450 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>
<b>Total Number of Partners</b>	50
<b>Total Number of Employees (<i>minus Partners</i>)</b>	450+ (across all offices)
<b>Major Areas of Services Provided</b>	Assurance & Accounting, Tax and Advisory / Consulting
<b>Major Areas of Industries Served</b>	Auto Dealerships, Construction, Credit Unions, Educators, Employee Benefits, Energy, Financial Institutions, HealthCare, State & Local Government, Not-For-Profit Organizations.
<b>Extent of Work-Related Travel Required</b>	Not Specified
<b>Do you pay for any of the following?</b> <b>Materials for preparing for the CPA Exam?</b> <b>Licensing and renewals?</b> <b>Membership Fees in a Professional Org.?</b> <b>Continuing Professional Education?</b>	Yes, to all these questions.
<b>Anticipated Hiring Needs in the Next Year</b> <b>Full-Time Employees</b> <b>Seasonal Employees</b>	Hiring 5+ Full-time Associates
<b>When do you accept applications and what are your hiring timeframes?</b>	Currently accepting applications now! Hoping to fill all positions by October 2023.
<b>Do you offer Internships?</b> <b>Are they paid or unpaid?</b> <b>How many interns do you anticipate hiring?</b> <b>When are interns hired? (<i>Summer, Winter, Both</i>)</b>	<p>Yes, we offer internships.</p> <p>Yes, they are paid internships.</p> <p>We plan to hire 8 tax season Interns (Jan 2023 thru April 2023) and 5 Summer Interns (June 2023 thru August 2023).</p>
<b>HR Contact Person's Name</b>	Kayla Clifton Turner
<b>HR Contact Person's Email</b>	<a href="mailto:kclifton@becpas.com">kclifton@becpas.com</a>
<b>Company Web Site</b>	<a href="https://becpas.com">https://becpas.com</a>



## Ernest Young, LLP

<b>Company/Firm Location(s)</b>	Global professional services firm with an office in Charleston West Virginia.
<b>Geographic Area(s) Served</b>	Charleston office serves clients in West Virginia, Ohio, Pennsylvania, Kentucky, and other states.
<b>Number of Years in Business</b>	Over 50 years.
<b>Provide a brief description of your company/firm, listing any unique characteristics that make you stand out to prospective employees</b>	Ernest Young, LLP is the only “Big 4” accounting firm in the state of West Virginia and has a client base that includes SEC registrants and IFRS Issuers.
<b>Total Number of Partners</b>	Over 8,000 worldwide
<b>Total Number of Employees (minus Partners)</b>	Over 300,000 worldwide
<b>Major Areas of Services Provided</b>	Assurance (audit), Tax, and Consulting services.
<b>Major Areas of Industries Served</b>	Oil and Gas (E&P), Governmental and Non-Profit, Mining, Construction, Manufacturing, Wholesale, Energy, and Banking.
<b>Extent of Work-Related Travel Required</b>	0% to 65%
<b>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?</b>	EY will cover the CPA Exam preparation materials (i.e. Becker Professional) and reimburse for each portion of the CPA exam one time.  All continuing professional education is sponsored by the Firm and exceeds 80 hours in the first two weeks at the Firm. Thereafter, CPE ranges from 40-100 hours on an annual basis.
<b>Anticipated Hiring Needs in the Next Year Full-Time Employees Seasonal Employees</b>	We are hiring full-time Assurance Staff to start in Summer or Fall of 2023. Students will need to obtain 150 credit hours prior to starting full-time employment.
<b>When do you accept applications and what are your hiring timeframes?</b>	Open jobs will be posted on our site on August 29, 2022, and students can apply here: <a href="https://studentjobs.ey.com">https://studentjobs.ey.com</a> .
<b>Do you offer Internships? Are they paid or unpaid? How many interns do you anticipate hiring? When are interns hired? (Summer, Winter, Both)</b>	Yes, we are hiring for Assurance (Winter & Summer Internships) and we are seeking candidates to work January – March 2023 or June-August 2023. These are paid, full-time internships.
<b>HR Contact Person’s Name</b>	MaryBeth Allen, School Recruiter
<b>HR Contact Person’s Email</b>	<a href="mailto:Marybeth.allen@ey.com">Marybeth.allen@ey.com</a>
<b>Company Web Site</b>	<a href="http://www.ey.com/us/careers">www.ey.com/us/careers</a> and <a href="https://studentjobs.ey.com">https://studentjobs.ey.com</a>



<b>Company/Firm Location(s)</b>	Charleston, WV, and over 70 additional offices
<b>Geographic Area(s) Served</b>	We serve clients in all 50 states, the Cayman Islands, and the United Kingdom.
<b>Number of Years in Business</b>	BKD & DHG recently merged (June 1, 2022) to create FORVIS. BKD had 99 years of business and DHG had 89 years in business before the merger.
<b>Provide a brief description of your company/firm, listing any unique characteristics that make you stand out to prospective employees</b>	<p>FORVIS, LLP ranks among the nation's top 10 professional services firms. Created by the merger of equals of BKD, LLP and Dixon Hughes Goodman, LLP (DHG), FORVIS is driven by the commitment to use our forward vision to deliver unmatched client experiences.</p> <p>FORVIS is built upon the strong legacies of BKD and DHG, which are reflected in a name that represents our unique focus on preparing our clients for what is next. With more than 5,400 dedicated professionals who serve clients in all 50 states, as well as across the globe, FORVIS will offer comprehensive assurance, tax, advisory, and wealth management services.</p>
<b>Total Number of Partners</b>	700
<b>Total Number of Employees</b> <i>(Excluding Partners)</i>	4,800
<b>Major Areas of Services Provided</b>	Assurance, Tax and Advisory
<b>Major Areas of Industries Served</b>	Our Charleston office focuses on the following industry lines: Construction, Dealerships, Healthcare, Manufacturing & Distribution and Real Estate
<b>Extent of Work-Related Travel Required</b>	Will depend on the position but it is typically minimal for overnight travel.
<b>Do you pay for any of the following?</b> <b>Materials for preparing for the CPA Exam?</b> <b>Licensing and renewals?</b> <b>Membership Fees in a Professional Org.?</b> <b>Continuing Professional Education?</b>	<p>FORVIS 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, FORVIS covers the cost of licensing &amp; renewals as well as membership fees in professional organizations.</p> <p>Yes, FORVIS offers continuing professional education.</p>
<b>Anticipated Hiring Needs in the Next Year</b> <b>Full-Time Employees</b> <b>Seasonal Employees</b>	The Charleston, WV office typically hires 2-3 full time employees from campus and also hires busy season interns.

<b>When do you accept applications and what are your hiring timeframes?</b>	Ongoing
<b>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>)</b>	Yes, FORVIS offers paid internships. Our Charleston office typically hire 2-3 spring interns (January – April) and 2-3 summer interns.
<b>HR Contact Person's Name</b>	Nikki Kettenacker
<b>HR Contact Person's Email</b>	nikki.kettenacker@forvis.com
<b>Company Web Site</b>	www.forvis.com



<b>Company/Firm Location(s)</b>	Charleston, WV and Morgantown, WV
<b>Geographic Area(s) Served</b>	Clients served in 44 states across the United States with a focus on West Virginia businesses and organizations.
<b>Number of Years in Business</b>	41
<b>Provide a brief description of your company/firm, listing any unique characteristics that make you stand out to prospective employees</b>	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. GGM offers an opportunity for employees to enjoy a flexible working environment with remote / hybrid working options.
<b>Total Number of Partners</b>	6
<b>Total Number of Employees (Minus Partners)</b>	43
<b>Major Areas of Services Provided</b>	Audit, Tax, Business Consulting, Outsourced CFO & Bookkeeping, Litigation Support, Business Valuations
<b>Major Areas of Industries Served</b>	Healthcare, Small Business, Non-Profit, Real Estate, Construction and Manufacturing
<b>Extent of Work-Related Travel Required</b>	Minimal. Less than 10% for auditors.
<b>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?</b>	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.
<b>Anticipated Hiring Needs in the Next Year Full-Time Employees Seasonal Employees</b>	1-2
<b>When do you accept applications and what are your hiring timeframes?</b>	We always accept applications.
<b>Do you offer Internships? Are they paid or unpaid? How many interns do you anticipate hiring? When are interns hired? (Summer, Winter, Both)</b>	We offer paid internships. We are currently looking for up to 2 interns for the 2023 summer in Charleston and 1 in Morgantown. In addition to summer, sometimes we add local students throughout the year on a flexible schedule.
<b>HR Contact Person's Name</b>	Preferred contact: Ryan Lindsay
<b>HR Contact Person's Email</b>	<a href="mailto:rlindsay@ggmcpa.net">rlindsay@ggmcpa.net</a>
<b>Company Web Site</b>	<a href="http://www.ggmcpa.net">www.ggmcpa.net</a>



CERTIFIED PUBLIC ACCOUNTANTS

<b>Company/Firm Location(s)</b>	Charleston, WV
<b>Geographic Area(s) Served</b>	West Virginia
<b>Number of Years in Business</b>	Over 74 years
<b>Provide a brief description of your company/firm, listing any unique characteristics that make you stand out to prospective employees</b>	At Herman & Cormany, CPAs we know that the success of our clients is rooted in our people. As one of the oldest firms in West Virginia, Herman & Cormany, CPAs offers expert services in the areas of individual and business tax, small business accounting, assurance, audit, financial counseling and advising, as well as litigation support. With a firm staff of 20 plus professionals our mission is to provide quality, experienced, and efficient client services with the personal attention that a small firm can offer.
<b>Total Number of Partners</b>	5
<b>Total Number of Employees (Excluding Partners)</b>	17
<b>Major Areas of Services Provided</b>	Individual/Business taxation, accounting, audit, assurance, small business accounting, business valuation, financial counseling, business advising and litigation support.
<b>Major Areas of Industries Served</b>	Taxation and Litigation
<b>Extent of Work-Related Travel Required</b>	Minimal
<b>Do you pay for any of the following?</b> <b>Materials for preparing for the CPA Exam?</b> <b>Licensing and renewals?</b> <b>Membership Fees in a Professional Org.?</b> <b>Continuing Professional Education?</b>	Bonus awarded upon completion Yes Yes Yes
<b>Anticipated Hiring Needs in the Next Year</b> <b>Full-Time Employees</b> <b>Seasonal Employees</b>	1-3 1-2
<b>When do you accept applications and what are your hiring timeframes?</b>	Applications are accepted for various job postings and hiring timeframes are immediate, as needed.
<b>Do you offer Internships?</b> <b>Are they paid or unpaid?</b> <b>How many interns do you anticipate hiring?</b> <b>When are interns hired? (Summer, Winter, Both)</b>	Yes Paid 1-2 Winter
<b>HR Contact Person's Name</b>	Amanda Cowley
<b>HR Contact Person's Email</b>	<a href="mailto:ACowley@hccpawv.com">ACowley@hccpawv.com</a>
<b>Company Web Site</b>	hccpawv.com

<b>Company/Firm Location(s)</b>	Belle, West Virginia
<b>Geographic Area(s) Served</b>	West Virginia
<b>Number of Years in Business</b>	22
<b>Provide a brief description of your company/firm, listing any unique characteristics that make you stand out to prospective employees</b>	We provide attestation services to West Virginia governmental and nonprofit agencies.
<b>Total Number of Partners</b>	1 Proprietor
<b>Total Number of Employees</b> <i>(Excluding Partners)</i>	3
<b>Major Areas of Services Provided</b>	Audit
<b>Major Areas of Industries Served</b>	Governmental and Nonprofit
<b>Extent of Work-Related Travel Required</b>	Varies, we try to minimize travel using technology
<b>Do you pay for any of the following?</b> <b>Materials for preparing for the CPA Exam?</b> <b>Licensing and renewals?</b> <b>Membership Fees in a Professional Org.?</b> <b>Continuing Professional Education?</b>	At the discretion of the Proprietor. CPE is paid for by the firm. Minimum of 40 hours per year.
<b>Anticipated Hiring Needs in the Next Year</b> <b>Full-Time Employees</b> <b>Seasonal Employees</b>	1 to 2 full time and 1 to 2 internships.
<b>When do you accept applications and what are your hiring timeframes?</b>	We accept resumes. Hiring timeframe is flexible.
<b>Do you offer Internships?</b> <b>Are they paid or unpaid?</b> <b>How many interns do you anticipate hiring?</b> <b>When are interns hired? (Summer, Winter, Both)</b>	We offer paid internships.
<b>HR Contact Person's Name</b>	David Howell, CPA
<b>HR Contact Person's Email</b>	<a href="mailto:davidhowellcpa@suddenlink.net">davidhowellcpa@suddenlink.net</a>
<b>Company Web Site</b>	<a href="http://www.davidlhowellcpa.com">www.davidlhowellcpa.com</a> (In need of updating)



## PERRY & ASSOCIATES, CPAS, AC

<b>Company/Firm Location(s)</b>	Marietta, OH; St. Clairsville, OH; Cambridge OH; Wheeling, WV; Vienna, WV;
<b>Geographic Area(s) Served</b>	Ohio and West Virginia (some work in surrounding states)
<b>Number of Years in Business</b>	30+ years
<b>Provide a brief description of your company/firm, listing any unique characteristics that make you stand out to prospective employees</b>	At Perry & Associates, CPAs, A.C., 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.
<b>Total Number of Partners</b>	1 – Sole Owned
<b>Total Number of Employees (minus Partners)</b>	63
<b>Major Areas of Services Provided</b>	Tax, Audit, Advisory, IS, and Forensic
<b>Major Areas of Industries Served</b>	Personal, Local Businesses, Townships, Villages, Cities and School Districts
<b>Extent of Work-Related Travel Required</b>	Audit – up to 50% travel Tax – 10% travel (mostly local) Advisory – 10% travel (mostly local) IS – less than 5% travel Forensic – less than 5% travel
<b>Do you pay for any of the following?</b> <b>Materials for preparing for the CPA Exam?</b> <b>Licensing and renewals?</b> <b>Membership Fees in a Professional Org.?</b> <b>Continuing Professional Education?</b>	Yes Yes Yes Yes
<b>Anticipated Hiring Needs in the Next Year</b> <b>Full-Time Employees</b> <b>Seasonal Employees</b>	Full-Time Employees Part-Time Employee Seasonal
<b>When do you accept applications and what are your hiring timeframes?</b>	We accept applications year-round.
<b>Do you offer Internships?</b> <b>Are they paid or unpaid?</b> <b>How many interns do you anticipate hiring?</b> <b>When are interns hired? (Summer, Winter, Both)</b>	Yes Paid Number undetermined at this time. Both
<b>HR Contact Person's Name</b>	Shannon MonBeck or Janelle Seevers
<b>HR Contact Person's Email</b>	<a href="mailto:smonbeck@perrycpas.net">smonbeck@perrycpas.net</a> or <a href="mailto:jseevers@perrycpas.net">jseevers@perrycpas.net</a>
<b>Company Web Site</b>	<a href="http://www.perrycpas.com">www.perrycpas.com</a>



# Rea & associates

CPAs and business consultants

<b>Company/Firm Location(s)</b>	Ohio based firm with 15 locations throughout the state
<b>Geographic Area(s) Served</b>	Clients throughout Ohio and the United States
<b>Number of Years in Business</b>	84 years
<b>Provide a brief description of your company/firm, listing any unique characteristics that make you stand out to prospective employees</b>	<p>Rea &amp; Associates is a growing Top 100 Accounting Firm providing our clients services in taxes, accounting, and business consulting. What differentiates Rea &amp; Associates is our culture and focus on the well-being of our staff and their professional development. Our culture respects a work-life balance for our team. WE also provide a competitive compensation and a robust benefits plan.</p> <p>Rea &amp; Associates is committed to helping our people secure ongoing professional growth over the course of their career. Because Rea wants our people to have the knowledge to give quality advice to clients, our continuing education program is nearly double that of the average firm.</p>
<b>Total Number of Partners</b>	64
<b>Total Number of Employees (minus Partners)</b>	360
<b>Major Areas of Services Provided</b>	Accounting, Affordable Care Act Consulting, Audit, Cybersecurity & Data Protection, Fraud Consulting, HR Consulting, Retirement Plans, State and Local Tax, Tax, and Valuation, and Transaction Advisory.
<b>Major Areas of Industries Served</b>	Construction & Real Estate, Dental, Government, Healthcare, Manufacturing, Non-For-Profit, and Oil & Gas.
<b>Extent of Work-Related Travel Required</b>	20% to 25%
<b>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?</b>	Yes, to all these questions.
<b>Anticipated Hiring Needs in the Next Year Full-Time Employees Seasonal Employees</b>	Due to growth, we are anticipating hiring 15-20 Full-Time Employees over the next year.
<b>When do you accept applications and what are your hiring timeframes?</b>	Hiring decisions are made on an ongoing basis.
<b>Do you offer Internships? Are they paid or unpaid? How many interns do you anticipate hiring? When are interns hired? (Summer, Winter, Both)</b>	<p>Yes</p> <p>All Internships are paid.</p> <p>We are looking to hire 16 interns for the upcoming "Winter" session and 20 interns for the "Summer" session. We hire continually throughout the year.</p>

<b>HR Contact Person's Name</b>	Susan Geier
<b>HR Contact Person's Email</b>	<a href="mailto:susan.geier@reacpa.com">susan.geier@reacpa.com</a>
<b>Company Web Site</b>	<a href="http://www.reacpa.com">www.reacpa.com</a>



## SEACHRIST & ASSOCIATES, A.C.

<b>Company/Firm Location(s)</b>	Wheeling, West Virginia
<b>Geographic Area(s) Served</b>	Tri-State Area
<b>Number of Years in Business</b>	30 + years
<b>Provide a brief description of your company/firm, listing any unique characteristics that make you stand out to prospective employees</b>	Seachrist & Associates is an established full-service accounting firm in Wheeling, WV. We have CPAs specializing in tax returns, audits, reviews, compilations, payroll, consulting, retirement planning and financial planning. We offer a great work environment in small company atmosphere and flexible hours and available benefits, which helps us run an efficient operation. It is our commitment to provide quality services to our present and future clients. The success of our company is the result of this commitment in everything that we do.
<b>Total Number of Partners</b>	2
<b>Total Number of Employees (<i>minus Partners</i>)</b>	3
<b>Major Areas of Services Provided</b>	Tax Preparation, Payroll, and Bookkeeping
<b>Major Areas of Industries Served</b>	All
<b>Extent of Work-Related Travel Required</b>	None
<b>Do you pay for any of the following?</b> <b>Materials for preparing for the CPA Exam?</b> <b>Licensing and renewals?</b> <b>Membership Fees in a Professional Org.?</b> <b>Continuing Professional Education?</b>	No, we do not cover exam materials Yes, we pay for licensing & renewals Yes, we pay for membership in professional organizations Yes, we pay for continuing education
<b>Anticipated Hiring Needs in the Next Year</b> <b>Full-Time Employees</b> <b>Seasonal Employees</b>	One full-time employee
<b>When do you accept applications and what are your hiring timeframes?</b>	As Soon As Possible
<b>Do you offer Internships?</b> <b>Are they paid or unpaid?</b> <b>How many interns do you anticipate hiring?</b> <b>When are interns hired? (<i>Summer, Winter, Both</i>)</b>	No, we are not offering internships.
<b>HR Contact Person's Name</b>	Matt Seachrist
<b>HR Contact Person's Email</b>	<a href="mailto:mseachrist@skmcpa.com">mseachrist@skmcpa.com</a>
<b>Company Web Site</b>	<a href="http://www.skmcpa.com">www.skmcpa.com</a>

**Simms & Company, PLLC**  
 Certified Public Accountants

<b>Company/Firm Location(s)</b>	Charleston, West Virginia
<b>Geographic Area(s) Served</b>	West Virginia & surrounding states
<b>Number of Years in Business</b>	5
<b>Provide a brief description of your company/firm, listing any unique characteristics that make you stand out to prospective employees</b>	Growing small firm offering a wide variety of services. Professional growth opportunity with comfortable and relaxed small firm environment. Provided autonomy / independence in day-to-day work. Generous PTO and comp time arrangements.
<b>Total Number of Partners</b>	1
<b>Total Number of Employees (<i>minus Partners</i>)</b>	2
<b>Major Areas of Services Provided</b>	Individual, business & fiduciary income tax return preparation; most other small firm tax filings; audit, review & compilation services; retirement plan administration / consulting
<b>Major Areas of Industries Served</b>	Oil & Gas, Retail, Contractors, Retirement Plans.
<b>Extent of Work-Related Travel Required</b>	Occasional, local only
<b>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?</b>	PTO for CPA exam days; all licenses, professional memberships and CPE company paid.
<b>Anticipated Hiring Needs in the Next Year Full-Time Employees Seasonal Employees</b>	2 Full-Time Employees
<b>When do you accept applications and what are your hiring timeframes?</b>	Accepting applications currently; willing to hire immediately.
<b>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>)</b>	Not offered currently
<b>HR Contact Person's Name</b>	Jennifer Cavender
<b>HR Contact Person's Email</b>	<a href="mailto:Jennifer@simmscpa.com">Jennifer@simmscpa.com</a>
<b>Company Web Site</b>	Simmscpa.com



<b>Company/Firm Location(s)</b>	Huntington, West Virginia
<b>Geographic Area(s) Served</b>	West Virginia, Kentucky, and Ohio
<b>Number of Years in Business</b>	90
<b>Provide a brief description of your company/firm, listing any unique characteristics that make you stand out to prospective employees</b>	New employees starting out at our firm are exposed to many facets of public accounting. We aren't departmentalized, but after a few years people do tend to shift towards tax or audit. We offer a flexible work environment with remote work capabilities and flexible hours.
<b>Total Number of Partners</b>	4
<b>Total Number of Employees (minus Partners)</b>	13
<b>Major Areas of Services Provided</b>	Tax, Audit, Bookkeeping Services, & Miscellaneous Compliance work.
<b>Major Areas of Industries Served</b>	Various – Government, Construction, Medical, Manufacturing, Retail, etc.
<b>Extent of Work-Related Travel Required</b>	None
<b>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?</b>	Licensing & Renewals, Membership in Professional Organizations, and Continuing Education.
<b>Anticipated Hiring Needs in the Next Year Full-Time Employees Seasonal Employees</b>	3 Full-time Employees No seasonal employees
<b>When do you accept applications and what are your hiring timeframes?</b>	Immediately accepting applications, flexible start date.
<b>Do you offer Internships? Are they paid or unpaid? How many interns do you anticipate hiring? When are interns hired? (Summer, Winter, Both)</b>	Yes, we offer internships Yes, they are paid Up to 2 interns Winter – to begin in January 2023
<b>HR Contact Person's Name</b>	Mendy Aluise, CPA
<b>HR Contact Person's Email</b>	<a href="mailto:Mendy.aluise@s-co.com">Mendy.aluise@s-co.com</a>
<b>Company Web Site</b>	<a href="http://www.s-co.com">www.s-co.com</a>



**Suttle &  
Stalnaker**

Certified  
Public  
Accountants

<b>Company/Firm Location(s)</b>	Charleston, Morgantown, and Parkersburg, West Virginia
<b>Geographic Area(s) Served</b>	Primarily WV, OH, KY and PA
<b>Number of Years in Business</b>	49 years
<b>Provide a brief description of your company/firm, listing any unique characteristics that make you stand out to prospective employees</b>	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.
<b>Total Number of Partners</b>	13
<b>Total Number of Employees (minus Partners)</b>	77
<b>Major Areas of Services Provided</b>	Full-service CPA firm with Accounting, Assurance Tax, Management and HR Consulting services.
<b>Major Areas of Industries Served</b>	While we serve essentially all industries, some of our largest niches are Government / Non-Profit, Construction, Energy and Physician / Dental Practices.
<b>Extent of Work-Related Travel Required</b>	Varies by Department
<b>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?</b>	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
<b>Anticipated Hiring Needs in the Next Year Full-Time Employees Seasonal Employees</b>	5-10 Full-Time Employees 4 to 8 Tax Season Interns 4 to 8 Summer Audit Interns
<b>When do you accept applications and what are your hiring timeframes?</b>	Hiring decisions are made in October for Tax / Summer Internships and Full-Time positions.
<b>Do you offer Internships? Are they paid or unpaid? How many interns do you anticipate hiring? When are interns hired? (Summer, Winter, Both)</b>	Yes – tax season and summer audit internships All Internships are paid 4-8 Tax Season Interns & 4-8 Summer Audit Interns All internship positions are filled by the end of October for the upcoming year.
<b>HR Contact Person's Name</b>	Drema Foster
<b>HR Contact Person's Email</b>	<a href="mailto:dfoster@suttlecpas.com">dfoster@suttlecpas.com</a>
<b>Company Web Site</b>	<a href="http://www.suttlecpas.com">www.suttlecpas.com</a>



## West Virginia Department of Health & Human Resources

<b>Company/Firm Location(s)</b>	WV Department of Health & Human Resources Charleston, WV
<b>Geographic Area(s) Served</b>	The entire state of West Virginia
<b>Number of Years in Business</b>	32
<b>Provide a brief description of your company/firm, listing any unique characteristics that make you stand out to prospective employees</b>	Your future starts here. We offer challenging jobs with a competitive benefits package. West Virginia is a great place to live and work. But most of all, we off the opportunity to further your career, meet your personal goals, and make a real difference in people's lives.
<b>Total Number of Partners</b>	Non-Applicable
<b>Total Number of Employees (<i>minus Partners</i>)</b>	6000+
<b>Major Areas of Services Provided</b>	Health & Human Resources
<b>Major Areas of Industries Served</b>	The WV DHHR administers the state's health, social and welfare programs for the citizens of West Virginia.
<b>Extent of Work-Related Travel Required</b>	Minimal
<b>Do you pay for any of the following?</b> <b>Materials for preparing for the CPA Exam?</b> <b>Licensing and renewals?</b> <b>Membership Fees in a Professional Org.?</b> <b>Continuing Professional Education?</b>	No, we do not assist in preparation for the exam. Yes we do pay for licensing / renewals. No, we do not pay for memberships in professional orgs. Yes, we do pay for continuing professional education.
<b>Anticipated Hiring Needs in the Next Year</b> <b>Full-Time Employees</b> <b>Seasonal Employees</b>	Several Full-Time positions will be available. Exact number is unknown.
<b>When do you accept applications and what are your hiring timeframes?</b>	Notices are posted on our webpage and social media accounts.
<b>Do you offer Internships?</b> <b>Are they paid or unpaid?</b> <b>How many interns do you anticipate hiring?</b> <b>When are interns hired? (<i>Summer, Winter, Both</i>)</b>	We do offer internships. They are paid. Unknown on the exact hiring number. Primarily hired during the summer
<b>HR Contact Person's Name</b>	Joshua Kirwan
<b>HR Contact Person's Email</b>	<a href="mailto:dhrjobs@wv.gov">dhrjobs@wv.gov</a>
<b>Company Web Site</b>	<a href="http://www.dhhr.wv.gov">www.dhhr.wv.gov</a>



# WEST VIRGINIA PUBLIC SERVICE COMMISSION

## UTILITIES RATE SECION

<b>Company/Firm Location(s)</b>	Public Service Commission of WV Charleston, West Virginia
<b>Geographic Area(s) Served</b>	The entire state of West Virginia
<b>Number of Years in Business</b>	Established by the West Virginia Legislature in 1913
<b>Provide a brief description of your company/firm, listing any unique characteristics that make you stand out to prospective employees</b>	The work of the WV Public Service Commission Utilities Division impacts every citizen in WV. 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.
<b>Total Number of Partners</b>	Zero Partners
<b>Total Number of Employees (<i>minus Partners</i>)</b>	Staff is comprised of lawyers, engineers, economists, accountants, and skilled specialists. Approximately 245 employees.
<b>Major Areas of Services Provided</b>	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.
<b>Major Areas of Industries Served</b>	Regulation includes water, sewer, telephone, gas electric, some motor carriers and solid waste management.
<b>Extent of Work-Related Travel Required</b>	Travel is necessary for certain audit work. Averages about 25% of your total time on an annual basis.
<b>Do you pay for any of the following?</b> <b>Materials for preparing for the CPA Exam?</b> <b>Licensing and renewals?</b> <b>Membership Fees in a Professional Org.?</b> <b>Continuing Professional Education?</b>	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
<b>Anticipated Hiring Needs in the Next Year</b> <b>Full-Time Employees</b> <b>Seasonal Employees</b>	Approximately 5 positions over the next year.

<p><b>When do you accept applications and what are your hiring timeframes?</b></p>	<p>As a state agency the PSC is subject to the Dept. of Personnel (DOP) rules and regulations for hiring.</p>
<p><b>Do you offer Internships?</b>  <b>Are they paid or unpaid?</b>  <b>How many interns do you anticipate hiring?</b>  <b>When are interns hired? (<i>Summer, Winter, Both</i>)</b></p>	<p>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</p>
<p><b>HR Contact Person's Name</b></p>	<p>Elizabeth Sharp / Cristine Watson / Susan Kuhn</p>
<p><b>HR Contact Person's Email</b></p>	<p><a href="mailto:bsharp@psc.state.wv.us">bsharp@psc.state.wv.us</a>  <a href="mailto:cwatson@psc.state.wv.us">cwatson@psc.state.wv.us</a>  <a href="mailto:skuhn@psc.state.wv.us">skuhn@psc.state.wv.us</a></p>
<p><b>Company Web Site</b></p>	<p><a href="http://www.psc.state.wv.us">http://www.psc.state.wv.us</a></p>



## WEST VIRGINIA STATE AUDITOR'S OFFICE CHIEF INSPECTOR DIVISION

<b>Company/Firm Location(s)</b>	Charleston, West Virginia
<b>Geographic Area(s) Served</b>	West Virginia (State-wide)
<b>Number of Years in Business</b>	
<b>Provide a brief description of your company/firm, listing any unique characteristics that make you stand out to prospective employees</b>	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.
<b>Total Number of Partners</b>	None
<b>Total Number of Employees (<i>minus Partners</i>)</b>	The Chief Inspector Division currently employs 33 full-time Audit Inspectors
<b>Major Areas of Services Provided</b>	Governmental Audit
<b>Major Areas of Industries Served</b>	West Virginia Local Governments
<b>Extent of Work-Related Travel Required</b>	90%
<b>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?</b>	<p><b>Materials for Preparing for the CPA Exam</b> The WVSAO pays for CPA study materials and exam fees.</p> <p><b>Licensing and Renewals</b> The WVSAO pays for CPA and CFE licensing and renewals.</p> <p><b>Membership Fees in a Professional Organization</b> Certain memberships may be paid for by the WVSAO.</p> <p><b>Continuing Professional Education</b> 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>

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



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

<b>Company/Firm Location(s)</b>	231 Capitol Street, Charleston, West Virginia
<b>Geographic Area(s) Served</b>	We have clients throughout West Virginia & the United States
<b>Number of Years in Business</b>	27
<b>Provide a brief description of your company/firm, listing any unique characteristics that make you stand out to prospective employees</b>	<p>We are committed to providing close, personal attention to our clients. Our continual investment of time and resources in continuing education, state-of-the-art technology and extensive business relationships is indicative of our commitment to excellence.</p> <p>We believe in the value of relationships. We view every employee relationship like a partnership, and truly believe that our success is a result of your success.</p>
<b>Total Number of Partners</b>	4
<b>Total Number of Employees (minus Partners)</b>	12
<b>Major Areas of Services Provided</b>	Accounting, Consulting, Tax and Wealth Management.
<b>Major Areas of Industries Served</b>	Advertising, agriculture, attorneys, construction, manufacturing, mining, physicians, public relations, real estate, restaurants, transportation and warehousing, wholesale and retail trade.
<b>Extent of Work-Related Travel Required</b>	Minimal to none.
<b>Do you pay for any of the following?</b>	Yes.
<b>Materials for preparing for the CPA Exam?</b>	Yes, 100%
<b>Licensing and renewals?</b>	Yes, 100%
<b>Membership Fees in a Professional Org.?</b>	Yes, 100%
<b>Continuing Professional Education?</b>	Yes, 100%
<b>Anticipated Hiring Needs in the Next Year</b>	
<b>Full-Time Employees</b>	Full-Time Employees
<b>Seasonal Employees</b>	Seasonal Employees
<b>When do you accept applications and what are your hiring timeframes?</b>	Year round
<b>Do you offer Internships?</b>	Yes, we do offer internships.
<b>Are they paid or unpaid?</b>	Paid.
<b>How many interns do you anticipate hiring?</b>	We hire one intern, in the late fall or early winter.
<b>When are interns hired? (Summer, Winter, Both)</b>	Winter
<b>HR Contact Person's Name</b>	Cara Knechtly
<b>HR Contact Person's Email</b>	<a href="mailto:cknechtly@wnacpas.com">cknechtly@wnacpas.com</a>
<b>Company Web Site</b>	<a href="http://www.wnacpas.com">www.wnacpas.com</a>



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

## *Certified Public Accountants & Advisors*

<b>Company/Firm Location(s)</b>	Wheeling, West Virginia & Steubenville, Ohio
<b>Geographic Area(s) Served</b>	West Virginia, Ohio, and Pennsylvania
<b>Number of Years in Business</b>	9 years as Zeno, Pockl, Lilly, and Copeland, A.C. (ZPLC) formerly S.R. Snodgrass, Wheeling & Steubenville offices which were in business for over 50+ years.
<b>Provide a brief description of your company/firm, listing any unique characteristics that make you stand out to prospective employees</b>	<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 versus tax firm and provide attest, assurance and tax serves to both small and large companies in our tri-state region. 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 hybrid work schedule opportunities, flexible work hours, provide bonus holidays and a great PTO Package. A robust employee benefit package including health, dental &amp; vision coverage, matching 401(k) program with immediate vesting, Christmas bonuses, long term disability and life insurance (LTD &amp; Life Insurance are 100% employer paid). We also have half-day Fridays during the summer and reduced time requirements during the typical busy season consider a good work-life balance and allow for flexible scheduling.</p> <p>We schedule various employee events such as an annual picnic, holiday parties and events, and mental health awareness and stress management outings, including yoga in the park!</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>
<b>Total Number of Partners</b>	2
<b>Total Number of Employees (<i>minus Partners</i>)</b>	22

<b>Major Areas of Services Provided</b>	Audit and other attest services, Tax and Consulting
<b>Major Areas of Industries Served</b>	Financial Institutions, Not-for-Profit, Insurance Companies, Manufacturing and Employee benefit plans.
<b>Extent of Work-Related Travel Required</b>	Minimal overnight travel (10-20 nights per year). Daily commutes to clients may be required. Currently, most of the audit and tax work is being performed remotely and will continue in that manner to ensure safety of our staff and clients. A hybrid work environment is planned for future operations.
<b>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?</b>	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. 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.
<b>Anticipated Hiring Needs in the Next Year Full-Time Employees Seasonal Employees</b>	2 to 3 Full-Time Employees Part-Time Interns
<b>When do you accept applications and what are your hiring timeframes?</b>	We typically hire in late Spring/Early Fall. Applications accepted year-round.
<b>Do you offer Internships? Are they paid or unpaid? How many interns do you anticipate hiring? When are interns hired? (Summer, Winter, Both)</b>	Yes, we offer internships Paid 1 to 3 Interns are accepted (depending on need) Both Summer and Year-Round
<b>HR Contact Person's Name</b>	Mary Pockl
<b>HR Contact Person's Email</b>	<a href="mailto:mpockl@zplccounting.com">mpockl@zplccounting.com</a>
<b>Company Web Site</b>	zplccounting.com

We appreciate your continued support of the Society and participation in our annual 2022 recruiting event.

*Our plan is to return to an in-person event in 2023.*



West Virginia Society of CPAs  
216 Brooks Street, Suite 201  
Charleston, WV 25301

Phone: (304) 342-5461

Email: [wvscpa@wvscpa.org](mailto:wvscpa@wvscpa.org)

Website: [www.wvscpa.org](http://www.wvscpa.org)

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