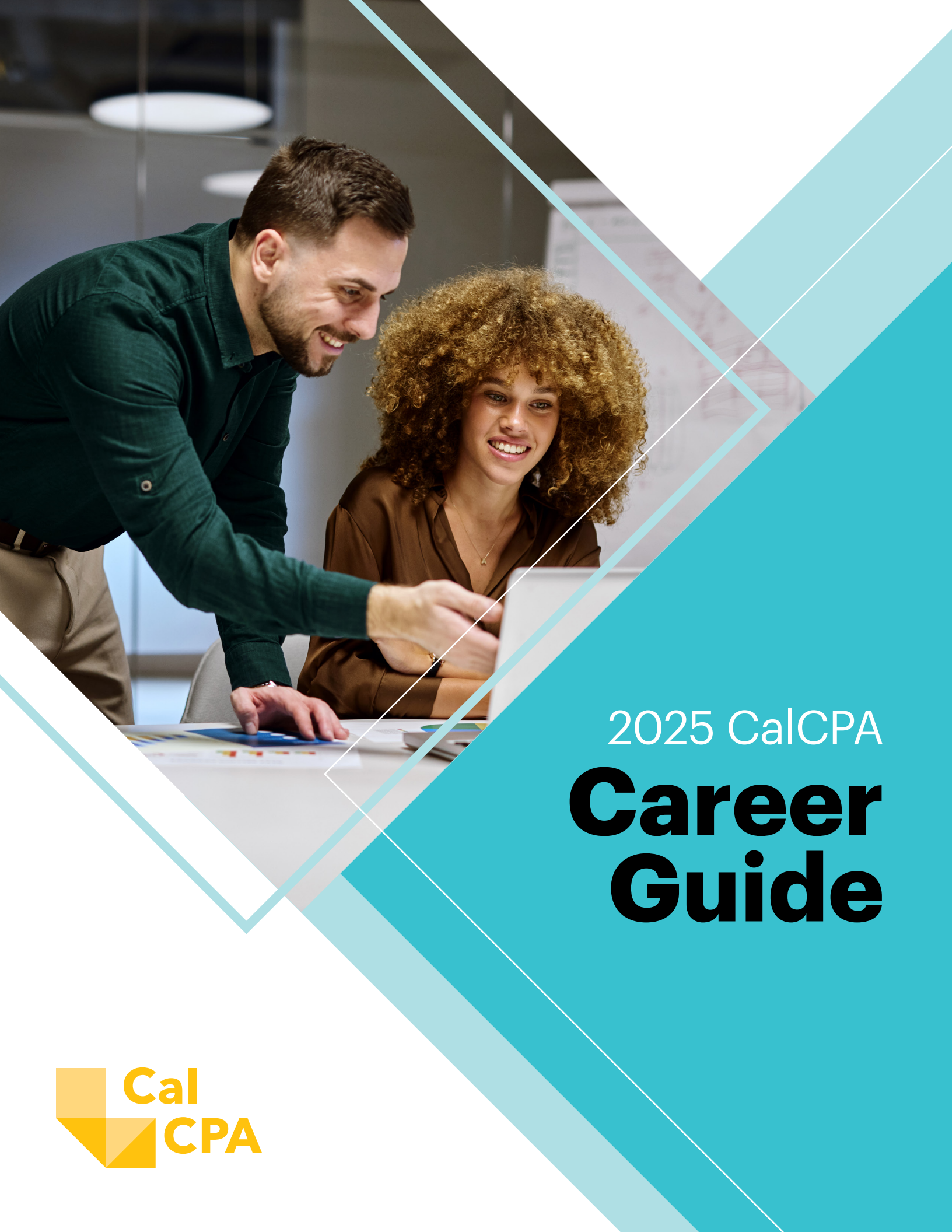




2025 CalCPA  
**Career  
Guide**



# Welcome to CalCPA's newest **Career Guide!**



You've picked a great time to become a CPA. The CPA license today equates to a world of possibilities as the profession has morphed to offer career paths in IT consulting, artificial intelligence, forensics, cybersecurity, cryptocurrency and various other areas. CPAs are a diverse group of professionals involved in shaping the future of the businesses and individuals they serve.

Yet we know that launching and directing a CPA career can be challenging—and sometimes scary. Which is why we put together this guide to help answer your questions and provide some direction.

Inside this guide you'll find one convenient place for information about California firms, including number of staff, areas of practice, internship opportunities and support provided for those working toward CPA licensure; California CPA licensure requirements; interviewing tips; and more that'll give you the knowledge and confidence to take the next step in your career.

And along with this guide, be sure to visit [calcpa.org/students](https://calcpa.org/students) for even more resources, including searching for jobs, posting your résumé and events geared specifically for you. Plus, students and candidates are eligible for free membership to CalCPA.

So, wherever you are in your career—from student to candidate to just starting in the profession—we have the tools and resources you need to help you succeed.

We look forward to being alongside you in your journey!



**Denise LeDuc Froemming**, CPA, CAE, MBA  
President & CEO  
CalCPA and CalCPA Education Foundation



**Jillian Phan**, CPA  
2025–26 CalCPA Chair

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# CalCPA Student and Candidate Resources

Engage with CalCPA for support and tools  
on your path to becoming a CPA

# Counting the Benefits: 7 Compelling Reasons to Become a CPA

Elevate your career and open  
doors to success



## Reason 1: High demand and job security

Becoming a Certified Public Accountant (CPA) guarantees a stable and rewarding career path.

The demand for skilled accounting professionals remains consistently high across industries, ensuring job security even in uncertain economic times. CPA licensure opens up a wide range of opportunities, as every organization requires accounting expertise to manage finances and make strategic decisions.

## Reason 2: Competitive compensation

CPA professionals earn competitive salaries and enjoy higher earning potential compared to their non-licensed counterparts. With the CPA qualification, you can negotiate better compensation packages and benefit from various bonuses and incentives offered by companies seeking certified professionals.

## Reason 3: Industry versatility

Obtaining a CPA license provides you with the flexibility to work in various industries, including finance, banking, consulting, government, nonprofit, and more. CPAs are highly sought after for their ability to analyze financial data, provide valuable insights, and ensure compliance with accounting standards and regulations.

## Reason 4: Advancement opportunities

Being a CPA opens doors to rapid career progression and advancement opportunities.

CPAs often have access to executive-level positions such as Chief Financial Officer (CFO), Controller, or Audit Manager. As a CPA, you can build a successful career path with increased responsibilities and leadership roles, contributing to the growth and success of organizations.

## Reason 5: Global recognition and mobility

CPA certification is globally recognized, allowing you to pursue opportunities worldwide.

As businesses increasingly operate on a global scale, the demand for internationally qualified CPAs is on the rise. With a CPA license, you can explore international job prospects, transfer to overseas branches, or even work for multinational corporations.

## Reason 6: Continuous learning and professional development

The accounting profession requires ongoing learning and development, ensuring that CPAs stay up to date with the latest industry trends and regulations.

By becoming a CPA, you gain access to a wide range of professional development resources, such as conferences, workshops, and specialized certifications, to enhance your knowledge and expertise.

## Reason 7: Prestige and credibility

Earning the CPA designation showcases your commitment to professionalism and excellence in the accounting field. Being a CPA adds credibility to your resume, making you stand out to employers and clients. Clients and colleagues will perceive you as a trusted advisor and expert, providing you with valuable opportunities for career growth and networking.

*Embrace the power of the CPA  
designation — ignite your career today!*

Sign up for **FREE CalCPA Student Membership**  
and unlock a world of possibilities.

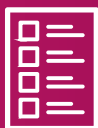


# How do I apply for CPA licensure in California?

*To be eligible to apply for a CPA license in California, you must:*

STEP

01



## Pass four parts of the CPA Exam

- Pass the Uniform CPA Exam which consists of AUD, FAR & REG + one discipline (BAR, ISC or TCP)

STEP

02



## Fulfill educational requirements

- 150 semester units of education including
  - 24 semester units of accounting subjects,
  - 24 semester units of business-related subjects,
  - 20 semester units of accounting study subjects, and 10 semester units of ethics study

[CBA Educational Requirements Tip Sheet](#)

STEP

03



## Earn work experience

- 12 months of general accounting experience under the supervision of an actively licensed CPA

# Firm Listings

Discover these firms actively seeking students and candidates with your skills and potential



# Aldrich

**Year Founded:** 1973

5665 Meadows Road, Suite 200  
Lake Oswego, OR 97035

## **Other locations in CA (City):**

San Diego, Carlsbad, Brea

**Firm contact:** Niveen Tominna

(619) 810-4963

campusrecruitingca@aldrichadvisors.com

**Website:** aldrichadvisors.com

## **Staff size: 252**

Partners – 34

Number of CPAs on staff – 218

## **Top industry specializations:**

- Agriculture
- Architecture + Engineering
- Construction
- Growth Companies
- Healthcare
- Manufacturing
- Nonprofit + Government
- Real Estate
- Utilities + Communications

## **Services offered to clients:**

- Audit + Assurance
- Tax Planning + Preparation
- Accounting + Bookkeeping
- Business Advisory
- Valuations
- Mergers & Acquisitions
- Estate Planning
- Individual Wealth Management
- Corporate Retirement Plans

## **Starting salary (Associate):**

Varies by location

## **Remote work policy:**

Flexible based on position and experience

## **About us:**

Our people are our number one priority. The Aldrich culture thrives through our camaraderie, our caring, and ongoing professional development. An essential way we live out these values is through our community involvement and creating belonging with our team members. We are continually developing our firm leaders for today and tomorrow, which is rooted in servant leadership. Our vision is to be a long-lasting business with an entrepreneurial spirit that drives our desire to be leaders in the markets we serve.

## **Benefits:**

Our employees enjoy a competitive compensation and benefits package, which includes medical, dental, vision, life, and disability insurance, flexible benefits plan, 401(k) plan including profit-sharing and match. We also offer 10 paid holidays, 16 hours of volunteer time, 6 weeks paid parental leave, 6 week paid sabbatical, and 5 weeks of PTO. CPA candidates receive up to a \$3,000 bonus for passing the CPA exam and their study materials are fully paid for by Aldrich. Virtual and in-person technical, coaching and leadership development, and other programs to support professional development. Referral bonus.

## **Internships available:**

- **Pay rate/salary for internships:** \$25–\$30/hour
- **When are internships offered?** Winter (January-April); Summer (June-August)
- **What are the deadlines to apply for internships?** Mid October for Winter dates; Early April for Summer dates
- **Internship webpage or contact to reach out to for more information:** campusrecruitingca@aldrichadvisors.com
- **CPA Exam fee assistance?** Yes
- **CPA Exam Prep support?** Yes
- **CPA License Bonus?** Yes

## **Awards/Accolades:**

- Top 100 Accounting Firms and a Regional Leader for the West by Accounting Today
- America's Most Recommended Tax & Accounting Firms 2025 by USA Today
- Forbes' 2025 Best-In-State CPA List – John Lauseng, CEO
- San Diego Business Journal 2025 Accounting List – Top 15
- San Diego Business Journal Best Places to Work
- Two Aldrich partners named SDBJ's Leaders of Influence in Accounting & Finance List 2025
- Orange County's Top Accounting and Business Advisory Firms in 2025 by L.A. Times
- Orange County Business Journal's 2025 Accounting List

# Bakertilly x Moss Adams

**Year Founded:** 100+ Years

205 N. Michigan Ave., 28th Floor  
Chicago, IL 60601

## **Other locations in CA (City):**

San Diego, Woodland Hills, Irvine, El Segundo, Pasadena, Salinas, San Francisco, Rancho Cordova, Fresno, Healdsburg, Santa Rosa, Napa, Stockton, Walnut Creek

**Firm contact:** Carisa Wisniewski  
(858) 627-1402  
campuscareers@Bakertilly.com

**Website:** bakertilly.com

## **Staff size: 11,000+**

Partners – 1000+

Number of CPAs on staff – 3,400

## **Top industry specializations:**

- Technology
- Construction
- Retail
- Aerospace & Defense
- Apparel
- Food & Beverage
- Healthcare
- Higher Education
- Manufacturing & Consumer Products
- Not-for-Profit
- Real Estate
- Renewable Energy
- Private Equity
- Life Sciences
- E-Commerce
- Financial Services

## **Services offered to clients:**

- Accounting (Assurance, Tax, Advisory)
- Consulting (Risk & IT Compliance, Strategy & Operations, Transactions, Specialty)
- Wealth Management (Individual, Institutional)

## **Remote work policy:**

Flexible

## **About us:**

Moss Adams and Baker Tilly have come together to form the nation's sixth largest CPA advisory firm, dedicated to assisting clients with growing, managing, and protecting prosperity.

With more than 11,000 professionals across more than 100 locations, we work with many of the world's most innovative companies and leaders. Our strength in the middle market enables us to advise clients at all intervals of development—from start-up, to rapid growth and expansion, to transition.

## **Internships available:**

- When are internships offered? Summer
- What are the deadlines to apply for internships?  
Late September
- Internship webpage or contact to reach out to for more information: [bakertilly.com/page/careers](http://bakertilly.com/page/careers)
- CPA Exam fee assistance? Yes
- CPA Exam Prep support? Yes
- CPA License Bonus? Yes

## **Awards/Accolades:**

We are honored to have received the following awards and recognition.

- 100 Best Companies by Working Mother Magazine
- NAFE Top Companies Executive Women by Working Mother Media
- Top 10 Company by Vault Accounting 50 Survey
- Best Accounting Firms for Women, by Accounting MOVE Project
- America's Best Midsize Employers, by Forbes
- Best Adoption-Friendly Workplaces, by Dave Thomas Foundation
- Innovation in Diversity Award and Award of Excellence by Profiles in Diversity Journal

# UPWARD

ACCOUNTING - CONSULTING - WEALTH MANAGEMENT

Innovative solutions. Active collaboration. Forward-looking perspectives. It's how we empower professionals to build leadership skills while pursuing their passions in a supportive environment. Where you take your career is up to you.

Discover how we can help elevate your career and professional performance.

MOSSADAMS.COM



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bakertilly

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# Bartlett, Pringle & Wolf, LLP

**Year Founded:** 1948

1123 Chapala Street, 3rd Floor  
Santa Barbara, CA 93101

**Firm contact:** Human Resources  
(805) 963-7811  
hr@bpw.com

**Website:** bpw.com

**Staff size:** 85

Partners – 8

Number of CPAs on staff – 27

## **Top industry specializations:**

- Technology
- Franchises
- Healthcare
- Hospitality
- Nonprofits
- Privately Held Businesses
- Professional Services
- Real Estate, Technology
- Credit Unions
- Special Districts

## **Services offered to clients:**

- Tax Planning & Compliance
- Audit & Assurance
- Estate Planning
- Client Accounting Services
- Litigation Support
- Cost Segregation
- ERP & CRM Software
- Business Consulting

## **Starting salary (Associate):**

\$66k–98k

## **Remote work policy:**

Flexible based on position and experience

## **About us:**

Bartlett, Pringle & Wolf, LLP is the leading accounting and consulting firm on the Central Coast of California. Located in Santa Barbara, CA, BPW has 8 partners and over 85 team members, delivering expert advice and service to individuals and businesses alike. Since 1948, BPW has been committed to a strong set of values that has allowed us to thrive and grow into the firm it is today. As a team, we uphold the highest respect for one another, treating each other fairly and with dignity, while cultivating an enriching and positive environment that instills a sense of pride and winning spirit. BPW believes that the greatest reward is to see our clients succeed. BPW believes that it is important to give back to the community in which we work and live. We participate in over 45 local nonprofit organizations, volunteering time and resources as well as sponsoring specific causes and events.

## **Benefits:**

BPW offers a wide range of employee benefits. As a people-focused firm, we understand that people are the core of our business. We are committed to recruiting and retaining a motivated team of talented individuals who reflect our core values. We continually evaluate our variety of benefits to ensure they support our core value of a work-life balance.

Here are some of the Benefits we offer: Health insurance, Life insurance, Short and Long Term Disability insurance, Gym membership service, EAP, 401(k) plan, Profit sharing plan, Tuition reimbursement, AFLAC, FSA, Dependent Care, Employee referral bonus, PTO, 11 paid holidays, CPA exam reimbursement, Tax season meals, Dress for the day attire, and more!

## **Internships available:**

- **Pay rate/salary for internships:** \$27–\$30/hour
- **When are internships offered?** Tax Internship–January to April; Audit Internship–Summer; Admin Internship; CAS Internship
- **What are the deadlines to apply for internships?**  
See website for details: bpw.com/careers
- **Internship webpage or contact to reach out to for more information:** bpw.com/careers or hr@bpw.com
- CPA Exam fee assistance? Yes
- CPA Exam Prep support? Yes
- CPA License Bonus? Yes

## **Awards/Accolades:**

- Accounting Today Best Firms to Work For 2025
- CalCPA Top 150 Firms
- Inside Public Accounting Top 300 Firms
- Accounting Today Top Regional Leaders 2019-2025
- Pacific Coast Business Times Best Places to Work 2018-2025



# BPM LLP

**Year Founded:** 1986

1 California Street #2500  
San Francisco, CA 94111

## **Other locations in CA (City):**

Fairfield, Irvine, Long Beach, Sacramento,  
San Jose, Santa Monica, Santa Rosa,  
St. Helena, Walnut Creek

**Firm contact:** Jorge Robles  
(415) 653-1869  
jrobles@bpmcpa.com

**Website:** bpm.com

## **Staff size: 1,250+**

Partners – 78

Number of CPAs on staff – 282

## **Top industry specializations:**

- Blockchain & Digital Assets
- Consumer Business
- Financial Services
- Life Science
- Nonprofit
- Professional Services
- Technology
- Real Estate
- Wine & Agribusiness

## **Services offered to clients:**

- Advisory
- Assurance
- Tax

## **Starting salary (Associate):**

\$70k

## **Remote work policy:**

2 days in office, 3 days remote

## **About us:**

At BPM, our core belief is that people drive everything we do and how we do it. BPM stands for “Because People Matter,” reflecting our commitment to our people, clients, and community. As a forward-thinking, full-service accounting firm, we provide innovative solutions to businesses around the world. Our expertise spans comprehensive assurance, tax, and consulting services, ensuring our clients receive top-notch support while our people and community thrive with meaningful resources. Proudly one of California’s largest accounting firms, we embrace flexible work locations and schedules, enabling our professionals to excel across the continent. Driven by the unique insights and ideas from our diverse teams and clients, we consistently deliver quality services that fuel our ongoing success. The varied backgrounds and industries of our clients keep our team intellectually engaged and challenged daily. Our commitment to excellence and our people has earned us continued recognition as one of the “Best Places to Work” in the Bay Area and beyond. We are devoted to fostering meaningful careers for all employees, cultivating an environment that supports an integrated lifestyle. Our flexible culture empowers our professionals to balance their work responsibilities with personal commitments, promoting a harmonious and fulfilling life.

## **Benefits:**

- Full healthcare and retirement benefits
- Unlimited/Flex PTO
- Vacation savings matching program
- Healthy choices benefits
- Employee referral bonuses

## **Internships available:**

- Pay rate/salary for internships: \$28/hour
- When are internships offered? Winter, Summer
- Internship webpage or contact to reach out to for more information: [bpm.com/careers/early-careers/](http://bpm.com/careers/early-careers/)
- CPA Exam fee assistance? Yes
- CPA Exam Prep support? Yes
- CPA License Bonus? Yes

## **Awards/Accolades:**

- Certified B Corporation
- 2025 Certified Great Place to Work
- INSIDE Public Accounting’s Top 100 list (34)
- One of America’s Most Recommended Tax & Accounting Firms for 2025 by USA Today Firms in 2025 by L.A. Times

# CLA

**Year Founded:** 1960

220 South Sixth Street, Suite 300  
Minneapolis, MN 55402

## **Other locations in CA (City):**

Carlsbad, Carmel, Century City, Irvine,  
King City, Ontario, Pasadena, Paso Robles,  
Roseville, Salinas, San Jose, Walnut Creek

**Firm contact:** CLA (CliftonLarsonAllen)  
(612) 376-4500

**Website:** CLAconnect.com

## **Staff size: 9,000+**

Partners – 1,200+

Number of CPAs on staff – 3,000+

## **Top industry specializations:**

- Professional Services
- State and Local Government
- Real Estate
- Nonprofit
- Healthcare

## **Services offered to clients:**

- Tax, Audit
- Outsourcing
- Digital
- Wealth Advisory

## **Starting salary (Associate):**

\$80k+

## **Remote work policy:**

Flexible work from home options

## **About us:**

CLA exists to create opportunities for our clients, our people, and our communities through industry-focused wealth advisory, digital, audit, tax, consulting, and outsourcing services. With more than 8,500 people, nearly 130 U.S. locations, and a global vision, we promise to know you and help you. For more information, visit CLAconnect.com.

## **Benefits:**

- Medical
- Dental
- Vision
- 401K with match
- Quarterly wellness stipend
- Flexible PTO, up to 12 weeks paid parental leave
- Paid volunteer time off
- Mental health coverage
- Health savings account
- Flexible spending account
- Life and pet insurance

## **Internships available:**

- Pay rate/salary for internships: \$33/hour
- When are internships offered? Spring, Summer & Fall
- Internship webpage or contact to reach out to for more information: CLAconnect.com/careers
- CPA Exam fee assistance? Yes
- CPA Exam Prep support? Yes
- CPA License Bonus? Yes

## **Awards/Accolades:**

- CLA Ranked #8 on Accounting Today's 2023 Top 100
- Firms Great Place to Work Certified 2023-2025
- 2023 RippleMatch Campus Forward Award
- #1 Top US Construction Accounting Firm

# Considine & Considine

**Year Founded:** 1946

8989 Rio San Diego Drive, Suite 250  
San Diego, CA 92108

**Firm contact:** Autumn Gittins  
(619) 231-1977  
considinerecruiting@cccpa.com

**Website:** cccpa.com

**Staff size: 95**

Partners – 13

Number of CPAs on staff – 47

## **Top industry specializations:**

- Real Estate
- Construction
- Law Firms & Physicians
- Estates & Trusts
- Retirement Services
- Professional Athletes
- Nonprofit Organizations
- High Net Worth
- Manufacturing & Distribution

## **Services offered to clients:**

- Audits and Reviews
- Business Services
- Business Tax
- Professional Services
- Real Estate
- Retirement, Trusts & Estates
- Small Business Services

## **Starting salary (Associate):**

\$63,500–\$71,000

## **Remote work policy:**

3 days in office, 2 days remote

## **About us:**

We are one of the largest local CPA firms in San Diego, offering a wide range of services including traditional compilations, audits, reviews, and tax returns, as well as specialties such as personal financial planning, retirement plan administration, management consulting services, litigation support, and estate planning. Our departments collaborate to provide exceptional service to our clients, and we take pride in our company culture, fostering open communication and a commitment to excellence. We invest 100% in continuing education to further develop our professionals' skills and offer opportunities for social outings, birthday and anniversary celebrations, sports teams, annual department fun days, and holiday parties. Additionally, we are dedicated to positively impacting our community by donating our time and resources throughout the year to organizations that make a meaningful difference.

## **Benefits:**

- Employee 100% covered for Medical and Dental with a buy-up option for PPO and family members
- Vision and Chiropractic Care
- Basic Life and Long-Term Disability covered 100%
- 401(k) Retirement Plan with Profit Sharing
- FSA for medical, dental, and dependent care expenses
- Paid Vacation up to three weeks plus 13 paid Holidays
- 100% paid training for continuing education, licenses, and CalCPA/AICPA professional memberships
- CPA Exam reimbursement and Bonus upon issuance and one-year mark
- Referral Bonuses
- Flexible work schedule with remote and hybrid options

## **Internships available:**

- **Pay rate/salary for internships:** Contact for information
- **When are internships offered?** Summer
- **What are the deadlines to apply for internships?** September 2025 for Summer 2026 program
- **Internship webpage or contact to reach out to for more information:** considinerecruiting@cccpa.com
- **CPA Exam fee assistance?** Yes
- **CPA Exam Prep support?** Yes
- **CPA License Bonus?** Yes

## **Awards/Accolades:**

- Named California CPA "Top 150 Firms"
- Celebrating 79 years of excellence

# Crawford Pimentel Corporation

**Year Founded:** 1977

1550 The Alameda, Suite 211  
San Jose, CA 95126

**Firm contact:** Marc Cappelloni  
(408) 942-6888  
mdc@cp.cpa

**Website:** crawfordpimentel.com

## **Staff size: 28**

Partners – 4

Number of CPAs on staff – 14

## **Top industry specializations:**

- Wide range from startups to large multi-state companies: high tech, retail, wholesale, manufacturing, real estate, commercial services, law firms, estates/trusts, etc.

## **Services offered to clients:**

- Tax preparation and tax planning services to businesses, individuals, non-profits and estates/trusts, attest services (Audits, Reviews, and Compilations) and bookkeeping.

## **Starting salary (Associate):**

\$60k–\$73k

## **Remote work policy:**

Hybrid with remote options.

## **About us:**

Our mission is to provide clients with order, availability, predictability & expertise by delivering professional accounting, tax and consulting services with a team focused approach that helps staff develop quickly, building rapport and reputation. The firm's clientele span the scope from small closely-held businesses to large multi-national corporations with complex legal and tax structures. The firm has grown and matured with the Silicon Valley community as one of the top CPA firms, expanding and diversifying the firm's professional services to fit the needs of its clients. This broad base of expertise allows the firm considerable flexibility as the demand for its services shift from time to time. The high caliber of the Certified Public Accountants in the firm enhances the ability to quickly adjust to changes in tax laws and business concepts, enabling the firm to meet the needs of its clients tomorrow as well as today.

## **Benefits:**

We flex with our staff, paying overtime so those who can work more see the benefits of their efforts, while those who need a modified schedule can still contribute and thrive. We offer a full benefits package, including medical, dental and vision, 401(k) with match and profit sharing, employee referral bonuses and production based bonuses.

## **Internships available:**

- Pay rate/salary for internships: TBD
- When are internships offered? Tax season, summer
- What are the deadlines to apply for internships? 12/31/25
- CPA Exam fee assistance? Yes
- CPA Exam Prep support? Yes
- CPA License Bonus? No

## **Awards/Accolades:**

- CalCPA Top 150 Firms

# Daniells Phillips Vaughan & Bock

**Year Founded:** 1956

300 New Stine Road  
Bakersfield, CA 93309

**Firm contact:** Megan Punelli  
(661) 834-7411  
megan@dpvb.com

**Website:** dpvb.com

## **Staff size: 60**

Partners – 8

Number of CPAs on staff – 15

## **Top industry specializations:**

- Agriculture
- Construction
- Governmental
- Real estate
- Nonprofit
- Professional services
- Estates/trusts
- Manufacturing

## **Services offered to clients:**

- Tax Planning & Preparation
- Audit & Attest
- Client Accounting Services
- Bookkeeping
- Advisory

## **Starting salary (Associate):**

Contact for information

## **Remote work policy:**

Flexible remote options depending on level and experience.

## **About us:**

At Daniells Phillips Vaughan & Bock we have created a culture we are proud of and we have fun doing it. Our team members continue to grow in technical, professional and business skills. We continually evaluate our plans and welcome input from our employees. We offer an extensive benefit package including health, vision, dental and disability insurance. At DPVB we feel communication is key to a successful company. We have core values we live by every day. We treat everyone with respect; we only employ those that share our commitment to integrity; we encourage and support involvement in community activities and we focus on activities that increase our value to our clients. Our client base is diverse in many industries which gives employees an excellent opportunity to grow and develop in their career.

## **Benefits:**

- Health, dental, and vision insurance
- 401(k) with employer match
- Paid life insurance
- CPA review course, license application, testing fees reimbursement
- 6 days off for CPA exam testing or studying time
- 15 PTO days a year
- 10 Holidays
- Masters in Tax Tuition reimbursement
- Career development program
- 'Dress for you day' policy

## **Internships available:**

- Pay rate/salary for internships: \$25/hour
- When are internships offered? Year Round
- CPA Exam fee assistance? Yes
- CPA Exam Prep support? Yes
- CPA License Bonus? Yes

## **Awards/Accolades:**

- INSIDE Public Accounting Top 500 Firms in the US
- CalCPA 2023/2024 Top 100 Firms

# EadiePayne, LLP

**Year Founded:** 1919

3880 Lemon Street, Suite 300  
Riverside, CA 92501

**Firm contact:** Dana Dauser  
Firm Administrator  
(951) 241-7800  
ddauser@eadiepaynellp.com

**Website:** eadiepaynellp.com

## **Staff size: 30**

Partners – 5

Number of CPAs on staff – 12

## **Top industry specializations:**

- Agribusiness
- Cities & Municipalities
- Construction
- Health Care
- Manufacturing & Distribution
- Not-for-Profit
- Professional Services
- Real Estate & Development
- Retail, Special Districts
- Water & Utilities

## **Services offered to clients:**

- Accounting
- Audit & Assurance
- Consulting & Advisory
- Forensic Accounting & Litigation Support
- Information Technology
- Tax Services

## **Starting salary (Associate):**

\$65k (Base), plus overtime

## **Remote work policy:**

Hybrid

## **About us:**

EadiePayne has a strong reputation in the accounting industry and provides the opportunity to learn from experienced professionals. We offer structured training programs and mentorship, providing a clear pathway for career advancement. We work with a diverse clientele that allows team members to gain valuable experience and exposure across different industries, making their work more engaging.

EadiePayne fosters a collaborative and supportive work culture, enhancing job satisfaction for new team members. Our commitment to professional growth, including support for certifications and continuing education, provides team members opportunities to build a long-term career in accounting.

EadiePayne's engagement with the local community and commitment to corporate social responsibility encourages team members to think beyond the numbers and understand the broader impact of their work.

Overall, the combination of professional development, a positive work environment, and the chance to make a meaningful impact makes EadiePayne an attractive choice.

Our supportive culture values teamwork and mutual respect, emphasizing both personal and professional development. We are committed to fostering each team member's growth through opportunities for continuous learning, including licenses and professional organizations, and an employee assistance program to support your success.

Choosing EadiePayne means joining a firm where quality, flexibility, and support drive your career to new heights.

## **Benefits:**

We offer employee medical, dental, vision, and life insurance paid for by the Firm. 401K Plan with EadePayne match. We provide holidays, PTO with additional sick days, CPE, and licenses and professional organization fees paid. We have a state-of-the-art work environment, hybrid work opportunities and a flexible daily schedule.

## **Internships available:**

- Pay rate/salary for internships: market rate
- When are internships offered? year round
- What are the deadlines to apply for internships?  
Accepting applicants yearround
- CPA Exam fee assistance? Yes
- CPA Exam Prep support? Yes
- CPA License Bonus? No

## **Awards/Accolades:**

- 106 years in business.



# Eide Bailly

**Year Founded:** 1917

800 Nicollet Mall, Ste 1300  
Minneapolis, MN 55402

## **Other locations in CA (City):**

Rancho Cucamonga, Fresno, Irvine,  
Laguna Hills, Long Beach, Menlo Park,  
Pasadena, Sacramento, San Diego,  
Sherman Oaks, Solana Beach, Torrance,  
Tustin, Walnut Creek, Woodland Hills

**Firm contact:** Carrie Haugen  
cmhaugen@eidebailly.com

**Website:** eidebailly.com

## **Staff size: 3,489**

Partners – 445

Number of CPAs on staff – 1,121

## **Top industry specializations:**

- Government
- Financial Services
- Construction/Real Estate
- Manufacturing & Distribution
- Private Equity

## **Services offered to clients:**

- Audit & Assurance
- Tax
- Advisory
- Outsourced & Managed Services
- Digital

## **Starting salary (Associate):**

\$70k–\$85k varies by location

## **Remote work policy:**

- Internship: In person
- Other: Hybrid (varies by position and office)

## **About us:**

Eide Bailly is a nationally recognized Top 25 certified public accounting and business advisory firm committed to empowering leaders with solutions to address their most pressing business challenges. Since 1917, Eide Bailly has evolved into a fast-growing firm offering various services, including outsourced consulting, technology solutions, audit and assurance, tax, wealth planning, cybersecurity, and transition and exit planning. With 50+ offices in the United States and India and over 3,500 dedicated staff members, the firm brings specialized knowledge and industry depth to help clients achieve greater efficiency and support their continued growth. Our purpose is to foster impactful doing by growing our people, elevating our clients, and strengthening our communities. Our mission to be one connected firm. Our connectivity helps us to serve our clients and each other in the best possible way to solve today's complex challenges.

## **Benefits:**

We offer a complete package of traditional benefits, including 401(k) retirement and profit-sharing plans; medical, dental, and vision plans; referral bonuses; and generous paid time off and holidays. We also offer many additional benefits to support every aspect of your wellbeing. Those benefits include hybrid work environments, paid volunteer time, mental health and relationship counseling, and subscriptions to apps like Calm and Wellable.

## **Internships available:**

- **Pay rate/salary for internships:** \$32/hour
- **When are internships offered?** Spring (January-April), Summer (May-August)
- **What are the deadlines to apply for internships?** Varies by school and timeline – typically falls around career fairs
- **Internship webpage or contact to reach out to for more information:** [eidebailly.com/careers/early-careers](https://eidebailly.com/careers/early-careers)

## **Awards/Accolades:**

- Voted Best Places to Work in Orange County (2025)
- Vault 2026 Top Ranked for Most Prestigious Accounting Firms, Overall Diversity, Benefits, and Internal Mobility

# Forvis Mazars

**Year Founded:** 1923

910 E. St Louis Street  
Springfield, MO 65806

## **Other locations in CA (City):**

Irvine, Los Angeles, San Jose

**Firm contact:** Lauren Sperbeck  
lauren.sperbeck@us.forvismazars.com

**Website:** forvismazars.us

## **Staff size: 7,000**

Partners – Over 600

Number of CPAs on staff – Over 6,000

## **Top industry specializations:**

- Manufacturing
- Consumer and Logistics Technology
- Media and Telecommunications
- Life Sciences and Services

## **Services offered to clients:**

- Assurance
- Tax
- Consulting
- Innovation

## **Starting salary (Associate):**

Ranges

## **Remote work policy:**

3 days in office, 2 days remote

## **About us:**

With a legacy spanning more than 100 years, Forvis Mazars is committed to providing a different perspective and an unmatched client experience that feels right, personal and natural. We respect and reflect the range of perspectives, knowledge and local understanding of our people and clients. We take the time to listen to deliver consistent audit and assurance, tax, advisory and consulting services worldwide. We nurture a deep understanding of our clients' industries, delivering greater insight, deeper specialization and tailored solutions through people who listen to understand, are responsive and consult with purpose to deliver value.

## **Benefits:**

- Medical, Dental, and Vision Plans
- Tax-Savings Plans: Health savings account (HSA) with employer match, healthcare flexible spending account (FSA), and dependent care FSA.
- Annual Wellness Program: Includes health and fitness reimbursement for gym memberships, home gym equipment, dance classes, and more.
- Competitive Cash Compensation: Includes profitsharing benefits.
- 401(k) Plan with Match: Employer matching contributions to help employees save for retirement.
- Flexible Work Arrangements: Hybrid work philosophy and flexible time and location workplace approaches.
- Parental and Adoption Leave: Support for new parents and those expanding their families through adoption.
- Professional Development Programs: Mentoring, training, and development offerings, including CPA exam review materials, exam fee reimbursement, and bonuses.
- Internal Learning Offerings: Enhance knowledge and skills through various internal programs.

## **Internships available:**

- Pay rate/salary for internships: Ranges per location
- When are internships offered? Winter Summer & Winter
- Internship webpage or contact to reach out to for more information: [forvismazars.us/careers](https://forvismazars.us/careers)
- CPA Exam fee assistance? Yes
- CPA Exam Prep support? Yes
- CPA License Bonus? Yes

## **Awards/Accolades:**

- Top 10 Global Firm
- Top 10 National Firm
- Forvis Mazars wins ClearlyRated's 2025 Best of Accounting Diamond Award for five years of service excellence.
- Forvis Mazars won four awards at the 2025 Yorkshire Accountancy Awards, including Big Firm of the Year, Employer of the Year and Tax Service Award of the Year

# Haskell & White LLP

**Year Founded:** 1988

300 Spectrum Center Drive, Suite 300  
Irvine, CA 92618

## **Other locations in CA (City):**

San Diego

**Firm contact:** Nicole Martina

(949) 450-6257

NMartina@hwcpcpa.com

**Website:** hwcpcpa.com

## **Staff size: 120**

Partners – 8

Number of CPAs on staff – 56

## **Top industry specializations:**

- Real Estate
- Life Science
- Manufacturing & Distribution
- Technology, Nonprofit

## **Services offered to clients:**

- Tax Planning and Consulting
- Tax Compliance
- Real Estate Consulting
- Assurance Services
- PCAOB Audit
- Employee Benefit Plan Audits
- SEC Consulting
- M&A Advisory

## **Starting salary (Associate):**

\$65k (base), plus overtime pay, and bonus pay.

## **Remote work policy:**

Hybrid, In-Person encouraged, especially for training

## **About us:**

At Haskell & White, we serve clients across a wide spectrum of industries, including real estate, technology, life science, manufacturing, and nonprofits. Our goal is to develop well-rounded business advisors who are knowledgeable in industry-specific issues, process improvement tools, and general business topics. To ensure our team stays ahead of the curve, we offer a comprehensive training program that includes on-site sessions and off-site courses, led by our experienced partners and managers.

Giving back to the community is a core aspect of our culture, and we encourage our employees to regularly donate their time and talents to various worthy causes. While the public accounting busy season can be demanding, we strive to create a balanced workload for our employees. Our focus on the growth of both our team members and our clients enables us to maintain a dynamic culture that can tackle any challenge.

## **Benefits:**

- Competitive salary with overtime pay for entry-level staff
- 401(k) plan with employer match, profit-sharing, and bonus program
- Medical, dental, and vision coverage for employees working 30+ hours/week (firm pays a significant portion)
- Flexible Spending Accounts for healthcare and dependent care
- Life insurance and long-term disability coverage
- 10 paid holidays and flexible hybrid work options
- Educational and CPA Exam expense reimbursement
- Get to know your colleagues at happy hours, firm lunches, end of busy season celebrations and an annual party.

## **Internships available:**

- Pay rate/salary for internships: \$30/hour – 20 hours per week
- When are internships offered? January through April
- What are the deadlines to apply for internships? 10/31/25
- Internship webpage or contact to reach out to for more information: [hwcpcpa.com/careers/students/](https://hwcpcpa.com/careers/students/)
- CPA Exam fee assistance? Yes
- CPA Exam Prep support? Yes
- CPA License Bonus? Yes

## **Awards/Accolades:**

- 2025 Best Accounting Firms to Work For, by Accounting Today
- 2023-2025 Best Places to Work in Southern California, by The Best Companies Group
- Inside Public Accounting Top 300 Firms, Ranked 203 in 2025
- 2025, Regional Leader Top Firms: The West, by Accounting Today
- Recognized by numerous organizations for our support of nonprofit and arts organizations, [hwcpcpa.com/firm/awards/](https://hwcpcpa.com/firm/awards/)

# Be You. Join Us.

Challenging career. Friendly coworkers. Upward mobility. Yes, you can have it all.



## Connection

Build relationships that last a lifetime and build a strong personal brand identity.



## Wellbeing

Ours is a casual, friendly work environment where you are encouraged to be yourself.



## Industry Exposure

Expand your professional horizons with diverse client exposure and varied service opportunities.

Ready to put your hard-earned degree to work? Or perhaps you've gained experience in the private sector, and now you're interested in a career in public accounting? At Haskell & White, we value individuals who strive for more than being just another face in the crowd. Join our team to gain extensive hands-on experience serving a diverse range of clients. Discover a company that prioritizes your growth and success.

Ask a question. Apply.



**HASKELLWHITE**

CERTIFIED PUBLIC ACCOUNTANTS | BUSINESS ADVISORS

[www.hwcpa.com](http://www.hwcpa.com) ORANGE COUNTY | SAN DIEGO

# Hood & Strong

**Year Founded:** 1917

275 Battery Street, Suite 900  
San Francisco, CA

## **Other locations in CA (City):**

San Jose and Petaluma

**Firm contact:** Jennifer McDonald  
(415) 781-0793

jmcDonald@hoodstrong.com

**Website:** hoodstrong.com

## **Staff size: 120**

Partners – 15

Number of CPAs on staff – 41

## **Top industry specializations:**

- Not-for-Profit
- Professional Services
- Manufacturing & Distribution
- Real Estate
- Technology
- Food & Beverage
- Architecture
- Engineering
- Construction

## **Services offered to clients:**

- Audit and Assurance
- Advisory
- Tax
- Client Accounting Services

## **Starting salary (Associate):**

Competitive

## **Remote work policy:**

Remote or hybrid

## **About us:**

As an independent advisory, tax and assurance firm founded more than a century ago, Hood & Strong is one of the San Francisco Bay Area's original start-ups. Our perspective enables us to serve as trusted financial guides for individuals, private businesses and mission-driven organizations.

Hood & Strong is a place where you and your career in financial services will flourish. In addition to remote and hybrid work options and generous salary and benefits packages, you'll be working with a team of great people serving some of the most dynamic companies and mission-driven nonprofits in the country. We also offer extensive professional development opportunities and mentorship programs, ensuring you always have the support and structure you need to build and advance a successful career.

## **Benefits:**

- Medical, Dental and Vision Insurance
- Flexible Spending Accounts
- Matching 401k/Roth + profit sharing
- Life and disability insurance
- Generous vacation & sick time
- Tuition reimbursement
- CPA exam support & bonus
- Pet insurance
- Health & wellness platform
- Employee referral bonus

## **Internships available:**

- Pay rate/salary for internships: Competitive
- When are internships offered? Winter 2026 and summer 2026
- What are the deadlines to apply for internships? 11/1/2025
- Internship webpage or contact to reach out to for more information: ejohnson@hoodstrong.com
- CPA Exam fee assistance? Yes
- CPA Exam Prep support? Yes
- CPA License Bonus? Yes

## **Awards/Accolades:**

- INSIDE public accounting Top 300 Firms
- Hood & Strong has always had a strong commitment to the community and a desire to give back. Over the years, we have been awarded the prestigious Corporate Volunteer of the Year award from the Volunteer Center of San Francisco and the Outstanding Corporate Volunteer award from the Volunteer Exchange of Santa Clara County.

# Hutchinson and Bloodgood, LLP (H&B)

**Year Founded:** 1922

El Centro, Glendale, San Diego,  
Santa Barbara, Watsonville

## **Other locations in CA (City):**

El Centro, Glendale, San Diego,  
Santa Barbara, Watsonville

**Firm contact:** Kalena Rebollar  
(760) 352-1021  
Kalena.Rebollar@hb.cpa

**Website:** hb.cpa

## **Staff size: 200**

Partners – 33

Number of CPAs on staff – 84

## **Top industry specializations:**

- Agribusiness
- Employee Benefit Plans
- Financial Institutions
- Healthcare
- Hospitality & Leisure
- Law Firms
- Life Sciences
- Manufacturing & Distribution
- Nonprofits
- Technology
- Cost Segregation
- Estate Planning
- Exit Planning
- Financial Reporting & Assurance
- International
- IT
- Recruiting
- Tax

## **Services offered to clients:**

- Audit & Accounting
- Business Planning & Consulting

## **Starting salary (Associate):**

Varies

## **Remote work policy:**

Flexible



## **About us:**

To understand and meet our clients' needs, we have assembled an extraordinary team of 33 partners and over 165 team members with different backgrounds and experiences in public accounting and private industry. Collectively, they develop robust and optimized solutions that are based on a range of perspectives and ideas. Our clients benefit from our multicultural team that speaks a variety of languages and understands numerous cultures. Together we thrive. We grow. We celebrate. We aim to exceed the expectations of our clients, and, in the process, we help each other learn and excel. Life and work balance isn't just something that people talk about, it's part of the culture of our firm. We invite you to join us at H&B. Whether you are just beginning your journey or are a seasoned professional, we have career opportunities that are right for you. We promise to guide you towards a high standard of excellence, provide opportunities to make an impact as a valued team member, grow professionally and personally, and develop your own expertise and focus. Start your next chapter with us and let's grow together

## **Benefits:**

At H&B, we believe in supporting our professional staff with a benefits package that includes a competitive salary and continuous training aimed at helping our team members reach their fullest potential. We also provide:

- Medical, Dental, Vision, Life
- 401(k) with employer match and profit sharing
- Flexible Spending Account for healthcare and dependent care
- Unlimited PTO for qualified team members
- Continued professional education
- Flexible work schedule
- Employee referral bonuses
- New business bonus
- Strong mentoring program
- Bonus for passing CPA exam
- CPA review and exam reimbursements available

## **Internships available:**

- Pay rate/salary for internships: Varies
- When are internships offered? Year round
- What are the deadlines to apply for internships? Year round
- Internship webpage or contact to reach out to for more information: Kalena Rebollar, Kalena.Rebollar@hb.cpa, (760) 352-1021
- CPA Exam fee assistance? Yes
- CPA Exam Prep support? Yes
- CPA License Bonus? Yes

## **Awards/Accolades:**

- IPA Top 200 Firms

# Envision

Your Future

H&B



## Why Choose Us?



**Because your journey matters.**  
We're here to guide you toward success.



**Because we invest in you.**  
Your growth, goals, and well-being are at the heart of what we do.



**Because balance is essential.**  
We believe in a workplace that supports both your career and your life.



El Centro

Glendale

San Diego

Santa Barbara

Watsonville

# Johanson & Yau Accountancy Corp.

**Year Founded:** 1979

42 W. Campbell Ave., Third Floor  
Campbell, CA 95008

**Firm contact:** Carolyne Fallows  
(408) 288-5111  
carolynef@jyac.com

**Website:** jyac.com

**Staff size: 52**

Partners – 6

Number of CPAs on staff – 25

**Top industry specializations:**

- Real Estate
- Construction
- Manufacturing
- Technology
- Non-profit
- Hospitality
- Professional Service
- Wholesale & Distribution

**Services offered to clients:**

- Audit & Assurance
- Tax
- Advisory
- Wealth Management
- Bookkeeping and Business Service

**Starting salary (Associate):**

\$70k–\$90k

**Remote work policy:**

Our FlexFirst Policy

## About us:

We are trusted experts in all things audit, assurance, tax, advisory and wealth management. Our services are designed to meet the unique needs of each client — whether individuals, families, or businesses across a wide range of industries including real estate and construction, technology, nonprofit, healthcare, professional services, manufacturing, and wholesale distribution.

Equally important is the value we create for our people. While other firms may fall short, we deliver what truly matters: a supportive culture grounded in common-sense values, flexible policies, cutting-edge technology, and meaningful learning opportunities. We empower our team with the tools to seamlessly integrate work and life, so they can continue living their best lives — both professionally and personally.

We are consistently ranked among top accounting firms and other leading companies here in Silicon Valley and across the country, because we focus on attracting colleagues who embrace our uniquely progressive, collaborative, and forward-thinking culture.

## Benefits:

Our firm provides competitive benefits such as fully paid medical dental and vision for each employee, HSA with employer funding and FSA, 401(k) with match, a wellness HRA account, group term life insurance, long term disability, a generous PTO policy, 10+ paid holidays per year, summer half-day Fridays, employee parties and events, busy season meals, 8 weeks of paid family leave, employer paid CPE, partial tuition reimbursement, CPA exam bonus and client referral bonuses.

## Internships available:

- Pay rate/salary for internships: \$28/hour
- When are internships offered? Tax season internships available from January through April (part-time and full-time)
- Internship webpage or contact to reach out to for more information: Handshake and carolynef@jyac.com
- CPA Exam fee assistance? Yes
- CPA Exam Prep support? Yes
- CPA License Bonus? Yes

## Awards/Accolades:

- Consistently ranked: Best Accounting Firms to Work For and Best Places To Work In The Bay Area.

# LLME

**Year Founded:** 1985

4180 La Jolla Village Dr., Suite 300  
La Jolla, CA 92037

**Firm contact:** Jennifer Glaser  
(858) 455-1200  
campusrecruiting@llme.com

**Website:** llme.com

**Staff size:** 109

Partners – 14

Number of CPAs on staff – 45

## **Top industry specializations:**

- Real estate
- Construction
- Technology and life sciences
- Food/beverage/hospitality
- Non-profit
- Athletes
- Start-ups
- Professional services
- Manufacturing and distribution
- Retail

## **Services offered to clients:**

- Individual
- Business
- Trust and estate tax services
- Audit
- Review and compilations
- Transactional consulting and accounting services

## **Starting salary (Associate):**

\$60k–\$90k

## **Remote work policy:**

Hybrid work schedule for full time staff available, In office full time for interns

## **About us:**

Founded in 1985, LLME is one of San Diego's largest locally based firms. Our partners and staff have extensive experience and knowledge gained from working in private industry and for international accounting firms. LLME provides the experience of working for a big firm while maintaining the feel of a small firm work environment. As a growing San Diego firm, we provide many career opportunities which may not be available at all firms. For example, two individuals started as an interns from USD and are now partners. We have an open door policy at our firm and work together as a team to give our clients quality products and services.

## **Benefits:**

- New business bonus program
- Health, dental, and vision insurance,
- HSA/FSA account plans, life and disability insurance
- 401K plan,
- Dinners during busy season, staff events throughout the year
- Continuing education
- State CPA license and membership in one professional organization
- Assistance with CPA exam fees and CPA exam prep available for full time professional staff

## **Internships available:**

- Pay rate/salary for internships: \$25/hour
- When are internships offered? Tax internships offered in spring and fall, tax and audit internships available in summer
- Internship webpage or contact to reach out to for more information: llme.com/campus-recruiting/
- CPA Exam fee assistance? Yes
- CPA Exam Prep support? Yes
- CPA License Bonus? Yes

## **Awards/Accolades:**

- San Diego Business Journal Best Places to Work 2024 Winner
- Inside Public Accounting Top 300 Firms 2024
- 40 years in business

# Lucas Horsfall

**Year Founded:** 1957

299 N. Euclid Ave., 2nd Floor  
Pasadena, CA 91101

## **Other locations in CA (City):**

Irvine and Encino

**Firm contact:** Jennie Abernathy  
info@lucashorsfall.com

**Website:** lucashorsfall.com

## **Staff size: 150**

Partners – 15

Number of CPAs on staff – 66

## **Top industry specializations:**

- Healthcare
- Food & Beverage
- Real Estate Manufacturing & Distribution
- Technology

## **Services offered to clients:**

- Audit
- Client Accounting Services
- Fund Accounting
- M&A
- Tax Planning
- Trust and Estate

## **Starting salary (Associate):**

\$62k + 1.5 OT

## **Remote work policy:**

3 days in office, 2 days remote

## **About us:**

Founded on five core pillars, our success is rooted in integrity, ensuring steadfast fulfillment of commitments; Competence, driving excellence across all facets of our endeavors; Creativity, inspiring the generation of innovative and invaluable ideas; Teamwork, uniting us in the pursuit of shared goals; and Communication, fostering open dialogue and diverse viewpoints exchange.

These pillars are the bedrock of our enduring success, reflected in our remarkably low turnover rate. They guide us in creating an environment where partnership thrives, excellence is standard, and our dedication to service excellence remains unwavering. Together, we continue to redefine industry standards and exceed expectations, driven by our commitment to each other and to our clients.

At the heart of our culture and core pillars are values that guide everything we do:

- **Be a Good Human** – We operate with integrity and trust to build a culture we love
- **Plant Trees** – We invest in our people's growth & development as they are the future of our firm
- **To Infinity and Beyond** – We are Trusted Advisors to our clients, helping them achieve their life goals and dreams
- **Living The Dream** – Through our work we turn passion into action, making a meaningful difference in the world

## **Benefits:**

- Medical, Dental, Vision, 401(k) with match
- Employee Referral Bonus
- Master's Degree Tuition Reimbursement and Bonus
- CPA License Assistance
- Flexible Personal Time Off (FPTO)
- Paid Overtime
- Full Thanksgiving Week Holiday
- Hybrid Work Environment
- Fun Socials

## **Internships available:**

- **When are internships offered?** Summer – Tax, Assurance, Audit, M&A Internship; Jan–April – Tax internship
- **CPA Exam fee assistance?** Yes
- **CPA Exam Prep support?** Yes
- **CPA License Bonus?** Yes

## **Awards/Accolades:**

- 2024 Top Accounting and Business Advisory Firms in
- Los Angeles County – Los AngelesTime's B2B Magazine

# Nasif, Hicks, Harris & Co., LLP

**Year Founded:** 1976

104 W. Anapamu Street, Suite B  
Santa Barbara, CA 93101

## **Other locations in CA (City):**

Ventura

**Firm contact:** Heather Ntem

(805) 966-1521

hntem@nhhco.com

**Website:** nhhco.com

## **Staff size: 81**

Partners – 11

Number of CPAs on staff – 42

## **Top industry specializations:**

- Our firm specializes in serving high net worth individuals and a wide range of closely held businesses, including the high technology, construction, real estate, and professional

## **Services offered to clients:**

- Preparation of individual, business, estate, and trust tax returns
- Tax planning
- Financial statement audits, reviews, and compilations
- Business consulting including sale planning, trust and court accounting
- Inbound/outbound foreign tax issues
- General bookkeeping
- Software consulting

## **Starting salary (Associate):**

Varies by location

## **Remote work policy:**

Flexible based on position and experience

## **About us:**

Are you looking for a career where you can thrive, just not survive? Do you want to work with the best clients AND balance time at home with friends and family? We do too! With over 80 team members offering tax, audit, advisory, and bookkeeping services, our firm allows you the opportunity to forge the career that fits you. We cultivate a positive work environment with dynamic projects to provide the structural support you need to grow as a professional, now and in the future.

## **Benefits:**

Our firm provides competitive pay and excellent benefits coupled with a positive and friendly work atmosphere. Nasif, Hicks, Harris, and Co., LLP offers the flexibility to establish professional goals and career development through our entrepreneurial business model. Our firm prides itself on our open door policy between all experience levels and encourages professionals to “learn something every day”.

## **Internships available:**

- Pay rate/salary for internships: \$28/hour
- When are internships offered? Summer
- What are the deadlines to apply for internships? 11/1
- Internship webpage or contact to reach out to for more information: nhhco.com/career
- CPA Exam fee assistance? Yes
- CPA Exam Prep support? Yes
- CPA License Bonus? No

## **Awards/Accolades:**

- We have reached and maintained “100% Membership and Top 150 Firm status” with CalCPA.

# Navolio & Tallman LLP

**Year Founded:** 2007

2121 N. California Blvd., Suite 610  
Walnut Creek, CA 94596

**Firm contact:** Anastasia Sinkevich  
(415) 500-6123  
asinkevich@ntllp.cpa

**Website:** ntllp.cpa

**Staff size:** 60

Partners – 10

Number of CPAs on staff – 27

## **Top industry specializations:**

- High-Net-Worth and Ultra-High-Net-Worth Individuals
- Real Estate Developers & Investors
- Hedge Funds
- Venture Capital Funds
- Private Equity Funds
- Privately Held Businesses
- Broker-Dealers
- Private Foundations

## **Services offered to clients:**

- Tax Planning & Compliance
- Business & Management Advisory
- Audit & Accounting
- Family Office Services

## **Starting salary (Associate):**

Competitive

## **Remote work policy:**

- Internship: In person
- Other: Hybrid (varies by position and experience)

## **About us:**

Navolio & Tallman LLP was founded on a simple but powerful belief: when we invest in people, we deliver exceptional outcomes. This philosophy drives our mission to help clients improve their financial lives through the highest standards of service while fostering a culture where our people can do their best work and thrive while doing it.

We also recognize that today's professionals want more than just a job. You seek purpose, impact, and growth. That is why we have adopted a modern, human-centered talent strategy that values diversity of experience, thought, and background. Instead of a one-size-fits-all approach, we help build careers that align with each person's unique potential. At N&T, you are not just choosing a job, you are choosing a meaningful career.

Our people first philosophy extends to innovation. With a tech forward approach, we equip our team to work smarter, collaborate effectively, and serve as trusted advisors and leaders. We cultivate a flexible, engaging environment that encourages work life integration, continuous learning, and mentorship from partners and managers. Our sophisticated clientele provides learning opportunities and mental stimulation conducive to ongoing development.

Most importantly, when you work with us, you will have impact on your career, on your clients, and on the future of the profession.

## **Benefits:**

We offer a hybrid-working model, state of the art equipment, and firm events throughout the year that help our staff foster personal connections with coworkers and promote collaboration in the workplace. In addition, we offer full medical, dental and vision benefits, a 401k plan with profit sharing, life insurance, FSA healthcare and dependent care, 12 paid holidays, 16 PTO days per year for staff, employee referral bonuses, new business bonuses, CPE courses and bonuses for passing the CPA exam. We also pay for CPA licensing renewals and CPA exam sitting fees, including paying for the time a candidate sits for the CPA exam.

## **Internships available:**

- Pay rate/salary for internships: Competitive
- When are internships offered? Summer
- Internship webpage or contact to reach out to for more information: careers@ntllp.cpa
- CPA Exam fee assistance? Yes
- CPA Exam Prep support? No
- CPA License Bonus? Yes

## **Awards/Accolades:**

We have been named Accounting Today's "Top 100 Best Accounting Firms to Work for" for multiple years, including as recently as 2020, 2021 and 2022! We are also ranked 9th in the entire Nation by Accounting Today's "Best Firm for Women to Work For" for 2022! Recently we were ranked in the top ten for Accounting Today's "2025 Best Firms for Technology"!





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Our team at Navolio & Tallman LLP is comprised of very dedicated and determined professionals who collaborate while leveraging each individual's strengths to achieve a common goal: quality client service.

We foster an innovative, fun, and flexible environment that promotes work-life integration, and our sophisticated clientele provides for continuous learning opportunities and the mental stimulation conducive to ongoing development. When you work at Navolio & Tallman, you are choosing to have a career and not just a job.

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# Rogers, Anderson, Malody & Scott, LLP

**Year Founded:** 1948

735 E. Carnegie Drive, Suite 100  
San Bernardino, CA 92408

**Firm contact:** Arlene Sullivan  
(909) 889-0871  
careers@ramscpa.net

**Website:** ramscpa.net

## **Staff size: 44**

Partners – 6

Number of CPAs on staff – 17

## **Top industry specializations:**

- Local Governments
- Not-for-profit Organizations
- Healthcare
- Professional Services
- Individuals and Trusts

## **Services offered to clients:**

- Audit
- Other Assurance
- Accounting and Tax Advisory
- Tax Compliance

## **Starting salary (Associate):**

\$69k

## **Remote work policy:**

Flexible based on position and experience.  
Generally 3 days remote, 2 days in office.

## **About us:**

At RAMS, we foster an open, collaborative, and friendly culture that prioritizes the growth of our team at every level. Developing the next generation of leaders is central to our mission. Through significant investments in training and coaching, we cultivate both technical expertise and broader professional skills, equipping our team to deliver innovative, relevant solutions to our clients.

Our clients value the personalized, boutique-firm experience we offer, paired with the resources and reach of a larger firm. Our staff gain early exposure to a wide range of services, helping them connect the details of their work to the bigger picture. It's common for second-year team members to lead key aspects of client projects, with career progression driven by each individual's determination and curiosity.

We work closely with each team member to tailor a career path that aligns with their goals, supporting both professional advancement and a balanced life.

## **Benefits:**

- Abundant opportunity to learn, grow, and promote
- Peer coaching and mentoring
- Professional development
- CPE
- Membership in professional organizations
- Medical, dental, vision, long-term disability, life insurance, Section 125 plan for health and dependent care.
- 401(k) with profit sharing
- Paid Time Off
- Holidays
- Flexible work arrangements

## **Internships available:**

- Pay rate/salary for internships: \$25
- When are internships offered? Year Round
- What are the deadlines to apply for internships?  
Resumes are always accepted.
- Internship webpage or contact to reach out to for more information: careers@ramscpa.net or ramscpa.net
- CPA Exam fee assistance? No
- CPA Exam Prep support? No
- CPA License Bonus? Yes

## **Awards/Accolades:**

- 100% Firm with CalCPA
- Top 150 Firms – CalCPA

# RSM US LLP

**Year Founded:** 1926

30 South Wacker Dr., Suite 3300  
Chicago, IL 60606-7481

## **Other locations in CA (City):**

Los Angeles, Irvine, San Diego,  
San Francisco, San Jose

**Firm contact:** Chloe Diaz

(213) 330-4686

chloe.diaz@rsmus.com

**Website:** rsmus.com/

**Staff size: 17,938**

Partners – 1,182

Number of CPAs on staff – 4,500

## **Top industry specializations:**

- Private Equity
- Family Enterprise Services
- Consumer Products
- Technology
- Media, Entertainment & Telecommunications
- Life Sciences
- Financial Services
- Industrials
- Real Estate
- Business & Professional Services

## **Services offered to clients:**

- AI, analytics and cloud services
- Assurance services
- Tax services
- Consulting services
- Private client

## **Starting salary (Associate):**

Varies

## **Remote work policy:**

Flexible

## **About us:**

At RSM US LLP (“RSM”), the leading provider of assurance, tax and consulting services for the middle market, we accomplish meaningful work and make an impact on the world around us. We work hard to fully understand our clients and work even harder to understand and identify your unique skills. We celebrate the differences among us and empower our talented professionals to grow forward, both personally and professionally.

Our clients benefit from fresh insights and energy as we collaborate to support them, and our teams enjoy a work environment that inspires and empowers them to thrive.

## **Benefits:**

At RSM, we offer a competitive benefits and compensation package for all our people. We offer flexibility in your schedule, empowering you to balance life’s demands, while also maintaining your ability to serve clients. This includes bonuses, 401(k) company match, Health Savings Account, and parking and mass transit reimbursement. Learn more about our total rewards at <https://rsmus.com/careers/working-at-rsm/benefits>.

## **Internships available:**

- **Pay rate/salary for internships:** \$30-\$40, Dependent on line of business, location, education, skills & experience
- **When are internships offered?** Year round
- **What are the deadlines to apply for internships?** At RSM, our campus recruiting process typically starts at the beginning of both the fall and spring semesters. Open roles, including internships and entry-level positions, are typically posted during the recruiting season.
- **Internship webpage or contact to reach out to for more information:** [rsmus.com/careers/starting-your-career.html](https://rsmus.com/careers/starting-your-career.html)
- **CPA Exam fee assistance?** Yes
- **CPA Exam Prep support?** Yes
- **CPA License Bonus?** Yes

## **Awards/Accolades:**

RSM has earned multiple prestigious recognitions in 2025.

- CRN® named RSM to its Solution Provider 500 list, highlighting the top IT service providers in North America by revenue.
- RSM was honored on the Fortune 100 Best Companies to Work For® list for the fifth time, joining respected organizations such as Cisco, Hilton and Salesforce.
- Forbes also recognized RSM as one of America’s Best Large Employers, acknowledging the firm’s strong workplace culture and adaptability during a time of rapid technological and societal change.

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# SD Mayer & Associates LLP

**Year Founded:** 2012

235 Montgomery Street, Floor 26  
San Francisco, CA 94104

## **Other locations in CA (City):**

San Mateo, Menlo Park, San Leandro

## **Firm contact:** Greg Barber

(415) 691-4616

gbarber@sdmayer.com

**Website:** sdmayer.com

## **Staff size: 110**

Partners – 14

Number of CPAs on staff – 24

## **Top industry specializations:**

- Nonprofits
- Private Schools
- Real Estate

## **Services offered to clients:**

- Tax/Tax Planning
- Audit/Assurance
- Client Accounting & Advisory Services (CAAS)
- Consulting/Business Advisory
- Wealth Management

## **Starting salary (Associate):**

70K–80K

## **Remote work policy:**

Hybrid, Prefer 3 Day In Office

## **About us:**

SD Mayer & Associates operates with a clear mission, guided by core values and strategic principles that define its approach to client service and organizational success.

### **Why We Exist**

SD Mayer's purpose is to assist clients, communities, and employees in achieving their financial goals and long-term success. This is accomplished through a seamless integration of services, innovative thinking, and a commitment to going beyond traditional expectations.

### **How We Behave**

The firm's core values are encapsulated in the phrase "we care," reflecting a deep commitment to clients, community, company, and culture. Clients are treated like family, with regular engagement and a focus on their success. SD Mayer emphasizes giving back to the communities it serves and embraces global diversity, equity, and inclusion. Internally, the firm fosters a "firm first" mentality, encouraging support among colleagues and prioritizing collective success. The culture promotes smart, innovative problem-solving, leadership development, flexibility, open communication, and a growth mindset.

## **Benefits:**

- Work-life balance
- Access to CPE courses, webinars, and CPA exam support
- 401(k) and Roth plans with profit-sharing
- Comprehensive healthcare coverage
- More information is available on their careers page.

## **Internships available:**

- Pay rate/salary for internships: \$20–\$25/hour
- When are internships offered? Year round
- Internship webpage or contact to reach out to for more information: Stephanie Miller: smiller@sdmayer.com
- CPA Exam fee assistance? Yes
- CPA Exam Prep support? Yes
- CPA License Bonus? Yes

## **Awards/Accolades:**

- #23 Largest firm in the Bay Area
- #20 Best Places to Work in the Bay Area
- #50 Fastest Growing Private Firm
- Top 5 Best of San Mateo Area
- Top 400 Firm; Best Firms to Work For

# Stern, Kory, Sreden and Morgan , AAC

**Year Founded:** 1977

24961 The Old Road, 2nd floor  
Stevenson Ranch, CA 91381

**Firm contact:** Jeff Morgan  
(661) 286-1040  
jeff@sksm.cpa

**Website:** sksm.cpa

**Staff size:** 28

Partners – 7

Number of CPAs on staff – 12

## **Top industry specializations:**

- Construction
- Manufacturing
- Not-for-profit
- Other professional services

## **Services offered to clients:**

- Tax Preparation and Consulting Services
- Estates and Trusts
- Audits, Reviews and Compilations
- Small Business Accounting
- Business Valuation, business formation and succession planning.

## **Remote work policy:**

Prefer in office work

## **About us:**

We provide a similar range of accounting and tax experience that you would find at larger accounting firms while still maintaining a family atmosphere and closely knit work environment. Many members of our staff have been with the firm for over 10 years, and several are second generation employees. An advantage of working at SKSM, is that you would receive in-depth exposure to a variety of accounting and tax topics earlier in your career and you would work directly with and receive training from partners and other seasoned professionals.

SKSM maintains a friendly office environment with an open-door policy where staff members can talk directly to partners. At SKSM, we strive to maintain a work/life balance for our employees by offering flexible hours and minimal overtime requirements.

Our mission is to develop and maintain long-term client relationships by providing high-quality, in-dept and personalized consulting, accounting, auditing and tax services. We are committed to investing in continuing professional education and expanding our specialized services, so our clients receive the most optimized accounting solutions available.

SKSM clientele consists of individuals, small businesses, and not-for-profit organizations. Many clients are owner occupied businesses who look to us as their trusted financial advisor. Our accountants work directly with these owners to guide them through the complexities of running their businesses and personal financial matters and help to develop strategies for to them succeed.

## **Benefits:**

We offer employees a full range of benefits including medical and dental health care, 401k with employer matching, tax season bonuses, referral bonuses, paid professional education and license fees.

## **Awards/Accolades:**

SKSM has been recognized as one of the top 50 firms in Los Angeles and voted the Best CPA firm in Santa Clarita. Many of our employees are very active in local organizations in an effort to give back to the community. Our employees serve on various community boards, including the hospital and college foundations, not-for-profits and community service organizations.

# Weaver

**Year Founded:** 1950

4400 Post Oak Pkwy., Suite 1100  
Houston, TX 77027

## **Other locations in CA (City):**

Los Angeles, Manhattan Beach, Pasadena,  
Sacramento, San Diego, Woodland Hills

**Firm contact:** Angela Lee

(310) 725-8131

angela.lee@weaver.com

**Website:** weaver.com

**Staff size: 1,690**

Partners – 186

Number of CPAs on staff – 504

## **Top industry specializations:**

- Financial Services
- Manufacturing
- Technology
- Healthcare
- Real Estate

## **Services offered to clients:**

- Assurance, Tax and Advisory

## **Starting salary (Associate):**

\$77,500

## **Remote work policy:**

Typically 3 office days, 2 remote, but varies

## **About us:**

Weaver strives to be the best accounting and consulting firm in the country for our people and our clients, while celebrating and extending our collaborative, innovative culture. Working collaboratively with each other and our clients, Weaver solves the most challenging accounting, regulatory and business issues. We bring a human element to the world of numbers and complex regulations, which includes creating a supportive workplace culture where we strive for excellence together.

## **Benefits:**

Weaver is proud to offer a comprehensive benefit package to our team members. We offer medical, dental and vision benefits, along with specialty benefits like fertility assistance, pet insurance, disability insurance and more. Our employees appreciate our generous scheduled-time-off policy along with 13 paid firm holidays and one virtual week per year. We offer a 401(k) with employer match, as well as bonuses for employee referrals and business development efforts. We provide the full Becker CPA Exam Review Course at no cost to employees and award bonuses upon passing the CPA exams and obtaining other relevant certifications.

## **Internships available:**

- Pay rate/salary for internships: \$35–37/hour
- When are internships offered? Spring, Summer, Fall
- What are the deadlines to apply for internships?  
Varies depending on season
- Internship webpage or contact to reach out to for more information: campus.recruiting@weaver.com
- CPA Exam fee assistance? Yes
- CPA Exam Prep support? Yes
- CPA License Bonus? Yes

## **Awards/Accolades:**

- #5 – 100 Best Internships and #2 – Best Accounting Internships in 2025 – Vault Internship Rankings
- #31 – Top 100 Firms in 2025 – INSIDE Public Accounting
- #26 – Largest Accounting Firms in the United States in 2025 – The Business Journals
- #28 – Top 100 Firms in 2025 – Accounting Today
- #25 – Largest L.A. County Accounting Firms in 2025 – Los Angeles Business Journal
- #16 – 2024 Top Accounting and Business Advisory Firms in L.A. County – Los Angeles Times

# Windes

**Year Founded:** 1926

3780 Kilroy Airport Way, Suite 600  
Long Beach, CA 90806

## **Other locations in CA (City):**

Irvine, Los Angeles

**Firm contact:** Eileen Harris

(562) 304-1332

eharris@windes.com

**Website:** Windes.com

## **Staff size: 220**

Partners – 30

Number of CPAs on staff – 102

## **Top industry specializations:**

- Automotive
- Construction
- Energy
- Hospitality and Leisure
- Manufacturing
- Medical Practices
- Nonprofit
- Professional Services
- Real Estate
- Retail and Consumer Products
- Technology
- Transportation
- Trade, and Maritime, Wholesale and Distribution

## **Services offered to clients:**

- Audit, Tax and Advisory Services
- Estate and Trusts
- Succession Planning
- Employee Benefit Services
- Mergers and Acquisitions Strategy
- Outsourced Accounting Services
- Wealth Management

## **Starting salary (Associate):**

Competitive

## **Remote work policy:**

Flexible

## **About us:**

At Windes, tradition and innovation converge to shape the future of accounting. Our pioneering spirit withstands the test of time, enabling Windes to lead the way in business advisory, audit, assurance, tax consulting, and compliance. We believe in making an impact on the community that goes beyond the professional services we provide. Founded on a philosophy of giving back, we are committed to the causes that enrich the lives of others, and sharing our success with others is important to us. We are proud to donate time and resources to these organizations that truly make a difference in our communities.

## **Benefits:**

- Buddy, Mentor and Coaching Programs
- \$25/month towards gym membership
- Health 100% paid on managed care platform, employee pays difference for PPO
- Pension-profit sharing plan + 401k
- Generous Vacation (3 weeks), Comp Time, Holidays, and Disconnect Days (2)
- Flex Schedules
- Firm events – Family picnic, costume bowling, Windes Gives Back Day, Annual Party & more!
- In-office events – Office Olympics, Scavenger Hunt, Fitness Challenge, Ping Pong/Foosball Tournaments, etc.
- And much more

## **Internships available:**

- Pay rate/salary for internships: Competitive
- When are internships offered? Summer, spring, fall
- Internship webpage or contact to reach out to for more information: [windes.com/about/careers/students/](https://windes.com/about/careers/students/)
- CPA Exam fee assistance? Yes
- CPA Exam Prep support? Yes
- CPA License Bonus? Yes

## **Awards/Accolades:**

- Named a “Top 100 Firm” and one of the “Best Accounting Firms to Work For in the Country” by Accounting Today
- Best Places to Work” by the Los Angeles and Orange County Business Journals
- Acknowledged by the OCBJ as a “Company that Cares”
- Ranked in the IPA Top 100 list by Inside Public Accounting



# Winningham Becker & Company, LLP

**Year Founded:** 1954

21031 Ventura Blvd, Suite 1000  
Woodland Hills, California 91364-2227

**Firm contact:** Hasmik Khumaryan  
(818) 598-6525 ext. 103  
hkhumaryan@wbac.com

**Website:** wbac.com

## **Staff size: 38**

Partners – 7

Number of CPAs on staff – 10

## **Top industry specializations:**

- Entertainment
- Professional Athletes
- Real Estate
- Professional Services
- High Net Worth Individuals
- Estates & Trusts

## **Services offered to clients:**

- Tax Planning/Preparation & Compliance
- Business Management
- Estate & Trust Administration & Compliance
- Compilations & Reviews
- CAS

## **Starting salary (Associate):**

55k + Overtime

## **Remote work policy:**

Hybrid based on position and experience  
In office for new staff/interns

## **About us:**

Winningham Becker & Company, LLP (WBAC) is among the Top 25 Accountancy Firms in the San Fernando Valley and the Top 100 Accountancy Firms in all of Los Angeles. We pride ourselves on our ability to deliver experienced, timely service at competitive prices, drawing on our partners' 200+ years of combined experience. While our clients may come to us seeking solutions for their ever changing financial needs, they stay with us due to the personal relationships we've built.

WBAC has long-term relationships with its clients built on trust, experience, and the knowledge that we are always well informed about any changes in federal or state laws that may affect our clients' financial environment.

## **Benefits:**

- Three weeks of paid personal time each year; four weeks after five years of employment
- Paid holidays; hybrid and flexible work schedules
- Paid New Parent Leave
- Medical Insurance – Choice of PPO or HMO. Firm pays 100% of employee premium
- Dental Insurance – Firm pays 100% of employee premium
- Group Life Insurance
- Vision Insurance
- Long-Term Disability Plan
- Participation in 401(k) Plan
- Participation in Section 125 Cafeteria Plan
- Floating Holidays
- Paid Parking

## **Internships available:**

- Pay rate/salary for internships: \$20/hour
- When are internships offered? Winter/Spring Internship Positions
- What are the deadlines to apply for internships? 11/15/2025
- Internship webpage or contact to reach out to for more information: Hasmik Khumaryan
- CPA Exam fee assistance? Yes
- CPA Exam Prep support? Yes
- CPA License Bonus? No

## **Awards/Accolades:**

- Top 100 Accountancy Firms in Los Angeles and the Top 25 in the San Fernando Valley
- Winningham Becker & Company, LLP is a CalCPA 100% Member firm

# Withum

**Year Founded:** 1974

506 Carnegie Center  
Princeton, New Jersey 08540

## **Other locations in CA (City):**

Encino, Irvine, Carlsbad, San Francisco,  
San Ramon

## **Firm contact:** Paul Ngo

(760) 203-3944  
paul.ngo@withum.com

## **Website:** withum.com/careers/

## **Staff size: 2,100+**

Partners – 400+

Number of CPAs on staff – 750+

## **Top industry specializations:**

- Financial Services and Investment
- Technology
- Life Sciences
- Multi employer
- Not-For-Profit
- Consumer Products
- Manufacturing Distribution and Logistics
- Professional Services

## **Services offered to clients:**

- Audit, Tax, and Advisory

## **Starting salary (Associate):**

\$78k-\$86k

## **Remote work policy:**

3 to 4 days in office

## **About us:**

We're not your regular advisory, tax and accounting firm. Growth and success come from taking the time to understand your business, where you want to go and what you want to achieve. We put our clients at the forefront of the modern business environment through collaboration, an entrepreneurial lens and a technology-forward mindset. You'll discover Withum is a place where talent thrives, whereby each other's strengths are multiplied, and the sum is truly greater than its parts. Think 1+1=3.

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## **Benefits:**

- Bonus Pool/Referral Bonus
- CPA Aid/Shadow Stock
- Tech/Tuition/Childcare Reimbursement
- Career Coaching/Peer Mentorship
- PTO/401K/Health Insurance

## **Internships available:**

- Pay rate/salary for internships: \$23-\$32/hour
- When are internships offered? Summer (May to August), Winter (January to April)
- Internship webpage or contact to reach out to for more information: withum.com/careers/
- CPA Exam fee assistance? Yes
- CPA Exam Prep support? Yes
- CPA License Bonus? Yes

## **Awards/Accolades:**

- Best Place to Work as published in the Orange County Business Journal in from 2022-2024
- San Francisco Business Times & Silicon Valley Business Journal Best Places to Work in the Bay Area 2024
- Business LA Times Studio Top 30 Firm in Los Angeles by the LA Times
- San Francisco Business Times Top 15 Firm in the Bay Area by San Francisco Business Times
- NSIDE Public Accounting Names Withum on 2024 TOP 100 Accounting Firms List
- Vault 2025 Top Rank Accounting Firm
- DEI 2024 100 Best Place to Work For Disability Inclusion
- International accounting Winner Network of the Year Awards 2024
- Great Place to Work Certified November 2024 – November 2025 USA
- AICPA SOC



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# Wright Ford Young & Co.

**Year Founded:** 1973

16140 Sand Canyon Avenue  
Irvine, CA 92618

**Firm contact:** Rachel Alm  
(949) 910-2727  
ralm@cpa-wfy.com

**Website:** cpa-wfy.com

**Staff size: 100**

Partners – 15

Number of CPAs on staff – 50

**Top industry specializations:**

- Family-Owned Businesses
- Food & Restaurant
- Healthcare & Life Sciences
- Manufacturing & Distribution
- Private Foundations
- Professional Services
- Real Estate & Construction
- Senior Housing
- Technology
- Transportation & Logistics

**Services offered to clients:**

- Audit & Assurance
- Business Consulting
- ERISA Audits
- ESOP
- Estate & Trust
- Peer Review
- Tax Planning & Compliance

**Starting salary (Associate):**

\$70–95K

**Remote work policy:**

Flexible

## About us:

Wright Ford Young & Co. (WFY) is a full-service corporate accounting firm in Irvine, CA, providing audit, tax, estate & trust, and business consulting services to closely-held companies, family-owned businesses, and private foundations. WFY has been a trusted advisor to leading companies in Southern California for more than 50 years. As one of the largest local CPA firms, our unique “No Surprises Execution” approach is designed to effectively help business owners avoid the risk of having to pay more money tomorrow for costly surprises that came up yesterday.

At Wright Ford Young & Co., we have earned a reputation of taking care of our clients and our team members, so it should be no surprise that it’s our culture to provide support and care to the local communities in which we live and work. Every year, Wright Ford Young & Co. donates one percent of our gross revenues to local charities.

## Benefits:

- Competitive compensation
- 3-weeks Paid vacation to start and paid holidays – full Thanksgiving week holiday!
- Referral bonuses
- Fully flexible work environment
- Quarterly firm events – firm lunches, Summer events, annual holiday event, charitable giving events, and more!
- Participation in our 401k plan
- Medical Insurance – PPO or HMO – Firm pays 100% of employee premium
- Dental and Vision Insurance
- Group term Life Insurance
- FSA and/or HAS

## Internships available:

- Pay rate/salary for internships: \$25/hour
- When are internships offered? Winter Spring, Summer, Fall
- Internship webpage or contact to reach out to for more information: Rachel Alm, ralm@cpa-wfy.com
- CPA Exam fee assistance? Yes
- CPA Exam Prep support? Yes

## Awards/Accolades:

- INSIDE Public Accounting 2024 Top 300 Firms
- OneOC Points of Light 2024 Civic 50 Recipient
- CalCPA 2023 Top 150 Firms
- Manage HR Magazine 2023 Top ESOP Services Provider
- OCBJ “Companies That Care” Honoree
- The Priority Center 2023 Champions for Change Award

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- CalCPA Industry Influencer priority hiring
- Guidance on the CPA Exam evolution
- Pathway to success as a candidate
- VIP access to student focused events

For more info or questions, contact:  
**Collin Stephens, [collin.stephens@calcpa.org](mailto:collin.stephens@calcpa.org)**

**[calcpa.org](https://calcpa.org)**

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