



2026–27 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 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



Miklos Ringbauer, CPA
2026–27 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



Making sense
of what comes next

As students, you're
the future of the
CPA profession –
**and CalCPA is
here for you.**



CalCPA's complimentary student membership is built for your needs:
navigate the CPA Exam process, **build** your network, and **launch** your career.

Member benefits:



Navigate

- CPA Exam updates and guidance
- Study/review course discounts
- A clear pathway to candidacy



Build

- The largest CPA members club in the country
- Direct access to 40K+ professional members
- VIP access to student events



Launch

- Scholarships and grants
- Priority hiring through CalCPA exclusive networking
- Access to internships and mentorship



Welcome to the members club that gets you in.

CalCPA Connect

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Join today!
CalCPA.org or scan



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.

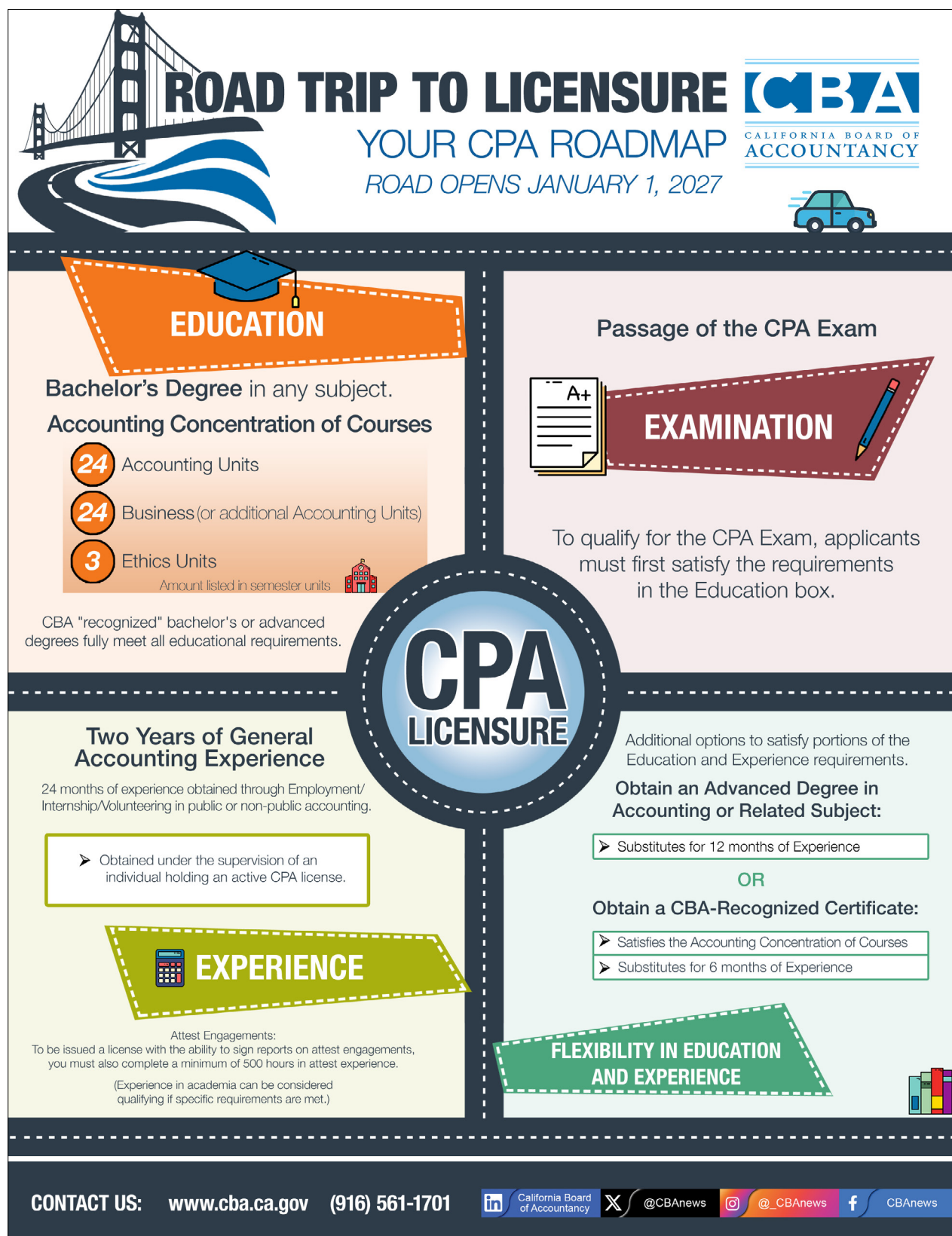
*Embrace the power of the CPA designation —
ignite your career today!*

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



How do I apply for CPA licensure in California?

Learn the steps to become a CPA by following the CBA Roadmap.



Firm Listings

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



Aho and Associates Financial Forensics

Year Founded: 2000

780 W. Napa Street
Sonoma, CA 95476

Firm contact:

Lorraine Aho
(707) 307-3476
laho@ahoandassociates.com

Website: ahoandassociates.com

Staff size: 5

Partners – 2
Number of CPAs on staff – 1

Top industry specializations:

- Legal

Services offered to clients:

- Forensic Accounting and Fraud Investigation

Starting salary (Associate):
\$45/hour

Remote work policy:

Remote, in office, or hybrid

About us:

We are a boutique financial forensics firm dedicated to helping attorneys and their clients navigate complex financial disputes through investigation, analysis, and expert testimony. Our culture is professional, collaborative, and supportive. Team members work directly with experienced fraud examiners and expert witnesses, gaining hands-on exposure to real-world cases while receiving mentorship and encouragement. Because we are a small firm, every team member has an opportunity to contribute meaningful work and see the impact of their efforts. We value curiosity, critical thinking, clear communication, and continuous learning. Many of our cases involve individuals experiencing significant personal and financial stress, so we practice trauma-informed care and strive to treat clients, colleagues, and opposing parties with dignity and respect. Our goal is to create an environment where people can develop technical expertise, build professional confidence, and do work that makes a genuine difference.

Benefits:

We believe great work happens when people have the flexibility, support, and balance they need to thrive. Our team enjoys a hybrid work environment that combines the benefits of in-office collaboration with the flexibility of remote work. Unlike many areas of public accounting, we do not have a traditional “busy season”, allowing for a more sustainable workload throughout the year. We offer generous and flexible paid time off, an IRA retirement plan with employer matching, and a culture that values both professional growth and personal well-being. As a small firm, team members have direct access to mentorship, meaningful work, and opportunities to develop skills that would typically take years to acquire in a larger organization. Our office atmosphere is relaxed, professional, and supportive. We encourage curiosity, lifelong learning, mutual respect, and a healthy sense of humor.

Internships available:

- Pay rate/salary for internships: \$35/hour
- When are internships offered? Year round
- What are the deadlines to apply for internships?
Open, no deadlines
- Internship webpage or contact to reach out to for more information: Lorraine Aho
- CPA Exam fee assistance? No
- CPA Exam Prep support? Yes
- New Staff CPA Licensure Bonus? No

Awards/Accolades:

- Lorraine Aho has been recognized as a CalCPA Women to Watch honoree, a North Bay Influential Woman and selected for the inaugural cohort of the CalCPA Forensic Expert Leadership Program.



Aldrich CPAs + Advisors LLP

Year Founded: 1973

7676 Hazard Center Drive, #550
San Diego, CA 92108

Firm contact:

Alexander Green
(619) 810-4940
campusrecruitingCA@aldrichadvisors.com

Website: <https://aldrichadvisors.com/>

Staff size: 394

Partners – 48
Number of CPAs on staff – 153

Top industry specializations:

- Construction, Manufacturing + Distribution
- Architecture + Engineering
- Real Estate
- Agriculture + Farming
- Telecommunications + Utilities
- Healthcare/Dental/Veterinary
- Nonprofit + Government
- Growth Companies

Services offered to clients:

- Audit + Assurance
- Tax Compliance + Planning
- Outsourced Accounting
- Cybersecurity Advisory
- Transaction Advisory
- Corporate Retirement Plans
- Wealth Management

Starting salary (Associate):

\$59,700 – \$83,600

Remote work policy:

Varies by position

About us:

Aldrich's mission is to help our clients achieve their goals, and our purpose is to improve the lives of our people, our clients, and our communities. We believe a great workplace is built on connection, opportunity, and purpose, creating an environment where employees are supported, encouraged to grow, and empowered to make a meaningful impact. We invest in our people through comprehensive benefits, generous paid time off, CPA exam support, and ongoing professional development. Employees build their skills through Aldrich You--our learning and development platform, mentoring, and clear career pathways, while early-career accounting professionals gain broad experience through our POOL program.

Benefits:

Aldrich 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 bonuses are also offered.

Internships available:

- Pay rate/salary for internships: \$26-30/hour
- When are internships offered? Summer (June-August) and Winter (busy season: January-April) internships
- What are the deadlines to apply for internships?
Fall Deadline: September 21 for California internships.
Spring Deadline: March 31 for California internships.
- Internship webpage or contact to reach out to for more information: aldrichadvisors.com/careers/campus-recruiting/
- CPA Exam fee assistance? Yes
- CPA Exam Prep support? Yes
- New Staff CPA Licensure Bonus? Yes

Awards/Accolades:

Aldrich continues to be recognized for its workplace culture, community impact, and industry leadership. Recent honors include:

- Best Place to Work by the Carlsbad Business Achievement & Distinction Awards (2026),
- One of the San Diego Business Journal's Best Places to Work (2026),
- One of OneOC's Civic 50 Orange County organizations (2025)
- Recognized by Accounting Today as a Top 100 Firm nationally and a Top 10 Firm in the West (2026).



Aprio

Year Founded: 1952

21800 Oxnard St., Suite 900
Woodland Hills CA 91367

Firm contact:

Ellie McAlpin
(770) 353-8382
Ellie.McAlpin@aprio.com

Website: aprio.com/

Staff size: 3,400

Partners – 319
Number of CPAs on staff – N/A

Top industry specializations:

- Tax Audit and Advisory

Services offered to clients:

- Tax, Audit
- Client Accounting Services
- Advisory, Wealth Management
- Aprio Legal

Starting salary (Associate):
N/A

Remote work policy:

- Varies office by office.
- LA and Bay Area office is 3 days in office
2 days remote.

About us:

Aprio is a top 20 CPA-led business advisory and accounting firm headquartered in Atlanta, Georgia, with offices across the Southeast and major markets nationwide. Since 1952, Aprio has helped clients achieve what's next through advisory, audit, tax, managed, and private client services. The firm's mission is reflected in its promise to help clients "Account for Anything™" by combining deep technical expertise with genuine care. What sets Aprio apart is its unique Head + Heart culture. The firm values technical excellence, innovation, collaboration, and integrity while fostering meaningful relationships with clients, team members, and communities. Employees are encouraged to grow professionally, share ideas, and make an impact from the start of their careers. For interns and early career professionals, Aprio offers meaningful client exposure, hands-on experience, mentorship, and professional development opportunities. Interns are trusted with real work that helps them build technical skills, expand their networks, and explore various career paths within the firm. Aprio is also committed to giving back through the Aprio Foundation, which supports causes focused on education, entrepreneurship, environmental sustainability, volunteerism, and economically disadvantaged communities. This commitment reflects Aprio's belief that success is measured not only by business results but also by the positive impact made in the communities it serves.

Benefits:

Aprio offers competitive benefits designed to support employees' health, financial wellness, and professional growth. Benefits include medical, dental, and vision coverage, a 401(k) retirement plan, life and disability insurance, wellness programs and rewards, mental health resources, virtual healthcare, pet insurance, legal assistance, and ongoing learning and development opportunities.

Internships available:

- Pay rate/salary for internships: \$38/hour
- When are internships offered? Summer and Spring
- What are the deadlines to apply for internships? October 30th
- Internship webpage or contact to reach out to for more information: <https://careers.aprio.com/students-and-interns/>
- CPA Exam fee assistance? Yes
- CPA Exam Prep support? Yes
- New Staff CPA Licensure Bonus? Yes

Awards/Accolades:

A few highlights about Aprio

- Ranked #6 Best Internship program in 2026 by Vault
- Handshake Early Talent Award Winner
- Top 20 largest CPA led business advisory firm in the U.S.
- Named "Best Place to Work in the USA" by USA Today



Baker Tilly

Year Founded: 1931

2050 Main Street #700
Irvine, CA 92614

Firm contact:

Carisa Wisniewski
(858) 627-1402
SoCalCampusRecruiting@bakertilly.com

Website: bakertilly.com/

Staff size: 12,500+

Partners – 1,000+
Number of CPAs on staff – 3,700

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:

- Assurance
- Tax, Advisory
- Wealth Management

Starting salary (Associate):

\$85k – \$95k

Remote work policy:

3 days in office, 2 days remote

About us:

At Baker Tilly, you'll connect with many engaging learning experiences. Particularly, structured mentorship and development opportunities include programs for women, team members of color and leaders on the rise. Our people develop themselves through close relationships with other team members, as well as opportunities within our firm to lead and contribute to making a difference in our day-to-day work experience. Our transparent approach to everything from promotion to compensation to team structure ensures that our team members understand their opportunities and the actions they can take to continue advancing and excelling at our firm.

Benefits:

- Medical, Dental, Vision
- 401(k)
- Lifestyle Allowance
- CPA Exam Resources & Bonus
- PTO & Firm wide Disconnect Days
- Mental Health & Wellness Resources

Internships available:

- Pay rate/salary for internships: \$37 – \$46/ hour
- When are internships offered? Summer and Winter
- What are the deadlines to apply for internships?
Late September
- Internship webpage or contact to reach out to for more information: bakertilly.com/careers
- CPA Exam fee assistance? Yes
- CPA Exam Prep support? Yes
- New Staff CPA Licensure Bonus? Yes

Awards/Accolades:

- Handshake Early Talent Award – Five-Time Winner
- 2026 Community Impact Firm of the Year by Los Angeles Business Journal
- 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

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 – 9
Number of CPAs on staff – 27

Top industry specializations:

- Technology
- Franchises
- Healthcare
- Hospitality
- Nonprofits
- Privately Held Businesses
- Professional Services
- Real Estate
- 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):

\$69k – \$98k

Remote work policy:

Flexible based on position and experience

About us:

BPW is the leading accounting and consulting firm on the Central Coast of California. Located in Santa Barbara, BPW has 9 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 we are 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 this 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
- CPA Exam fee assistance? Yes
- CPA Exam prep support? Yes
- New Staff CPA Licensure Bonus? Yes

Awards/Accolades:

- Accounting Today Best Firms to Work For 2026
- CalCPA Top 150 Firms
- Inside Public Accounting Top 300 Firms
- Accounting Today Top Regional Leaders 2019-2026
- Pacific Coast Business To,es Best Places to Work 2018-2026



BPM LLP

Year Founded: 1986

1 California Street, #2500
San Francisco, CA 94111

Firm contact:

Jorge Robles
(415) 653-1869
jrobles@bpmcpa.com

Website: bpm.com/

Staff size: 1,250+

Partners – 80+

Number of CPAs on staff – 250+

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 – 85k varies by location

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: \$29 – \$35/hour
- When are internships offered? Winter, Summer
- What are the deadlines to apply for internships? N/A
- Internship webpage or contact to reach out to for more information: bpm.com/careers/early-careers/
- CPA Exam fee assistance? Yes
- CPA Exam Prep support? Yes
- New Staff CPA Licensure Bonus? Yes

Awards/Accolades:

- Certified B Corporation
- 2025 Certified Great Place to Work
- INSIDE Public Accounting’s Top 100 list (32)
- One of America’s Most Recommended Tax & Accounting Firms for 2025 by USA Today Firms in 2025 by L.A. Times

CLA

Year Founded: 2012

2875 Michelle Drive, Suite 300
Irvine, CA 92606

Firm contact:

Tom Jones
(714) 795-5370
tom.jones@CLAconnect.com

Website: claconnect.com/en

Staff size: 8,423

Partners – 1,279

Number of CPAs on staff – 2,999

Top industry specializations:

- Agribusiness
- Food, and Beverage
- Construction
- Dealerships
- Education
- Financial Services
- Franchises; Government
- Health Care and Life Sciences
- Logistics
- Manufacturing
- Nonprofits
- Professional Services
- Private Equity
- Real Estate
- Retail and Hospitality
- Technology

Services offered to clients:

- Audit
- Consulting and Outsourcing
- Digital
- Tax
- Wealth Advisory

Starting salary (Associate):

\$65k – \$110k

Remote work policy:

To care for your whole self, you need the time and tools to balance work commitments and personal responsibilities. We offer flexibility and support to make it possible.



About us:

When we talk about our CLA family culture, we point to our relationships. We know and support each other. We belong to something bigger. It's a culture driven by our values and lived by our people. We believe that including different perspectives makes our firm better — and that everyone who joins the CLA family should feel welcome.

Benefits:

Everyone is on their own distinct wellness journey. To support our CLA family members, we create opportunities to elevate their physical, financial, social, and emotional well-being. We listen to feedback, evaluate offerings, and look for new ways to help our people balance their professional and personal lives throughout the year. For a full list of benefits, visit: Wellness Resources: CLA.

Internships available:

- Pay rate/salary for internships: \$30 – \$35/hour
- When are internships offered? Spring/Winter
- What are the deadlines to apply for internships?
Varies Depending on the Position
- Internship webpage or contact to reach out to for more information: claconnect.com/en/careers
- CPA Exam fee assistance? Yes
- CPA Exam Prep support? Yes
- New Staff CPA Licensure Bonus? Yes

Awards/Accolades:

- Accounting Today Top 100 Firms, 2026
- Inside Public Accounting, Top 100 Firms, 2026
- Great Places to Work, 2026
- Accounting Today, Top Tax Firms, 2026
- America's Top RIAs, 2026
- Accounting Today Best Firms for Technology, 2026
- America's Best Places to Work, 2026
- Seramount 100 Best Company, 2026
- ebn Best HR Team, 2026.
- All awards are listed here

Considine & Considine

Year Founded: 1946

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

Firm contact:

Autumn Gittins
(619) 231-1977
autumn@cccpa.com

Website: cccpa.com

Staff size: 76

Partners – 13
Number of CPAs on staff – 86

Top industry specializations:

- Physicians
- Real Estate
- Professional Services
- Retirement Services
- Financial Services
- Nonprofit Organizations
- High Net Worth

Services offered to clients:

- Audits
- Reviews
- Traditional Compilations
- Tax Returns
- Financial Planning
- Retirement Plan Administration
- Management Consulting Services
- Litigation Support
- Estate Planning

Starting salary (Associate):
\$70,500

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, and annual department fun days and holiday parties. Additionally, we are dedicated to positively impacting our community by donating our time and resources 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) with profit sharing, FSA, paid vacation up to four weeks plus 13 paid holidays, 100% paid training for continuing education, licenses, and CalCPA/AICPA memberships, CPA exam reimbursement and bonus upon issuance and one-year mark, referral bonuses, flexible work schedule with hybrid options.

Internships available:

- Pay rate/salary for internships: \$25/hour
- When are internships offered? Summer
- What are the deadlines to apply for internships?
October 2nd for the following summer
- Internship webpage or contact to reach out to for more information: considinerecruiting@cccpa.com
- CPA Exam fee assistance? Yes
- CPA Exam Prep support? Yes
- New Staff CPA Licensure Bonus? Yes

Awards/Accolades:

- 80th Anniversary!
- Named California CPA "Top 150 Firms"
- Named Top 5 of 2026 Accounting firms in Mission Valley East by BusinessRate

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

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?
December 31, 2026
- Internship webpage or contact to reach out to for more information: N/A
- CPA Exam fee assistance? Yes
- CPA Exam Prep support? Yes
- New Staff CPA Licensure Bonus? No

Awards/Accolades:

- CalCPA Top 150 Firms

Daniells Phillips Vaughan & Bock

Year Founded: 1959

300 New Stine Road
Bakersfield, CA 93311

Firm contact:

Megan Punelli
(661) 331-677
megan@dpvb.com

Website: dpvb.com

Staff size: 60

Partners – 9
Number of CPAs on staff – 16

Top industry specializations:

- Agriculture
- Construction
- Governmental
- Real estate
- Nonprofit
- Professional services
- Estates/trust
- 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 401k. 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, PTO10, 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
- What are the deadlines to apply for internships? Year round
- Internship webpage or contact to reach out to for more information: dpvb.com/careers/
- CPA Exam fee assistance? Yes
- CPA Exam Prep support? Yes
- New Staff CPA Licensure Bonus? Yes

Awards/Accolades:

- INSIDE Public Accounting Top 500 Firms in the US
- CalCPA Top 150 Firms

Eide Bailly

Year Founded: 1917

901 Via Piemonte, Suite 450
Ontario, CA 91764

Firm contact:

Chloe Diaz-Affan
(909) 466-4410
cdiazaffan@eidebailly.com

Website: eidebailly.com

Staff size: 3,500

Partners – 389
Number of CPAs on staff – N/A

Top industry specializations:

- Healthcare
- Manufacturing, Distribution, & Logistics
- Construction & Real Estate
- Private Equity

Services offered to clients:

- Audit & Assurance
- Business Valuation
- Cybersecurity
- Fraud & Forensic Advisory
- Human Resources
- Client Accounting Services
- Risk Advisory
- Tax: Energy Incentives
- Tax: Fixed Asset Services
- Tax: International Tax
- Tax: Tax Consulting
- Technology Consulting
- Transaction Advisory

Starting salary (Associate):

\$84k starting in January 2027

Remote work policy:

Hybrid

About us:

As one connected firm, we foster impactful doing by growing our people, elevating our clients, and strengthening our communities.

Benefits:

Firm benefits and perks include the below:

- Medical, dental and vision insurance
- Professional certification and tuition reimbursement
- Referral bonus
- Lifestyle spending account
- 401(k) retirement and profit-sharing plans
- Health savings account
- Financial and legal counseling
- Disability plans
- Generous PTO
- Hybrid and flex work arrangements
- Volunteer time and corporate matching
- Paid parental leave and Milk Stork
- Mental health counseling
- Wellness program
- Complimentary Calm App and more!

Internships available:

- Pay rate/salary for internships: \$32/hour
- When are internships offered? Spring & Summer
- What are the deadlines to apply for internships? Rolling
- Internship webpage or contact to reach out to for more information: eidebailly.com
- CPA Exam fee assistance? Yes
- CPA Exam Prep support? Yes
- New Staff CPA Licensure Bonus? Yes

Awards/Accolades:

- Top Ranked Most Prestigious Accounting Firms – Vault
- 2026 Handshake Early Talent Award
- 6x Best CPA Firms for Women Winner – Accounting MOVE Project

Frank, Rimerman + Co. LLP

Year Founded: 1949

60 South Market Street, Suite 500

San Jose, CA 95113

Firm contact:

Arin Haley

(408) 279-5566

recruiting@frankrimerman.com

Website: frankrimerman.com

Staff size: 800+

Partners – 55

Number of CPAs on staff – 311

Top industry specializations:

- Private Client
- Venture Capital
- AI
- Technology & Software
- Life Sciences
- Real Estate
- Consumer Products
- Not-for-Profit
- Food & Beverage
- Manufacturing & Distribution
- Wine

Services offered to clients:

- Individual & Corporate Tax
- Audit & Assurance
- Accounting & CFO Advisory
- IT Audit
- ISO Certification and more

Starting salary (Associate):

Varies by position

Remote work policy:

Varies by position

About us:

Frank, Rimerman + Co. was built in Silicon Valley alongside the founders, investors, and visionaries redefining industries and shaping the future. For more than 75 years, we have advised many of the world's most innovative companies, leading venture capital firms, family offices, and high-net-worth individuals as they navigate complex opportunities, transformative growth, and pivotal moments. Our deep roots within the venture capital ecosystem provide a perspective few firms can match. Every day, we work with the people funding breakthrough ideas, building category-defining companies, and creating technologies that influence how the world lives and works.

Benefits:

At Frank, Rimerman, we support a healthy work environment that nurtures both your physical and mental wellbeing. Our numerous flexible benefit plans offer customizable care for you and/or your loved ones. Our traditional benefits program includes Health, Dental and Vision plans. We also offer a mental health benefit which provides tools for a happier, healthier life as well as Family Forming benefit to support those who are starting a family. Our FRCO Flex program provides a monthly allocation for a wide array of things including fitness and health, leisure travel, financial well-being and even supports your pets! We have a 401k plan with company matching and generous PTO, paid holidays and more. Learn more about our benefits at www.frankrimerman.com/careers.

Internships available:

- Pay rate/salary for internships: Varies by location
- When are internships offered? Summer
- What are the deadlines to apply for internships?
Rolling applications until filled
- Internship webpage or contact to reach out to for more information: frankrimerman.com/careers/internship/
- CPA Exam fee assistance? No
- CPA Exam Prep support? Yes
- New Staff CPA Licensure Bonus? Yes

Awards/Accolades:

- Top 40 Accounting Firm in the U.S.
- IPA Best of the Best CPA Firm (2025)
- Ten consecutive years as a Best Places to Work
- 75+ years serving the innovation economy
- Independent, partner-owned firm (not private equity-backed)
- Deeply embedded in the Silicon Valley venture capital ecosystem and trusted by founders, investors, and high-net-worth families.

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Our support.

Let's grow together.



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certified public accountants

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Haskell & White LLP

Year Founded: 1988

300 Spectrum Center Drive, Suite 300
Irvine, CA 92618

Firm contact:

Meagan Hayes
(949) 450-6249
mhayes@hwcpcpa.com

Website: hwcpcpa.com

Staff size: 122

Partners – 11
Number of CPAs on staff – 60

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

Starting salary (Associate):
\$65k (base), plus overtime pay
and profit sharing

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 a week
- When are internships offered? January through April
- What are the deadlines to apply for internships?
October 31, 2026
- Internship webpage or contact to reach out to for more information: hwcpcpa.com/careers/students/
- CPA Exam fee assistance? Yes
- CPA Exam Prep support? Yes
- New Staff CPA Licensure Bonus? Yes

Awards/Accolades:

- Best Accounting Firms to Work for, 2025-2026, Accounting Today
- Best Places to Work for In Southern California, 2023-2026
- Top 200 Firms, Ranked 182 in 2026, Inside Public Accounting
- Top Firms in the West, 2025-2026, Accounting Today
- Recognized by numerous organizations for our support of nonprofit and arts organizations, hwcpcpa.com/firm/awards

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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.

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Hood & Strong LLP

Year Founded: 1917

275 Battery Street, Suite 900
San Francisco, CA 94111

Firm contact:

Jennifer McDonald
(415) 781-0793
jmcdonald@hoodstrong.com

Website: hoodstrong.com/

Staff size: 135

Partners – 15
Number of CPAs on staff – 52

Top industry specializations:

- Not for Profit
- Real Estate
- Manufacturing
- Distribution,
- Technology

Services offered to clients:

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

Starting salary (Associate): Market

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

Internships available:

- Pay rate/salary for internships: Market
- When are internships offered? Summer
- What are the deadlines to apply for internships?
November 1, 2027
- Internship webpage or contact to reach out to for more information: Emma Johnson – ejohnson@hoodstrong.com
- CPA Exam fee assistance? Yes
- CPA Exam Prep support? Yes
- New Staff CPA Licensure Bonus? Yes

Awards/Accolades:

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. We are proud to give each of our employees four hours of paid time off each month to serve in any capacity they desire with a nonprofit of their choice. Our employee-led Volunteer Committee is responsible for arranging volunteer opportunities and other related educational events in which the Firm participates.

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: 47

Partners – 6
Number of CPAs on staff – 24

Top industry specializations:

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

Services offered to clients:

- Audit & Assurance
- Tax
- Advisory
- Wealth Management
- Client Accounting Services

Starting salary (Associate):

\$70k – \$90k

Remote work policy:

Flexible based on role and busy season

About us:

At Johanson & Yau, we believe great work starts with great people. 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, trusts, 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. We foster a supportive culture built on practical values, flexible work arrangements, modern technology, strong mentorship, and meaningful opportunities for learning and professional growth. Our success is driven by the people who choose to build their careers here. We seek colleagues who embrace collaboration, innovation, and a client-first mindset, creating an environment where talented professionals can grow, make an impact, and do their best work together.

Benefits:

We offer a comprehensive benefits package designed to support your health, financial well-being, professional growth, and work-life balance. Benefits include:

- Fully paid medical, dental, and vision coverage for employees
- Health Savings Account (HSA) with employer contributions and Flexible Spending Accounts (FSA)
- 401(k) with employer match
- Lifestyle Wellness Account
- Group term life insurance and long-term disability coverage
- 15+ paid holidays annually & half day summer Fridays
- Busy season meals
- Paid family leave with up to 8 weeks of full wages
- Employer-paid continuing professional education (CPE)
- CPA exam bonus
- Client referral bonuses

Internships available:

- Pay rate/salary for internships: \$30/hour
- When are internships offered? Tax season internships available from January through April (part-time and full-time)
- What are the deadlines to apply for internships? November 30, 2026
- Internship webpage or contact to reach out to for more information: Handshake and/or carolynef@jyac.com
- CPA Exam fee assistance? Yes
- CPA Exam Prep support? Yes
- New Staff CPA Licensure Bonus? Yes

Awards/Accolades:

Accounting Today 2026 Regional Leader, 2026 INSIDE Public Accounting Top 400 Firms, Quantum Certified Workplace, and frequently recognized among: Best Accounting Firms to Work For and Best Places to Work in the Bay Area



Lavine, Lofgren, Morris & Engelberg, LLP (LLME)

Year Founded: 1985

4180 La Jolla Village Drive, Suite 300
La Jolla, CA 92037

Firm contact:

Jennifer Glaser
(858) 455-1200
recruiting@llme.com

Website: llme.com

Staff size: 134

Partners – 14

Number of CPAs on staff – 54

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):

65k – 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 summer, and audit internships available in summer
- What are the deadlines to apply for internships?
- Internship webpage or contact to reach out to for more information: Internship opportunities are posted on Handshake as they become available. For questions or to express your interest, please contact recruiting@llme.com.
- CPA Exam fee assistance? Yes
- CPA Exam Prep support? Yes
- New Staff CPA Licensure Bonus? Yes

Awards/Accolades:

- San Diego Business Journal Best Places to Work 2024 and 2025 Winner
- Inside Public Accounting Top 300 Firms 2024 and 2025
- 40 years in business

Lucas Horsfall

Year Founded: 1957

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

Firm contact:

Jennie Abernathy
(626) 744-5100
jabernathy@lucashorsfall.com

Website: lucashorsfall.com

Staff size: 174

Partners – 20
Number of CPAs on staff – 63

Top industry specializations:

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

Services offered to clients:

- Advisory
- Audit
- Business Management
- Client Accounting Services
- Fund Accounting
- M&A
- Tax Planning & Compliance
- International Tax,
- Trusts and Estates

Starting salary (Associate):

\$62k + 1.5 OT

Remote work policy:

3 days in office, 2 days remote

About us:

At Lucas Horsfall, we cultivate a transformative culture where staff are transformed into partners through meticulous selection and nurturing over years of dedicated support. Our pride lies in colleagues who not only showcase outstanding skills but also embody genuine care and commitment to delivering exceptional services. 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; Livin' 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
- Parking
- Hybrid Work Environment
- Fun Socials

Internships available:

- Pay rate/salary for internships: \$28/hour
- When are internships offered? Jan – April Tax internship; Summer – Tax, Assurance, Audit, M&A Internship
- What are the deadlines to apply for internships? End of year for Tax Internships; End of April for Audit Internships
- Internship webpage or contact to reach out to for more information: lucashorsfall.com
- CPA Exam fee assistance? Yes
- CPA Exam Prep support? Yes
- New Staff CPA Licensure Bonus? Yes

Awards/Accolades:

- 2026 Accounting Today – Fastest Growing Firms
- 2026 Accounting Today – Regional Leaders

Magnus Blue

Year Founded: 2022

(previously under different partner names)

100 E San Marcos Blvd., Suite 100

San Marcos, CA 92069

Firm contact:

April Kriz

(760) 599-9900

april@magnusblue.com

Website: magnusblue.com/

Staff size: 25

Partners – 3

Number of CPAs on staff – 14

Top industry specializations:

Wide Variety

- Professionals
- Lawyers
- Doctors
- Real Estate
- Construction
- Manufacturers
- Wholesalers
- Etc

Services offered to clients:

- Audit, Tax, & Business Consulting Services

Starting salary (Associate):

\$60K

Remote work policy:

Yes for seasoned employees

About us:

Magnus Blue's mission is to provide the highest quality, forward planning services, giving businesses and high-net-worth individuals clear, actionable information that helps you achieve goals. Our core values are helps first, respect, communication, quality work, trustworthy, and family culture.

Benefits:

- Magnus Blue offer full medical benefits and a 401(k) plan with match & profit sharing. You receive 10% commissions for new client billings for the 1st year.

Internships available:

- Pay rate/salary for internships: \$20/hour
- When are internships offered? Summer & Winter
- What are the deadlines to apply for internships?
Oct for Winter – April for Summer
- Internship webpage or contact to reach out to for more information: April Kriz – april@magnusblue.com
- CPA Exam fee assistance? Yes
- CPA Exam Prep support? Yes
- New Staff CPA Licensure Bonus? No

Awards/Accolades:

- We have had clients say that we make audits fun and tax returns less stressful.

Navolio & Tallman LLP

Year Founded: 2007

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

Firm contact:

Anastasia Sinkevich
(415) 500-6123
asinkevich@ntllp.cpa

Website: ntllp.cpa

Staff size: 76

Partners – 9
Number of CPAs on staff – 36

Top industry specializations:

- High-Net-Worth and Ultra High-Net-Worth individuals
- Private-equity and Venture Capital firms
- Real Estate developers and investors
- Private Foundations and Broker/Dealers

Services offered to clients:

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

Starting salary (Associate):
Varies by location

Remote work policy:

Hybrid, based on position and experience

About us:

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 LLP, you are choosing to have a career and not just a job. We offer a comprehensive range of taxation, advisory, compliance, audit, and accounting services for a wide variety of businesses and their owners and serve a broad spectrum of securities funds, private-equity and venture capital firms, real estate funds, private foundations, and high-net-worth and ultra-high-net-worth individuals. You will have opportunities to be mentored by the firm partners and managers. Most importantly, when you work with us, you will have an impact.

Benefits:

We offer a hybrid-working model, state of the art equipment, and firm events that help our staff foster personal connections with all of their coworkers and promote collaboration in the workplace. In addition, we offer employee referral bonuses, full medical, dental and vision benefits, a 401k plan with profit sharing, 12 paid holidays, 16 PTO days per year for staff, 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: Varies by location
- When are internships offered? Summer
- What are the deadlines to apply for internships?
Rolling applications
- Internship webpage or contact to reach out to for more information: careers@ntllp.cpa
- CPA Exam fee assistance? Yes
- CPA Exam Prep support? No
- New Staff CPA Licensure Bonus? Yes

Awards/Accolades:

- We have been named Accounting Today's "Top 100 Best Accounting Firms to Work for" for multiple years.
- We were also ranked 9th in the entire Nation by Accounting Today's "Best Firm for Women to Work For" for 2022!
- We were ranked in the top ten for Accounting Today's "2025 Best Firms for Technology"!

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In a profession where teams change and service can often feel transactional, we believe trust is built through consistency over time. By investing in and retaining a talented, entrepreneurial team, we give our clients something rare: advisors who know their history, anticipate their needs, and stay the course year after year. Our team at Navolio & Tallman LLP is comprised of 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. Our firm continues to expand and thrive, but to do this effectively, we need talented professionals to join our team and contribute to our client and team successes. Apply today to learn more about our open opportunities.

NAVOLIO & TALLMAN LLP
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The Pun Group, LLP

Year Founded: 2012

6 Hutton Centre Drive, Suite 1200
Santa Ana, CA 92707

Firm contact:

Ghislaine Bart, PHR
(949) 777-8800
ghislaine.bart@pungroup.com

Website: pungroup.cpa/careers

Staff size:

Partners – 5
Number of CPAs on staff – 15
Professional Staff – 30

Top industry specializations:

- Governmental entities, public agencies, municipalities, special districts, nonprofit organizations, and businesses requiring specialized audit, compliance, accounting, and advisory services.
- Specialized expertise in governmental accounting and auditing, Single Audits, compliance reporting, financial advisory, and related professional services.

Services offered to clients:

- Audit & Assurance, Governmental Auditing, Single Audits, Financial Statement Audits, Compliance Audits, Advisory & Consulting, Accounting Services, Client Accounting Services (CAAS), Controllership Services, Tax Services, Cannabis Compliance & Monitoring Services, and technical accounting support.

Starting salary (Associate):
\$70k

Remote work policy:
Hybrid

About us:

The Pun Group, LLP is a growing CPA and advisory firm serving government agencies, nonprofits, and businesses. We combine the expertise of an established firm with the personal connection and collaborative culture of a growing organization.

At The Pun Group, you'll gain hands-on experience, work alongside experienced professionals, and build relationships with leaders who are invested in your success. Your career should be more than a job—it should be an opportunity to learn, contribute, and grow.

Benefits:

- Medical, dental, and vision coverage
- 401(k) with employer matching
- Paid holidays, vacation, parental leave, and sick leave
- Performance bonuses
- CPE and ongoing professional development
- Mentorship and leadership training

Internships available:

- Pay rate/salary for internships: Varies
- What are the deadlines to apply for internships? Varies
- Internship webpage or contact to reach out to for more information: careers@pungroup.com
- CPA Exam fee assistance? Yes
- CPA Exam Prep support? Yes
- New Staff CPA Licensure Bonus? Yes
- Real-world experience, mentorship, exposure to diverse clients, and potential pathways to full-time employment.

Awards/Accolades:

- Southern California's Best Places to Work.
- Recognized for creating a supportive, collaborative, and growth-focused workplace where professionals can build meaningful careers.
- CalCPA Firm Award for Next Gen finalist.

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FINANCIAL FOUNDATION

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CAREER GROWTH

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Equal Opportunity Employer.

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: 47

Partners – 6
Number of CPAs on staff – 19

Top industry specializations:

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

Services offered to clients:

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

Starting salary (Associate):
\$71k

Remote work policy:

Flexible based on position and experience,
Intern positions are fully in-office

About us:

At RAMS, we foster an open, collaborative, and friendly culture that supports growth of our team at every stage of their career. Developing future leaders is central to our mission, and we invest heavily in training and coaching to build both technical expertise and broader professional skills. Our clients value the personalized service of a relationship-driven firm, paired with the resources and capabilities of a larger organization. Our team members gain early exposure to a wide range of services and quickly see how their work contributes to the bigger picture. It is common for second-year staff to take on meaningful responsibility in client engagements, with career progression driven by each individual's determination and curiosity. We work closely with each team member to support individual career goals while encouraging a healthy and sustainable work-life balance.

Benefits:

- Exceptional opportunities for learning, professional growth, and career advancement
- Peer coaching and mentoring
- Professional development
- Firm-supported Continuing Professional Education (CPE)
- Membership in professional organizations
- Medical, dental, vision, life insurance, long-term disability, 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: \$25.75/hour
- 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
- New Staff CPA Licensure Bonus? Yes

Awards/Accolades:

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

Winningham Becker & Co, LLP

Year Founded: 1954

21031 Ventura Blvd., Suite 1000
Woodland Hills, CA 91364

Firm contact:

Hasmik Khumaryan
(818) 598-6525 ext. 103
hkhumaryan@wbac.com

Website: wbac.com

Staff size: 37

Partners – 7
Number of CPAs on staff – 11

Top industry specializations:

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

Services offered to clients:

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

Starting salary (Associate):
\$60k + 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:

- 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 with Safe Harbor Contribution
- Participation in Section 125 Cafeteria Plan
- Floating Holidays
- Paid Parking
- Employee Referral Bonuses.

Internships available:

- Pay rate/salary for internships: \$21/hour
- When are internships offered? Winter/Spring Internship Positions
- What are the deadlines to apply for internships?
November 15, 2026
- Internship contact to reach out to for more information:
Hasmik Khumaryan
- CPA Exam fee assistance? Yes
- CPA Exam Prep support? Yes
- New Staff CPA Licensure Bonus? No

Awards/Accolades:

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

Withum

Year Founded: 1974

200 Spectrum Center Dr., Suite 1700
Irvine, CA 92618

Firm contact:

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

Website: withum.com/

Staff size: 3,200

Partners – 450+

Number of CPAs on staff – 1,000

Top industry specializations:

- Financial Services
- Technology
- Life Sciences
- Multi employer
- Not-For-Profit
- Industrial and Consumer Products
- Professional Services

Services offered to clients:

- Audit, Tax, and Advisory

Starting salary (Associate):

\$82k – \$92k

Remote work policy:

3 to 4 days in office

About us:

Withum is a place where talent thrives - where who you are matters. It's a place where career opportunities abound. A place where entrepreneurial energy plus inclusive teamwork equates to exponential results. We believe that knowing who you are comes from knowing what you stand for. At Withum, we stand for doing things The Withum Way. This unique philosophy and culture, built on integrity, trust and transparency, give us the strength to create immense opportunities for our clients, team members and communities. 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 $1+1=3$. Explore different industries. Learn new skills. Connect with any one of our 3,200 professionals to gain insight into the career you envision. Your Career Starts with You. Experience the transformative power of Withum Plus You - that's the Power in the Plus!

Internships available:

- Pay rate/salary for internships: \$32 – \$37/hour
- When are internships offered? Summer (May to August), Winter (January to April)
- What are the deadlines to apply for internships? No Deadline
- Internship webpage or contact to reach out to for more information: withum.com/careers/college-recruitment/
- CPA Exam fee assistance? Yes
- CPA Exam Prep support? Yes
- New Staff CPA Licensure Bonus? Yes

Awards/Accolades:

- San Francisco Business Times Best Places to Work 2024
- Silicon Valley Business Journal Best Places to Work 2024
- Orange County Business Journal Best Places to Work 2024
- Business LA Times Studios Named a Top 30 Firms in Los Angeles by the LA Times
- Inside Public Accounting Top 100 Firms 2024
- Vault Top Ranked Accounting 2025
- DEI Best Place to Work for Disability Inclusion 2024
- Great Place to Work Nov 2024 – Nov 2025
- Winner Network of the Year International Accounting Awards 2024, AICPA SOC

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withum.com/careers



Wright Ford Young

Year Founded: 1973

16140 Sand Canyon Ave.
Irvine, CA 92618

Firm contact:

Chanelle Bossert
(949) 910-0110
cbossert@cpa-wfy.com

Website: cpa-wfy.com/

Staff size: 123

Partners – 13
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

Remote work policy:

Flexible

About us:

Wright Ford Young (WFY) is a full-service corporate accounting firm based 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, 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, WFY donates one percent of our gross revenues to local charities.

Benefits:

- Competitive compensation
- Flexible work environment
- Quarterly firm events
- Paid vacation and holidays
- Participation in our Retirement Plan
- Medical/Dental/Vision Insurance
- Group term Life Insurance
- FSA and/or HSA
- Referral bonuses

Internships available:

- Pay rate/salary for internships: \$25/hour
- When are internships offered? Summer, Spring, Fall
- What are the deadlines to apply for internships? We evaluate internship applications all year round.
- Internship webpage or contact to reach out to for more information: careers@cpa-wfy.com
- CPA Exam fee assistance? Yes
- CPA Exam Prep support? Yes
- New Staff CPA Licensure Bonus? Yes

Awards/Accolades:

- Top Workplaces, Orange County Register, 2025
- Top 300 Firms, Inside Public Accounting, 2025
- Companies That Care Honoree, Orange County Business Journal, 2025
- The Civic 50 Honoree, Orange County Business Journal – Points of Light – OneOC, 2025
- The Civic 50 Honoree, Orange County Business Journal – Points of Light – OneOC, 2024
- Top 300 Firms, Inside Public Accounting, 2024

