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Fall 2011

Dear Accounting Major:


Whether you are pursuing a career in public accounting or making a career or job change, you simply cannot afford to ignore the importance of networking. There are many networking avenues that anyone can utilize - the most notable being social media. It is clear the impact of social media upon the CPA profession will grow exponentially.

But, “How do I start my network?” or “What networking methods are right for me?” are questions everyone asks. My answer is: When it comes to networking, the CSCPA is your answer! Being a CSCPA member entitles you to many benefits and affords you access to a network of more than 6,000 established accounting professionals. Just think about it – access to more than 6,000 CPAs, right at your fingertips. The Society staff is here to assist and advise you in pursuing your goals. All you have to do is ask.

Since graduating from Northeastern University, I have worked for four different organizations and I obtained each position as a result of networking. All it takes is desire and effort, and if I can do it, then you can, too. Somewhere there is an organization that needs your skills, and your challenge is to find it.

What better way to start or enhance your network than the CSCPA’s Accounting Major’s Guide to Connecticut CPA Firms? The Guide lists firm names, firm leaders, specializations, and locations. I would encourage you to write a letter or pick up the phone and call these firm representatives. What could be the worst outcome? What could be the best outcome? Imagine getting an interview that could lead to full-time employment. If you call 25 organizations and even one says “Yes,” you’re in the game. And speaking of games, remember, to be a great baseball hitter you only have to succeed three out of every 10 trips to the plate...

Life is full of obstacles and challenges. It is how you overcome them that distinguishes you from your peers. It is important not only to recognize opportunities, but to act upon them. The Accounting Major’s Guide is a resource to help you pursue your endeavors. However, it is up to you to capitalize upon this resource.

Call me and ask how I got my job in public accounting, because if I could do it, then you can do it too!

Good luck pursuing your goals!

Sincerely,

Gregory A. Lainas, CPA
President, CSCPA
We offer more than traditional tax, accounting and audit services. Our clients want improved financial performance and an experienced guide to lend a hand.

Simione Macca & Larrow. A name to remember when planning your future.

For more information call Julie Gillespie, CPA

175 Capital Boulevard
Rocky Hill, CT 06067
phone: 860.529.5600
fax: 860.529.5605

4130 Whitney Avenue
Hamden, CT 06518
phone: 203.281.0540
fax: 203.287.6788

Toll-free: 1.800.493.5605
Email: firm@maccacpa.com
www.smlcpas.com
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BEGINNING THAT SEARCH FOR YOUR FIRST JOB
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The Connecticut Society of Certified Public Accountants, with a current membership of approximately 6,000 individuals in public practice, in business and industry, in government, and in education, is the only statewide professional membership association exclusively for CPAs. The mission of the Connecticut Society of CPAs is to be the professional association in Connecticut that promotes and supports state CPAs through Advocacy, Community, and Education.

CSCPA was formed by nine CPAs in New Haven in 1908 “to establish such standards of integrity, ability, and professional conduct that the business public will forever trust their members, all of whom must be CPAs.” Today, some 103 years later, CSCPA’s primary function has expanded to include providing continuing education opportunities, a comprehensive practice peer review program, a variety of membership services for CPAs in Connecticut, and clear, strong, and forward-looking leadership for the profession.

Members in public practice do so in firm sizes ranging from the sole practitioner to national firms with several hundred staff in an office, and all sizes in between. The clientele they serve ranges from the individual taxpayer or businessperson to the very largest of international entities.

CPAs in public practice are required to complete 40 hours of continuing professional education annually to keep abreast of the constant changes to tax, audit, and regulatory laws, rulings, and standards. Courses sponsored by CSCPA, including seminars, major conferences and a variety of technical morning and evening sessions, register some 75,000 hours of attendance annually.

CPA firms performing the attestation function are required to undergo a rigorous practice review – conducted by their colleagues – every three years to ensure that those firms are meeting or surpassing the standards for quality of work. This program is coordinated by the Connecticut Society of CPAs. The legislation mandating these professional requirements was introduced by the Connecticut CPA profession itself to ensure that the profession fulfills its charge of protecting the public. The members of the Connecticut Society of CPAs also subscribe to a proactive Professional Code of Conduct.

The Certified Public Accounting profession, by its very nature, serves the public interest and the free enterprise system. Connecticut CPAs are integral to the socio-economic fabric of our state. In addition to serving as independent and objective advisors to individuals and businesses, they are active as volunteers in their communities, providing their expertise gratis to myriad charities, causes, civic groups, foundations, and other not-for-profit organizations. Community Accounting Aid and Services, Inc. (CAAS), the Connecticut CPA profession’s organized outreach program, numbers more than 200 CPA volunteers who provide free accounting advice and services to economically disadvantaged businesses and individuals. CSCPA members also visit Connecticut schools to speak about the CPA career path as well as on financial literacy topics in conjunction with the CSCPA “Me, Myself, My Money” lesson plans, write articles and answer tax and financial management questions for a wide variety of the state’s print media, and appear on television and radio to provide that same advice.
WHAT IS A CSCPA PLEDGE?

CSCPA Pledge is a category of individual association with the Connecticut Society of CPAs that is available to the student or recent graduate who is not yet a CPA. The Pledge program provides aspiring CPAs with a variety of real, tangible benefits and resources, along with up-to-date counseling and advice.

WHO CAN BECOME A PLEDGE?

You qualify to become a STUDENT PLEDGE if you are:

- A full-time undergraduate student or
- A full-time graduate student taking a minimum of 12 credits per semester.

You qualify to become a CPA CANDIDATE PLEDGE if you:

- Work in a firm;
- Have had a bachelor’s degree for no more than five years;
- Have not yet passed the CPA Exam.

A Pledge who holds a bachelor’s degree from an accredited college or university may retain that status for a period of up to five years from the date that Pledge received his/her degree.

Once the CPA Exam is passed, Pledge status expires and exam-passers are eligible to apply for Affiliate membership with the CSCPA.

WHY SHOULD YOU BECOME A PLEDGE?

For students, Pledge status is designed to complement your college education and internship preparation for a career in accounting. Further, affiliation with Connecticut’s only CPA membership organization allows the future CPA to continually learn about current news affecting Connecticut CPAs, get involved in the profession and in the community, and get “real world” networking and interaction opportunities.

Benefits for the STUDENT PLEDGE include but are not limited to:

- Your resume listed (for free!) on the CSCPA website
- A supply of personalized “business” cards
- Community service opportunities and networking connections
- Useful career and industry publications such as the Accounting Major’s Guide to Connecticut CPA Firms and the annual Robert Half Salary Guide
- The bi-monthly Connecticut CPA magazine and timely CSCPA e-news
For CPA candidates already graduated, employed, and on their way to certification, the CSCPA Pledge program is the perfect complement to your accounting education and related work experience. As a Pledge, you can help today’s CPAs shape tomorrow’s profession by getting involved, developing your leadership skills, and networking with other new professionals, all while taking advantage of the many social and educational programs (and discounts!) available to CSCPA members.

Benefits for the CPA CANDIDATE PLEDGE include but are not limited to:

- Discounts on CPE and CPA exam review courses
- Numerous relevant programming and networking opportunities for new professionals
- Opportunities to join CSCPA committees and interest groups
- Opportunities to attend member educational and social events
- The bi-monthly Connecticut CPA magazine as well as timely CSCPA e-news

HOW CAN I BECOME A PLEDGE?

Determine whether you qualify as a STUDENT PLEDGE or a CPA CANDIDATE PLEDGE. Then just fill out and send in the application located in the following pages, or you can also apply right online on www.cscpa.org/join. Student Pledge dues are $25 per year. CPA Candidate Pledge dues are $125 per year.

CSCPA + YOU = A PERFECT FIT!

You’ve worked long and hard to get where you are so far. Now it’s time to take the next step. When you become a CSCPA Pledge, you’ll actively demonstrate to established Connecticut accounting professionals that you’re making an investment in yourself to complement your education and related work experience.

As a Pledge, you can help today’s CPAs shape tomorrow’s profession. You will hear – and be heard. You will see – and be seen. Show that you’re on the fast track to becoming a professional – be a CSCPA Pledge.
The Connecticut Society of Certified Public Accountants

CSPCA Student Pledge Application

Complete this form or apply online at www.cscpa.org/PledgeApplication. Annual dues for Student Pledges are $25.

To be eligible to become a CSPCA Student Pledge, you must be:

☐ an undergraduate or full-time graduate student (min. 12 credits per semester) who is currently enrolled at an accredited college or university, accredited community college, or accredited junior college;

☐ taking accounting courses; and

☐ a resident of Connecticut or attending college in Connecticut.

If you don’t meet this criteria, you may be eligible to be a CPA Candidate Pledge or CPE Subscriber. See www.cscpa.org/Pledges for more.

Full Name: __________________________________________

Gender:  ☐ Male  ☐ Female  Birthdate: ___________ - ___________ - ___________

Permanent Address: ________________________________City/State/Zip: ________________________________

Phone: __________________ Email: __________________

Current Education Level:  ☐ Undergraduate  ☐ Full-Time Graduate

College 1: ___________________________ Graduation Year (actual or anticipated): __________________

College 2: ___________________________ Graduation Year (actual or anticipated): __________________

School Address: ________________________________City/State/Zip: ________________________________

Please send my mail to:  ☐ School Address  ☐ Permanent Address

Signature: ___________________________ Date: __________________

Payment Information

Annual dues are $25. Dues for the current year are prorated depending on the month in which you join.

Please find the correct dues amount using the table below.

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Card# ___________________________ Exp. Date ___________________________

Cardholder’s Name ___________________________ Cardholder’s Signature ___________________________

Billing Address ________________________________City/State/Zip ________________________________

Please submit your completed form to: CSPCA Pledge, 716 Brook Street, Suite 100, Rocky Hill, CT 06067 or fax to 860-258-4859
CSCPA CPA Candidate Pledge Application

Complete this form or apply online at www.cscpa.org/PledgeApplication.
Annual dues for CPA Candidate Pledges are $125.

To be eligible to become a CSCPA CPA Candidate Pledge, you must:
☐ be a college graduate who is a candidate for the CPA Exam but has not yet passed all parts;
☐ work in the accounting industry; and
☐ have had your bachelor’s degree for no more than five years.

If you don’t meet this criteria, you may be eligible to be a Student Pledge or a CPE Subscriber. See www.cscpa.org/Pledges for more.

Full Name: ____________________________________________

Gender:  ☐ Male  ☐ Female  Birthdate: ___________________ - __________ - __________

Home Address: ___________________________________ City/State/Zip: __________________

Phone: ___________________ Email: ___________________

Education Level:  ☐ Undergraduate  ☐ Graduate or above

College 1: ___________________________________ Graduation Year (actual or anticipated): __________

College 2: ___________________________________ Graduation Year (actual or anticipated): __________

Company/Firm Name: __________________________________

Address: ___________________________________________ City/State/Zip: __________________

Please send my mail to:  ☐ Home Address  ☐ Work Address

Signature: ___________________________________ Date: __________

Payment Information

Annual dues are $125. Dues for the current year are prorated depending on the month in which you join.

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or fax to 860-258-4859

The Connecticut Society of Certified Public Accountants
www.cscpa.org/Pledges  Phone: 860-258-4800
### Central Connecticut State University

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<td>Jenna M. Allegretto</td>
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<td>Shawn Voisine</td>
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<td>Laura A. Galasso</td>
<td>Paul A. Sacca</td>
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<td>Christopher Possemato</td>
<td>Fanpeng Zhao</td>
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<td>Kaitlyn Lavallee</td>
<td>Anthony J. Sperduti</td>
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<td>Leah McQueeney</td>
<td>Rebecca L. Ventura</td>
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<td>Daniel Richard</td>
<td>Benjamin Vessicchio</td>
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<td>Steven Genova</td>
<td>Karen A. Sargent</td>
<td>Cassie Voegeli</td>
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### Sacred Heart University

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<td>Melissa C. Braun</td>
<td>Michael Harrison Fritsch</td>
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<td>Edward LaMarre</td>
<td>Holly Mirabella</td>
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<td>Lisa M. Luciano</td>
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Southern Connecticut State University
Allison Ancel
Edira Balidemaj
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William A. Collins

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University of Connecticut
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Karen J. Carlson
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Katherine Contant
Derek Fleming
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Kelly Geer
Patrick Hackett

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Joseph F. Brown IV
Anne M. Comer
Osman Diallo
Malissa C. D’Souza

University of New Haven
Eileen K. Castaneda
Katelyn Cimino
Lori Litwinovich
Maryanne Orscher

Western Connecticut State University
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Lindsey Farren

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Philip J. Barrett
Marilyn F. Bertrand
April-Jean Brouillette
Rachel Clymer
Evian Comer
Brian Compton
Kate Dyson

Jeny Doerrbecker
Vilha Malychka
Debra A. Martz
Wendy Ng
Kevin Held
Tanaya Hill
Sheena Jeune
Kevin Jurczyk
Nathan E. Lisee
Stephen K. Lucas
Alexandra Marsh
Corey I. Matfess
Pooja N. Modi
Thomas J. O’Neill

Guilong Geremia
Volha Malychka
Debra A. Martz
Wendy Ng
Marie Hoyt
Sheena Jeune
Kevin Jurczyk
Nathan E. Lisee
Stephen K. Lucas
Alexandra Marsh
Corey I. Matfess
Pooja N. Modi

Carmen H. Rosado
Michelle M. St. Peter
Mohammed Sulman
Ghang Zhao

Thanks for your support!

Pledge lists are as of August 2011.
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Join CSCPA!

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FIRM LISTINGS:

BLUMSHAPIRO, Shelton
CAPOSSELA, COHEN, LLC, Southport
CITRIN COOPERMAN AND COMPANY LLP, Norwalk
DWORKEN, HILLMAN, LAMORTE & STERCZALA, P.C., Shelton
EQUALE & CIRONE, LLP, Danbury
FRIEDBERG, SMITH & CO., P.C., Bridgeport
KAHAN, STEIGER & COMPANY, P.C., Stamford
KRAUSS WHITING CPAs LLP, Stamford
McGLADREY, Stamford
PKF O’CONNOR DAVIES, LLP, Stamford
REYNOLDS & ROWELLA, LLP, Ridgefield
VENMAN & CO. LLC, Shelton
**BlumShapiro**
2 Enterprise Drive
Shelton, CT 06484
www.blumshapiro.com

**Firm Contact:** Sara Bell, Human Resource Director  
**Telephone:** 860 561-4000

**Email:** sbell@blumshapiro.com  
**Fax:** 860 521-9241

**Location(s):** West Hartford, Shelton, Westport, CT  
**No. of Offices:** 4  
**Rockland, MA**

**Geographic Areas of Service:** Connecticut, Massachusetts, Rhode Island, New York

**Partners/Principals:** 44  
**In-house Technology Manager?** Yes

**Managers:** 66  
**Require Overnight Travel?** Yes

**Supervisors/Seniors:** 62  
**Require Overtime?** Yes

**Other Professional Staff:** 94  
**Assist in CPA Exam Preparation?** Yes

**Total Personnel:** 266  
**Offer Formal In-house Training?** Yes

**Accept Temporary:** Yes  
**Offer External Seminars?** Yes

**Accept Part-time:** Yes  
**Accept Interns/Co-ops?** Yes  
**Interns/Co-ops Paid?** Yes

**Plan to Expand Accounting Staff in the Next Two Years?** Yes

We're particularly interested in potential employees with skills in: Accounting, Tax and/or Consulting Skills; The Ability to Multi-Task; Strong Communication Skills.

**Client Services:**  

**Industry Specialization:**  

**Firm Description:**  
With a staff of nearly 300 working from our primary offices in Connecticut and Massachusetts, BlumShapiro has grown to become the largest regional accounting, tax and business consulting firm based in New England. Serving thousands of clients, we are trusted advisors for today’s leading middle-market companies, nonprofit organizations and government entities.

Formed in 1980 with the merger of Hartford’s Blum, Gavens & Kaplan and Shapiro, Rosenthal & Company, P.C., the firm has a rich Hartford legacy. We maintain a philanthropic culture and civic commitment to the Greater Hartford region, even as the firm has grown beyond those borders into southern Connecticut’s Fairfield County and Massachusetts.

Working at BlumShapiro, you will have the opportunity to serve as business advisors, helping your clients solve challenges and maximize their business opportunities every day. You will work with exceptional people and exceptional clients, without the exceptional hours. Our highly valued team members bring their diverse backgrounds and strengths to the table resulting in a true blend of national firm experience and local firm delivery. Our team shares a common passion: a personal commitment to each client’s success as well as to the communities in which we live and work. Our commitment to value people, relationships and professional integrity is what distinguishes us inside and outside our firm.

We are proud to be an independent member of Baker Tilly International, a network of high-quality firms represented by 150 firms in 120 countries. The network allows us to serve our clients as they expand their businesses throughout the U.S. and abroad.
Capossela, Cohen, LLC
368 Center Street
Southport, CT 06890
www.capossela.com

Firm Contact: David J. Fuchs, CPA
Email: info@capossela.com
Location(s): Southport, CT

Geographic Areas of Service: CT, NY, MA

Partners/Principals: 5
Managers: 3
Supervisors/Seniors: 9
Other Professional Staff: 11
Total Personnel: 28
Accept Temporary: Yes
Accept Part-time: Yes
Accept Interns/Co-ops?: Yes

In-house Technology Manager?: Yes
Require Overnight Travel?: Yes
Require Overtime?: Yes
Assist in CPA Exam Preparation?: Yes
Offer Formal In-house Training?: Yes
Offer External Seminars?: Yes
Interns/Co-ops Paid?: Yes

Plan to Expand Accounting Staff in the Next Two Years?: Yes

We’re particularly interested in potential employees with skills in: Accounting, Auditing and Tax.


Industry Specialization: Automobile Dealers, Construction, Educational Institutions, Employee Benefit Plans, Food Services, Hotel/Motel, Manufacturing, Medical/Dental Professionals, Not-for-Profit Organizations, Professional Service Providers, Property Tax Services, Real Estate, Restaurants, Retail/Wholesale, Retirement Planning, Service Businesses, Small Business Services, State & Use Tax Services.

Firm Description: Capossela, Cohen, LLC is a member of the BDO Seidman Alliance, a nationwide association of independently owned local and regional accounting, consulting and service firms with similar client service goals. Accessing the resources of the BDO Alliance presents an opportunity for Capossela, Cohen, LLC to expand services to their clients, have global access and enhance their personnel training and experience.
Citrin Cooperman and Company LLP
37 North Avenue
Norwalk, CT 06851
www.citrincooperman.com

Firm Contact: Melanie Villaruel, Director, HR  Telephone: 212 697-1000
Email: mvillaruel@citrincooperman.com  Fax: 347 226-7572
Location(s): 529 Fifth Ave., FL4, New York, NY (headquarters); Springfield, NJ; White Plains, NY; Norwalk, CT; Philadelphia, PA

No. of Offices: 5

Geographic Areas of Service: Northeastern Region

Partners/Principals: 95  In-house Technology Manager? Yes
Managers/Directors: 64  Require Overnight Travel? Yes
Supervisors/Seniors: 83  Require Overtime? Yes
Other Professional Staff: 66  Assist in CPA Exam Preparation? Yes
Administrative Staff: 77  Offer Formal In-house Training? Yes
Total Personnel: 385  Offer External Seminars? Yes
Accept Temporary: Yes
Accept Part-time: Yes
Accept Interns/Co-ops? Yes  Interns/Co-ops Paid? Yes

Plan to Expand Accounting Staff in the Next Two Years? Yes

We’re particularly interested in potential employees with skills in: Audit, Accounting, Valuation & Forensics, Tax, and Wealth Management.


Firm Description: It’s not easy running a business – long hours, tough decisions and increasingly complex challenges fill your days. Citrin Cooperman understands this. We’re a regional accounting, tax, and consulting firm with offices in New York, New Jersey, Connecticut, Pennsylvania, and the Cayman Islands. We’ve built our business helping entrepreneurs find smart solutions for more than 30 years. Whenever a company is in its development, we can help you examine the business’s financial structure and provide new perspectives on the strategies that will help it succeed.
Dworken, Hillman, LaMorte & Sterczala, P.C.
Four Corporate Drive, Suite 488
Shelton, CT 06484
www.dhls.com

Firm Contact: Michael F. Ganino, CPA, Principal   Telephone: 203 929-3535
Email: mikeg@dhls.com   Fax: 203 929-5470
Location(s): Shelton, CT   No. of Offices: 1

Geographic Areas of Service: Connecticut

Partners/Principals: 9   In-house Technology Manager? Yes
Managers: 5   Require Overnight Travel? Yes
Supervisors/Seniors: 4   Require Overtime? Yes
Other Professional Staff: 11   Assist in CPA Exam Preparation? Yes
Administrative: 6   Offer Formal In-house Training? Yes
Total Personnel: 35   Offer External Seminars? Yes
Accept Temporary: No
Accept Part-time: Yes
Accept Interns/Co-ops? Yes   Interns/Co-ops Paid? Yes
Plan to Expand Accounting Staff in the Next Two Years? Yes


Firm Description: DHL&S provides accounting, auditing, tax and consulting services that reflect the highest standards of integrity and quality. The firm provides challenging opportunities and growth to professionals who desire to work with sophisticated publicly held and private clients, both domestic and international, in a small firm atmosphere. Our firm is registered with the Public Company Accounting Oversight Board (PCAOB) as well as an independent member of HLB International, a worldwide organization of professional accounting firms.
Firm Contact: Daniel Theriault, CPA
Email: dtheriault@ecllp.com
Location(s): Danbury & Wilton, CT

Telephone: 203 798-2721
Fax: 203 743-0280

No. of Offices: 2

Geographic Areas of Service: Mainly Fairfield and Litchfield Counties

Partners/Principals: 3
Managers: 2
Supervisors/Seniors: 2
Other Professional Staff: 10
Total Personnel: 15
Accept Temporary: Yes
Accept Part-time: Yes
Accept Interns/Co-ops? Yes

In-house Technology Manager? No
Require Overnight Travel? No
Require Overtime? Yes
Assist in CPA Exam Preparation? Yes
Offer Formal In-house Training? Yes
Offer External Seminars? Yes
Interns/Co-ops Paid? Yes

Plan to Expand Accounting Staff in the Next Two Years? Yes


Firm Description: Our firm helps its clients achieve business objectives, strengthen management and maximize business owners’ wealth. We use leading edge technology to ensure members of our team have all the tools necessary to serve our clients and develop as highly competent professionals. Our firm’s success has been an uncomprisimg commitment to the highest standards of quality and professionalism. Our principals are recognized leaders in the community and possess a wide breadth of industry and professional firm experience.
Friedberg, Smith & Co., P.C.
855 Main Street
Bridgeport, CT 06604
www.fsco-cpa.com

Firm Contact: Joseph Rosenman, Principal
Email: jrosenman@fsco-cpa.com
Location(s): Bridgeport, CT

<table>
<thead>
<tr>
<th>Firm Contact</th>
<th>Telephone</th>
<th>Email</th>
<th>Location(s)</th>
<th>No. of Offices</th>
</tr>
</thead>
<tbody>
<tr>
<td>Joseph Rosenman, Principal</td>
<td>203 366-5876</td>
<td><a href="mailto:jrosenman@fsco-cpa.com">jrosenman@fsco-cpa.com</a></td>
<td>Bridgeport, CT</td>
<td>1</td>
</tr>
</tbody>
</table>

Geographic Areas of Service: Connecticut and New York

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</tr>
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<tbody>
<tr>
<td>10</td>
<td>203 366-5876</td>
<td><a href="mailto:jrosenman@fsco-cpa.com">jrosenman@fsco-cpa.com</a></td>
<td>Bridgeport, CT</td>
<td>1</td>
</tr>
</tbody>
</table>

In-house Technology Manager? No
Require Overnight Travel? No
Require Overtime? Yes
Assist in CPA Exam Preparation? No
Offer Formal In-house Training? Yes
Offer External Seminars? Yes
Assist in CPA Exam Preparation? No
Interns/Co-ops Paid? Yes
Plan to Expand Accounting Staff in the Next Two Years? Yes


Industry Specialization: Automobile Dealers, Construction, Financial Institutions, Fraud & Investigative Services, Health Services, Litigation Advisory, Manufacturing, Medical/Dental Professionals, Not-for-Profit Organizations, Professional Service Providers, Real Estate, Retail/Wholesale.
Firm Contact: Brian McGeady, CPA  
Telephone: 203 327-5717  
Email: bmcgeady@kahansteiger.com  
Fax: 203 967-9483  
Location(s): Stamford, CT  
No. of Offices: 1  
Geographic Areas of Service: Fairfield and Westchester counties

Partners/Principals: 5  
Managers: 4  
Supervisors/Seniors: 3  
Other Professional Staff: 5  
Total Personnel: 17  
Accept Temporary: Yes  
Accept Part-time: Yes  
Accept Interns/Co-ops? Yes  
In-house Technology Manager? Yes  
Require Overnight Travel? No  
Require Overtime? Yes  
Assist in CPA Exam Preparation? No  
Offer Formal In-house Training? Yes  
Offer External Seminars? Yes  
Interns/Co-ops Paid? Yes

Plan to Expand Accounting Staff in the Next Two Years? Yes


Firm Description: Long time association with Stamford and surrounding communities. Strong growth with diversified client base. Close working relationship between all staff and partners. Hands on experience in all phases of accounting and tax. Fully computerized. Direct contact with clients and close supervision of all staff. Looking for highly motivated individuals with desire to learn and take on responsibilities. Part-time and flexible scheduling. Full benefit package available.
Krauss Whiting CPAs LLP
4 Landmark Square
Stamford, CT 06901
www.KraussWhiting.com

Firm Contact: Ted Krauss, CPA
Email: careers@krausswhiting.com
Location(s): Stamford, CT

Telephone: 800 366-9829
Fax: 203 964-1701
No. of Offices: 1

Geographic Areas of Service: Fairfield County

Partners/Principals: 3
Managers: 2
Supervisors/Seniors: 2
Other Professional Staff: 2
Total Personnel: 12
Accept Temporary: Yes
Accept Part-time: Yes
Accept Interns/Co-ops: Yes

In-house Technology Manager? No
Require Overnight Travel? No
Require Overtime? Yes
Assist in CPA Exam Preparation? Yes
Offer Formal In-house Training? Yes
Offer External Seminars? Yes
Interms/Co-ops Paid? Yes
Plan to Expand Accounting Staff in the Next Two Years? Yes


Firm Description: Krauss Whiting provides a broad variety of career-enhancing experience and training. Our diversified practice primarily serves businesses and their owners, with a focus on the hedge-fund industry, investment partnerships, and related services. At Krauss Whiting you’ll complete a rich array of accounting and tax assignments, while working closely with the firm’s partners to achieve your goals by helping our clients reach theirs.

Special Opportunity: We are also seeking a CPA with five or more years of progressive experience to join our firm as a manager, with the expectation of becoming part of a succession plan within the next few years. Big Four background and an advanced degree preferred. Contact Ted Krauss in confidence directly.
**McGladrey**  
850 Canal Street  
Stamford, CT 06902  
www.mcgladrey.com  

<table>
<thead>
<tr>
<th>Firm Contact:</th>
<th>Jennifer Malindretos, Human Resource Generalist/Campus Recruiter</th>
</tr>
</thead>
<tbody>
<tr>
<td>Email:</td>
<td><a href="mailto:Jen.Malindretos@mcgladrey.com">Jen.Malindretos@mcgladrey.com</a></td>
</tr>
<tr>
<td>Location(s):</td>
<td>Stamford, New Haven &amp; Farmington, CT</td>
</tr>
<tr>
<td>No. of Offices:</td>
<td>3 (in CT)</td>
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<tr>
<td>Geographic Areas of Service:</td>
<td>Connecticut, Westchester County, and Rhode Island</td>
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</tbody>
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<th>Partners/Principals:</th>
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<th>In-house Technology Manager?</th>
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<tbody>
<tr>
<td>Managers:</td>
<td></td>
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<td>Total Personnel:</td>
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<td>Offer Formal In-house Training?</td>
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<td>Accept Temporary:</td>
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<td>Offer External Seminars?</td>
<td>Yes</td>
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<tr>
<td>Accept Part-time:</td>
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<td>Yes</td>
<td>Interns/Co-ops Paid?</td>
<td>Yes</td>
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<tr>
<td>Plan to Expand Accounting Staff in the Next Two Years?</td>
<td>Yes</td>
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</tbody>
</table>

We're particularly interested in potential employees with skills in: With a goal of working toward their CPA certification, written & verbal communication, strong computer skills including MS Excel, ability to work as an effective member of a team, motivated to work in a fast-paced environment, client focused, and the ability to multitask.


**Firm Description:** McGladrey is the fifth largest U.S. provider of accounting, assurance, tax and business consulting services with 7,000 professionals in nearly 80 offices nationwide. Our employees enjoy the opportunity to work directly with client’s key decision makers and company owners in high profile and emerging businesses. This hands-on experience helps them gain a better understanding of the challenges facing our clients and allows them to see first hand the positive impact their work can have on the client’s businesses.

From the beginning, interns are immersed in our culture. Our interns begin their career with McGladrey by being assigned mentors who will assist them through their early days and throughout their internship at McGladrey. Interns attend a national Intern Conference with peers from around the country.
PKF O’Connor Davies, LLP
One Stamford Landing
Stamford, CT 06902
www.odmd.com

Firm Contact: Ms. Patti D’Alton, Director of Human Resources
Email: pdalton@odmd.com
Location(s): Stamford, CT; New York, NY (midtown and downtown); Harrison, NY; Paramus, NJ

Geographic Areas of Service: Primarily the Tri-State and East Coast Regional Area

Partners/Principals: 60
Managers: 60
Supervisors/Seniors: 92
Other Professional Staff: 138
Total Personnel: 350
Accept Temporary: Yes
Accept Part-time: Yes
Accept Interns/Co-ops? Yes
Paid? Yes

In-house Technology Manager? Yes
Require Overnight Travel? No
Require Overtime? Yes
Assist in CPA Exam Preparation? Yes
Offer Formal In-house Training? Yes
Offer External Seminars? Yes
Interns/Co-ops Paid? Yes

Plan to Expand Accounting Staff in the Next Two Years? Yes

We’re particularly interested in potential employees with skills in: Accounting, Taxation, and Consulting.


Firm Description: PKF O’Connor Davies, LLP is a full service Certified Public Accounting and Consulting firm providing specialized professional services of the highest quality. The firm is comprised of 350 professionals including 60 partners and principals and six offices in Connecticut, New York, and New Jersey.

Accounting Today’s 2011 “Top 100 Firms” list of U.S. accounting firms ranked PKF O’Connor Davies as number 43 and also recognized the firm as the second fastest growing accounting firm in the country, a “Leader in Audit and Accounting,” a “Pacesetter in Growth” and one of the “Top Firms in the Mid-Atlantic.” The firm is also one of the largest firms in the New York Metropolitan area according to Crain’s New York Business and the Westchester and Fairfield County Business Journals.

If you are looking for a “Firm for Your Future” where you can grow and succeed, consider some of the many reasons why you should join our winning team:

- Career growth opportunities to attain professional partner level;
- A comprehensive benefits package;
- A highly competitive pay-for-performance compensation and rewards program;
- Diversified service offerings and industry specialties;
- A contemporary and comfortable atmosphere;
- Generous paid personal time off and flexible working arrangements;
- Challenging and interesting client service assignments;
- Career development training and mentoring program;
- A team environment on and off the job.
Reynolds & Rowella, LLP
90 Grove Street, Suite 101
Ridgefield, CT 06877
www.reynoldsrowella.com

Firm Contact: Frank A. Rowella, Jr.
Email: frankr@reynoldsrowella.com
Location(s): Ridgefield, Wilton, and New Canaan, CT

Geographic Areas of Service: Fairfield County, CT; Litchfield County, CT; Northern Westchester County, NY

Partners/Principals: 5
Managers: 6
Supervisors/Seniors: 9
Other Professional Staff: 16
Total Personnel: 36
Accept Temporary: Yes
Accept Part-time: Yes
Accept Interns/Co-ops?: Yes

In-house Technology Manager? Yes
Require Overnight Travel? No
Require Overtime? Yes
Assist in CPA Exam Preparation? Yes
Offer Formal In-house Training? Yes
Offer External Seminars? Yes
Interns/Co-ops Paid? Yes
Plan to Expand Accounting Staff in the Next Two Years? Yes

Plan to Expand Business in the Next Two Years? Yes


Firm Description: We provide trusted tax advice and preparation services for businesses and individuals and back it up with years of experience and a high level of personal service. As Certified Public Accountants, our valuable services include:

- Minimizing the impact of taxes with year-round tax planning;
- Planning transactions to minimize disputes with the IRS and other tax authorities;
- Re-engineering a company’s finance function;
- Structuring transactions for capital markets to meet financing needs;
- Advice of mergers, acquisitions and business expansions;
- Installing applications with available training and network systems support;
- Providing bookkeeping services, such as cash flow management, proposal evaluation, payroll tax preparation, and management reporting;
- Provide full scope audit, compilation and review services to corporate clients.
Venman & Co. LLC
375 Bridgeport Avenue
Shelton, CT 06484
www.venmanllc.com

Firm Contact: Janet Barillari, CPA, Member
Email: jbarillari@venmanllc.com
Location(s): Shelton, CT

Telephone: 203 929-9945
Fax: 203 929-9095
No. of Offices: 1

Geographic Areas of Service: Primarily Fairfield and New Haven Counties

Partners/Principals: 3
Managers: 2
Supervisors/Seniors: 8
Other Professional Staff: 4
Total Personnel: 22
Accept Temporary: No
Accept Part-time: Yes
Accept Interns/Co-ops: Yes

In-house Technology Manager? No
Require Overnight Travel? No
Require Overtime? Yes
Assist in CPA Exam Preparation? Yes
Offer Formal In-house Training? Yes
Offer External Seminars? Yes
Interns/Co-ops Paid? Yes

Plan to Expand Accounting Staff in the Next Two Years? Yes

We’re particularly interested in potential employees with skills in: Both Audit and Tax Skills.


Firm Description: Venman & Co. LLC has been servicing the accounting and business needs of closely held businesses in Fairfield and New Haven counties since it was founded in 1935. We have enjoyed steady growth, in large part as a result of our excellent reputation with clients, lenders and others in the business community.

Our proactive client service philosophy and approach has contributed to our success as well as that of our clients. Our members and staff excel in the application of their varied and extensive experience and technical talents. Clients of our firm benefit from our abilities as tax and accounting professionals and, even more importantly, business advisors.

Our diversified client base provides our staff with a broad spectrum of experience. We provide a challenging and rewarding work environment with an opportunity for professional growth.

Our firm offers competitive salaries together with a comprehensive benefit packaging including flex time, medical insurance, a 401(k) plan and, most significantly, education reimbursement.
FIRM LISTINGS:

BLUMSHAPIRO, West Hartford
CCR LLP, Glastonbury
FEDERMAN, LALLY & REMIS LLC, Farmington
FIOMENO & COMPANY, P.C., West Hartford
FIONDELLA, MILONE & LASARACINA LLP, Glastonbury
HALLISEY & D’AGOSTINO, LLP, Wethersfield
HARPER & WHITFIELD, P.C., Farmington
J.H. COHN LLP, Glastonbury
KOSTIN, RUFFKES & COMPANY, LLC, Farmington
MAHONEY SABOL & COMPANY, LLP, Glastonbury
SASLOW LUFKIN & BUGGY, LLP, Avon
SHEPTOFF, REUBER & COMPANY, P.C., Glastonbury
SIMIONE MACCA & LARROW, LLP, Rocky Hill
WHITTLESEY & HADLEY, P.C., Hartford
Firm Contact: Sara Bell, Human Resource Director
Email: sbell@blumshapiro.com
Location(s): West Hartford, Shelton, Westport, CT & Rockland, MA

Geographic Areas of Service: Connecticut, Massachusetts, Rhode Island, New York

Partners/Principals: 44
Managers: 66
Supervisors/Seniors: 62
Other Professional Staff: 94
Total Personnel: 266
Accept Temporary: Yes
Accept Part-time: Yes
Accept Interns/Co-ops? Yes

In-house Technology Manager? Yes
Require Overnight Travel? Yes
Require Overtime? Yes
Offer Formal In-house Training? Yes
Offer External Seminars? Yes
Interns/Co-ops Paid? Yes

Plan to Expand Accounting Staff in the Next Two Years? Yes

We're particularly interested in potential employees with skills in: Accounting, Tax and/or Consulting Skills; The Ability to Multi-Task; Strong Communication Skills.


Firm Description: With a staff of nearly 300 working from our primary offices in Connecticut and Massachusetts, BlumShapiro has grown to become the largest regional accounting, tax and business consulting firm based in New England. Serving thousands of clients, we are trusted advisors for today’s leading middle-market companies, nonprofit organizations and government entities.

Formed in 1980 with the merger of Hartford’s Blum, Gavens & Kaplan and Shapiro, Rosenthal & Company, P.C., the firm has a rich Hartford legacy. We maintain a philanthropic culture and civic commitment to the Greater Hartford region, even as the firm has grown beyond those borders into southern Connecticut’s Fairfield County and Massachusetts.

Working at BlumShapiro, you will have the opportunity to serve as business advisors, helping your clients solve challenges and maximize their business opportunities every day. You will work with exceptional people and exceptional clients, without the exceptional hours. Our highly valued team members bring their diverse backgrounds and strengths to the table resulting in a true blend of national firm experience and local firm delivery. Our team shares a common passion: a personal commitment to each client’s success as well as to the communities in which we live and work. Our commitment to value people, relationships and professional integrity is what distinguishes us inside and outside our firm.

We are proud to be an independent member of Baker Tilly International, a network of high-quality firms represented by 150 firms in 120 countries. The network allows us to serve our clients as they expand their businesses throughout the U.S. and abroad.
CCR LLP
124 Hebron Avenue
Glastonbury, CT 06033
www.ccrllp.com

Firm Contact:  Kelly Sheridan, Director of HR  Telephone:  860 781-6700
Email: recruit@ccrllp.com  Fax:  860 633-0480
Location(s): Glastonbury, CT; Boston and Westborough, MA; Providence, RI; Orlando, FL

Geographic Areas of Service: New England and Central Florida

Partners/Principal:  29  In-house Technology Manager? Yes
Managers:  20  Require Overnight Travel? No
Supervisors/Seniors:  36  Require Overtime? Yes
Other Professional Staff:  109  Assist in CPA Exam Preparation? Yes
Total Personnel:  194  Offer Formal In-house Training? Yes
Accept Temporary:  Yes  Offer External Seminars? Yes
Accept Part-time:  Yes
Accept Interns/Co-ops? Yes  Interns/Co-ops Paid? Yes
Plan to Expand Accounting Staff in the Next Two Years? Yes


Firm Description: CCR is one of the largest, locally owned independent certified public accounting firms throughout New England and Central Florida. With five offices and a staff of nearly 200 professionals, our size and locations have helped us build a diverse client base and allow us to provide services that go beyond traditional accounting. Our dedication to the highest levels of client service and responsiveness have helped us become one of the nation’s top 100 accounting firms (as ranked by industry publications.) As a result, our staff has the opportunity to work on a variety of challenging assignments that cross industries and disciplines, where they are actively involved and work closely with managers and partners to ensure they gain varied experience and training. We are dedicated to creating an environment that interests and challenges our staff, provides outstanding training and development opportunities, leverages leading-edge technology and promotes a strong work/life balance. We encourage our teams to work together, to share resources and expertise and grow our business in order to provide opportunities for advancement at all levels of the firm.
Federman, Lally & Remis LLC  
231 Farmington Avenue  
Farmington, CT 06032  
www.flrcpa.com

<table>
<thead>
<tr>
<th>Firm Contact:</th>
<th>Telephone:</th>
<th>860 678-7100</th>
</tr>
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<tbody>
<tr>
<td>David S. Federman, Partner</td>
<td>Fax:</td>
<td>860 678-7101</td>
</tr>
<tr>
<td>Email:</td>
<td></td>
<td></td>
</tr>
<tr>
<td><a href="mailto:dfederman@flrcpa.com">dfederman@flrcpa.com</a></td>
<td>No. of Offices:</td>
<td>1</td>
</tr>
<tr>
<td>Location(s):</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Farmington, CT</td>
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</tr>
</tbody>
</table>

**Geographic Areas of Service:** New England

**Partners/Principals:** 6  
**Managers:** 4  
**Supervisors/Seniors:** 4  
**Other Professional Staff:** 7  
**Total Personnel:** 23  
**Accept Temporary:** Yes  
**Accept Part-time:** Yes  
**Accept Interns/Co-ops:** Yes  
**In-house Technology Manager?** No  
**Require Overnight Travel?** No  
**Require Overtime?** Yes  
**Assist in CPA Exam Preparation?** Yes  
**Offer Formal In-house Training?** Yes  
**Offer External Seminars?** Yes  
**Interns/Co-ops Paid?** Yes

**Plan to Expand Accounting Staff in the Next Two Years?** Yes


**Firm Description:** Federman, Lally & Remis is a medium-sized firm that has a very sophisticated practice providing financial consulting and audit and tax service to clients in many industries. Our personnel are our strongest assets.
Filomeno & Company, P.C.
80 South Main Street
West Hartford, CT 06107
www.filomeno.com

Firm Contact: Tina Faggaini, Firm Administrator
Email: tmf@filomeno.com
Location(s): West Hartford, CT
No. of Offices: 1
Geographic Areas of Service: CT, MA, NY, NH, RI, FL

Partners/Principals: 5
Managers: 5
Supervisors/Seniors: 4
Other Professional Staff: 13
Total Personnel: 27
Accept Temporary: Yes
Accept Part-time: Yes
Accept Interns/Co-ops?: Yes

In-house Technology Manager? Yes
Require Overnight Travel? No
Require Overtime? Yes
Assist in CPA Exam Preparation? Yes
Offer Formal In-house Training? Yes
Offer External Seminars? Yes
Interns/Co-ops Paid? Yes

Plan to Expand Accounting Staff in the Next Two Years? Yes


Firm Description: Filomeno & Company, P.C. was founded in 1966 in West Hartford, CT. Filomeno & Company, P.C. provides a comprehensive array of consulting and compliance services which include audits, reviews, compilations, corporate and individual tax preparation, individual wealth planning, qualified plans and business advisory services.

In December 2010, the practice of Patricia E. Small, CPA, LLC merged into Filomeno & Company. Pat joins Filomeno & Company with experience in tax and financial consulting for individuals and businesses. Filomeno & Company maintains the West Haven office located at 203 Campbell Avenue.

The key to our approach is a team philosophy, and a culture of sharing ideas that benefit the clients, the company, and the team. Our mission is to passionately serve our clients, our community, our firm, and each other.
Fiondella, Milone & LaSaracina LLP  
300 Winding Brook Drive  
Glastonbury, CT 06033  
www.fmlcpas.com

Firm Contact: Frank Milone, Partner  
Telephone: 860 657-3651  
Email: fmilone@fmlcpas.com  
Fax: 860 657-3657  
Location(s): Glastonbury & Bristol, CT  
No. of Offices: 2

Geographic Areas of Service: New England, Tri-State area, clients nationally and internationally

Partners/Principals: 5  
In-house Technology Manager? Yes

Managers: 11  
Require Overnight Travel? Yes

Supervisors/Seniors: 8  
Require Overtime? Yes

Other Professional Staff: 13  
Assist in CPA Exam Preparation? Yes

Total Personnel: 40  
Offer Formal In-house Training? Yes

Accept Temporary: Yes  
Offer External Seminars? Yes

Accept Part-time: Yes

Accept Interns/Co-ops? Yes  
Interns/Co-ops Paid? Yes

Plan to Expand Accounting Staff in the Next Two Years? Yes


Firm Description: Fiondella, Milone & LaSaracina LLP (FML) is headquartered in Glastonbury, Connecticut and provides auditing, tax and business consulting services to a wide range of clients and industries throughout the Northeast. FML is a growing well-established accounting firm that offers career opportunities that enable employees to utilize their talents and explore their potential. We offer competitive salaries, an excellent compensation package, and an outstanding group of motivated and experienced professionals who are dedicated to the training and career development of all members of our firm.

All of our partners, directors, and managers have Big Four experience and are committed to the five cornerstones of the firm: Quality in everything we do; providing the maximum level of Service to all clients; delivering the Results expected; building Relationships that allow us to learn our clients’ business, understand their issues, recommend alternatives and implement solutions; and providing the highest degree of Client Satisfaction possible.
Hallisey & D’Agostino, LLP
540 Silas Deane Highway
Wethersfield, CT 06109
www.hdllpcpa.com

Firm Contact: Paul R. D’Agostino, CPA
Email: pdagosti@hdllpcpa.com
Location(s): Wethersfield, CT
Geographic Areas of Service: Connecticut

Telephone: 860 563-8271
Fax: 860 257-8204
No. of Offices: 1

Partners/Principals: 5
Managers: 3
Supervisors/Seniors: 3
Other Professional Staff: 2
Total Personnel: 13
Accept Temporary: Yes
Accept Part-time: Yes
Accept Interns/Co-ops: Yes
In-house Technology Manager? No
Require Overnight Travel? No
Require Overtime? Yes
Assist in CPA Exam Preparation? Yes
Offer Formal In-house Training? Yes
Offer External Seminars? Yes
Interns/Co-ops Paid? Yes
Plan to Expand Accounting Staff in the Next Two Years? Yes


Firm Description: At Hallisey & D’Agostino, LLP, Certified Public Accountants, our mission is to provide outstanding accounting, tax, regulatory compliance, and financial management services to our clients throughout Hartford, New Haven, Waterbury and surrounding areas. We seek to assist our clients in achieving their financial goals, minimize taxes and provide them with peace of mind in their business and financial lives.

Hallisey & D’Agostino, LLP, Certified Public Accountants, specializes in providing accounting, financial management and business advisory services to small to mid-sized companies. To better meet the needs of our clients, we have individualized services for clients in industries like construction, farming, manufacturing, real estate, physicians, restaurants and services. These individualized services have enabled us to address their specific challenges, compliance needs and standard tax practices.
Harper & Whitfield, P.C.
314 Farmington Avenue
Farmington, CT 06032
www.harperwhitfield.com

Firm Contact: Marybeth Shutran, CPA  Telephone:  860 677-9188
Email: mshutran@harperwhitfield.com  Fax:  860 677-6546
Location(s): Farmington & Simsbury, CT  No. of Offices:  2

Geographic Areas of Service: All of Connecticut; Individual clients located in more than 30 states and many corporate clients doing business in other states.

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<th>Partners/Principal:</th>
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<th>In-house Technology Manager?</th>
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<td>Require Overnight Travel?</td>
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<td>Supervisors/Seniors:</td>
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<td>Require Overtime?</td>
<td>Yes</td>
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<td>Other Professional Staff:</td>
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<td>Assist in CPA Exam Preparation?</td>
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<td>Total Personnel:</td>
<td>28</td>
<td>Offer Formal In-house Training?</td>
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<td>Yes</td>
<td>Interns/Co-ops Paid?</td>
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<tr>
<td>Plan to Expand Accounting Staff in the Next Two Years?</td>
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Firm Description:  Harper & Whitfield, P.C. is a well-established accounting firm with a diverse and growing client base. Our mission is to provide timely, relevant and quality service to our clients while growing and evolving our practice. We strive to stay ahead of the ever-changing nature of our profession through continuing education and by expanding our information and resource-sharing base. “Our reputation is built upon satisfied clients.”

As a member of CPAmerica International, a leading network of independent CPA firms, we have access to valuable resources throughout the United States as well as many countries around the world. Computers are used extensively in our practice by all employees. We also analyze and advise clients on the use of various accounting and financial management software. We are proactive in our dealings with our closely held business clients, and assist them in building their businesses, protecting their growth, and transferring it to the next generations.

We maintain a friendly, professional atmosphere in our office and every day is “casual day”. If you are interested in a career in public accounting and overall professional and personal growth, we encourage you to send us a resume.
J.H. Cohn LLP
180 Glastonbury Blvd.
Glastonbury, CT 06033
www.jhcohn.com

Firm Contact: Mary Kirchoff, Director Human Resources  Telephone: 860 633-3000
Email: mkirchoff@jhcohn.com  Fax: 860 657-8079
Location(s): Offices in New York, New Jersey, California and Connecticut

Geographic Areas of Service: New York Metro, New England, and Southern California

Partners/Principals: 15  In-house Technology Manager? Yes
Managers: 26  Require Overnight Travel? Yes
Supervisors/Seniors: 22  Require Overtime? Yes
Other Professional Staff: 16  Assist in CPA Exam Preparation? Yes
Total Personnel: 98  Offer Formal In-house Training? Yes
Accept Temporary: Yes  Offer External Seminars? Yes
Accept Part-time: Yes
Accept Interns/Co-ops? Yes  Interns/Co-ops Paid? Yes
Plan to Expand Accounting Staff in the Next Two Years? Yes


Firm Description: When considering accounting jobs and consulting jobs at J.H. Cohn, make no mistake: J.H. Cohn is here for the long haul. One of the leading accounting and consulting firms in the United States, J.H. Cohn was founded in 1919. With offices in New York, New Jersey, Connecticut, and California, the firm is big enough to offer a wide variety of positions across many public and private sectors, yet small enough to provide a working environment that allows professionals to experience a comprehensive breadth of responsibilities while enhancing their professional expertise.

The firm maintains a simple management philosophy: The happier you are at your job, the more valuable you are as a member of the team. This is why J.H. Cohn also offers a level of career flexibility and multidiscipline training and support that’s virtually unheard of among the large national providers. Like some larger firms, our clients represent some of the most influential names in financial services, real estate, not-for-profit, legal services, retail, healthcare, hospitality, and other sectors. But at J.H. Cohn, you are encouraged to experiment and explore areas and industries that most interest you. You have the opportunity to specialize – or keep your focus more general as your responsibilities evolve. To learn more, please visit www.jhcohn.com.
Kostin, Ruffkess & Company, LLC
76 Batterson Park Road
Farmington, CT 06032
www.kostin.com

Firm Contact: John Turgeon, CPA  Telephone: 860 678-6000
Email: jturgeon@kostin.com  Fax: 860 678-6110
Location(s): Farmington & New London, CT; Springfield, MA  No. of Offices: 3

Geographic Areas of Service: Northeast

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<td>Supervisors/Seniors:</td>
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<td>Other Professional Staff:</td>
<td>32</td>
<td>Assist in CPA Exam Preparation?</td>
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<td>Offer Formal In-house Training?</td>
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<td>Accept Temporary:</td>
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<td>Offer External Seminars?</td>
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<td>Accept Part-time:</td>
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<td>Interns/Co-ops Paid?</td>
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<td>Plan to Expand Accounting Staff in the Next Two Years?</td>
<td>Yes</td>
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Firm Description: Kostin, Ruffkess & Company, LLC, one of Connecticut’s “Best Places to Work” for four years in a row, has been in existence for more than 60 years. We are one of the founding members of the Leading Edge Alliance, a nationwide network of independently owned and operated accounting and consulting firms, and a member of Kreston International Limited, an international network of firms that together create an invaluable competitive advantage in the world’s marketplace. We are also affiliated with KR Wealth Management, LLC, an independent firm providing wealth management services to people seeking peace of mind and quality of life; and ADNET Technologies, LLC which provides information technology consulting and management services to businesses of all sizes.

We recognize that our ability to provide superior services to our clients rests in the skills and knowledge of our people. We are committed to a people-focused perspective for our firm. We offer challenging assignments, ongoing learning opportunities, encourage active membership in professional associations, provide opportunities for charitable work in the community, and allow for flexible work schedules – all of which allows us to attract and retain high caliber professionals in the field of public accounting and business consulting.
Mahoney Sabol & Company, LLP
95 Glastonbury Blvd.
Glastonbury, CT 06033
www.mahoneysabol.com

Firm Contact: MaryKay Godiksen
Email: mgodiksen@mahoneysabol.com
Location(s): Glastonbury, Middletown, and Essex, CT

No. of Offices: 3

Partners/Principals: 8
Managers: 7
Supervisors/Seniors: 12
Other Professional Staff: 27
Total Personnel: 8

Accept Temporary: Yes
Accept Part-time: Yes
Accept Interns/Co-ops? Yes
Plan to Expand Accounting Staff in the Next Two Years? Yes

In-house Technology Manager? No
Require Overnight Travel? No
Require Overtime? Yes
Assist in CPA Exam Preparation? Yes
Offer Formal In-house Training? Yes
Offer External Seminars? Yes
Interns/Co-ops Paid? Yes

Telephone: 860 541-2000/860 767-9999
Fax: 860 541-2001/860 767-0353

Contact: Godiksen


Firm Description: Founded in 1990, Mahoney Sabol & Company, LLP has experienced rapid growth and has assembled a team of the most qualified and seasoned practitioners in the region. We are currently serving the accounting, auditing, tax, business and financial consulting needs of clients throughout New England. Additionally, Mahoney Sabol & Company, LLP is an independent member of the BDO Seidman Alliance. BDO, the fifth largest accounting firm in the world, has over 600 offices in 100 countries.

Mahoney Sabol & Company’s partners have significant national firm experience and training in a wide variety of industries and specialities which is rare in a local or regional firm. Our training and background enables us to consistently provide the highest quality of service.

Our firm’s objectives cannot be fulfilled without quality employees. We strive to provide inventive and imaginative solutions to our clients and seek highly skilled and motivated individuals to accomplish this. We offer a very comprehensive benefits package and a 401k plan. For additional information about our firm, it’s services and personnel, please visit our website at www.mahoneysabol.com
Saslow Lufkin & Buggy, LLP
10 Tower Lane
Avon, CT 06001
www.slbcpa.com

Firm Contact: Janice M. Egan, Firm Administrator
Telephone: 860 678-9200
Email: jegan@slbcpa.com
Fax: 860 678-9202
Location(s): Avon, CT; Burlington, VT; Phoenix, AZ
No. of Offices: 3
Geographic Areas of Service: Regional

Partners/Principals: 10
Managers: 9
Supervisors/Seniors: 17
Other Professional Staff: 27
Total Personnel: 63
Accept Temporary: Yes
Accept Part-time: Yes
Accept Interns/Co-ops: Yes
In-house Technology Manager? Yes
Require Overnight Travel? Yes
Require Overtime? Yes
Assist in CPA Exam Preparation? Yes
Offer Formal In-house Training? Yes
Offer External Seminars? Yes
Interns/Co-ops Paid? Yes

Plan to Expand Accounting Staff in the Next Two Years? Yes
We’re particularly interested in potential employees with skills in: Captive Insurance and Healthcare.


Firm Description: Saslow Lufkin & Buggy, LLP is a regional accounting firm formed in 1993 with offices located in Avon, CT, Burlington, VT, and Phoenix, AZ. The mission of Saslow Lufkin & Buggy, LLP is to consistently provide outstanding and value-added service and advice to our clients. The partners, managers and staff at Saslow Lufkin & Buggy, LLP are committed to the highest professional and ethical standards of proactive and responsive client service and technical expertise.
Sheptoff, Reuber & Company, P.C.  
111 New London Turnpike  
Glastonbury, CT 06033  
www.srandco.com

<table>
<thead>
<tr>
<th>Firm Contact:</th>
<th>Mark A. Osora, CPA</th>
<th>Telephone:</th>
<th>860 659-0357</th>
</tr>
</thead>
<tbody>
<tr>
<td>Email:</td>
<td><a href="mailto:mosora@srandco.com">mosora@srandco.com</a></td>
<td>Fax:</td>
<td>860 657-9516</td>
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<tr>
<td>Location(s):</td>
<td>Glastonbury, CT</td>
<td>No. of Offices:</td>
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<td>Require Overtime?</td>
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<td>Other Professional Staff:</td>
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<td>Assist in CPA Exam Preparation?</td>
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<td>Total Personnel:</td>
<td>25</td>
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<td>Accept Interns/Co-ops?</td>
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<td>Interns/Co-ops Paid?</td>
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<td>Plan to Expand Accounting Staff in the Next Two Years?</td>
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Client Services:  

Industry Specialization:  

Firm Description:  
Sheptoff, Reuber & Company, P.C. has been providing our clients with expert advice and top notch service for more than 35 years. We have deep roots in the Greater Hartford business community but continue to service clients throughout Connecticut, New England and many states in the Continental United States.

We are proud supporters and participants in many local civic and charitable endeavors and take very seriously our responsibility to being a good corporate citizen.

Our team of partners, managers, and staff is our biggest strength and asset. Almost half have been with the firm for more than 20 years. We try to create a workplace atmosphere and attitude that fosters loyalty from our staff as well as professional growth.
Simione Macca & Larrow, LLP
175 Capital Boulevard
Rocky Hill, CT 06067
www.smlcpas.com

Firm Contact: Julie Gillespie, CPA
Email: julie@maccacpa.com
Location(s): Rocky Hill & Hamden, CT

Telephone: 860 529-5600
Fax: 860 529-5605
No. of Offices: 2

Geographic Areas of Service: Connecticut, Massachusetts, New York, Rhode Island

Partners/Principals: 5
Managers: 13
Supervisors/Seniors: 5
Other Professional Staff: 7
Total Personnel: 30
Accept Temporary: Yes
Accept Part-time: Yes
Accept Interns/Co-ops: Yes
In-house Technology Manager? Yes
Require Overnight Travel? No
Require Overtime? Yes
Assist in CPA Exam Preparation? Yes
Offer Formal In-house Training? Yes
Offer External Seminars? Yes
Interns/Co-ops Paid? Yes
Plan to Expand Accounting Staff in the Next Two Years? Yes


Firm Description: Simione Macca & Larrow LLP is a dynamic and growing organization with roots tracing back to 1973, with offices in Hartford and New Haven counties. Our broad range of services and individual attention to client needs have proven to be a highly successful combination. In fact, our partners have been recognized nationally by Accounting Today for excellence in client service and creativity with Employee Stock Ownership Plans. However, our growth and success is attributable to our associates and firm culture – this is our competitive advantage.

We promote teamwork, integrity, enthusiasm and loyalty. Simione Macca & Larrow understands that people thrive in a friendly, creative environment that rewards accomplishments and encourages innovation. Professional growth is essential, so we help and support our people to achieve focus and balance priorities – while maintaining a work-life balance. We believe our compensation and benefits package is superior to our competitors. Simione Macca & Larrow’s membership in MSI Legal & Accounting Network, a select group of affiliated U.S. and International firms, together with our firm’s participation with Deloitte & Touche Practitioner’s Alliance program provides us with a worldwide network of resources. These affiliations give our clients an important contact base in a global economy.
Whittlesey & Hadley, P.C.
147 Charter Oak Avenue
Hartford, CT 06106
www.whcpa.com

Firm Contact: Kathie McCarthy, Director of Human Resources
Email: kmccarthy@whcpa.com
Location(s): Hartford, CT
Geographic Areas of Service: Southern New England

Partners/Principals: 13
Managers: 12
Supervisors/Seniors: 21
Other Professional Staff: 29
Total Personnel: 90
Accept Temporary: Yes
Accept Part-time: Yes
Accept Interns/Co-ops: Yes
Plan to Expand Accounting Staff in the Next Two Years? Yes

In-house Technology Manager? Yes
Require Overnight Travel? Yes
Require Overtime? Yes
Assist in CPA Exam Preparation? Yes
Offer Formal In-house Training? Yes
Offer External Seminars? Yes
Interns/Co-ops Paid? Yes


Firm Description: Founded in 1961, Whittlesey & Hadley is one of the largest accounting firms in the Greater Hartford area. Our mission is to exceed expectations of our clients, our community, and each other – every day and in every way.

We offer: The expertise of a large, national firm, with the flexibility of a smaller firm; a high ratio of partners to staff, for high level attention on every engagement; affiliation with PKF North America for access to the expertise and experience of a global network of accounting firms; a "niche" focus, to provide dedicated expertise in a variety of business areas; comprehensive IT consulting and support services, through our subsidiary company, The Technology Group, LLC.

We invite you to explore career opportunities with us!
Have You Seen the CSCPA Online Student Center?

Visit us at: www.cscpa.org/students
FIRM LISTINGS:

PETROVITS, PATRICK, SMITH & COMPANY LLC, Torrington
Petrovits, Patrick, Smith & Company LLC
173 Prospect Street
Torrington, CT 06790
www.ppscllc.com

Firm Contact: Jeffrey A. Smith, CPA
Email: jsmith@ppscfinancial.com
Location(s): Torrington, CT
Geographic Areas of Service: Primarily the Northeast; Individual and business client presence throughout the United States.

Partners/Principals: 5
Managers: 3
Supervisors/Seniors: 1
Part-time Staff: 2
Other Professional Staff: 2
Total Personnel: 16
Accept Temporary: No
Accept Part-time: Yes
Accept Interns/Co-ops? Yes
Interns/Co-Ops Paid? Yes
Plan to Expand Accounting Staff in the Next Two Years? Yes

In-house Technology Manager? Yes
Require Overnight Travel? No
Require Overtime? Yes
Assist in CPA Exam Preparation? Yes
Offer Formal In-house Training? Yes
Offer External Seminars? Yes


Firm Description: Petrovits, Patrick, Smith & Company LLC, originally founded in 1971, is a Litchfield County-based certified public accounting firm committed to offering high quality, efficient, responsive and professional service. Every client is the most important person in our office. We are committed to meeting clients’ needs and helping them reach their financial goals. We have a diverse and growing client base. Through our membership in CPA Connect, an affiliate of CPAmerica International, a leading network of independent CPA firms, we have access to valuable resources to member firms’ expertise worldwide. We are fully automated and networked and provide computer support services to our clients and encourage technical expertise for our staff. We strive to attract, develop, and retain the best staff available. We strive to develop a team who works together with a feeling of mutual assistance and respect, and to provide a flexible climate that allows achievement of personal and professional goals.
FIRM LISTINGS:

GUILMARTIN DIPIRO & SOKOLOWSKI, LLC, Middletown
Guilmartin DiPiro & Sokolowski, LLC
213 Court Street, Suite 703
Middletown, CT 06457
www.gdscpas.com

<table>
<thead>
<tr>
<th>Firm Contact</th>
<th>Telephone: 860 347-5689</th>
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<tr>
<td>Michael Sokolowski, Partner</td>
<td>Fax: 860 346-1172</td>
</tr>
<tr>
<td>Email: <a href="mailto:mikes@gdscpas.com">mikes@gdscpas.com</a></td>
<td>Location(s): Middletown, CT</td>
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<tr>
<td>No. of Offices: 1</td>
<td>Geographic Areas of Service: Connecticut</td>
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| Partners/Principals: 3 | In-house Technology Manager? No |
| Supervisors/Seniors: 9 | Require Overnight Travel? No |
| Other Professional Staff: 4 | Require Overtime? Yes |
| Total Personnel: 18 | Assist in CPA Exam Preparation? Yes |
| Accept Temporary: No | Offer Formal In-house Training? Yes |
| Accept Part-time: | Offer External Seminars? Yes |
| Accept Interns/Co-ops? Yes | Interns/Co-ops Paid? Yes |
| Plan to Expand Accounting Staff in the Next Two Years? Yes |

We’re particularly interested in potential employees with skills in: Nonprofit, Auditing, and Consulting.


Firm Description: A comfortable office located in the center of the city has its advantages. Middletown is also easy to get to from a variety of locations. A commitment to technology and staff training keeps us competitive. A strong commitment to quality-of-life issues separates us from most other firms.
FIRM LISTINGS:

BAILEY, MOORE, GLAZER, SCHAEFER & PROTO, LLP, Woodbridge
BAILEY MURPHY + SCARANO, LLC, Branford
BEERS, HAMERMAN & CO., P.C., CPAs, New Haven
BURZENSKI & COMPANY, P.C., East Haven
T.M. BYXBEE COMPANY, P.C., Hamden
KONOWITZ, KAHN & COMPANY, P.C., North Haven
LENKOWSKI, LONERGAN & CO., LLP, Middlebury
LEVITSKY & BERNEY, P.C., Woodbridge
MARCUM LLP, New Haven
MEYERS, HARRISON & PIA, LLC, New Haven
PIKAART VISCONTI & ASSOCIATES, P.C., North Haven
SEWARD AND MONDE, CPAs, North Haven
SIMIONE MACCA & LARROW, LLP, Hamden
WEINSTEIN & ANASTASIO, P.C., Hamden
Firm Contact: Gordon R. Oberempt, CPA  
Telephone: 203 397-7700  
Email: goberempt@baileymoore.com  
Fax: 203 397-7717  
Location(s): Woodbridge, CT  
No. of Offices: 1  
Geographic Areas of Service: Connecticut and Eastern United States  
Partners/Principals: 8  
In-house Technology Manager? Yes  
Managers: 3  
Require Overnight Travel? Yes  
Supervisors/Seniors: 13  
Require Overtime? Yes  
Other Professional Staff: 2  
Assist in CPA Exam Preparation? Yes  
Total Personnel: 26  
Offer Formal In-house Training? Yes  
Accept Temporary: Yes  
Offer External Seminars? Yes  
Accept Part-time: Yes  
Accept Interns/Co-ops? Yes  
Interns/Co-ops Paid? Yes  
Plan to Expand Accounting Staff in the Next Two Years? Yes  
We’re particularly interested in potential employees with skills in: Accounting and Finance.  
Firm Description: Bailey, Moore, Glazer, Schaefer & Proto, LLP founded in 1918, is a mid-sized CPA firm. The firm’s practice is completely diversified with clients in manufacturing, construction, retail, wholesale, hospitality, and various service industries. It has participated in very complex tax planning, mergers and acquisitions, international operations, revenue ruling requests, expert testimony, and various business planning problems. The firm operates from New England to Florida and into the Midwest, clients range in size from small to large.
Bailey Murphy + Scarano, LLC
1224 Main Street
Branford, CT 06405
www.baileymurphycpa.com

Firm Contact: Camille Murphy, CPA, Partner
Email: cmurphy@baileymurphycpa.com
Location(s): Branford, CT

Telephone: 203 481-1120
Fax: 203 488-3027
No. of Offices: 1

Partners/Principals: 6
Managers: 2
Supervisors/Seniors: 3
Other Professional Staff: 13
Total Personnel: 24
Accept Temporary: Yes
Accept Part-time: Yes
Accept Interns/Co-ops?: Yes

In-house Technology Manager?: Yes
Require Overnight Travel?: Yes
Require Overtime?: Yes
Assist in CPA Exam Preparation?: Yes
Offer Formal In-house Training?: Yes
Offer External Seminars?: Yes
Interns/Co-ops Paid?: Yes

Plan to Expand Accounting Staff in the Next Two Years?: Yes


Firm Description: Bailey Murphy + Scarano, LLC is a full service accounting firm, specializing in family and closely held businesses. We offer a complete range of business and tax services and our combined years of experience and perspectives make us valuable partners. We also perform business valuations and are members of The National Association of Certified Valuation Analysts. Our commitment to providing personalized quality service to our clients is our top priority. We are proud to support the communities we serve via contribution, advocacy and education.
Beers, Hamerman & Co., P.C. CPAs  
234 Church Street  
New Haven, CT 06510  
www.bhco.com

Firm Contact: David Migani, CPA, Managing Partner  
Telephone: 203 787-6527  
Email: dcmigani@bhco.com  
Fax: 203 776-8745  
Location(s): New Haven, CT  
No. of Offices: 1  
Geographic Areas of Service: Connecticut and surrounding states

Partners/Principals: 7  
Managers: 3  
Supervisors/Seniors: 7  
Other Professional Staff: 8  
Administrative Staff: 3  
Total Personnel: 28  
Accept Temporary: Yes  
Accept Part-time: Yes  
Accept Interns/Co-ops? Yes  
Interns/Co-ops Paid? Yes  
Plan to Expand Accounting Staff in the Next Two Years? Yes


Firm Description: We firmly believe and foster a climate of family first, business second, and provide our staff with the ability to accomplish that goal.
Burzenski & Company, P.C.
100 South Shore Drive
East Haven, CT 06512
www.burzenski.com

Firm Contact: Beth Moccia  Telephone: 203 468-8133
Email: office@burzenski.com  Fax: 203 469-8515
Location(s): East Haven, CT  No. of Offices: 1

Geographic Areas of Service: National

Partners/Principals: 3  In-house Technology Manager? Yes
Managers: 2  Require Overnight Travel? Yes
Supervisors/Seniors: 5  Require Overtime? Yes
Other Professional Staff: 10  Assist in CPA Exam Preparation? Yes
Total Personnel: 22  Offer Formal In-house Training? Yes
Accept Temporary: Yes  Offer External Seminars? Yes
Accept Part-time: Yes
Accept Interns/Co-ops? Yes  Interns/Co-ops Paid? Yes
Plan to Expand Accounting Staff in the Next Two Years? Yes


Firm Description: Burzenski & Company, P.C. is a progressive, full-service CPA firm committed to hiring a dedicated team of professionals. Our firm philosophy is to provide quality, professional service to our clients, with close working relationships between partners, staff, and clients ensuring we fulfill our slogan: “We Build Trust by Building Businesses.” All functions are computerized and staff are highly exposed to this process. We are one of the most respected local independent CPA firms in the area with a proud local and state reputation.
T.M. Byxbee Company, P.C.
2319 Whitney Avenue, P.O. Box 187169
Hamden, CT 06518
www.byxbee.com

Firm Contact: Edward Cleary
Email: edcleary@byxbee.com
Location(s): Hamden, CT
Geographic Areas of Service: Northeast

Partners/Principals: 4
Managers: 4
Supervisors/Seniors: 3
Other Professional Staff: 9
Total Personnel: 28
Accept Temporary: Yes
Accept Part-time: Yes
Accept Interns/Co-ops?: Yes
In-house Technology Manager?: Yes
Require Overnight Travel?: Yes
Require Overtime?: Yes
Assist in CPA Exam Preparation?: No
Offer Formal In-house Training?: Yes
Offer External Seminars?: Yes
Interns/Co-ops Paid?: Yes
Plan to Expand Accounting Staff in the Next Two Years?: Yes

Telephone: 203 281-4933
Fax: 203 288-6117
No. of Offices: 1


Firm Description: Theodore M. Byxbee, supervising internal revenue agent for New England, formed the T.M. Byxbee Company, Inc. Federal Tax Advisors and Consulting Accountants in 1919. The firm has since grown to become one of Connecticut’s leading regional accounting firms serving a large and diverse client base of primarily small and medium-sized businesses, not-for-profit organizations and individuals.

In regard to our staff, we are a dynamic firm offering quality in our approach to the traditional CPA services – accounting, auditing, tax, and management advisory. We have individuals who can provide specialized advice regarding complex tax problems, loan financing packages, bookkeeping or data processing systems, and income and cash flow forecasting. Our reputation is excellent with local banks, attorneys, and taxing authorities.

Our general philosophy entails a dedication to providing quality client service, which includes competent professionals working together with a sense of “working with” the client and providing constructive suggestions and advice through the year. The firm strives for advancement and increased responsibility among staff while also trying to achieve a certain level of continuity of personnel on engagements.
Konowitz, Kahn & Company, P.C.
127 Washington Avenue
North Haven, CT 06473
www.konowitzkahn.com

Firm Contact: David L. Reynolds, CPA, CFE, Principal
Email: dave@konowitzkahn.com
Location(s): North Haven and Middlebury, CT

Geographic Areas of Service: CT, New England, NY

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<td>Accept Interns/Co-ops?:</td>
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<td>Offer External Seminars?</td>
</tr>
<tr>
<td>Interns/Co-ops Paid?</td>
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</table>

Plan to Expand Accounting Staff in the Next Two Years? Yes

We’re particularly interested in potential employees with skills in: Strong communication skills, tax experience, solid accounting experience, audit experience.

Client Services:
- Accounting & Auditing
- Bankruptcy Support
- Business Consulting
- Business Valuation
- Compilations & Reviews
- Compliance Audits
- Contract Financial Management
- Control Compliance
- Corporate Taxes
- Divorce Accounting
- Estate and Gift Tax Planning
- Family Office Services
- Fiduciary Income Tax
- Financial Services
- Forensic Accounting
- Individual Tax
- Information Systems Consulting
- Internal Control Systems Consulting
- Litigation Support
- Mergers & Acquisitions
- Operational Audits
- Personal Financial Planning
- Philanthropic Foundation Administration
- Succession Planning
- Tax Representation

Industry Specialization:
- Automobile Dealers
- Biotech
- Broadcasting
- Colleges & Universities
- Communications
- Construction
- Employee Benefit Plans
- Financial Institutions
- Food Service
- Franchises
- Fraud & Investigative Services
- Health Services
- Hotel/Motel
- Investment Advisory
- Litigation Advisory
- Manufacturing
- Medical/Dental Professionals
- Not-for-Profit Organizations
- Oil & Gas
- Professional Service Providers
- Property Tax Services
- Real Estate
- Restaurants
- Retail/Wholesale
- Retirement Planning
- Service Businesses
- Small Business Services
- State & Use Tax Services
- Textile & Apparel
- Transportation

Firm Description:
Konowitz, Kahn & Company, P.C. is a leading provider of accounting and business advisory services including accounting, auditing, tax, wealth management, business valuation, trust and estate accounting, forensic and litigation support, family office services, and cost segregation.

We’ve been serving closely held mid-market businesses in diverse industries locally and globally since 1936 and operate out of offices in North Haven and Middlebury.

Our investment in technology rivals that of larger firms. It allows us to work in a paperless environment and offer specialized reporting to closely held businesses and high net worth clients with complex needs.
### Lenkowski, Lonergan & Co., LLP

1579 Straights Turnpike, Suite 2D  
Middlebury, CT 06762  
www.LenkowskiLonerganCPA.com

**Firm Contact:** Leonard M. Romaniello, Jr. CPA, CFE, CFF, CITP, MST  
**Telephone:** 203 574-3100  
**Fax:** 203 597-8114  
**Email:** Len@LLCPA.net

<table>
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<tr>
<th>Location(s):</th>
<th>Middlebury, CT</th>
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<td>No. of Offices:</td>
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**Geographic Areas of Service:** Primarily New England – Clients Nationwide

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<th>In-house Technology Manager?</th>
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<td>Require Overnight Travel?</td>
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<td>Supervisors/Seniors:</td>
<td>0</td>
<td>Require Overtime?</td>
<td>Yes</td>
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<td>Total Personnel:</td>
<td>14</td>
<td>Offer Formal In-house Training?</td>
<td>Yes</td>
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<tr>
<td>Accept Temporary:</td>
<td>No</td>
<td>Offer External Seminars?</td>
<td>Yes</td>
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<tr>
<td>Accept Part-time:</td>
<td>Yes</td>
<td></td>
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<td>Accept Interns/Co-ops?:</td>
<td>Yes</td>
<td>Interns/Co-ops Paid?:</td>
<td>Yes</td>
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</tbody>
</table>

**Plan to Expand Accounting Staff in the Next Two Years?** Yes

**We’re particularly interested in potential employees with skills in:** Auditing and Financial Statement Preparation, Tax Preparation and Good Communication Skills.


**Firm Description:** Lenkowski, Lonergan & Co., LLP was founded in 1965 and has consistently provided a high level of professional services. We provide audit, accounting, tax, and management advisory services to a diverse client base. We have just completed our 10th peer review with the AICPA and received the highest recommendation a CPA firm can receive; this assures our clients and our professional peers the highest level competence.

We encourage our employees to develop their strengths by allowing them opportunities to work at a variety of industries and challenging engagements. We also encourage our professionals to join professional organizations and participate in community activities. The firm is “paperless” and is in the forefront in the use of technology. We are also committed to being a technology leader in the business community. Integrity and quality are the cornerstones of our practice and we at Lenkowski, Lonergan & Co., LLP never settle for anything else.
### Firm Contact:
Robert V. Cappelletti, CPA

### Telephone:
203 389-5371

### Email:
rcappelletti@l-bpc.com

### Fax:
203 389-4430

### Location(s):
Woodbridge, CT

### No. of Offices:
1

### Geographic Areas of Service:

<table>
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<tr>
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<td>Managers</td>
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<td>Supervisors/Seniors</td>
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<td>Other Professional Staff</td>
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<td>Accept Temporary</td>
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<td>Yes</td>
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<tr>
<td>Accept Interns/Co-ops</td>
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</table>

**Plan to Expand Accounting Staff in the Next Two Years?**
Yes

**Interns/Co-ops Paid?**
Yes

#### Client Services:

#### Industry Specialization:

#### Firm Description:
Levitsky & Berney, P.C., was organized as a corporation in 1967 and is a medium-sized Connecticut-based CPA Firm. For the past 44 years we have supplied auditing, accounting, tax and management services required, be it small business general accounting, complicated multi-million dollar corporate financial and tax service, or a municipality’s governmental audit. Our professionals are given the opportunity to develop their abilities to perform in varied business environments. This exposure benefits our professionals by the diverse experience obtained, as well as development of professionalism and confidence to carry on our firm’s excellent reputation. Levitsky & Berney, P.C. is an excellent firm for you to develop as a CPA in all areas of CPA service.
Marcum LLP
555 Long Wharf Drive
New Haven, CT 06511
www.marcumllp.com

Firm Contact: Joseph Natarelli, Partner in Charge, New Haven Office
Email: joseph.natarelli@marcumllp.com
Location(s): CT, MA, NJ, NY, PA, CA, FL

Partners/Principals: 19
Managers: 34
Supervisors/Seniors: 20
Other Professional Staff: 24
Total Personnel: 120
Accept Temporary: Yes
Accept Part-time: Yes
Accept Interns/Ops?: Yes

In-house Technology Manager?: Yes
Require Overnight Travel?: Yes
Require Overtime?: Yes
Assist in CPA Exam Preparation?: Yes
Offer Formal In-house Training?: Yes
Offer External Seminars?: Yes
Interns/Ops Paid?: Yes

Plan to Expand Accounting Staff in the Next Two Years?: Yes

We’re particularly interested in potential employees with skills in: Solid Tax and Auditing Experience with Good Analytical Skills and Strong Communication Skills.


Firm Description: What will a career at Marcum LLP be like? At Marcum, all that we do is guided by a set of core values – Passion, Integrity, Excellence, Respect, Teamwork, Community, Balance. These core values define how all team members conduct themselves and interact with colleagues and clients.

The Marcum philosophy is straightforward. Our most important assets are our people and our reputation. We are committed to excellence, both internally and externally. We encourage and invest in training and continuing education. And, as a firm, we are dedicated to maintaining and enhancing our reputation for exceptional client service. You’ll find an organization at the leading edge of the professional services field where you’ll be doing meaningful, interesting work and will be recognized and rewarded for your performance.

But even more importantly, Marcum LLP is a firm that values the contributions of strong-minded individuals – and our most successful employees are those who understand the importance of a well-balanced life. You see, at Marcum, we believe in work-life balance. That means time for work, time for fun, time for family and time for giving back.

Each day, you’ll work directly with innovative and entrepreneurial thinkers. You’ll find advanced systems, business processes and specialized training programs all designed to add value to your experience here as well as help you to build a career. This will be demanding and satisfying work. It will be more about thoughtful analysis and less about number crunching. You’ll have more time for close client contact and spend less time on backroom bookwork.

Our bottom line is all about people – talented, diverse, well-rounded, and capable people. Your success is our success. Sound good? Get in touch with us. We’d love to be a part of your life.
Meyers, Harrison & Pia, LLC
One Audubon Street, 3rd Floor
New Haven, CT 06511
www.mhpcpa.com

Firm Contact: Laura Ballard, Office Manager
Email: lballard@mhpcpa.com
Location(s): New Haven, Greenwich & Glastonbury, CT; New York

Geographic Areas of Service: New England, New York

Partners/Principals: 5
Managers: 6
Supervisors/Seniors: 4
Other Professional Staff: 5
Total Personnel: 34
Accept Temporary: No
Accept Part-time: Yes
Accept Interns/Co-ops: Yes
Plan to Expand Accounting Staff in the Next Two Years: Yes

In-house Technology Manager? Yes
Require Overnight Travel? No
Require Overtime? Yes
Assist in CPA Exam Preparation? Yes
Offer Formal In-house Training? Yes
Offer External Seminars? Yes
Interns/Co-ops Paid? Yes

We’re particularly interested in potential employees with skills in: Business Valuation, Forensic Accounting, and Finance.


Firm Description: Meyers, Harrison & Pia, LLC is a leading certified public accounting firm and nationally respected business valuation firm based in New Haven, Connecticut. Since 1960, the firm has offered a complete array of traditional accounting, auditing, and tax services to a wide range of clients and industries throughout New England. In addition to traditional accounting services, Meyers, Harrison & Pia, LLC is well known for its expert business valuation, forensic accounting, and litigation assistance services. The firm boasts one of the largest and most talented valuation and forensic accounting groups in the Northeast. Meyers, Harrison & Pia, LLC has been voted Best Valuation Firm in the Connecticut Law Tribune’s annual survey of the Connecticut legal community six years in a row.

Our staff is comprised of professionals with extensive experience and academic credentials, committed to providing our clients with superior and timely service. Our team is provided with state-of-the-art technology, extensive research materials, hands-on training, and continuing professional education, in a challenging and rewarding work environment.

Meyers, Harrison & Pia, LLC offers a friendly atmosphere of a local firm with the professionalism, diversity of work, and technical challenge of a large national firm. We offer a competitive salary and benefits package, excellent training, and opportunities for professional development. For more information, visit www.mhpcpa.com.
**Pikaart Visconti & Associates, P.C.**  
41 Middletown Avenue  
North Haven, CT 06473  
www.pvacpas.com

<table>
<thead>
<tr>
<th>Firm Contact:</th>
<th>John Visconti, CPA</th>
<th>Telephone:</th>
<th>203 865-2927</th>
</tr>
</thead>
<tbody>
<tr>
<td>Email:</td>
<td><a href="mailto:jvisconti@pvacpas.com">jvisconti@pvacpas.com</a></td>
<td>Fax:</td>
<td>203 865-0017</td>
</tr>
<tr>
<td>Location(s):</td>
<td>North Haven, CT</td>
<td>No. of Offices:</td>
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</table>

**Geographic Areas of Service:** Connecticut

**Partners/Principals:** 2  
**In-house Technology Manager?** Yes

**Managers:** 1  
**Require Overnight Travel?** No

**Supervisors/Seniors:** 2  
**Require Overtime?** Yes

**Other Professional Staff:** 3  
**Assist in CPA Exam Preparation?** Yes

**Total Personnel:** 10  
**Offer Formal In-house Training?** Yes

**Accept Temporary:** Yes  
**Offer External Seminars?** No

**Accept Part-time:** Yes

**Accept Interns/Co-ops?** Yes  
**Interns/Co-ops Paid?** Yes

**Plan to Expand Accounting Staff in the Next Two Years?** Yes

**We’re particularly interested in potential employees with skills in:** Nonprofit Auditing, Tax Preparation – Corporate and Individual.

**Client Services:**  


**Firm Description:**  
- Paperless Auditing  
- Flex-Time  
- Profit Sharing
Seward and Monde, CPAs
296 State Street
North Haven, CT 06473
www.sewardmonde.com

Firm Contact: Thomas Lyden, CPA, Partner
Email: tlyden@sewardmonde.com
Location(s): North Haven and New London, CT
Geographic Areas of Service: Primarily CT, MA, NY, RI

Partners/Principals: 8
Managers: 4
Supervisors/Seniors: 11
Other Professional Staff: 4
Total Personnel: 30
Accept Temporary: Yes
Accept Part-time: Yes
Accept Interns/Co-ops?: Yes

In-house Technology Manager?: Yes
Require Overnight Travel?: No
Require Overtime?: Yes
Assist in CPA Exam Preparation?: Yes
Offer Formal In-house Training?: Yes
Offer External Seminars?: Yes
Interns/Co-ops Paid?: Yes

Plan to Expand Accounting Staff in the Next Two Years?: Yes

We’re particularly interested in potential employees with skills in: Tax, Information Technology and Auditing.


Firm Description: Seward and Monde was established in New Haven, CT in 1919. Our practice encompasses engagements in privately-held, for-profit and not-for-profit entities including businesses in the healthcare field, private schools, municipalities, other government agencies, manufacturers, insurance, transportation, construction, real estate, financial and lending institutions, and various philanthropic and voluntary health and welfare organizations. Our firm’s primary objective with respect to all assignments is to provide professional accounting services of the highest quality and to ensure a timely response to our clients’ needs.

Our staff members can talk to you about our professional standards and quality control but they can also tell you about the friendly environment in which you will work. We have made many loyal friends over the years who still visit us and participate in our social and volunteer activities. It is not all work and no play.

Our partners have hands-on involvement in the day-to-day activities of an engagement and are down-to-earth and easy to talk to. Remember, they started out just like you. We are personally interested in seeing you develop as a professional accountant because we realize that someday you could be among the partners who carry on the firm’s business. The current partners realize the value of the history and tradition set by the founders and former partners. We are committed to continuing to foster the traditions in philosophy and success factors that have distinguished our firm for more than 92 years.
Simione Macca & Larrow, LLP
4130 Whitney Avenue
Hamden, CT 06518
www.smlcpas.com

<table>
<thead>
<tr>
<th>Firm Contact:</th>
<th>Julie Gillespie, CPA</th>
<th>Telephone:</th>
<th>860 529-5600</th>
</tr>
</thead>
<tbody>
<tr>
<td>Email:</td>
<td><a href="mailto:julie@maccacpa.com">julie@maccacpa.com</a></td>
<td>Fax:</td>
<td>860 529-5605</td>
</tr>
<tr>
<td>Location(s):</td>
<td>Rocky Hill &amp; Hamden, CT</td>
<td>No. of Offices:</td>
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**Geographic Areas of Service:** Connecticut, Massachusetts, New York, Rhode Island

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<td>Other Professional Staff:</td>
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<td>Assist in CPA Exam Preparation?</td>
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<td>Plan to Expand Accounting Staff in the Next Two Years?</td>
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**Firm Description:** Simione Macca & Larrow LLP is a dynamic and growing organization with roots tracing back to 1973, with offices in Hartford and New Haven counties. Our broad range of services and individual attention to client needs have proven to be a highly successful combination. In fact, our partners have been recognized nationally by Accounting Today for excellence in client service and creativity with Employee Stock Ownership Plans. However, our growth and success is attributable to our associates and firm culture – this is our competitive advantage.

We promote teamwork, integrity, enthusiasm and loyalty. Simione Macca & Larrow understands that people thrive in a friendly, creative environment that rewards accomplishments and encourages innovation. Professional growth is essential, so we help and support our people to achieve focus and balance priorities – while maintaining a work-life balance. We believe our compensation and benefits package is superior to our competitors. Simione Macca & Larrow’s membership in MSI Legal & Accounting Network, a select group of affiliated U.S. and International firms, together with our firm’s participation with Deloitte & Touche Practitioner’s Alliance program provides us with a worldwide network of resources. These affiliations give our clients an important contact base in a global economy.
Weinstein & Anastasio, P.C.
One Hamden Center, 2319 Whitney Avenue, Suite 2A
Hamden, CT 06518
www.wa-cpa.com

Firm Contact: Vincenzo Fini, CPA, Partner
Email: vfini@wa-cpa.com
Location(s): Hamden, CT

Geographic Areas of Service: Connecticut & New York

Partners/Principals: 4
Managers: 1
Supervisors/Seniors: 6
Other Professional Staff: 10
Total Personnel: 29
Accept Temporary: Yes
Accept Part-time: Yes
Accept Interns/Co-ops: Yes
In-house Technology Manager? No
Require Overnight Travel? No
Require Overtime? Yes
Assist in CPA Exam Preparation? Yes
Offer Formal In-house Training? Yes
Offer External Seminars? Yes
Interns/Co-ops Paid? Yes

Plan to Expand Accounting Staff in the Next Two Years? Yes

We’re particularly interested in potential employees with skills in: Strong Analytical and People Skills.


Firm Description: For more than 80 years, it has been our firm’s philosophy to provide proactive quality services to clients as their accounting, tax and business consultants. In conjunction, accounting professionals are provided training programs to maintain and develop skills necessary for professional development. Computer technology is used extensively. The office is fully networked, all professionals are provided laptop computers and portable printers for use at client sites. Software programs include those for the preparation of financial statements, auditing applications, tax return preparation and research with access to email and the internet.

As members of PKF North American Network, an association of more than 90 CPA firms throughout the United States plus international affiliations, our professionals have access to our affiliates’ accounting, tax and business consulting expertise, along with national training and marketing programs. We have a Marketing Director on staff and industry teams. The firm is a member of the Private Companies Practice Section of the American Institute of Certified Public Accountants Division for CPA Firms and has had 10 peer reviews all resulting in unqualified opinions.

Telephone: 203 397-2525
Fax: 203 397-3463
No. of Offices: 1
FIRM LISTINGS:

KOSTIN, RUFFKESS & COMPANY, LLC, New London
MARIEN + COMPANY, LLC, Norwich
Kostin, Ruffkess & Company, LLC
Mariner Square, Suite 120
125 Eugene O’Neill Drive
New London, CT 06320
www.kostin.com

Firm Contact: John Turgeon, CPA  Telephone: 860 678-6000
Email: jтурgeon@kostin.com  Fax: 860 678-6110
Location(s): Farmington & New London, CT; Springfield, MA  No. of Offices: 3

Geographic Areas of Service: Northeast

Partners/Principals: 18  In-house Technology Manager? Yes
Managers: 22  Require Overnight Travel? Yes
Supervisors/Seniors: 29  Require Overtime? Yes
Other Professional Staff: 32  Assist in CPA Exam Preparation? Yes
Total Personnel: 145  Offer Formal In-house Training? Yes
Accept Part-time: Yes  Offer External Seminars? Yes
Accept Temporary: Yes  Interns/Co-ops Paid? Yes
Plan to Expand Accounting Staff in the Next Two Years? Yes


Firm Description: Kostin, Ruffkess & Company, LLC, one of Connecticut’s “Best Places to Work” for four years in a row, has been in existence for more than 60 years. We are one of the founding members of the Leading Edge Alliance, a nationwide network of independently owned and operated accounting and consulting firms, and a member of Kreston International Limited, an international network of firms that together create an invaluable competitive advantage in the world’s marketplace. We are also affiliated with KR Wealth Management, LLC, an independent firm providing wealth management services to people seeking peace of mind and quality of life; and ADNET Technologies, LLC which provides information technology consulting and management services to businesses of all sizes.

We recognize that our ability to provide superior services to our clients rests in the skills and knowledge of our people. We are committed to a people-focused perspective for our firm. We offer challenging assignments, ongoing learning opportunities, encourage active membership in professional associations, provide opportunities for charitable work in the community, and allow for flexible work schedules – all of which allows us to attract and retain high caliber professionals in the field of public accounting and business consulting.
Marien + Company, LLC, CPAs
124 New London Turnpike
Norwich, CT 06360
www.MarienCPAs.com

Firm Contact: Pamela Barile, Office Manager
Email: pamb@mariencpas.com
Location(s): Norwich, CT
Geographic Areas of Service: Connecticut

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<td>Interns/Co-ops Paid?</td>
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Plan to Expand Accounting Staff in the Next Two Years? Yes
We’re particularly interested in potential employees with skills in: Municipal Auditing and Tax Preparation.


Firm Description: Marien + Company, LLC, CPAs has worked diligently to establish itself as the region’s premier CPA firm, one widely respected and trusted in the community. Our success is based upon a simple philosophy – work tirelessly on behalf of our clients and forge a true partnership based on deeds not words. We pride ourselves on being available, on being proactive, and on going “the extra mile” for our clients. If you call with a question, you’ll get an answer, not the runaround.

At Marien + Company, you’ll find a big firm’s expertise combined with a small firm’s personal attention. You’ll also find a refreshing breadth and depth of experience. Marien + Company is far more than just an accounting firm. We also provide strategic decision-making counsel and other professional services to help set your business on the path to success. Our array of services along with our vast experience in specialty fields, such as working for not-for-profit and governmental entities, help set us apart.

At the core of Marien + Company is an energetic and highly skilled staff. Carefully selected, all of our accountants have graduated among the top of their classes. Following a three-decade-old standard, they are committed to our clients’ success by staying abreast of the latest developments in the industry through a rigorous professional education program. From accounting and auditing to business strategy, from personal financial planning to preparing income taxes, Marien + Company is the right choice.
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**THE MISSION OF INROADS IS TO DEVELOP AND PLACE TALENTED UNDERSERVED YOUTH IN BUSINESS AND INDUSTRY AND PREPARE THEM FOR CORPORATE AND COMMUNITY LEADERSHIP.**
The Uniform CPA Examination is the examination that individuals must pass in order to qualify for licensure as Certified Public Accountants in any of the 55 U.S. jurisdictions (the 50 states, the District of Columbia, Puerto Rico, U.S. Virgin Islands, Guam, and the Commonwealth of Northern Mariana Islands).

According to the CPA Examination Mission Statement, the purpose of the Examination is "To admit individuals into the accounting profession only after they have demonstrated the entry-level knowledge and skills necessary to protect the public interest in a rapidly changing business and financial environment."

CPAs are the only licensed accounting professionals. CPA licenses are issued by state boards of accountancy in the 55 jurisdictions - there is no national CPA licensure process in the U.S.

The Uniform CPA Examination is one of three "E"s - Education, Exam, and Experience - that constitute the requirements for CPA licensure. Of these three requirements, only the CPA Exam is uniform, while education and experience vary from one jurisdiction to another. (See Connecticut’s CPA certification requirements on page 69.) All licensure requirements - not just passing the CPA Exam - must be met to qualify for licensure.

The Uniform CPA Examination is provided on behalf of the Boards of Accountancy who have the ultimate licensing authority. The Examination is offered jointly by three organizations: NASBA (The National Association of State Boards of Accountancy), the AICPA (American Institute of Certified Public Accountants), and Prometric. The AICPA is responsible for developing and scoring the Examination, NASBA for the National Candidate Database, and Prometric, a part of The Thomson Corporation, for examination delivery at authorized test centers.

The computerized CPA Examination is a 14-hour exam with four sections - Auditing and Attestation (AUD), Business Environment and Concepts (BEC), Financial Accounting and Reporting (FAR), and Regulation (REG).

The Examination is composed of testlets - groups of 24 or 30 multiple-choice questions, or condensed case studies known as task-based simulations (TBS).

The Examination is offered five (and sometimes six) days per week during two months of every quarter. (These periods are known as "testing windows.") Testing is available in January and February; April and May; July and August; and October and November. Testing is NOT available in: March, June, September, and December.

The Examination is offered at authorized test centers located throughout 54 U.S. jurisdictions. (The Examination is not yet offered in the 55th jurisdiction, the Commonwealth of Northern Mariana Islands.) The Examination will be offered in selected countries beginning in the third quarter of 2011.

Candidates are responsible for reviewing the Uniform CPA Examination tutorial and sample tests. Thorough familiarity with the examination's functionality, format, and directions is required before candidates report to test centers. Failure to follow the directions provided in the tutorial and sample tests, including the directions on how to respond, may adversely affect candidate scores.

Detailed information about preparing for and taking the Uniform CPA Examination is contained in the AICPA publication "Candidate Bulletin."

Source: AICPA
APPLYING TO TAKE THE CPA EXAM

The Connecticut State Board of Accountancy has engaged CPA Examination Services, a division of the National Association of State Boards of Accountancy, Inc. (NASBA) for application processing, credential evaluation, and score reporting. Your application, fees, and transcripts should be submitted to CPA Examination Services. Nothing goes to the Connecticut State Board of Accountancy until a candidate has passed all four parts of the exam. Allow six weeks for processing. Processing will not begin until all required items have been received.

Mail transcript(s) to:
Attn: Connecticut Coordinator
CPA Examination Services
P.O. Box 198469
Nashville, TN 37219-8469

Mail application and fees to:
Attn: Connecticut Coordinator
CPA Examination Services
P.O. Box 440555
Nashville, TN 37244

APPLICATION PROCESS TIPS

■ Photocopies of transcripts are not acceptable; transcripts “issued to student” are.
■ You are the customer. If six weeks have gone by and you have not heard anything from NASBA, make contact with them.
■ You should expect two communications from NASBA:
  1. Acknowledgement of application
  2. Notice to schedule (NTS)
     - An NTS is required for each section of the exam and is good for six months.
     - Your must have your NTS available when contacting Prometric to schedule your exam appointment.
■ You must fill out an application every time you want to sit for a section of the exam.
■ The name on your application must appear exactly the same as it appears on the identification you will be bringing to the testing center.

FEES
All applicants are required to pay both an application fee and an examination fee upon submission of the first-time application - with check payable to CPA Examination Services.

Application Fee: $135.00
Examination Fees:
Auditing and Attestation (AUD) $207.15
Bus. Env. & Concepts (BEC) $185.10
Regulation (REG) $185.10
Fin. Acct. & Reporting (FAR) $207.15

Applicants are able to apply for one or more section(s) of the exam at a time. However, applicants are advised to only apply for a section of the exam they are ready to take within the next six months. Your application expires six months and you lose the fee you paid.

MAKING AN APPOINTMENT TO TAKE PART OF THE EXAM
Contact Prometric Exam Sites to schedule your appointment to take a part or parts of the exam at www.prometric.com or 800-580-9648. Prometric’s Connecticut sites are in Glastonbury, Hamden, and Norwalk.

There is no fee paid to Prometric.

APPOINTMENT SCHEDULING TIPS

■ You must have a Notice to Schedule (NTS)
  • An NTS is required for each section of the exam and is good for six months.
  • Your must have your NTS available when contacting Prometric to schedule your exam appointment.
■ You must bring your NTS to the testing center on the day of the exam in order to be admitted.
■ The earlier candidates schedule their appointments, the better chance they have to getting the location, date, and time of their choice.
■ Walk-in testing is not allowed.
■ Registering for a review course is not the same as registering to take the exam.

Registrations fees arise when reapplying for part or parts of the exam:
4 exam sections $105.00
3 exam sections (any combinatination) $90.00
2 exam sections (any combinatination) $75.00
1 exam section $60.00

NASBA ADVISES CANDIDATES TO READ THE CANDIDATE BULLETIN AT WWW.NASBA.ORG BEFORE FILING THEIR APPLICATIONS.
HOW THE CPA EXAM IS SCORED

The following is excerpted from an article that appeared in The Journal of Accountancy and was prepared by the AICPA staff Examinations Team, based on an AICPA whitepaper. This information provides an overview of the scoring process and answers some frequently asked questions.

Anyone who has taken the Uniform CPA Examination, prepared for it, or been involved in the CPA licensure process knows that the passing score is 75. But very few understand what that 75 means.

COMPUTER VS. PENCIL

In the paper-and-pencil days, scoring was done by hand, which took several weeks, according to John Mattar, the AICPA Examinations Team’s director—Psychometrics & Research. Now, the examinations team writes software that evaluates answers based on an answer key a committee has agreed on, he said.

Essays likewise were scored by a room full of CPAs who were trained to score them. Now, the Examinations Team uses software to score them.

“If the gold standard is what a trained human scorer would score, you gather a relatively large sample—around 1,000 to 1,200 responses scored by people—then you use a program to build a mathematical model that will take elements of those papers and predict human scores and validate that model using data from real candidates and show the software is scoring the way the humans would score it,” Mattar said. “Now you have an approved scoring model and can run responses electronically through that software almost instantly and get scores.” However, even with the automated scoring, a sample of responses is also scored by people as a continuing quality-control check, he said.

The software looks for elements a human would score on, such as organization, development, and usage of language.

Because a new section of essays was introduced into the Business Environment and Concepts (BEC) section this year, initially, those essays will still have to be scored by humans, Mattar said. The Examinations Team will need to build computer models after it receives enough sample responses.

If a test taker’s total score is close to the passing score, the candidate’s written responses will be automatically regarded by human graders. When there is more than one grader for a response, the average of the scores is used as the final grade, he said.

How questions appear on tests is also different. In the past, there were different forms of the exam, but all Form A’s, for example, contained the same questions. Today’s system—multi-stage testing (MST)—allows the Examinations Team to target the exam to the ability of the candidate to get a more precise estimate of his or her proficiency, Mattar said.

SCORING FAQS

When are easier or more difficult questions given?

Candidates take three multiple-choice testlets (groups of multiple-choice questions) per exam section. The first testlet is always a medium testlet. Those who perform well get a more difficult second testlet, while those who do not perform well receive a second medium difficulty testlet. Similarly, the third testlet can be a medium or a more difficult one and is based on performance on the first two testlets. Task-based simulation (TBS) questions are pre-assigned and are not chosen based on performance on the multiple-choice testlets. If you do poorly on the first testlet, you can still pass the exam, but you will need to do better on the second and third testlets. You can get all medium testlets and still pass, but for this to happen, you would have to have good, but not excellent, performance on the first two testlets, and then excellent performance on the last testlet.
HOW THE CPA EXAM IS SCORED...(CONT.)

How do you decide which questions are difficult and which are medium?
The difficulty levels of the test questions (and other statistics that are used to describe each test question) are determined through statistical analysis of candidate responses. At the question level, difficulty is not quantified as a category (for example, moderate or difficult), but as a numeric value along a scale. Testlets are classified as either medium or difficult based on the average difficulty of the questions within that testlet.

Does that mean difficult testlets can have easier questions and medium testlets can have difficult questions?
Yes. All testlets have questions ranging in difficulty. Questions in difficult testlets just have a higher average level of difficulty than those in medium testlets.

How do I find out my scores for each content area of the exam?
The AICPA does not release subscores by content area but does report categories of performance. Use caution in interpreting your content area performance, however. The subscores are calculated on fewer items and, therefore, are not as reliable as the final score. The performance comparisons of weaker, comparable, and stronger are provided to candidates as a general indicator of performance.

In general terms, what are the steps taken to produce the reported score?
Initially, for purposes of score reporting, each component (multiple-choice questions (MCQs), task-based simulations and written communication) is treated separately. For the multiple-choice and task-based simulation components, IRT is used to obtain the scaled score for each type of question. (IRT is a class of mathematical models used for exam development and analysis, making it easier and more efficient to compare candidate scores when they are based on exams that have different questions.)

The multiple-choice score is then mapped to a scale of 0 to 100. Similarly, the task-based simulation score and total written communication raw score are mapped to a scale of 0 to 100. The scores are then combined with the policy weights (60% multiple-choice and 40% simulations for the AUD, FAR, and REG sections; 85% multiple-choice and 15% written communications for the BEC section). The final step involves mapping the aggregate score to the 0-to-99 scale used for score reporting.

EXECUTIVE SUMMARY
- All candidates start with a medium testlet (group of multiple-choice questions), but how they perform on that first group determines how difficult the next two testlets will be. Essentially, the better you do in one group, the more difficult the subsequent group.
- Three statistics are used to describe the questions: difficulty—whether the question is easier or more difficult for candidates; discrimination—how well the question differentiates between more able and less able candidates; and guessing—the chances of candidates answering the question correctly just by guessing.
- Software evaluates written communication answers by predicting human scores based on elements such as organization, development, and language usage.
CONNECTICUT REQUIREMENTS FOR CERTIFICATION INCLUDE:

EDUCATION

To sit for the CPA Exam you’ll need a bachelor’s degree from a four-year accredited school that includes:

- At least 46 semester hours in the study of accounting and related subjects, including but not limited to business law, economics, and finance.
- At least 24 semester hours must be in the study of accounting.

To be licensed as a CPA you’ll need an additional 30 credits for a minimum of 150 credit hours of college education.

- These credits may be obtained while taking or after completing the exam.
- A minimum of 36 credit hours must be in accounting (which may include basic or intro courses).
- Thirty credit hours must be in economics and business administration.
- At least 60 credit hours must be in general education.

EXPERIENCE

- Candidates are required to have two years of experience obtained while under the supervision of a CPA in good standing.
- Experience need not be paid and can be in the form of internships or co-ops. However, all experience must be obtained under the supervision of an individual who has held a CPA certificate in good standing for at least three years. Further, all experience must be verified by a CPA.
- Experience may be obtained in public accounting, industry, or government.
- Experience must be obtained no earlier than 10 years prior to the initial application for certification.

EXAM

All parts of the exam are computerized and test your level of accounting knowledge.

- A passing score is 75 percent or better.
- Once you sit for your first section of the exam, you have 18 months to pass all four sections before you start to lose credit for previously passed sections.
- There are four sections: Auditing and Attestation (AUD), Business Environment and Concepts (BEC), Regulation (REG), and Financial Accounting and Reporting (FAR).

ETHICS

Connecticut requires the completion and passage of the AICPA Professional Ethics for CPAs self-study course.

- A passing score in 90 percent or better.
- The course and exam may be purchased from the Connecticut Society of CPAs at www.cscpa.org/ethics.
- You must pass all four parts of the CPA Exam before taking the Ethics Exam.

The information above is provided by the CSCPA as a summary of Connecticut’s certification requirements based on information contained in state regulations from the Connecticut State Board of Accountancy, and is current as of September 2010. Please contact the CT State Board of Accountancy for the most up-to-date information or if you have questions about your own specific circumstances at 860-509-6179.
CONNECTICUT’S BROADENED EXPERIENCE REGULATIONS

As of October 2009, aspiring Connecticut CPAs no longer need six months of experience in the attest function in order to apply for initial licensing. If you have taken or are taking the CPA Exam after January 1, 2000, you will need two years of experience under the supervision of a CPA in good standing, obtained no earlier than 10 years prior to the date of receipt by the Connecticut State Board of Accountancy.

This modernization of the regulations enables CPA candidates working in taxation and other non-attest areas to fulfill their initial licensing experience requirement without having to leave their area of practice and provides an opportunity for individuals who did not go directly into public accounting to obtain certification.

Further, under proposed new regulations, a wealth of experience typically provided in a corporate accounting environment would also be acceptable for meeting Connecticut's experience requirements for CPA certification.

Under these proposed new regulations, a CPA candidate working in a corporate accounting setting would have to obtain experience resulting:

- in an understanding of the industry in which the candidate’s employer operates, including the employer’s key competition and key competitiveness factors that affect the industry,
- in the application of accounting principles, and
- in at least four of the following eight categories:
  - Assessment of the adequacy of the employer’s internal controls
  - Testing of the adequacy of the employer’s internal controls
  - Tax return preparation
  - Tax return research
  - Preparation of financial statements
  - Analysis of financial statements
  - Cost Accounting
  - Budgeting

These expanded experience regulations may enable many corporate accountants to satisfy Connecticut's experience requirement for CPA certification. Of course, the three other “E’s” must be satisfied as well - Education (150 college credit hours), Exam (successful completion of the Uniform CPA Exam), and Ethics (successful completion of the AICPA professional ethics exam).

Please also note that, as of August 2011, the Connecticut State Board of Accountancy is using the CPA Certificate Experience Verification Form (SBA-12) as its guideline for ensuring Connecticut applicants have met Connecticut’s experience requirements.

A Little More Information....

Experience time is computed as follows:
- Thirty-five hours a week is considered to be full-time employment. If you have worked more than 35 hours in any one week, you will receive a maximum of one week’s full-time employment.
- Part-time employment is accepted, but you will not receive credit for part-time employment for any week in which you worked less than 20 hours.

Effective July 1, 2010, the new CPE requirement is as follows: Any certified public accountant license holder who performs attest or compilation services or who signs financial statements on behalf of the firm shall earn eight (8) hours of the 40 hours of continuing professional education in the subject areas of financial statement preparation and reporting.

You can find additional information and resources at the websites of the Connecticut Society of CPAs (www.cscpa.org) and the Connecticut State Board of Accountancy (www.ct.gov/sboa).
Scholarship Opportunities

The CSCPA Educational Trust Fund

The Educational Trust Fund (ETF) of the Connecticut Society of Certified Public Accountants (CSCPA) exists to provide financial support directly to Connecticut accounting students, accounting departments, and accounting clubs at Connecticut colleges and universities. The support of the ETF comes from the many individual members of the CSCPA as well as from many of Connecticut’s accounting firms and companies, who make contributions in the spirit of promoting the future of the certified public accounting profession.

Among the scholarships made available by the Educational Trust Fund are:

- **The Candidate’s Awards** are scholarships of $3,000 that assist students in complying with the 150-hour educational requirement of the Connecticut State Board of Accountancy. The Candidate’s Awards are awarded during the fall.

- **The Outstanding Community College Accounting Student Awards** are competitive and renewable scholarships of $375 (part-time) or $750 (full-time) for Connecticut community college accounting students who plan to major in accounting at a four-year college or university recognized by the Connecticut State Board of Accountancy. Outstanding Community College Accounting Scholarships are awarded in the spring.

- **The Children of CSCPA Members Scholarship** awards $500 scholarships to undergraduate students who have a parent holding membership in the Connecticut Society of CPAs and who are accounting majors enrolled at a college or university recognized by the Connecticut State Board of Accountancy. The Children of CSCPA Members Scholarships are awarded during the fall.

- **The Frank Frago Community Service Award Scholarship** awards a $750 scholarship for an undergraduate Connecticut accounting major who has shown leadership through continued commitment to community service. The Frank Frago Community Service Award Scholarship is awarded during the fall.

- **The Junior Award** is a $500 scholarship for juniors majoring in accounting at Connecticut colleges or universities recognized by the Connecticut State Board of Accountancy. Students are recommended by their accounting department faculty. Junior Awards are presented during the spring semester.

- **High School Accounting Scholarships** are competitive scholarships of $500 to graduating Connecticut high school seniors planning to major in accounting at an institution of higher learning and are recommended by their teacher. High school scholarships are awarded in the spring.

- **The Diversity Scholarship ($1,000) and Minority CPA Exam Candidate Review Course Grants** (made possible through the support of various CPA review course providers) were created to increase and encourage diversity in the CPA profession.

For applications, full eligibility criteria requirements, deadlines, and further details on these and other CSCPA Educational Trust Fund scholarships, please visit: [www.cscpa.org/etf](http://www.cscpa.org/etf).

American Institute of Certified Public Accountants (AICPA) Scholarships

The AICPA offers a number of student scholarships including:

- AICPA/Accountemps Student Scholarships
- John L. Carey Scholarships
- Minority Student Scholarships
- Fellowships for Minority Doctoral Students
- TACTYC/AICPA Scholarships

Visit [www.thiswaytocpa.org](http://www.thiswaytocpa.org) and [www.startheregoplaces.com](http://www.startheregoplaces.com) for more information and additional links to other scholarship opportunities from various professional organizations and firms.
Helping Tomorrow’s CPAs... Today

The Educational Trust Fund of the Connecticut Society of Certified Public Accountants
www.cscpa.org/etf
The key to landing that first job in accounting is to have an organized strategy. The more prepared you are upfront, the better your chances are of getting an interview and ultimately getting hired.

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NETWORKING KNOW-HOW
How to keep your contacts and make them work for you

Networking is a matter of maintaining relationships with people who can assist you in your future professional objectives. These people could be bosses, coworkers, subordinates, competitors, or golfing buddies. The following is a short list of tips to assist in launching and maintaining a viable professional network.

■ Make a conscious decision of whom you want to keep in contact with for your network. A large list of contacts can be a burden to maintain. Choose quality over quantity. Don't feel the need to network with people who can't assist in furthering your career.

■ Don't rely solely on circumstance to keep you in touch with your contacts. Many times you will lose touch with contacts if you do not follow up with them by actively maintaining your relationship. Drop them an email or give them a call to keep them in the loop.

■ Remember that every contact you make can be important. It may be difficult to determine how someone you meet today will be able to help you in the future - so don't try. A quality contact is a quality contact regardless of what they can do for you now. Add this person to your network and see what the future holds.

■ Use your network to help people other than yourself. As you develop your network, you will determine circumstances where you can help someone other than yourself by engaging one of your contacts. Do not hesitate to do so. Such actions will speak well for you and strengthen your own network.

■ Remember that the relationships you establish with your contacts do not have to be friendships. Networking is not the practice of being friends with everyone you meet. Most of the networking relationships you establish should be based on a mutual interest between yourself and the contact. However, if a friendship blossoms, you've gained more than you expected.

■ Don't delay, start today. If you have not taken the time to create your network or organize your contacts, do so now. Remember that every moment you lose, a potential new contact could be slipping through your fingers.

■ Use tools to maintain your network. Successful networkers do not rely only on their charisma and ability to remember names. With the use of email and a simple database no one should ever become disconnected from your network.

■ Be upfront and honest when engaging a member of your network. When asking one of your contacts for assistance, be sincere and straightforward. Don't feel the need to disguise your objectives.

Source: Beth Jackson, StartHereGoPlaces.com
SMART MOVES – AND BIG MISTAKES – IN SOCIAL MEDIA

When you're looking for a job, the internet is no longer your playground – it's practically an interview. Employers can and will check you out online as a weed-out-the-crazies screening process. So to make sure a simple search of your name doesn't ruin your chances at a job, follow these basic dos and don'ts:

**DO**
Get LinkedIn. "It's really a good thing," says Nina Guthrie, director of recruiting at Grant Thornton, about the business-oriented social networking site that lets you research companies and connect with colleagues. "College students need to be on there. It's a wonderful tool for getting to know their potential employers," she says. The reason it's so wonderful, explains Nina, is that lots of employers are now branding themselves on the site, even including profiles on partners and managers – basically doing your homework for you. More features are added all the time, and the 60 million professionals already registered (in 200-some countries and counting) can't be wrong.

**DON'T**
Get left out. The sun doesn't rise and set with LinkedIn, though. As Amanda Brown, National Recruiting Manager for MBA/Law Programs at KPMG will tell you, "Students are increasingly looking to lots of social media applications for career information; sites such as Facebook, LinkedIn and Twitter, among others." (Of course, that's in addition to reviewing the web sites of accounting firms, talking with faculty and firm professionals, attending firm-sponsored events like information sessions and career fairs and so on.) Yes, even your good old Facebook page can become a career-search tool – as long as you're active. A stale site you never update is a no-no as well.

**DO**
Be slim. Even if you're interested in (and good at) lots of things, hone your description of what you offer to be as specific as you can. Consider it your own personal "brand" on your profile, and the more distinct the better. "Logic-puzzle expert who can see the big picture, gets involved and speaks Farsi" is a lot easier for recruiters and employers to remember than "Unemployed recent grad with pretty good grades."

**DON'T**
Be shady. Take it from Scott McQuillan, national recruiter for a public accounting firm: "Don't play games within the network." People are connected now, as you might have noticed, and if you're up to something uncool, word gets around. For example, says Scott, there was the candidate who couldn't decide between a few different job offers, so she just accepted them all. "And then when it came to showing up on the first day, there was one offer that she showed up to and three that she didn't." Fast forward three years later, when this person was looking to move on, but everybody remembered what she had done.

**DO**
Stay current. "Once you've established your connections, keep in touch," is the advice of Robert Half International. Nobody likes to visit a ghost page that you never update, and "Regular communication demonstrates professionalism and sincerity."

**DON'T**
Submerge completely. The pleasure of connecting with others can also become a little addictive. And while it's great to keep up with everybody, make sure you log off during work hours. Denny Reigle, former Director of Academic and Career Development at the AICPA, has this to say about quality employees: "They do good work, they're smart enough to ask questions when they need to ask questions, and they don't spend half their time social networking during the day."

**THE BIGGEST DON'T OF ALL**
Blab stuff online you can't take back. It happens. From the typical drunk pic on the Facebook page to the more serious crimes like tweeting the salary you just got offered (especially smooth when the people who already work there see it and instantly pity/hate you), social media blunders are as
common as they are hilarious. You heard about the girl who slammed her boss in a status update, then was reminded – by him – that she’d friended him already, right?

Social Media Manager Angela Connor has a simple suggestion to protect yourself against this kind of public blunder. “I don’t care what your privacy settings say; don’t assume anything is private.” This is, of course, the Internet we’re talking about. It’s just too easy for incriminating pictures, swear-packed rants and outright whining about your current job to slip out and become public knowledge.

“There’s a feeling of a safety net that doesn’t really exist,” Angela says. So in addition to the obvious stuff like rereading before clicking that “Post” button and making sure you’re notified whenever someone puts up a picture of you, when it comes to your life the best policy may be to put the whole Web on a need-to-know basis. Essentially, recommends Angela, “Unless you’re going to say ‘I love my job,’ don’t say anything at all.”

But what if you already did? Unfortunately, if something’s out there and you wish it weren’t, your options are pretty limited. “I used to manage an online community,” Angela recalls. “I often dealt with what I called ‘commenter’s remorse.’”

People would call or write her, asking – begging, in some cases – for her to take down the regrettable comment. The results? Not great. “Site administrators are busy people,” she says. “Something like that is just not at the top of your priority list.” (Besides, the public nature of your comments and posts *is* spelled out in the Terms of Service you read when you signed up.)

So were the poor souls petitioning Angela completely out of luck? Or did she ever set aside the other stuff and help erase the mishap? “If I happened to be in a giving mood,” she says, “Maybe.” Post with care, friends.

Source: www.thiswaytocpa.com
Becoming a student member of your state society is an excellent idea, and there are a whole lot of reasons to join a state society. Let’s look at some of them, starting with, well, that line on your resume.

CPA firm partners have stated that they often screen out potential job applicants if they are not members of their state CPA society. They explain that lack of association membership indicates a lack of interest in the CPA profession and a lack of appreciation for professional resources. Hmm, pretty compelling. But let’s go on.

State CPA societies provide opportunities to develop leadership skills faster than in an academic or professional work environment. For example, attending chapter/committee meetings with CPAs and other professionals (like bankers and lawyers) exposes students to organizational skills and formal meeting procedures that will be helpful in working with clients. It doesn’t hurt to make connections with the movers and shakers in your community, either.

Students can build positive relationships with professional contacts who can provide valuable information and networking resources, and who can serve as mentors on career issues. Association members who meet and observe students at association events may be sufficiently impressed with students’ technical and interpersonal skills to invite them to interview. That’s kind of the idea, right? To make yourself the most polished and appealing student member in the room?

Does this sound too vague or intangible? Then let’s get down to some nuts and bolts.

State societies offer significant discounts from CPA exam review product providers. They offer workshops on interview skills, resume writing, and prepping for the CPA exam. Many state societies have public accounting firm directories (just like the one you are reading right now!) which provide firm profiles. These guides are great research tools to help you decide what kind of firm is right for you. There are also social events just for students and special recruiting programs for students and practitioners.

Want to stay in the loop? There are publications designed specifically for students and some even offer writing opportunities. Did someone say “published author”?

A few state societies, like Connecticut, offer campus ambassador programs which enable students to serve as (paid) champions of the society on their college campuses. Pretty cool, right?

What’s stopping you from jumping on your state society website (www.cscpa.org/pledges) and signing up, RIGHT NOW?

It was the great philosopher Lady Gaga who said “I’m on the right track baby, I was born this way”. Join up, get involved, grow in the profession; you were born to be a CPA.

For more information about CSCPA’s Pledge (Students/Recent Graduates) membership please turn to page 6.

Source: www.thiswaytocpa.com
WHY AN INTERNSHIP IS TRIPLE IMPORTANT FOR CPA HOPEFULS

You have to start somewhere in your path to career satisfaction. Fortunately, a well-chosen internship provides the perfect place to get underway. Here’s why an internship is more valuable than any week at the beach:

Internship? More like interview. Tons of people end up working at the places they intern. Amanda Brown, a recruiter at Big Four firm KPMG, affirms that “our internship program is our main pipeline for full time hires.” What does that mean to you? You’ll never get a better shot at joining the team for good.

Go in smart. Come out smarter. In addition to learning the ropes, you’ll be improving your writing and presentation skills, seeing how teams collaborate in the “real world,” and familiarizing yourself with the technology being used in the field. (You’ll be wise to take notes.)

Make friends in high places. An internship is a smorgasbord of chances to form new business relationships. Dig in – get business cards, book lunches with people who impress you, go to (or even help run) the corporate events – and make contacts and connections you can keep for a whole career.

Skate through school. Whether it’s a summer internship or one that lasts through a semester, you’ll likely come back to your classes energized, engaged, and much more ready to grasp the course material. Trust us – it just “clicks” once you’ve seen how this stuff gets applied in a business setting.

WHAT ACCOUNTING EMPLOYERS WANT

It’s impossible to check all the boxes on a potential employer’s wish list if you don’t know what those boxes are. Aside from passing the CPA exam beforehand, which is great, but not absolutely necessary, here’s how you can make sure that when you walk into your next recruiting session or interview, your dazzling intellect and oak-like strength of character are more impressive than the next guy’s.

Be good. As in integrity. Accounting is serious business, and when it comes to making decisions about other people’s money, nobody can afford to have a shady character on their team. When the time comes to discuss your past efforts and your approach to solving problems, make sure a potential employer understands that you know right from wrong – and that you act accordingly.

Be better. Top companies want top achievers. Not just academically (though a double major helps – particularly in finance or Master of Information Science), but leaders who get things done in the classroom and the community at large. Volunteering, entrepreneurship, even personal art projects – what on this Earth exists or is better because of something you’ve done? Think about what your grandma would say when she brags about you to her Bridge friends. Then say that stuff.

Be nice. Confidence is great, but show you have respect for your interviewer – and everyone else, for that matter. Be polite. Listen. Some folks walk into a room and say, “Here I am!” while others enter and say, “Ah, there you are!” People like the second kind better.

Be tough. The best positions aren’t cakewalks. They’re challenging, and require resilience, flexibility and prioritization skills. And the best candidate wouldn’t have it any other way.

Be awake. This job could change your life – no question. If that gets you excited, and you’re passionate about the opportunity to join a great company, by all means, show it.

Source: www.thiswaytocpa.com
COMMON JOB INTERVIEW QUESTIONS

Tell me about yourself.
Be prepared to respond to the question, "Tell me about yourself," by creating a 15-second "sound bite" that describes your professional background and strongest skills in two or three sentences. Vary your response according to the specific job opportunity and offer a brief description of why you would be a good fit for the position. One of the best ways to prepare for an interview is to rehearse with a tape recorder and then critique your answers.

Tell me about your background, accomplishments, strengths, and weaknesses.
Employers who ask this question are usually looking for a short synopsis of your experience. Be sure to demonstrate how you've developed professionally and be objective when listing your strengths and weaknesses.

How would you describe your most recent job performance?
Hiring managers tend to ask this question in order to gauge your level of enthusiasm for the work that you do. They're also looking for a direct connection between your current position and the one for which you're applying.

What interests you about our company/firm?
This question seems straightforward, but it can sometimes be difficult to answer if you haven't thought about it beforehand. There are two important factors to include in your answer. The first is to use your knowledge of the company to show your sincere interest. Second, give a specific reason the position for which you're applying appeals to you (other than the fact that you need a job).

Who was your most difficult boss and why?
It's imperative to be as diplomatic as possible when answering this question. Avoid becoming too personal; instead, focus on your previous supervisor's management style and the manner in which he or she communicated. The interviewer is looking for some indication as to how well you would get along with your future boss, if you were hired.

What outside activities are most significant to your personal development?
Many employers ask this question to see what kind of balance you are looking for between your personal and professional lives. While it's good to list one or two activities, be careful not to list too many activities as the employer may wonder if outside interests will interfere with your work.

Where do you see yourself in five years? In ten years?
Avoid mapping out a detailed plan when answering this question. Instead, describe what you feel is the next logical step or steps in your career path.

Your Qualifications
- What can you do for us that someone else can't do?
- What qualifications do you have that relate to the position?
- What new skills or capabilities have you developed recently?
- Give me an example from a previous job where you've shown initiative.
- What have been your greatest accomplishments recently?
- What is important to you in a job?
- What have you been doing since your last job?
- What qualities do you find important in a co-worker?
- What motivates you in your work?
- What have you been doing since your last job?
- What qualities do you find important in a co-worker?

Your Career Goals
- What would you like to be doing five years from now?
- How will you judge yourself successful? How will you achieve success?
COMMON JOB INTERVIEW QUESTIONS (CONT.)

- What type of position are you interested in?
- How will this job fit in to your career plans?
- What do you expect from this job?
- Do you have a location preference?
- Can you travel?
- What hours can you work?
- When could you start?

*Your Work Experience*
- What have you learned from your past jobs?
- What were your biggest responsibilities?
- What specific skills acquired or used in previous jobs relate to this position?
- How does your previous experience relate to this position?
- What did you like most/least about your last job?
- Whom may we contact for references?

Source: Robert Half Finance

QUESTIONS TO ASK OF A LOCAL CPA FIRM

Smaller CPA firms may not have a firm brochure or website. You may want to inquire about some of these areas if they are not explained during the interview:

**What is the firm’s policy toward continuing professional education for staff?**
- Many firms provide at least 40 hours of CPE for professional staff, whether certified or not.

**How does the firm train new staff?**
- Some firms assign a senior staff person to train a new staff person.
- Some firms send new staff to AICPA/CSCPA-sponsored staff training seminars (usually two- or three-day seminars).
- Some firms have no training program.

**Inquire about the computer technology being used.**
**For example:**
- Does each staff person have a computer?
- What types of programs are used (spreadsheet, accounting software, depreciation software, tax preparation)?
- Are all types of tax returns computer generated?
- Are accounting workpapers computer generated?
- Are the firm’s tax library and tax forms on CD-ROM?
TIPS FOR WRITING A WINNING RESUME

Okay, convince someone you’re a valuable person to have on their team. In 20 seconds or less. And you can’t talk, or gesture, or even smile. It’s just you on a page, tucked into a stack of very similar pages. Go.

Your resume has a big job to do. He’s kind of like your skinny rectangular representative, sent to proclaim your greatness to all potential employers – ideally, in such a way that they’ll let you in the door to make the case yourself. Take some tips from industry experts on how to give the little guy a fighting chance.

Dress nice. Yes, print your resume on good paper. It’s not the most important thing, and even the fanciest card stock isn’t going to land you that CFO position right out of school, but it’s a good place to start. It has to look substantial when you hand it over the desk at an interview or during a career fair. Go with white, off-white, pale gray, something like that (fluorescent yellow will indeed make you stand out, but not in the right way) and use a simple font that is at least 10-pt in size – they squint, you lose. (Also, your resume may end up being scanned electronically for the company’s records, and you want to make sure their computer can read it. That means bold is okay, but no italics or underlining.)

Tell a story. Anyone can list off a bunch of bullet points about previous experience. Take a moment, right at the top, to tell this employer in a single paragraph why you’re different. Even if you’re just starting out in your career (in the accounting field people tend to start from similar places), you probably have some specific strengths that come from your personality and interests. Are you great at saving lost causes? Working under pressure? Do you never overlook a detail? Does everyone rally around you, no matter what? If so, say so, and reinforce that theme as you progress into describing your past successes.

Don’t leave anything out. You’ve got to have your name and contact information (including email) in there. Of course. (Don’t forget your LinkedIn URL if you have one.) You also want that story mentioned above – you can label it “Objective” – along with your education plus your honors, skills, experience and academic research. Write in strong, descriptive, action-oriented phrases like “supervised,” “coordinated” and “launched.” It’s up to you whether to include stuff like volunteering and travel, but if it fits into the big picture story from above, go for it.

Leave something out. That’s right. Don’t omit something huge or crucial, but it’s a little-known fact that interviewers like to ask you to talk about something that wasn’t on your resume; after all, there had to be some reason to bring you into the office, right? National recruiter Scott McQuillan confirms it. “I have gotten some really very interesting answers about extracurricular activities,” he says. If someone has, say, run a marathon, or did a fundraiser for the race, “It shows their persistence, their level of creativity.” Plus, it reveals how well you think on your feet.

Borrow some eyes. The first person to decide if your resume is a good one or not shouldn’t be your potential employer. Make an appointment to run it by someone from your school’s career services department for an expert critique. If you disagree with their advice, ask another expert opinion before you decide to go all renegade with this.

Don’t get ahead of yourself. Remember that this thing isn’t going to get you the job. It’s just to get them to call you for an interview – your real time to shine. Stay focused on that and don’t try to get into elaborate descriptions that would be better discussed in person.

Source: www.thiswaytocpa.com
NOTES
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