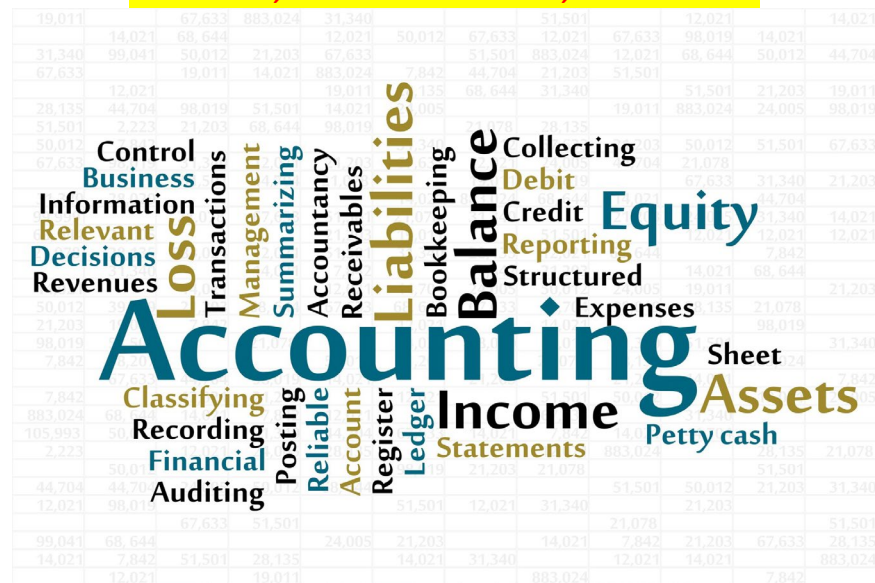




LOMBARDO
COLLEGE OF BUSINESS
Millersville University

Meet the Accounting Firms Night Employer Guidebook

14 Firms, 32 Accountants, 13 Alumni



Wednesday, September 20, 2023
Student Memorial Center (muti-purpose room)

3:00-4:00 pm *Question & Answer Forum*

4:00-5:30 *Student & Firm Networking Session*

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Question & Answer Forum

Kristen McDade, CPA, Partner (alumni)	McClarigan CPAs & Advisors
Linsey Haney, CPA (alumni)	McKonly & Asbury
James Sullivan, CPA (alumni)	S.R. Snodgrass, P.C.
Kurtis Groff, CPA, Partner (alumni)	Simon Lever
Anthony Calamia, (alumni)	Trout CPA

[Career Services | Millersville University](#)

Employers, post open positions in Handshake!

- <https://www.millersville.edu/elcm/employers/index.php>

Students, look for open positions in Handshake:

- <https://www.millersville.edu/elcm/careerservices/index.php>



Nearby Offices

Wilmington, DE

Philadelphia, PA

Baltimore, MD

75+ offices in the US

At BDO, you can do much more than fulfill your career ambitions – here, you can explore your full potential.

We are committed to helping our employees achieve on both personal and professional levels. We want you to make enduring connections, to explore opportunities and to be authentically you: making a difference in ways that are important to you.

If you've been looking for a place to belong, BDO might be the right fit for you. You can thrive here in the day-to-day flexibility of our workplace, where adjusting how you work is possible; in opportunities to move and advance throughout the firm, so you can align your career with your personal values and goals; and in the transparency that comes from an organization whose people are accountable for doing the right thing. We encourage our professionals to be a positive force in the world through community engagement initiatives supporting organizations in all our locations. It all stems from a fundamental priority: helping people thrive every day.

Website: <https://www.bdo.com/careers>

Contact: Terri F. Smith, Campus Recruiter, tfsmith@bdo.com



Victoria Calibey, Experienced Senior Assurance Associate, vcalibey@bdo.com



Victoria was once where you were - a student attending Meet the Firms Night. She went on to have two internships at BDO. She was treated as part of the team and given many learning opportunities include attending client meetings, working on testing, as well as various intern specific events where she was able to network and meet interns from around the region.

She has been with BDO for five years, starting as an associate in the Wilmington Office and is currently an experienced audit senior. She has passions for helping people and data analytics. BDO allows her to pursue both. She is the local BDO Counts Coordinator where she plans and organizes various events for charity throughout the year. She also is the head of the local Audit Data Analytics (ADA) group, where she meets with national leaders and brings information back to her local office. Victoria has also had opportunities to work on a variety of clients and industries - including manufacturing and healthcare. This includes working with other offices such as Greater Washington DC and Philadelphia.

Working at BDO has allowed Victoria to pursue her various passions through work as well as meet countless of other BDO professionals through inter-office collaboration. She is also a proud West Chester Alumni and stays involved through Meet the Firm nights and as finance advisor to the West Chester University chapter of Alpha Delta Pi.



If you are looking for a rewarding career that allows you to challenge yourself and work with motivated professionals day in and day out, you want to be part of the Boyer & Ritter team.

We take pride in providing clients with the expertise generally associated with national firms while still offering the personalized service they expect from an independent, locally-based firm.

Our professionals are cross-trained in multiple disciplines. We make it our business to be able to assist and advise clients in all aspects of tax, audit and assurance, and advisory services.

Our culture is like no other and we cannot wait to share it with you! Learn more at www.cpabr.com.

Grace Gilbertsen | Associate



Grace Gilbertsen is an Associate Accountant at our Camp Hill Office. She earned a BS in Accounting from Millersville University and was a Boyer & Ritter tax intern in the spring of 2023. While at Millersville, she served as a Changing Health, Attitudes, + Actions to Recreate Girls (CHAARG) ambassador representing the university nationally. Additionally, she served as a student assistant for the Millersville baseball team from 2019-2023.

Kourtney Suder | Human Resources Coordinator



Kourtney Suder joined the Boyer & Ritter team as a Human Resources Coordinator in October 2021. Kourtney manages the firm's student recruitment and onboarding process and enjoys the opportunity to connect and build relationships on campus.





BROWN SCHULTZ SHERIDAN & FRITZ

CERTIFIED PUBLIC ACCOUNTANTS & BUSINESS ADVISORS

A Professional Corporation

BSSF.COM | OFFICES IN PA & MD

Brown Schultz Sheridan & Fritz (BSSF) is a premier advisory firm providing accounting, assurance, tax and consulting services across the Mid-Atlantic region. Our organization exists to serve people: our clients, our team members and our communities. With everything we do, we strive to help people achieve extraordinary outcomes. It is the code by which we operate as an organization, and it is the mission that drives us to provide the best quality of service to our clients.

Since our founding in 1990, BSSF has grown to become a successful, multi-faceted accounting firm with approximately 140 team members and offices in Camp Hill, Hanover and Lancaster, Pennsylvania, as well as Frederick and Westminster, Maryland.

Learn more about BSSF at www.bssf.com and follow us on social @BSSFCPAs.



Gabriella Licata is an Audit Senior Staff Accountant at BSSF in our Lancaster Office. She serves as a committee member for the BSSF Internship Program Committee and the Audit Training Committee. She received her Bachelor of Science in Business Administration with a concentration in Accounting from Millersville University in 2019.



Kyle Bushong is a Supervisor with BSSF and has over five years of public accounting experience. He provides audit services to governmental entities, school-related entities and nonprofit organizations. Kyle received his Bachelor of Science degree in Accounting and his Master of Business Administration (MBA) from Shippensburg University.





WORK WITH US!

Gift CPAs is a growing firm seeking Accounting Professionals interested in a long-term career. We are continually pursuing talented and skilled individuals who are honest, motivated, and dedicated to providing the highest level of service and integrity to each of our clients. We are team-oriented and work together to foster an environment that is both rewarding and respectful.

ABOUT GIFT CPAs:

Gift CPAs is a team of small business advisors supporting small business owners both in day-to-day operations and in preparing for future business growth and opportunity. Our client relationships are our priority as we deliver service that exceeds their expectations. Our professional team offers expert coaching to small businesses at each of our locations in Mechanicsburg, Harrisburg, Lancaster, Ephrata/Akron, Myerstown, and throughout Central PA.



CODY LUZIER

STAFF ACCOUNTANT

EXECUTIVE SUMMARY

Cody Luzier joined Gift CPAs in 2022 as an intern and after graduating from Messiah University with a degree in accounting, he was offered a position at the firm as Staff Accountant.

Cody is a very analytical individual who likes to pay close attention to detail. As a new accountant, he is motivated by the fact that he is surrounded by so many experienced CPAs who are eager to help him learn. This makes him feel good as he loves his community and the people in it. He has lived locally his whole life and is settled by the notion that his career is helping to make someone's life a bit easier.

EDUCATION:

Messiah University
Bachelors Degree, Accounting
2018 - 2022



SHAWN BRUBAKER, CPA

PARTNER

EXECUTIVE SUMMARY

Shawn joined Gift CPAs in 2000 and serves as a small business consultant, helping clients with both everyday and long-term financial issues. He enjoys providing strategic advice throughout the year to help clients minimize their tax obligations. Shawn is a dedicated learner, always seeking knowledge that will benefit his clients. He is a member of the Pennsylvania Institute for Certified Public Accountants (PICPA).

Shawn notes that "Tax return preparation has become a commodity and we pride ourselves on our service and that is what sets Gift CPAs apart."

Shawn is an Army veteran who was awarded a Purple Heart for wounds received in combat.

EDUCATION:

Pennsylvania State University
Bachelors Degree, Accounting
1997 - 1999

LICENSES + CERTIFICATIONS:

Certified Public Accountant
January 2010

www.GiftCPAs.com



McCLARIGAN CPAs & ADVISORS

Advising • Educating • Planning • Compliance

3314 Lincoln Highway East
Paradise, PA 17562
Telephone: (717) 687-4237

McClarigan CPAs & Advisors is a public accounting firm located in Paradise, Pennsylvania that is recognized for integrity and client service. The firm has established an excellent reputation as a highly professional, quality-oriented practice in the South-Central Pennsylvania market. The firm's client base includes construction, manufacturing, retail/wholesale, agricultural, and service industries in Lancaster, Chester, Berks, Lebanon, and Dauphin counties, as well as a large individual tax base. The firm's growth and success is attributed to stressing teamwork with clients and staff. McClarigan CPAs & Advisors holds itself firmly accountable to its mission statement of "Personalized Service to Quality Clients Who Value Our Expertise."



Kristen McDade, CPA

Partner

Kristen graduated from Millersville University in 2012 with her Bachelors Degree in Business Administration. She completed an internship with McClarigan CPAs & Advisors during her final semester of college and was offered a full time position upon her graduation in May 2012. Kristen began her career at the firm processing payroll, completing write-up work, and preparing compiled financial statements and tax returns. She now manages the firm's compiled financial statement process, reviews tax returns, and oversees the payroll, bookkeeping, and human resources functions in addition to providing tax planning and advisory services. She obtained licensure as a Certified Public Accountant in October 2018 and in January 2021 she became a partner.



Jake Wescott

Senior Accountant

Jake graduated from Millersville University in 2019 with his Bachelors Degree in Business Administration with a concentration in Accounting & Finance. He was hired right out of college by McClarigan CPAs & Advisors and accepted a position as a staff accountant. Jake was recently promoted to Senior Accountant! He works closely with business clients to advise them on how to achieve their goals and better understand their financial picture. Jake's role involves preparing compilations, tax planning, and advisory services, business and personal tax returns, and sales tax returns.



Taylor Slonneger

Staff Accountant

Before attending Millersville University, Taylor studied nursing at Immaculata University. After two years of study, she transferred to Millersville and majored in business management. Only a semester passed before she found her passion for accounting. She did not realize the kind of impact accounting could have on people's lives until her internship with the United Way's VITA program. When offered a job by McClarigan CPAs & Advisors shortly before tax season, she happily accepted, excited to experience everything public accounting has to offer.

Learn what your career at McKonly & Asbury could look like at:

www.macpas.com/careers

McKONLY & ASBURY

CPAs & Business Advisors

DIFFERENT

Our **culture** is the defining factor that makes us one of the...

BEST PLACES to work in **PA**

BEST ACCOUNTING FIRMS TO WORK FOR
BEST ACCOUNTING FIRMS FOR WOMEN

McKonly & Asbury – one of Central Pennsylvania’s premier accounting and business advisory services firms – has experienced unprecedented growth and opportunity over the last several years. This translates into vast opportunities

Knowing that our staff is our greatest asset, we have chosen and are committed to providing our employees with a work environment and compensation package other firms have yet to consider. Visit www.macpas.com to learn more about our firm and how our culture is the defining factor that makes us one of the Best Places to Work in PA, a Best Accounting Firm to Work For in the nation, and Best Accounting Firm for Women!



Lindsey Haney, CPA
Tax Manager

Lindsey Haney joined McKonly & Asbury in 2014 and serves as the leader of the firm’s State and Local Tax Group. She assists companies with sales tax issues and state tax compliance as well as negotiates with state taxing authorities. Lindsey is a 2014 graduate of Millersville University.



Michelle Wilton, CPA
Tax Supervisor

Michelle Wilton joined McKonly & Asbury in 2018 and is currently a supervisor in the firm’s Tax segment. She performs tax compliance services for corporations, partnerships, and individuals. Michelle is a 2018 graduate of Millersville University.



Chris Fieger, CPA
Audit Supervisor

Chris Fieger joined McKonly & Asbury in 2019 and is currently a supervisor in the firm’s Audit & Assurance segment. He serves clients in nonprofit, manufacturing, and construction industries and also performs System and Organizational Control (SOC) audits. Chris is a 2014 graduate of Millersville University.

ABOUT RKL LLP

FIRM PROFILE

let us introduce ourselves

RKL LLP is a dynamic professional services firm focused on helping our clients achieve real, sustained growth by delivering solutions to complex organizational challenges. We're problem-solvers, profit-maximizers, skilled strategists and value-drivers.

Energized, engaged problem-solvers like Ryan, Brad and Ruchi.

LOCATIONS

10 NATIONWIDE
(includes RKL eSolutions)

8 IN PENNSYLVANIA
Lancaster, Reading, York, Capital Region, Exton, Allentown, Cumberland Valley Region

PEOPLE

650+ TEAM MEMBERS across 32 states



RANKINGS

57 TOP FIRM IN THE U.S.
Accounting Today

No. 1 PENNSYLVANIA-BASED FIRM,
Accounting Today

6x BEST PLACES TO WORK IN PA

MISSION

To enrich the lives of our clients, team and community.

VALUES

Bold. Collaborative. Caring.

KEY SERVICES

Tax
Assurance
Consulting
Outsourced Accounting & HR
Wealth Management
Technology

KEY INDUSTRIES

Construction
Financial Services
Government & Public Sector
Manufacturing & Distribution
Not-for-Profit

Private Equity
Real Estate Development
Senior Living
Professional Services
Franchises

MEET OUR TEAM

Jack Rafuse, Small Business Associate

Jack graduated from Millersville University with a Bachelor's in Business Administration with an Accounting concentration in December 2022. He completed 3 Tax Internships with RKL focusing on trust and estate and business returns. Jack joined RKL full-time in June and is working in our Small Business Services Group preparing business returns, individual returns and 990s. During his free time, Jack enjoys outdoor activities including fishing and kayaking.

Megan Beyerle, HR Coordinator

Megan is currently the Human Resources Coordinator at RKL. She has extensive business experience, from the insurance industry to HR and has a passion for relationship building. RKL's culture has enabled her to foster her passions of welcoming new team members, learning and connection. As a Lancaster county native and a Lititz resident, Megan understands the cultural and industrial landscape of the area. She is proud to represent RKL and looks forward to meeting future RKL team members.

ENTITIES

rkl
CPA &
ADVISORY

rkl
SOLUTIONS

rkl
PRIVATE
WEALTH

rkl
VIRTUAL
MANAGEMENT
SOLUTIONS



What makes S.R. Snodgrass unlike other accounting firms? **The S.R. Snodgrass Experience.** Our industry-leading firm allows you to demonstrate your talents in a challenging, rewarding role. We provide our employees a variety of benefits that focus on their well-being. Some of our benefits include:

- Half-day Fridays in the summer!
- Vacation time
- CPA bonus and days off to study and take the exam
- 401(k)
- Many social and philanthropic events throughout the year, including paid time off for philanthropy
- Medical, dental, and vision
- Financial Wellness Program
- Life, short- and long-term disability insurances
- Parental leave

We do more than just encourage professional development—we provide you with the resources to flourish as your career advances.

Our specialties include assurance services, internal audit and regulatory compliance outsourcing, IT audits and network security penetration services, and tax planning and preparation.

We are currently recruiting for the following positions:

Associate Auditors Interns, Spring/Busy Season 2024 Interns, Summer 2024

Learn more at www.srsnodgrass.com.

Mary Rose Galiardi, Recruiting and Onboarding Specialist

As the Recruiting and Onboarding Specialist at the firm, Mary Rose regularly works with various colleges and universities, as well as students. Some of her favorite work-related activities are to build connections with potential interns and associates and conduct orientation for our new hires. Mary Rose is a graduate of Saint Vincent College and received her master's degree from Indiana University of Pennsylvania in 2021. She is currently the Marketing and Public Relations chair for the Pennsylvania Association of Colleges and Employers (PennACE).

James Sullivan, CPA, Associate, Auditing and Assurance Group

James is a 2021 graduate from Millersville University, where he received his degree in Business Administration – Accounting. James played basketball while at Millersville, and he helped lead the team to a PSAC East first-place finish and best season since 2007. James first worked for Snodgrass as a summer intern before joining the firm as a full-time associate last summer. He works with a variety of financial institution clients, from community banks to SEC companies. James obtained his CPA license in November of 2022 in his first year with the firm.

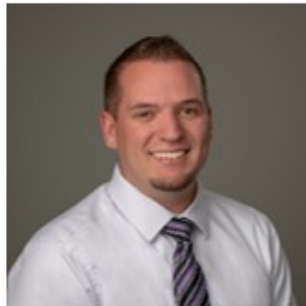
Founded in 1951, Simon Lever is a business advisory and CPA firm with offices in Lancaster and the Capital Region. Our purpose is to maximize the success of those we partner with – including our clients, our community, and each other. As a people-first firm, we aim to enhance the lives of our team members by strategically positioning them for growth and success. We believe in taking care of one another, building connections, and embracing challenges. Through internships and externships, college students gain real-world experience in a wide variety of work, add value to clients and the community, and enjoy firm outings and activities. To learn more about working at Simon Lever, visit www.simonlever.com.



Kurt Groff, CPA

Partner | Millersville alum

Kurt has dedicated his skills to helping people work through financial challenges and create proactive financial and tax strategies. Having grown up on a farm, Kurt now leads Simon Lever's Agribusiness Services Team and has become a trusted advisor when it comes to the complexities of taxes, succession planning, financing, and more. Kurt enjoys getting out of the office to build relationships and make connections with members of the community. As much as he genuinely enjoys his work, Kurt's favorite roles are as husband and father, baseball coach to his son's team, and proud Dallas Cowboys fan.



Tim Krepps, CPA

Supervisor | Millersville alum

Tim joined the Simon Lever team in 2016 after graduating from Millersville University. Dependable and driven to act on his values, his passion is to serve others. Tim is particularly interested in assisting nonprofit clients and specializes in employee benefit plan audits. He also sits on our firm's A&A Committee and serves new and experienced team members as a training instructor. Tim enjoys spending time outdoors hiking, kayaking, and camping with his wife and their two golden retrievers, Moose & Mugsy.



Allie Nutting

Talent Developer

Allie has a passion for building relationships and developing others. After studying accounting at Elizabethtown College, Allie joined Simon Lever in 2016 as an accountant and later transitioned to Talent Developer. She maximizes team success by coordinating recruitment efforts, new team member integration, and learning and development opportunities. Allie also leads our Connection Committee, which celebrates individuals and creates connections across the firm. Outside of work, Allie enjoys spending time at home with her husband and cat and teaches yoga and Zumba at Universal Athletic Club.



Smoker & Company LLC is a successful CPA firm with multiple offices located across Lancaster and Berks Counties. We provide business services spanning various client needs that include bookkeeping, payroll, legal services, consulting, wealth management, and property management. Our mission is to meet the total accounting, tax, and business development needs of our clients so they can focus on other things.

We are currently seeking seasonal tax interns to join our growing firm that are able to work 25+ hours per week from January through April at our offices in Leola and Lititz. Here is what this internship entails...

- **Paid position + class credit**
- **Experience in multiple lines of tax work (individual, farm, business, etc.)**
- **Strong training program to build your skills**
- **Flexible hours available all 7 days of the week**
- **Work side by side with our owners/partners**

Strong performance in this role can lead to working on complex projects, access to additional learning opportunities, and even full-time employment after graduation. Please visit our booth, and email JaisonJ@smokercpa.com if you are interested in applying for this great opportunity!



Andrew Smoker
Partner, Wealth Manager
CPA/PFS, CFP®, CLU®

Andrew graduated from The University of Mary Washington with a Bachelor of Science Degree in Business Administration. He went on to Central Michigan University where he achieved a Master's Degree in International Administration. Following CMU, Andrew attended Purdue University Global where he received a second Master's Degree in Accounting.

Andrew enjoys the relationships he shares with his coworkers at Smoker & Company LLC. As a member of the family business, Andrew has seen the business expand and grow throughout the years and has developed family-like relationships with many of the employees. He loves working closely with his father and the atmosphere at Smoker & Company LLC.

Torrillo & Associates, LLC is a certified public accounting firm located in Glen Mills, PA, that specializes in audits of employee benefit plans including audits of pension plans, 401(k) plans, and 403(b) plans. Torrillo & Associates provides reliable service and peace of mind to our clients. While larger firms have benefit plan audits as part of their services, this is what we do. We at Torrillo & Associates take pride in offering a specialized service with quality that you can only get at a firm like ours. At Torrillo, we like to say, "Big firm expertise, small firm attention to detail."

**DAVE TORRILLO,
CPA/ABV,CVA
MANAGING MEMBER**

Dave oversees the accounting, auditing, & valuation services for Torrillo & Associates. Formerly a senior manager at PwC, Dave has over 30 years of experience, primarily in employee benefit plans. Dave has served on the PICPA Employee Benefit Plan Committee since its inception in 2007. Dave is a popular presenter at the PICPA and AICPA Employee Benefit Plans Conferences & webcasts. Dave has also served as a member of AICPA Employee Benefit Plans Expert Panel, the AICPA EBPAQC Executive Committee & was a past Chair of the PICPA Professional Ethics Committee & the PICPA Insurance Trust. He is currently serving on the AICPA Practice Monitoring Task Force for Employee Benefit Plans. Dave received his B.S. in Accounting with highest distinction and honors from Penn State University.



**NICOLE BERGAMO,
CPA
SENIOR ASSOCIATE**

Nicole is a Senior Associate delivering high-quality accounting and auditing services to our clients on a daily basis. She received her B.A. in Accounting and Economics from Muhlenberg College, where she was a member of the softball team. Nicole received her CPA license in April of 2022. Joining the firm in 2020 as an associate, she has gained experience working closely with clients and other staff in completing audits.



**WILL TEBAY
STAFF ASSOCIATE**

Will is a staff associate at Torrillo & Associates, LLC. He received his B.S. in Accounting with a minor in Finance from West Chester University, where he was a member of both the fencing and judo clubs. Joining the firm in 2022 after an internship with Torrillo & Associates, Will has been working towards his CPA license while gaining experience working full time at the firm.





YOUR FUTURE Starts Here.

Are you looking for a diverse and challenging internship? Our accounting internship program gives entrants to our profession a broad experience in a professional public accounting firm. Every intern is actively mentored by an experienced accountant who subscribes to the idea that "one learns best by doing."

Together with their buddy, our interns work on exciting engagements, learn practical client communication skills, build valuable professional networks, and set and achieve goals for personal advancement.

- > 4 Day Work Weeks
- > Networking Events
- > Hands-on Coaching & Development
- > Tax, Audit, & Accounting Exposure
- > Buddy Program
- > Dynamic & Collaborative Learning Culture

Learn more about Trout CPA's Internship Program and careers at www.troutcpa.com/careers.



Kasey Mulberry is a Talent Acquisition & Retention Coordinator at Trout CPA. Kasey handles the full recruiting cycle of employees, including onboarding to Trout CPA. She also coordinates the learning and development efforts of the firm.



Anthony Calamia is an Associate at Trout CPA. He graduated magna cum laude from Millersville University with a Bachelor of Science degree in accounting and Finance.





A CPA and business advisory firm focused on delivering

Ultimate Accountability

About Walz Group CPA

Based in Lancaster, PA, Walz Group is a cohesive team of financial professionals and business experts serving a wide array of businesses and organizations in the South Central Pennsylvania area. We are passionately focused on helping to meet the financial and organizational goals of our clients. Adhering to our philosophy of **Ultimate Accountability**, we provide our clients with the best knowledge base, the highest degree of personalized support, and a full breadth of expertise in accounting, auditing, tax, and business management services. Some of the key industries we serve include the construction, manufacturing, professional services, medical practices, not-for-profit, and the growing live event industry.

Walz Group is looking for talented and dedicated accounting professionals to take part in our robust internship program in our Tax and Assurance/Audit Divisions for Spring and Summer 2024, respectively.

Kara Johnston - Senior Accountant, Assurance



Kara graduated from Edinboro University in May 2021 with a dual major in Accounting and Finance, and a minor in Physics. Upon graduation, Kara began working at Walz Group as a Staff Accountant in the Assurance Division, and was promoted to Senior Accountant earlier this year. She assists the team in the completion of both corporate audits, as well as employee benefit plan audits, and other forms of financial statement engagements—such as compilations and reviews. Kara is in the process of studying for the CPA exam with an anticipated completion in 2023.

Lindsey Legarht, CPA - Senior Accountant, Tax



Lindsey graduated from Lebanon Valley College in December 2019 after completing two tax season internships with Walz Group. Upon graduation, Lindsey began working at Walz Group as a Staff Accountant in the Tax Division, was promoted to Senior Accountant in July 2022, and received her CPA license in January 2023. She assists the team in completion of individual and corporate tax returns, tax research, and other special projects.

Kevin Schneider, MSIOP - Human Resources Manager



Kevin joined Walz Group in early 2021 as Human Resources. He is responsible for managing all aspects of Human Resources of the firm. He has over 25 years of experience in customer, employee/internal and marketing communications, project and change management, and organizational analysis – plus a strong passion for people. He received his BA in Journalism, with a minor in History from Penn State University in 1991, and his MS in Industrial/Organizational Psychology from West Chester University in 2021.

Experience. Expertise. Accountability.

Unlike many traditional accounting firms, ZA is unique in that we have a group of individuals who have worked in the government industry and not-for-profit organizations. They not only know the accounting and auditing aspects of governmental and not-for-profit entities, they also know how governments and not-for-profit organizations work. In addition, these individuals have been involved on the ground floor of such issues as performance measures and performance auditing within the public sector. This type of capability permits ZA to provide value added services to our clients by allowing us to show them how to measure and manage the use of diminishing resources to ensure that desired services and outcomes are achieved.

We are not just auditors - we are trained and experienced business consultants and advisors. While conducting engagements, we identify opportunities to improve operations from several standpoints including control structure, design and function as well as performance-based measures. These opportunities are delivered in a well-structured management communication, which can be used as a roadmap for prioritization of corrective action.

Our engagement teams have substantial knowledge of systems and processes involved in governmental and not-for-profit operations and functions, and we apply our existing knowledge base to gain an understanding of a government and not-for-profit operations with minimal disruption to the client's staff.

Kayla Key

I am currently a Senior Auditor with Zelenkofske Axelrod LLC. I have been here for a little over five years after graduating from Millersville University in 2018 with my bachelor's in Mathematics and minors in Accounting and Economics. Many of my clients are Governments, including various Counties, School Districts, Townships, Boroughs, and Authorities. Since I am from the Harrisburg office, many of my clients are in central PA and northern MD.

Joseph Tokar

I am an Associate Auditor at Zelenkofske Axelrod. I have been at ZA for over 2 years. I joined ZA since graduating from Saint Joseph's University in 2018 with bachelor's degrees in both Accounting and Business Analytics. Many of my clients are Governments; these include Counties, School Districts, Boroughs, and Conservation Districts. Our daily audit of the evening Pennsylvania Lottery Drawings is also a client I am very involved with.