

Accountant Shortage

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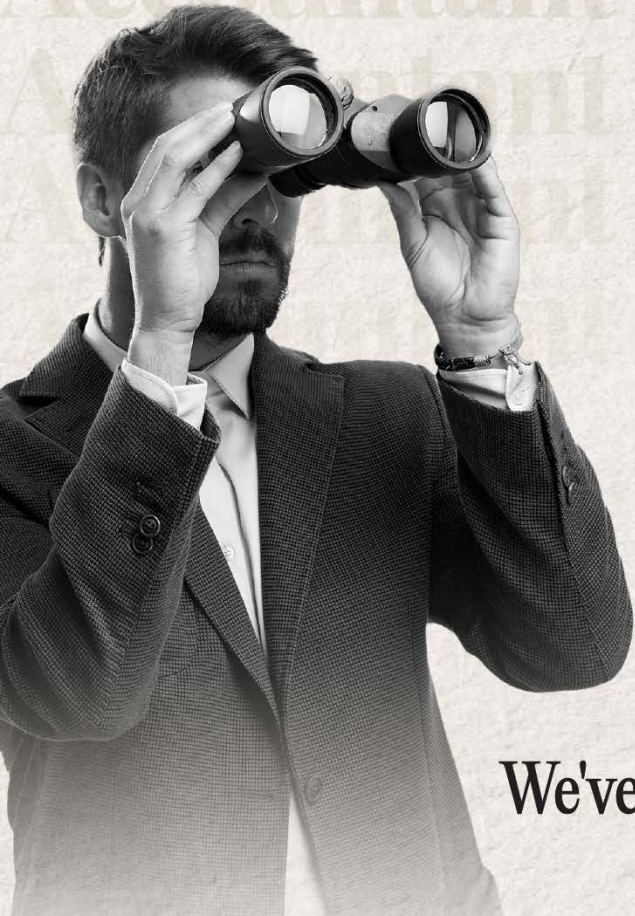
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**Miles**  
TALENT HUB



# *Accountant Shortage?*

We've got an alternative to ~~outsourcing~~

## Problem Statement: Shortage of Accountants

According to  
**Deloitte**  
**82.3%**  
recruiters expect to experience  
recruiting difficulties in  
the year ahead\*

The Washington Post

### **The Accountant Shortage Threatens Capitalism's Future**

FORTUNE

There's definitely an accountant shortage out there:  
MBAs have become the go-to degree and companies  
are struggling to hire enough CPAs

THE WALL STREET JOURNAL.

### **Struggling to Find Accountants, Businesses Boost Salary Offers, Hire Temporary Workers**

Companies take longer to fill positions as tightness in the labor market  
continues and fewer people study accounting



## And this shortage of accountants is projected to worsen

▶ **72,923** ◀

Accounting graduates every year

▶ **53,577** ◀

Expected shortage of accountants every year



▶ **126,500** ◀

Openings for accountants & auditors  
are expected each year

Source: US Bureau of Labour Statistics & AICPA

## Is Outsourcing the only solution?

- Outsourcing has been a common strategy for addressing staffing needs in the accounting industry, particularly in the face of talent shortages
- When firms rely on **third-party outsourcing partners**, they often face the following **challenges**:

**Attracting & retaining quality talent** off-shore is a constant struggle

**Lack of client facing experience** of offshore team members

**Confidential client info** is shared to third parties leading to high risk/exposure

**Quality control issues** exacerbated by limited supervisory/review skills

**Communication barriers** & limited integration of off-shore teams

**Difficult to achieve buy-in** of leaders especially given the risks/challenges



## The Alternative Solution: Miles STEM Pathway

### Leveraging the power of STEM

- Miles has used the tech playbook to solve for the accountant shortage
- Miles is working with top US universities across the US to convert MS Accounting into STEM by integrating data analytics
- This allows accountants from India to work in the US for 3 years without any visa sponsorship (exactly like the engineers!)

### Talent pool of 1200+ accountants

- **Joining Summer 2024** - 200+ candidates [mostly placed]
- **Joining January 2025** - 200+ candidates
- **Joining Summer 2025** - 1000+ candidates

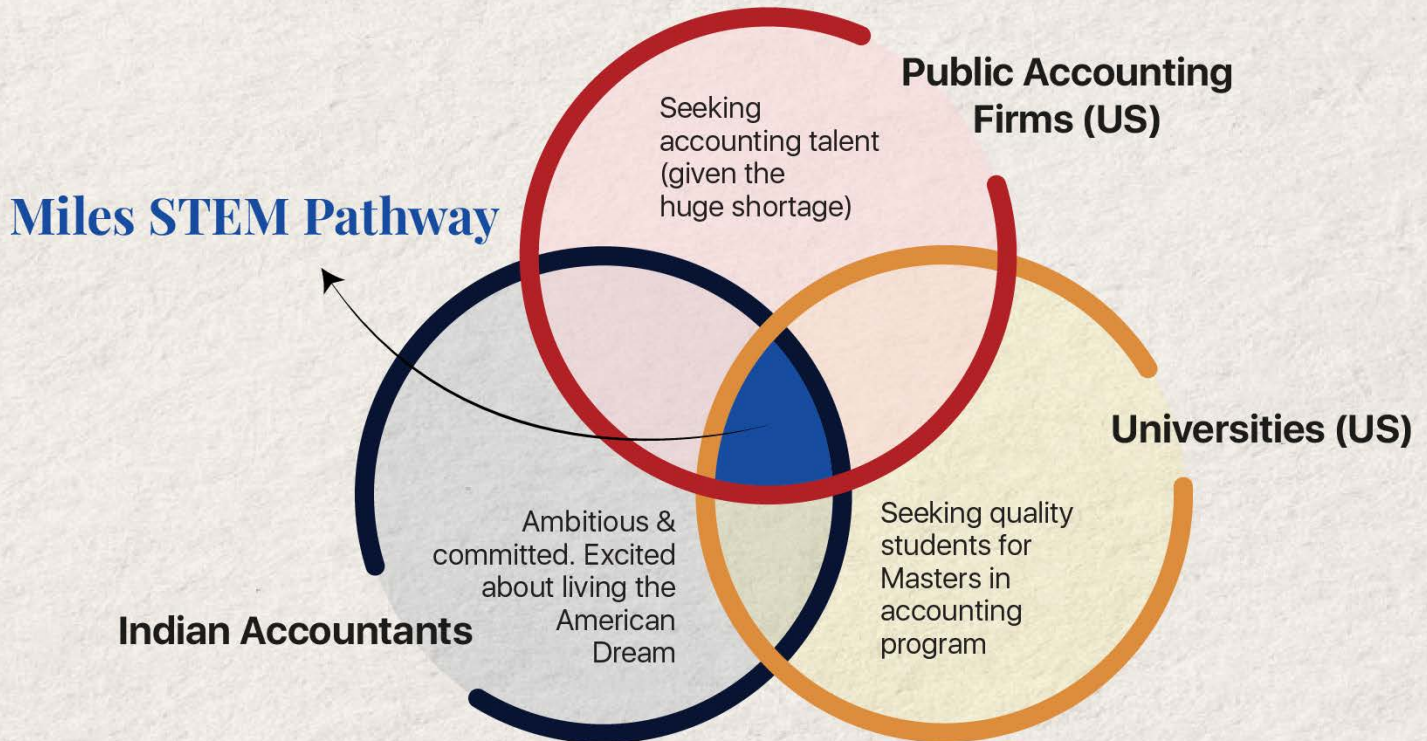
Ready-to-hire curated talent pool of **1200+** accountants

**No outsourcing/offshoring.**  
Talent in your US office and on your direct payrolls

**Extremely hardworking** accountants who are eager to prove/grow

**No FICA taxes**  
(savings of 7.65% every year)

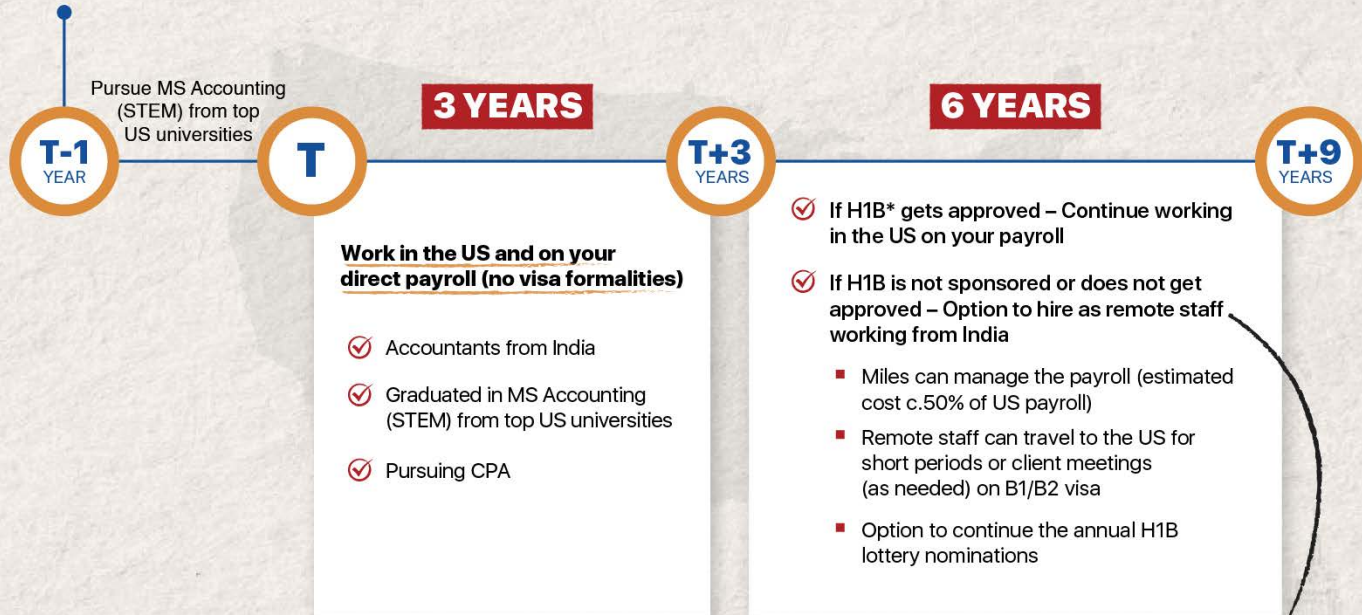
## Miles STEM Pathway - The Stakeholders





# Miles STEM Pathway – The Timelines

Candidates start their CPA journey at Miles



\*H1B visa is a lottery system (with 85K slots for 700K+ applications). The cost of nominating into the lottery is merely \$215. And the H1B processing happens only if the candidates is selected in the lottery.

The 85K CAPS are broken down into 2 pools – 65K regular category and 20K for those with Advanced Degrees in the US. The Miles alumni are eligible for both pools and, therefore, have a higher chance of selection

**Note:** This is very different from current outsourcing models. Herein, you will have a staff who's worked in your US office for 3 years now working remote at c.50% of the cost (and also available to travel to the US whenever you need)

## Miles STEM Pathway – University Programs

# MASTERS IN ACCOUNTING & ANALYTICS

US GAAP  
US GAAS / PCAOB AS  
Federal Income Taxation

Data Mining  
Data Analytics & Visualization  
Accounting Information Systems





# Miles STEM Pathway - No Visa Sponsorship for 3 years

**Candidates can work on the student F1 visa using the 3-year OPT (Optional Practical Training). Full-time employment with very limited to-do's for the employers**

## Optional Practical Training (OPT) Process - Students & University Responsibility



## Employer Responsibility

Implement a formal training program to augment the student's academic learning through practical experience. *(If needed, Miles can support in structuring the formal training program)*

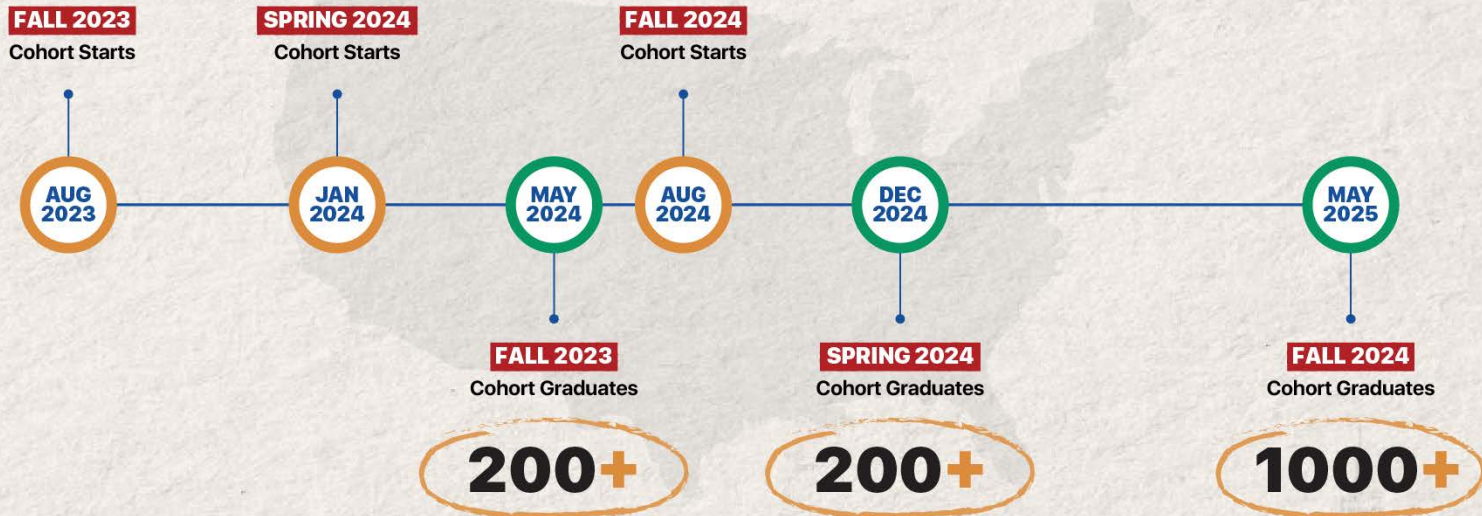
\*DSO - Designated School Official

\*\*I-765 - Application for Employment Authorisation

#USCIS – United States Citizenship and Immigration Services

##EAD - Employment Authorisation Document

## Miles STEM Pathway - The Talent Pool





## Miles STEM Pathway – Collaborations

### Partnerships with CPA Firm Alliances



### Collaboration with State CPA Societies



## Miles STEM Pathway - Placement Drives

Miles has alumni base of  
**55,000+**  
**Accountants**

(and access to an accounting  
talent pool of 1 MM+)

Miles conducts placement drives for outreach and to **build employer branding**.

The placement drives are typically attended by:

- Talent pool available for hire
- Potential candidates interested in the Miles STEM Pathway



## Placement Drive #1 : July 2023



# 5,000+ attendees

Representatives from each firm:



**Lindsey Cycles**

Southeast Regional  
Campus Recruiting  
Manager - Audit & Tax



**Rob Merl**

National Business  
Resource Network  
Director



**Tom Takasaki**

BRN National Practice  
Director



**Paul Smith**

Partner



**Kristen L**

Senior Manager - CPA  
- Global Delivery Team



## Placement Drive #2 : August 2023



# 7,200+ attendees

### Representatives from each firm:



**Mark Koziel**  
President & CEO



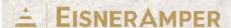
**Brian A Trussel**  
Managing Partner



**Jill Frank**  
Talent Acquisition  
Director



**Nancy G**  
Director of Operations,  
Human Resources



**Kim Martin**  
Human Resources  
Administrator



**Catherine Duncan**  
Chief Operating  
Officer



**Emily Flamm**  
Senior Manager,  
Talent



**Laura Pulcini**  
Senior Talent Acquisition  
Specialist





## Placement Drive #3 : September 2023



**3,000+  
attendees**

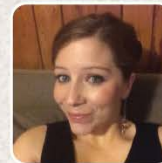
### Representatives from each firm:



**Rob Merl**  
National Business  
Resource Network  
Director



**Tom Takasaki**  
BRN National  
Practice Director



**Jennifer Branch**  
Senior Tax Manager



**Ronald Burkett**  
President



**Patricia Pehlivanlar**  
Human Resources  
Manager



**Bailee Moylan**  
Talent Acquisition  
Specialist



**Amanda Kugler**  
Talent Manager



**Susan Urish**  
Lead Innovation &  
Business Strategy



**Christine Schwab**  
Director, Advisory  
Services



## Miles STEM Pathway - Hiring by CPA Firms (2023 Cohort)

Firm	Headquarters	IPA Ranking	Alliance Affiliation	# of recruits
RSM	Chicago, IL	5		53
MBE CPAs	Baraboo, WI		RSM US Alliance	10
Hancock Askew & Co.	Savannah, GA	119	BDO Alliance	3
Casey Peterson Ltd.	Rapid City, SD	383		3
Williams-Keepers	Columbia, MO	211	Allinial Global	3
Boos & Associates	Fresno, CA		BDO Alliance	3
KSDT & Co.	Miami, FL	177		2
HBE	Lincoln, NE	286	BDO Alliance	2
ATKG Advisors	Antonio, TX		Allinial Global	2
Schechter Dokken Kanter (SDK CPAs)	Minneapolis, MN		Allinial Global	2
SB & Co.	Owings Mills, MD		BDO Alliance	2
Mellen, Smith & Pivoz	Bingham Farms, MI			2
Warren C Fisher, CPA & Associates	Tulsa, OK			2
Hogan Taylor	Tulsa, OK		Prime Global	2
Sikich	Akron, OH	29	Prime Global	2
Tonneson	Wakefield, MA			2
Lindsey, Greenway & McIntire	Roswell, GA			2
DG Perry CPAs + Advisors	Pittsburgh, PA	199	Allinial Global	1
Armstrong, Vaughan & Associates	Universal City, TX	298		1
Blackman & Sloop, CPAs	Chapel Hill, NC		BDO Alliance	1
Kindlinger & Company	Traverse City, MI		BDO Alliance	1
Urish Popeck & Co.	Pittsburgh, PA		BDO Alliance	1
Integrity Squared, CPAs	Bolivar, MO			1
MPB	Eria, PA		Allinial Global	1





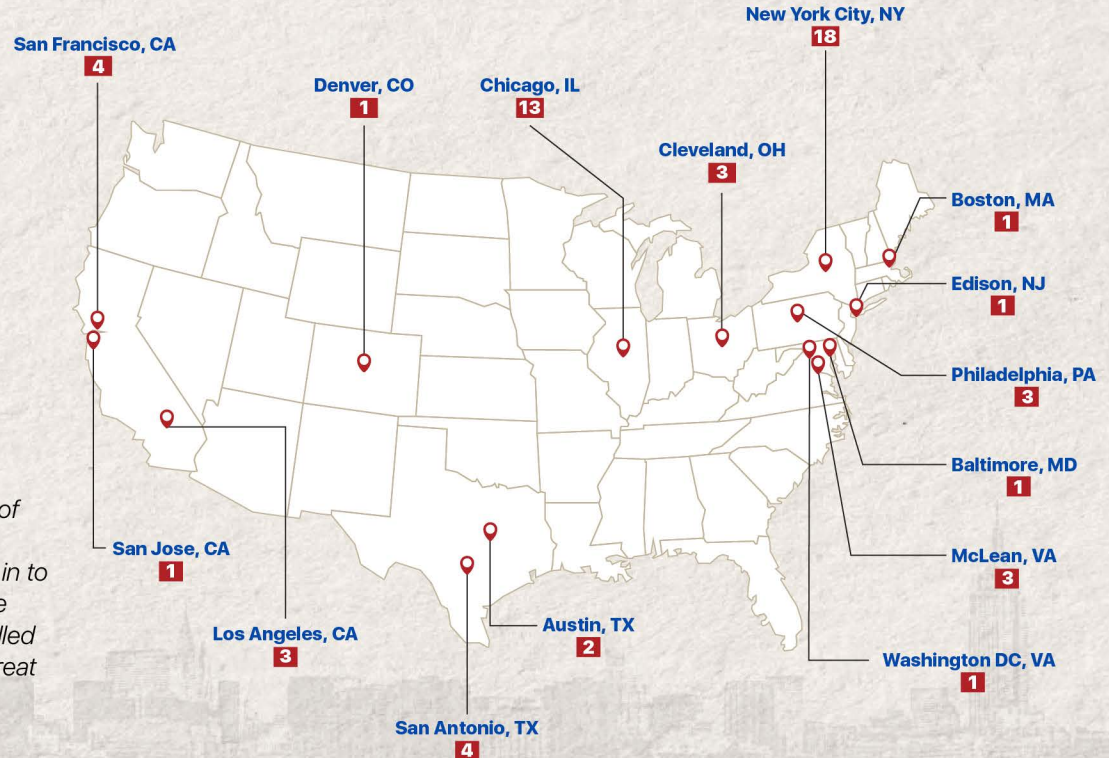
## Case Study 1 (2023 Cohort): RSM hired 50+ accountants across 15 locations

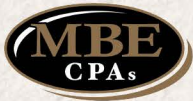


### Lindsey Cyples

Campus Recruiting Manager  
- U.S. Assurance

*"US is facing an acute shortage of accountants, and with a unique solution, Miles Talent Hub came in to help firms like us. We noticed the shortage and decided to hire skilled individuals in the US using the great talent pool at Miles."*





## Case Study 2 (2023 Cohort): **MBE** (based out of Baraboo, WI) hired 10 accountants



### Tim Moy

Managing Partner,  
MBE CPAs

*"We are at the beginning of something big. We are super excited about working with Miles who assist us in finding experienced accountants for our offices across Wisconsin and Arizona, and that too direct on our payroll!"*



#### Aman Bakshi

MS Accounting  
(STEM) from:  
**Clark University**

Hired at:  
**Scottsbluff, NE**

Work exp. in India  
**6.0 years**

Ex - Accenture



#### Amrutha Kallarackal

MS Accounting  
(STEM) from:  
**Drexel University**

Hired at:  
**Baraboo, WI**

Work exp. in India  
**4.8 years**

Ex - Deloitte



#### Anjali Kale

MS Accounting  
(STEM) from:  
**Michigan State University**

Hired at:  
**Baraboo, WI**

Work exp. in India  
**15.0 years**

Ex - ICICI Bank



#### Disha Mehta

MS Accounting  
(STEM) from:  
**Case Western Reserve University**

Hired at:  
**Baraboo, WI**

Work exp. in India  
**6.3 years**

Ex - Deloitte



#### Hyder Syed Abdul Khader

MS Accounting  
(STEM) from:  
**Clark University**

Hired at:  
**Chandler, AZ**

Work exp. in India  
**5.9 years**

Ex - Arcesium



#### Musthafa Nattikallingal

MS Accounting  
(STEM) from:  
**University of Delaware**

Hired at:  
**Baraboo, WI**

Work exp. in India  
**17.0 years**

Ex - Stranbys Solutions



#### Niya Ann Mathew

MS Accounting  
(STEM) from:  
**Clark University**

Hired at:  
**Baraboo, WI**

Work exp. in India  
**8.4 years**

Ex - Deloitte



#### Pooja Vishwakarma

MS Accounting  
(STEM) from:  
**Michigan State University**

Hired at:  
**Baraboo, WI**

Work exp. in India  
**5.0 years**

Ex - Zanke Business



#### Rakshith Mylanahalli

MS Accounting  
(STEM) from:  
**Case Western Reserve University**

Hired at:  
**Baraboo, WI**

Work exp. in India  
**8.1 years**

Ex - Deloitte



#### Srihari Sikha

MS Accounting  
(STEM) from:  
**University of Delaware**

Hired at:  
**Baraboo, WI**

Work exp. in India  
**21.1 years**

Ex - Deloitte





## Case Study 3 (2023 Cohort): BDO Alliance members firms are actively hiring

**boos & associates**  
A PROFESSIONAL CORPORATION

Headquartered in  
Fresno, CA



**Dipesh  
Anand**

MS Accounting  
(STEM) from:  
**Case Western  
Reserve University**

Work exp. in India  
**9.3 years**



**Hemant  
Lomus**

MS Accounting  
(STEM) from:  
**Clark  
University**

Work exp. in India  
**15+ years**



**Yaswanth  
Srivella**

MS Accounting  
(STEM) from:  
**Case Western  
Reserve University**

Work exp. in India  
**4.6 years**



Headquartered in  
Owings Mills, MD



**Pooja  
Grover**

MS Accounting  
(STEM) from:  
**Case Western  
Reserve University**

Work exp. in India  
**17.6 years**



Headquartered in  
Pittsburgh, PA



**Nehal  
Vegad**

MS Accounting  
(STEM) from:  
**Case Western  
Reserve University**

Work exp. in India  
**10.0 years**



**HANCOCK ASKEW & COLLETT**  
A PROFESSIONAL CORPORATION

Headquartered in  
Savannah, GA



**Keyur  
Gandhi**

MS Accounting  
(STEM) from:  
**Clark  
University**

Work exp. in India  
**11.7 years**



**Mounika S.  
Kotipalli**

MS Accounting  
(STEM) from:  
**Case Western  
Reserve University**

Work exp. in India  
**5.6 years**



**Suman  
Sharma**

MS Accounting  
(STEM) from:  
**Clark  
University**

Work exp. in India  
**3.6 years**



Headquartered in  
Chapel Hill, NC



**Vinay Kumar  
Ettkepalli**

MS Accounting  
(STEM) from:  
**Drexel  
University**

Work exp. in India  
**5.8 years**



Headquartered in  
Traverse City, MI



**Ajay  
Chintalapally**

MS Accounting  
(STEM) from:  
**Case Western  
Reserve University**

Work exp. in India  
**10.3 years**



## Case Study 4 (2023 Cohort): Allinial Global member firms are actively hiring



Headquartered in  
Columbia, MO



**Karthikeyan S**

MS Accounting  
(STEM) from:  
**University of Delaware**

Work exp. in India  
**8.9 years**



**MD Sadial Mursalyn**

MS Accounting  
(STEM) from:  
**Clark University**

Work exp. in India  
**9.1 years**



**Nupur Uday Agarwal**

MS Accounting  
(STEM) from:  
**Drexel University**

Work exp. in India  
**11.10 years**



Headquartered in  
Minneapolis, MN



**Lavika Sharma**

MS Accounting  
(STEM) from:  
**Case Western Reserve University**

Work exp. in India  
**7.9 years**



**Leela Sai Sasidhar Kona**

MS Accounting  
(STEM) from:  
**University of Delaware**

Work exp. in India  
**9.3 years**



Headquartered in  
San Antonio, TX



**Indu Gundaboina**

MS Accounting  
(STEM) from:  
**Case Western Reserve University**

Work exp. in India  
**4.5 years**



**Sahil Rayani**

MS Accounting  
(STEM) from:  
**Case Western Reserve University**

Work exp. in India  
**4.5 years**



Headquartered in  
Youngstown, OH



**Zeel Thakkar**

MS Accounting  
(STEM) from:  
**Rider University**

Work exp. in India  
**5.6 years**



Headquartered in  
Eria, PA



**Harini Srirama**

MS Accounting  
(STEM) from:  
**DePaul University**

Work exp. in India  
**4.3 years**



## Case Study 5 (2023 Cohort): Prime Global member firms are actively hiring



Headquartered in  
**Tulsa, OK**



**Gauri  
Bageshapur**

MS Accounting  
(STEM) from:  
**Tulane  
University**

Hired at:  
**Tulsa, OK**

Work exp. in India  
**9.5 years**

Ex - KPMG



**Shaffin  
Karani**

MS Accounting  
(STEM) from:  
**Case Western  
Reserve University**

Hired at:  
**Little Rock, AR**

Work exp. in India  
**1.2 years**

Ex - OdinSchool



Headquartered in  
**Akron, OH**



**Manasa  
Srinivasa**

MS Accounting  
(STEM) from:  
**Clark  
University**

Hired at:  
**Akron, OH**

Work exp. in India  
**7.7 years**

Ex - ArisGlobal



**Shreya  
Vasant**

MS Accounting  
(STEM) from:  
**DePaul  
University**

Hired at:  
**Akron, OH**

Work exp. in India  
**1.3 years**

Ex - PepsiCo

## Miles STEM Pathway – How to start hiring?

### 01 STEP



Sign-up with Miles  
Talent Hub

### 02 STEP



Schedule Show  
& Tell Sessions

### 03 STEP



Interview & Hire from  
a pool of 1200+  
accountants



## Miles STEM Pathway – Dedicated team for CPA Firm Relationships



**Chandu Nagarajan, CPA**  
chandu@milestalenthub.com  
+1 (302) 218-4321



**Aaron Gustin**  
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+1 (765) 413-8558



**Allen Breland**  
allen.breland@milestalenthub.com  
+1 (470) 819-1053



**Akhila Chandrashekar, CPA**  
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**Shrey Ramakrishnan**  
shrey@milestalenthub.com  
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# Thank You!

"Collaboration is the essence of life.  
The wind, bees and flowers work together,  
to spread the pollen."



**Miles**  
**TALENT HUB**