

Alabama State Board of Public Accountancy



2024 Annual Report

Alabama State Board of Public Accountancy

LETTER FROM THE BOARD CHAIR

It has been a pleasure to serve as Chair of the Alabama State Board of Public Accountancy with such a committed group of people representing the entire state. My favorite part of serving on the Board is the opportunity to meet at various universities throughout Alabama. In September, I was fortunate to be elected chair at the meeting held at the University of South Alabama in my hometown, Mobile. November's meeting was at the University of Alabama, and Troy University hosted the meeting in January. We will close the cycle in September by meeting at Auburn University. Since students, faculty, and guests are welcome to attend, it is a great opportunity to interact with those who are shaping our profession's future. Our Executive Director, Boyd Busby, does an excellent job explaining the role of the Board and the topics being covered.

It is certainly an exciting time to be in the practice of public accounting. After a few years of meetings, research and deliberation, the CPA Evolution Initiative, a joint effort between the National Association of State Boards of Accountancy (NASBA) and the American Institute of Certified Public Accountants (AICPA), culminated with the successful launch of a new Uniform CPA Exam effective January 1, 2024. The new CPA exam has been modified to consist of three core exams all candidates must pass as well as one of three discipline sections in Business Analysis and Reporting, Tax Compliance and Planning, or Information Systems and Controls. These changes are reflective of the changes occurring in the profession and the tremendous opportunities afforded to a CPA.

Another significant initiative that has been underway between NASBA and the AICPA is referred to as the CPA Pipeline. This has been a multi-faceted approach to promote the benefits of being a CPA and recruit new CPA candidates. The need for an organized effort is highlighted by a retiring baby boomer population and a decline in college students, including fewer students majoring in accounting. There has been a focused effort to target students earlier in college as well as in high school and educate them about the many career opportunities present for people with their CPA license. Some of the focal points being proposed include the number of hours required to be eligible to become a CPA, and how those hours are achieved. The potential alternative pathways to achieving those hours are being debated across the country among the various state boards. A primary challenge to implementing these alternatives is the issue of firm mobility. As the law stands, many CPAs can work in other states if those states recognize mobility from the "home state." That mobility may be jeopardized if individual states make changes that aren't recognized by other states.

As I look ahead to the future, I am filled with excitement and optimism. The rapid advances in technology over the last several years and the continued adoption of artificial intelligence are revolutionizing our field



in extraordinary ways. Embracing these changes will allow us to spend time on meaningful work like more time with clients and driving strategic decisions for their organizations. These technological enhancements present an opportunity to redefine our profession, inspiring and attracting younger talent. Together, we can shape a more engaging and impactful future.

Looking forward with optimism,

**MICHAEL J. KINTZ, CPA
CHAIRMAN**

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LETTER FROM THE EXECUTIVE DIRECTOR

Greetings! The Board remains focused on our essential mission of safeguarding the public interest. This focus takes shape through ensuring competence, integrity and ethical conduct of certified public accountants and public accountants within the state of Alabama. More specifically, to safeguard the public interest, the Board accomplishes this mission through proactive investigative processes, disciplinary actions designed to educate licensees in their chosen practice, required continuing professional education and promoting quality assurance through the peer review program.

In addition to this mission, the Board is also interested in the many issues involving the accounting profession, issues ranging from changes in the CPA Exam to concerns over the CPA pipeline. While the Board has very little control over these changes, we are taking action on the issues we can control. The following is a list some of the great things the Board has done and continues to do for the good of the profession.

- **Exam Application Fees** – The Board has taken the extraordinary step of waiving the application fees for all CPA Exam candidates, application fees for transfer of credit and application fees for reciprocal licenses. The annual cost to the Board is approximately \$80,000, but the Board feels that this has been a great benefit to candidates and will continue this waiver as long as financially feasible for the Board.
- **Credit Expiration Window** – In July of 2023, the Board approved a change to extend the credit expiration window from 18 months to 30 months. This change was effective December 15, 2023. There had not been a change in the credit expiration window for 20 years. By giving the candidate more time to complete all four parts of the CPA exam, this should increase the number of candidates who remain in the pipeline.
- **Direct Student Connections** – The Board meets a minimum of 3 times per year at college campuses across the state. These Board meetings are designed for student and faculty interaction and involvement. Also, the Executive Director speaks at colleges and universities on a regular basis.
- **Credit Relief Initiative** – This program was approved by the Board on September 19, 2023 and will extend credit for those that lost credit due to the economic and education disruption during the pandemic. Nationally, there are approximately 15,000 candidates that could benefit from this program.
- **Pipeline Effort** – The Pipeline Effort, although a national issue, has the Board's focus. There are several Board members and staff



directly involved in various national committees that are working to solve the issue. Below is a list of Board members/staff and their respective committee assignments:

- » **Michael Kintz, CPA** – Nominating Committee, Administrative and Finance Committee
- » **Wim Schaffers, CPA** – Standard-Setting and Professional Trends Advisory Committee
- » **Rita Prince, CPA** – Communications Committee
- » **Steve Smith, CPA** – Ethics Committee
- » **D. Boyd Busby, CPA** – Chair of the Executive Directors Committee and Liaison to the NASBA Board of Directors, ELE Task Force Committee, and ALD Task Force

Board Members with Terms Ended September 30, 2023:

- » **Dr. Steve Grice, CPA** – Education Committee, Pipeline Task Force, Professional Licensure Task Force

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LETTER FROM THE EXECUTIVE DIRECTOR (continued)

- » **Delbert Madison** – Diversity Committee, CPT Board of Directors, NASBA CEO Search Committee
- » **Earl Blackmon, CPA** – Legislative Support Committee
- **CPA Exam Evolution** – The AICPA (American Institute of Certified Public Accountants) drastically changed the CPA Exam to allow for concentrations to make the Exam and the CPA License more attractive. The traditional exam has had 4 required sections. The new exam that began on January 1, 2024, has 3 core required sections with the candidate choosing a 4th section from one of three concentrations. The concentrations are Business Analysis and Reporting (BAR), Information Systems and Controls (ISC), and Tax Compliance and Planning (TCP). The new CPA Exam is an attempt

to future proof the exam and draw candidates from the IT field.

As you can see, the Alabama Board is engaged nationally in support of efforts that encourage the next generation to join the important field of accounting.

In summary, the Alabama State Board of Public Accountancy serves as a guardian of the public trust. Its unwavering dedication to excellence, integrity, and accountability contributes significantly to the overall well-being of Alabama residents and businesses. The Board staff is always available to answer questions related to Alabama statute and Board rules, and we encourage both licensees and the public alike to utilize our resources.

Sincerely,

D. BOYD BUSBY, CPA
EXECUTIVE DIRECTOR

ASBPA THREE YEARS RUNNING NO EXAM APPLICATION FEES

The ASBPA takes pride in helping to remove barriers to enter the accounting profession. In January 2021, the Board announced that Alabama would no longer be requiring aspiring accountants to pay the Initial Application fee for the CPA Exam. This decision marked a pivotal moment for individuals pursuing a career in accounting within the state. During the September 2023 Board meeting, the Board approved the move to continue to waive the Initial Application fee through December 2024. The Board reviews this waiver annually to determine if it remains financially feasible.

This move by the Alabama State Board of Accountancy aligns with efforts within the accounting industry to usher new candidates into the profession. The decision to waive the application fee for the CPA Exam is a positive development for candidates in the state. By removing this financial barrier, the Board is helping aspiring CPAs take a significant step in their career without having to worry about an additional upfront cost. By taking steps to make the CPA Exam more accessible, the ASBPA is reinforcing its objective of promoting the accounting profession and creating a broader future for professionals in this industry.



COLLEGE CAMPUS VISIT HIGHLIGHTS

The Alabama State Board of Public Accountancy has had a busy year, marked by the increase in college campus visits across the state. In 2023, Executive Director Boyd Busby visited 22 different colleges and universities in Alabama. During these visits, ASBPA Staff spoke to students about the CPA Exam, licensure, managing their work-life balance, and the History of the ASBPA. To end the class lectures, ASBPA staff recounted recent Board disciplinary hearings and their outcomes. When the lectures end, the students carry with them vital knowledge about the accounting profession.

One of the outreach objectives of the ASBPA is to promote a broader understanding of the accounting profession to the public it protects and to students interested in the field of accounting. To help fulfill this objective, the ASBPA uses multiple avenues to help spread its messaging. In addition to speaking to students who aspire to enter the accounting profession, the State Board holds its meetings at various universities in Alabama. College hosted Board Meetings allow students and the public in the area to see firsthand the inner workings of the Board that regulates this industry. Additionally, the students in attendance gain a better understanding of the rules and standards that they will be required to uphold once they earn the CPA license.

“Being able to experience the Board meeting in person was incredibly eye-opening for me in the accounting world. It helped me understand many of the issues that CPAs can be reprimanded for, as well as giving me the visual of what

an ASBPA Board meeting looked like. Mr. Boyd Busby did a wonderful job of explaining everything that was going on and engaging the students,” said Mark, an undergraduate student at Troy University.

“I enjoyed being able to attend the State Board meeting because it gave me insight into the accounting profession. It made me realize the high standards that CPAs are held to, and why this is such a distinguished career,” said Jessica, a Troy University undergraduate student.

Lastly, the ASBPA crafts messages on its social media platforms (LinkedIn, Facebook, and Instagram) to reach target audiences with pertinent and useful information about CPAs in Alabama. This strategic messaging allows the ASBPA to connect with CPAs, other accounting professionals and the public it serves. This avenue helps the Board fulfill three of the ASBPA’s strategic objectives:

- 1. Streamline Regulatory Processes:** Improve CPAs’ understanding of regulatory processes to ensure compliance and facilitate a smoother experience for accountants.
- 2. Support Candidates:** Provide helpful resources and tips to CPA Candidates to support them while they prepare for the CPA Exam.
- 3. Promote the Accounting Profession:** Emphasize the importance of the role CPAs and PAs play in the broader community.



PROTECTING THE PUBLIC THROUGH A COMPLAINT REVIEW PROCESS

The Board has a process for any citizen to make a complaint against a CPA, PA, NLO or Firm practicing in the state. Alternatively, if the individual in concern is not licensed by the Board, then the Board cannot pursue the complaint. However, we do suggest the complainant contact someone else, or another agency, that may help them.

To file a complaint, a citizen can go to the Complaint page on the Board's website and submit the completed form online or by mailing or emailing the paper form. Once a complaint is filed, we will send a letter to the licensee, allowing them an opportunity to respond and explain their side. Once we get all the information needed from the complainant and the licensee, we assign it to an Investigation committee to study the merits of the complaint. The Investigative committee consists of the Executive Director and a Board member. The Board member assigned is determined based on who would be most knowledgeable in the topic or the closest geographically to the licensee in question.

The Investigative committee determines whether there is probable cause to continue. While the Board strives to be efficient and settle cases quickly, the technical elements of accounting issues require careful review and study. Once the review is complete, if the committee finds there is no probable cause, the case will end there. If there is probable cause, a summons and complaint will be sent to the licensee that will set the time and place of a hearing before the Board. At the hearing, the licensee will have the opportunity to respond to the charges made by appearing before the Board. Once the Board votes on the outcome of the case, a Board Order will be issued stating the findings of the case. If found guilty, the licensee must complete the steps outlined by the Board in the final Board Order.



CPE RULES AND REPORTING

All active CPAs, PAs and NLOs are responsible for remaining compliant with Board CPE requirements. CPE is an important part of maintaining competence to practice public accounting. All active licensees are required to comply with the continuing education requirements.

Licensees who wish to renew an Active permit to practice must complete 40 hours of CPE (including 8 hours of Accounting and Auditing and 2 hours of Ethics). All CPE must be earned by September 30th of each year.

The applicant for renewal of an Active permit to practice shall, by December 31st of each year, provide a report of the continuing education which he or she completed by the prior September 30th.

Sole responsibility for documenting the requirements rests with the licensee and evidence to support fulfillment of those requirements must be retained for a period of five years after the completion of educational courses.

Evidence of course completion must include one of the following:

- Certificate of completion from the course sponsor that verifies date and number of hours with sponsor signature.
- Transcript from an educational institution



PEER REVIEW

Firms that complete specific reports are required to enroll in the peer review program. These reports are as follows:

- Audit Reports
- Compilation Reports
- Employee Benefit Plan Audit Report (ERISA)
- Government Single Audit Report
- Review Report
- Special Report
- General Contractors Board Report

When required, a firm must first enroll in the peer review program. They will go through the process of choosing a peer reviewer, that is a firm that is properly trained in performing peer reviews. Once a firm's peer review is finished, they will submit their report to the administering

entity, Partners in Peer Review, a division of the Alabama Society of CPAs. After the administering entity's peer review committee reviews the peer reviewer's report, the committee will issue an acceptance/completion letter to the firm. If there are problems with the peer review, the firm must complete the steps required to rectify any issues or deficiencies. Finally, once complete, the firm is required to submit to the Board a copy of the peer reviewer's report and a copy of the acceptance/completion letter. Both of these items are required to be in compliance with the peer review requirements. The firm's initial peer review is due 18 months after the date they issued their first report. A subsequent peer review is due 36 months after that. Failing to complete a required peer review is cause for disciplinary actions. The Board staff is available to answer any questions licensees may have about peer review requirements.

FAQS/TIDBITS

1. How do I change from inactive status to active status?

To change from inactive to active status, a licensee must complete the required number of Catch-up CPE hours. That is 40 hours of CPE, including 8 hours of Accounting and Auditing CPE and 2 hours of Ethics CPE for each year the licensee was inactive, not to exceed a total of 120 hours.

2. Reminder: Change of Information

You have 30 days to update the Board of any information changes, including address or work changes. There is a Change of Information page on the Board's website where these submissions may be submitted: <https://www.asbpa.alabama.gov/changeinfo.aspx>.

3. What is a qualifying Ethics course?

Alabama does not require a state specific ethics course. Any course that states Behavioral or Regulatory ethics as the field of study on the certificate may be claimed for the Ethics requirement. This is great news for licensees that maintain a license in multiple states that may require a state specific Ethics course.

4. Rules and Regulation Changes

Periodically things may occur that require the Board to make Rule changes. When this occurs we will keep you up to date on those changes through the ASBPA website, newsletter, social media outlets and the ASBPA Annual Report.

5. There is a difference – ASBPA and ASCPA.

Often the Alabama State Board of Public Accountancy (ASBPA) is confused with the Alabama Society of CPAs (ASCPA). The ASBPA is a regulatory board that regulates CPAs and CPA firms in Alabama. The ASCPA is a membership organization for CPAs in Alabama.

THANK YOU TO OUR PREVIOUS BOARD MEMBERS

As we reflect on the invaluable contribution and tireless dedication of our former Board members at the Alabama State Board of Public Accountancy, we are filled with profound gratitude. Their commitment to upholding the highest standards of accountability, professionalism, and integrity has been instrumental in shaping the landscape of accountancy in our state. In 2023, three Board members; Delbert Madison, Earl Blackmon, and Steve Grice completed their years of service to the ASBPA. To express our gratitude for their dedication and service, we would like to share the profound impact each member has made in the community and the accounting industry.



From left to right: Earl Blackmon, Delbert Madison and Steve Grice

Delbert Madison

Delbert Madison, Senior Vice President at ServisFirst Bank, has served the Board faithfully as its second Public Member. Delbert was first appointed to the Board in 2015 by Governor Robert Bentley, serving from 2015 to 2019. Re-appointed for a second term by Governor Kay Ivey in 2019, Delbert completed his service in 2023. After being a part of the startup of ServisFirst Bank in Montgomery in 2007, Delbert Madison continued to serve the City of Montgomery and State of Alabama in countless ways. Delbert Madison has served the community through service on the following Boards and Committees: Jubilee Cityfest Board (2005-2010), Leadership Montgomery Mayoral Council (2011; Chair), Leadership Montgomery Board (2009-2014), Small Business Resource Center Board (2013-2014), Montgomery Zoological Society Board (2012-present), YMCA (southeast) Board (2006-2015; Chair 2013-2015), Brantwood Children's Home Board (2009-2015; President 2 years), Director of Alabama Churches of Christ Youth Rally (2003-2016), Child Protect Board (2013-2019; Treasurer), American Red Cross Board (2014-present), Goodwill Industries Board (2016-Present), Montgomery Metro YMCA Board (2017-present), NASBA Strategic Planning Committee (2022), ASU President Inauguration Committee (2018; Chair), Alabama State University Foundation (2018-2020; Treasurer), Lee High School Hall of Fame (2021-present; Chair), River Region United Way Board (2019-present), Alabama State University Board of Trustees President Pro Temp (2022-present), Alabama State University Board of Trustees (2020-present), Delbert B. Madison II Foundation (2021-present; President/CEO), Leadership Alabama Board of Directors (2022-present), United Way Campaign (2022-present; Co-Chair), NASBA Diversity Committee (2022-present), and NASBA CPT Board of Directors (2022-present). Delbert has been listed in RSVP Magazine's feature "The List" (2010), graduated

from Leadership Montgomery (2008), was recipient of the Humanitarian Award (2014), named YMCA (southeast) Man of the Year (2015), was inducted into the Lee High School Hall of Fame (2016), and graduated from Leadership Alabama (2022).

Earl Blackmon

After eight years of serving as Board member of the Alabama State Board of Accountancy, Earl Blackmon completed his tenure in September of 2023. Through his time serving on the Board, Earl has enjoyed working with leaders across the state in taking proactive steps to build up the accounting profession. Specifically, he is proud of the Board's efforts over the years to encourage more people to take the CPA exam. This effort has included waiving state fees and extending the testing window from 18 months to 30. Earl is a founding member of Avizo Group, Inc. (formerly Hartmann, Blackmon & Kilgore). The firm was established in October 1990 to provide the Gulf Coast community with tax, assurance, and business guidance services. Earl serves his clients with a passion for enhancing their success by providing financial analysis, wealth management consulting, and business process improvement. As a Lean Six Sigma CPA Green Belt, Earl has worked with CPA firms and a variety of businesses nationwide to assist in applying the Lean Six Sigma methodology to integrate technology and improve processes. In addition to his service to our profession, Earl is also an active member of his local community. As an alum of the University of South Alabama, he serves on the board for the USA National Alumni Association, the Accounting Advisory Board, and the Gift Planning Council. He is also committed to participating in his community through assisting his church, continuing a 40-year active membership in the Eastern Shore Sertoma Club, and volunteering for a local food shelter, Prodissee Pantry.

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From left to right: Steve Grice, Steven Smith, Delbert Madison, Boyd Busby, Michael Kintz, Wim Schaffers, Rita Prince and Earl Blackmon.

THANK YOU TO OUR PREVIOUS BOARD MEMBERS (continued)

Steve Grice

Dr. Steve Grice devoutly served on the Board for eight years from 2015 to September of 2023. Dr. Grice currently serves as a scholar-in-residence for the Troy University School of Accountancy and for the accounting firm of Carr, Riggs, & Ingram, LLC. Previously, he served as the Director of Troy University's School of Accountancy and the Botts Professor of Accounting. Prior to rejoining Troy University, he was the Director of the Master of Accounting program and a professor of accounting at the University of Alabama at Birmingham. The Alabama Society of CPAs honored Dr. Grice with the Lifetime Member Award in 2022. In 2021, Dr. Grice was selected as the Sunbelt Conference Faculty of the year as well as Troy University Faculty of the Year by the Student Athletic Advisory Committee. Dr. Grice was the 2018/2019 Outstanding Accounting Educator awarded by the Alabama Society of CPAs. In 2016, he was a gubernatorial appointment to serve on the Alabama State Board of Public Accountancy and he was assigned to the National Association of State Boards of Accountancy (NASBA) Education Committee for 2019/2020. In 2020 he began serving on the AICPA Board of Examiners. In 2011, Dr. Grice was the recipient of the UAB *President's Award for Excellence in Teaching*. In 2010 he was honored as the Beta Gamma Sigma *Professor of Year* and in 2008 he was the recipient of the *Loudell Ellis Robertson Teaching Excellence Award*, both at UAB. In 2003, he was honored as the first recipient of Troy University worldwide system *Wallace D. Malone, Jr. Distinguished Faculty Award*. In 1998, he was honored as the Delta Sigma Pi *Business Professor of the Year* at Troy University. Dr. Grice has

also been named *Faculty of the Semester by the Student Government Association* on three occasions. Dr. Grice has authored more than 50 articles for various journals including *Review of Quantitative Finance and Accounting*, *Journal of Business Research*, *Advances in Accounting*, *The CPA Journal*, *Practical Tax Strategies*, *The National Accounting Journal*, *The Cooperative Accountant*, *The Journal of 21st Century Accounting*, *Southern Business & Economic Journal*, *National Public Accountant*, *Ohio CPA Journal*, *Today's CPA*, *Business Quest*, *Tennessee CPA*, and the *TSU Business and Economic Review*.

Dr. Grice has designed professional education courses on various accounting and auditing topics. He has taught more than 240 continuing professional education courses for the Alabama Society of CPAs, Mississippi Society of CPAs, and various CPA firms and organizations. He received the Alabama Society of CPAs *Outstanding Discussion Leader Award* in 2002 and 2005. He also has designed Internet based Executive Master of Business Administration accounting courses that are taught exclusively through Internet capabilities. Dr. Grice has provided technical consultation to various CPA firms and currently serves as the Scholar-in-Residence for Carr, Riggs, & Ingram, LLC.

Again, we thank the Board members who have served dutifully to the Alabama State Board of Public Accountancy. Their hard work, dedication and service does not go unnoticed. We wish these past Board members the best in their future endeavors, knowing that their impact on the Board will continue to be felt for years to come.

ASBPA WELCOMES THREE NEW BOARD MEMBERS

It is with great pleasure that we extend a heartfelt welcome to our new Board Members who were sworn into office in 2023. These three Board members were sworn into office for a 4-year term: Alan Skinner, Tod Etheredge, and Connie Sheppard-Harris. The dedication of these leaders to the accounting profession has already made an impact on the great community that we serve.



From left to right: Connie Sheppard-Harris, Alan Skinner and Tod Etheredge

Alan Skinner

Alan is a partner at Carr, Riggs & Ingram, LLC and serves as the Assurance Service Line Leader. In this role, Alan leads the design, implementation, and maintenance of the firm's system of quality control over its accounting and assurance practice. This includes leading a group that supports engagement teams on technical accounting and auditing issues, helping solve complex accounting, auditing, and financial reporting challenges, communicating new developments, and monitoring the quality of services provided.

Alan's experience in the profession includes 11 years with the Public Company Accounting Oversight Board ("PCAOB"). Alan was a deputy director in the PCAOB's Division of Registration and Inspections where he led the Non-Affiliate Firm Inspection Program for domestic and international registered accounting firms. In this capacity, Alan managed a team of more than 70 accountants and other professional staff in the conduct of inspections and related remediation assessments. As a program leader in the inspections division, Alan served as a liaison with PCAOB board members and their staff, other PCAOB divisions, and the SEC's Office of the Chief Accountant.

Prior to joining the PCAOB, Alan was a senior manager at Ernst & Young, where he worked for 13 years providing audit and related services to public and private companies in a variety of industries.

Tod Etheredge

Tod Etheredge is a Jackson, Mississippi native and Jackson Public Schools alumnus. Tod accepted an appointment to the United States Military Academy at West Point after graduating from high school.

After graduating from West Point, Tod was commissioned as a second lieutenant in the U S Army Field Artillery and later earned the rank of captain. He served with the First Infantry Division, better known as the Big Red One.

His military awards include the Bronze Star Medal, Army Achievement Medal, Saudi Arabian and Kuwaiti Liberation Medals, the Parachutist Badge, and others. Tod saw combat duty with the Coalition Forces' lead combat unit in Operation Desert Storm.

After leaving the Army in October 1991, Tod returned to Jackson, Mississippi to work with Deposit Guaranty National Bank (later First American National Bank and AmSouth Bank) where he served as a Vice President of Commercial Banking for the bank's middle market business customers in the metropolitan area. At the suggestion of the bank's executive management, Tod moved into retail banking with AmSouth in Middle Tennessee. Tod returned to Jackson to work with Trustmark National Bank, where he served as Market Manager for Trustmark's North Metro Jackson Market, Trustmark's largest market. Tod now serves with Trustmark's Montgomery, Alabama office as Market Leader for Central Alabama and President of the Montgomery Market. As Market Leader for Central Alabama, Tod is responsible for presidents and their markets in Central Alabama.

Tod serves as a Community Partner with the Adjutant General of the State of Alabama through the Montgomery-Gunter-Maxwell Partners Program; he also serves on Montgomery Area Chamber of Commerce Board of Directors, the Montgomery Committee of 100, the Valiant Cross Academy Board of Directors, and the Samaritan Counseling Center Board of Directors. Tod is both a Leadership Jackson and Leadership Mississippi graduate and served on the Boards of St. Dominic's Memorial Hospital, The Mississippi Sports Hall of Fame and Museum and the Jackson Zoo in Jackson just prior to transferring to Montgomery. He has also served on several boards to include Jackson 2000, Mississippi Food Network, Mississippi West Point Society, Piney Woods

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ASBPA WELCOMES THREE NEW BOARD MEMBERS (continued)

School, and others. He was the president of the Jackson Chapter of the National Association of Urban Bankers and received the national organization's most improved chapter award during his presidency. He has worked with the Quitman County Youth Exchange Program, served as a member of the United Way Youth in Action Committee, and taught Junior Achievement Project Business. He is a member of Alpha Phi Alpha Fraternity, Inc. and was active as a member and mentor with the 100 Black Men of Jackson having been selected as mentor of the year. In 1992 Parents for Public Schools selected Tod as a Jackson Public Schools outstanding alumnus.

Connie Sheppard-Harris

Connie Sheppard-Harris is now beginning her third term with the ASBPA after devoutly serving on the Board since 2015. Connie has over 30 years of experience as a CPA and has been an integral leader in accounting services within the state of Alabama and as a Board member of the State Board thus far.

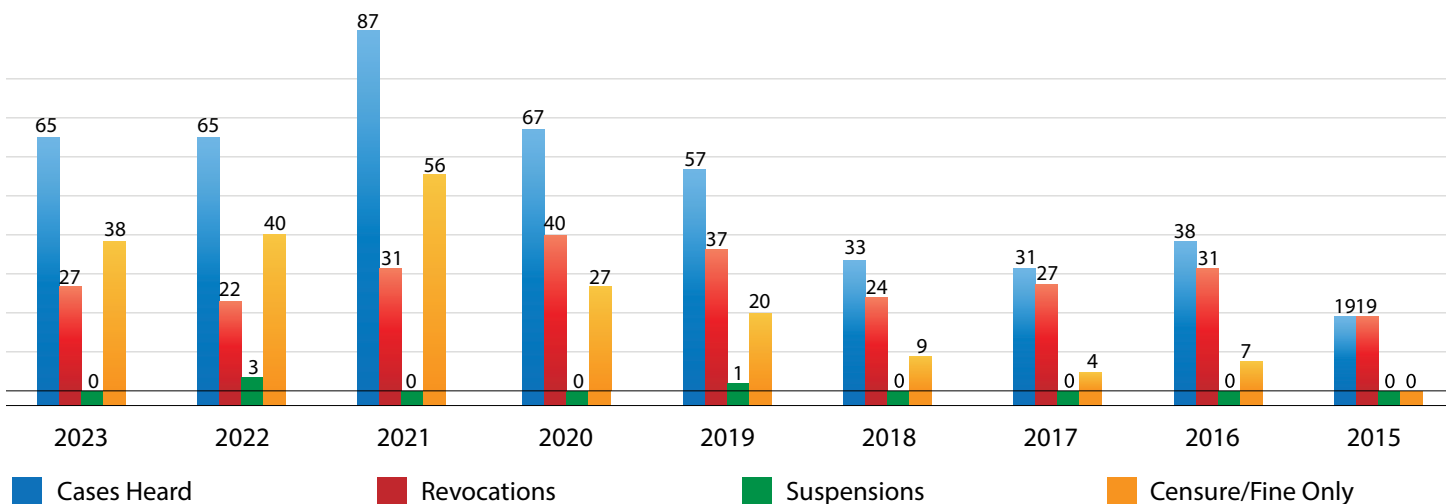
Connie is the first African American woman to chair the ASBPA. During her tenure, she has helped guide the Board, playing a key role in important inclusive initiatives. Connie has played an integral role in making changes to the CPA exam, helping to reduce the exam's administrative costs, hours, and similar key CPE regulations. In addition to her ASBPA duties, Connie currently serves on the Boards of the General Retirement System for the employees of Jefferson County, the Help to Others ("H2O") Foundation, where



Boyd Busby (far right) swears in the new Board members, Connie Sheppard-Harris, Alan Skinner and Tod Etheredge.

she is a founding Board member, and the University of Montevallo Foundation. In her capacity, Connie oversees the rules and regulations for pension funds of the citizens of Jefferson County, assists lower-income Birmingham citizens access their rights to water, and promotes the value of the accounting certification and reputation by encouraging young women and minorities to pursue a career in public accounting. Ms. Harris is also deeply committed to community involvement, actively serving the local and national chapters of the Links, Incorporated, and Delta Sigma Theta Sorority, Incorporated, as an integral member to both service focused organizations. Connie has always been an active leader in the accounting profession and in her community. Prior to serving on the Alabama State Board, Connie was an advocate voice on the diversity and student outreach committee of the Alabama Society of Certified Public Accountants. She was also previously a member of the Miles College Advisory Board.

ENFORCEMENT STATISTICS



2023 CPA EXAMINATION PERFORMANCE - ALABAMA

CPA Exam Performance Summary: 2023 Q-1

SECTION PERFORMANCE			
	Sections	Avg. Score	%Pass
First time	192	74.67	66.15%
Re-exam	209	74.07	53.11%
AUD			
AUD	84	72.54	52.38%
BEC			
BEC	64	74.73	50.00%
FAR			
FAR	143	72.97	57.43%
REG			
REG	113	76.95	70.80%

OVERALL PERFORMANCE

Unique Candidates	294
New Candidates	128
Total Sections	404
Passing 4th Section	28
Sections / Candidates	1.37
Pass Rate	58.91%
Average Score	74.27

CPA Exam Performance Summary: 2023 Q-2

SECTION PERFORMANCE			
	Sections	Avg. Score	%Pass
First time	198	75.51	63.64%
Re-exam	290	73.01	54.83%
AUD			
AUD	171	72.52	53.8%
BEC			
BEC	170	77.39	67.65%
FAR			
FAR	86	70.59	48.84%
REG			
REG	63	73.40	57.14%

OVERALL PERFORMANCE

Unique Candidates	343
New Candidates	73
Total Sections	490
Passing 4th Section	91
Sections / Candidates	1.43
Pass Rate	58.16%
Average Score	73.99

CPA Exam Performance Summary: 2023 Q-3

SECTION PERFORMANCE			
	Sections	Avg. Score	%Pass
First time	146	68.54	45.89%
Re-exam	382	72.47	46.86%
AUD			
AUD	109	71.15	37.61%
BEC			
BEC	244	72.68	48.36%
FAR			
FAR	81	67.37	44.44%
REG			
REG	95	71.89	54.74%

OVERALL PERFORMANCE

Unique Candidates	394
New Candidates	122
Total Sections	529
Passing 4th Section	52
Sections / Candidates	1.34
Pass Rate	46.69%
Average Score	71.41

CPA Exam Performance Summary: 2023 Q-4

SECTION PERFORMANCE			
	Sections	Avg. Score	%Pass
First time	216	68.69	43.98%
Re-exam	563	69.27	38.19%
AUD			
AUD	147	69.94	42.18%
BEC			
BEC	482	68.61	35.27%
FAR			
FAR	67	67.19	43.28%
REG			
REG	95	72.02	54.74%

OVERALL PERFORMANCE

Unique Candidates	616
New Candidates	216
Total Sections	791
Passing 4th Section	54
Sections / Candidates	1.28
Pass Rate	39.57%
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