



ACAP[®]

Accounting Career Awareness Program



**National Association of
Black Accountants, Inc.**

"Lifting As We Climb"

ACAP[®]



Lifting As We Climb

National Association of Black Accountants, Inc.

NABA is one of the premier professional organizations in the nation with the unique opportunity of representing the interests of more than 100,000 people of color in furthering their educational and professional aspirations in the related business fields of accounting, consulting, finance and information technology.

NABA's motto, *Lifting As We Climb*, is exemplified best in our mission, which not only addresses the professional needs of our members but also seeks to develop and inspire our student members, who will become the future leaders of the accounting and finance professions.

With established chapters across the country in most metropolitan areas and academic institutions, NABA effectively provides individual and industry-wide advocacy on behalf of our represented constituency and members. In addition, NABA's Center for Advancement of Minority Accountants (CAMA) has established a series of career development programs that serve the membership at the national, regional and local levels. CAMA has also been instrumental in encouraging the next generation of young professionals to consider other opportunities in business.

2 *"Lifting As We Climb"*



The 4 phases of NABA:

1. High School — The NABA experience can begin during a student's high school career through participation in such programs as the Accounting Career Awareness Program (ACAP®) and the Community Service Outreach Program (CSOP). Both programs cater to the developmental needs of high school students with an emphasis on pursuing higher education, primarily in accounting and business.

2. College — By becoming an active member in one of NABA's student chapters, which extend across the country at a variety of institutions, college students can receive the many benefits of NABA membership. Students become eligible for scholarships, professional and personal development training, career opportunities, attendance at Regional Student Conferences and the Annual National Convention, and so much more.

3. Professional — After college graduation, one can enter the professional phase of NABA, which provides continued support and professional development throughout one's career. Through the College Pipeline Initiative (CPI), first-year graduating student members receive a complimentary one-year professional membership. Additionally, the NABA network is a valuable resource during the time of job exploration and career development.

4. Lifetime — Professional members who have experienced years of what NABA has to offer often become lifetime members. These dedicated members show their ultimate expression of commitment to NABA's mission and goals, and pledge a lifetime of service to the organization with the intent of passing the benefits on to succeeding generations of NABA members.

What is ACAP®?

The Accounting Career Awareness Program (ACAP®), a part of NABA's Center for Advancement of Minority Accountants (CAMA), is an innovative career development program designed specifically for minority students who are juniors and seniors in high school. Its primary objective is to increase the number of high school students from under represented ethnic groups that attend college and major in accounting.

During a week-long summer campus residency program, a select group of students have the opportunity to explore careers in accounting and business via a rigorous class and study schedule, college-level content and valuable networking opportunities. ACAP® introduces minority high school students to accounting, finance, economics, technology and management while providing the foundation of financial literacy and the development of interpersonal skills. Prominent business leaders share their knowledge, provide tips for success and discuss educational opportunities. Students experience accounting first-hand through tours of local certified public accounting firms and companies in the private sector. The program concludes with a recognition luncheon for students, parents, speakers, and corporate partners.

ACAP® is a unique pipeline from high school to college that allows students to become prepared and informed about the expectations of college life. The program is fully supervised and all-expenses-paid. Students selected for ACAP® will receive free tuition, room and board, books, materials, tours and mentoring.

Recognizing that preparation for a professional career begins in junior and senior high school, the Seattle Professional Chapter of NABA established ACAP® as a pilot program in 1980. Since its beginning, the program has marked a turning point in the academic lives of high school students, motivating them to pursue a higher education.



What are the Benefits?

ACAP® is the student's pipeline to:

College —

Helps institutions with recruitment, diversification and community involvement.

Accounting Profession —

Informs students about the vast opportunities available in the accounting profession and encourages students to enter the field.

Business Community —

Provides a talented and diverse pool for the workforce.

Supporting ACAP® results in increasing the number of minority students pursuing careers in accounting and related business fields. ACAP® is working to change the face of business to provide the best workforce to meet the challenges of the 21st century.





ACAP® Goals

- ★ Educate high school students from under represented ethnic groups about the benefits of obtaining a college education, particularly majoring in accounting or business.
- ★ Increase college enrollment of under-represented ethnic groups.
- ★ Provide a pipeline program for directing students to the accounting profession.

To achieve these goals, ACAP®:

- 1. Provides** a one-week summer residency program at a local college or university involving university faculty and prominent guest lecturers from business and government.
- 2. Affords** students the following opportunities:
 - ★ Receive a full scholarship for the program that covers the cost of tuition, room and board, meals, books, supplies and transportation;
 - ★ Attend classes on careers in accounting, finance, economics, management and college preparation;
 - ★ Visit other college campuses, local companies and certified public accounting firms; and
 - ★ Invite their parent(s) or guardian(s) to participate in a recognition ceremony celebrating their completion of the program.
- 3. Maintains** ongoing contact with participants after the program's completion through our mentorship and alumni programs. These programs monitor academic progress, as well as personal and career development.



Sample Agenda

Sunday

| | |
|------------------------------------|---------|
| Counselors' and Students' Check-In | 3:00 pm |
| Welcome/Opening Reception | 6:00 pm |
| ACAP Overview | 7:00 pm |
| Meeting with Parents | 8:00 pm |
| <i>Get Acquainted</i> | 8:30 pm |

Monday

| | |
|---|----------|
| Breakfast | 7:30 am |
| <i>Setting a Good Foundation: Making College Work for You</i> | 9:00 am |
| Campus Tour | 10:30 am |
| Lunch | 12:00 pm |
| <i>Accounting: 360 Degrees of Possibilities</i> | 1:00 pm |
| <i>Building Your Personal Portfolio</i> | 3:00 pm |
| <i>Create Your Own Company</i> | 4:00 pm |
| Dinner | 6:00 pm |
| Social Activities | 7:00 pm |
| <i>Group Case Study Projects</i> | 9:00 pm |

Tuesday - Wednesday

| | |
|---|----------|
| Breakfast | 7:30 am |
| <i>College Admissions and Financial Aid Process</i> | 9:00 am |
| <i>Introduction to Business and Accounting</i> | 10:30 am |
| Lunch | 12:00 pm |
| Corporate and Accounting Firm Tours | 1:00 pm |
| Free Time | 5:00 pm |
| Dinner | 6:00 pm |
| Executive Roundtable | 7:00 pm |
| <i>Group Case Study Projects</i> | 9:00 pm |

Thursday

| | |
|--|----------|
| Breakfast | 7:30 am |
| <i>Financial Literacy</i> | 9:00 am |
| <i>Professional Etiquette</i> | 10:30 am |
| Lunch | 12:00 pm |
| <i>Group Case Study Projects Presentations</i> | 1:00 pm |
| Dinner | 6:00 pm |
| Free Time | 7:00 pm |
| Group Meeting With Counselors | 9:00 pm |

Friday

| | |
|---|----------|
| Breakfast | 7:30 am |
| <i>Group Case Study Projects Critique</i> | 9:00 am |
| <i>Personal Portfolio Critique</i> | 10:30 am |
| Closing Awards/Recognition Luncheon | 12:00 pm |
| Pack-Up/Check-Out | 2:30 pm |

ACAP® Programs

Operating Programs (as of 2006):



Austin, Texas



Chicago, Illinois



Columbus, Ohio



Dallas, Texas



Detroit, Michigan



Fayetteville, Arkansas



Indianapolis, Indiana



Los Angeles, California



Louisville, Kentucky



Newark, New Jersey



Philadelphia, Pennsylvania



San Francisco, California



Seattle, Washington



Washington, DC

ACAP®'s Success and Plans for Expansion

ACAP® has had a significant impact on students' choice of accounting as their major and as a starting point for their professional careers. The following summarizes the success to date and projections for expansion.

| | 1990–2005 | 2006–2009 |
|---------------------------------------|-----------|------------------|
| ACAP®s operating in the United States | 14 | 22 |
| Total participants (cumulative) | 3,750 | 5,000 (estimate) |

Programs under development (as of 2006):



Atlanta, Georgia



Baltimore, Maryland



Boston, Massachusetts



Charlotte, North Carolina



Houston, Texas



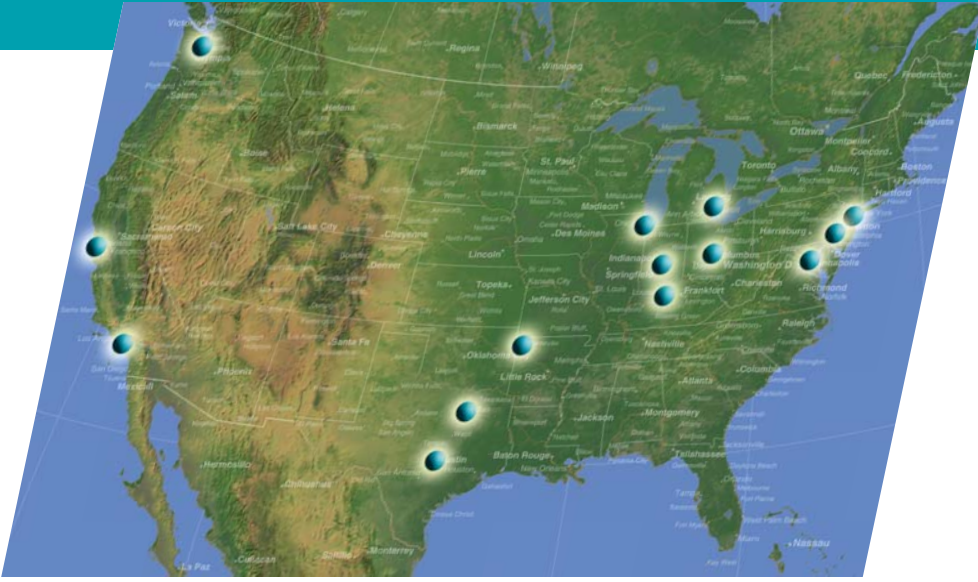
Miami, Florida



Milwaukee, Wisconsin



St. Louis, Missouri



Locate an ACAP® in your area...

NABA ACAP® – Austin, TX

University of Texas
McCombs School of Business
1 University Station, B6100
Austin, TX 78712

NABA ACAP® – Chicago, IL

Post Office Box 5395
Chicago, IL 60680

NABA ACAP® – Columbus, OH

Post Office Box 29343
Columbus, OH 43229

NABA ACAP® – Dallas, TX

Post Office Box 1787
Dallas, TX 75221

NABA ACAP® – Detroit, MI

Post Office Box 39299
Detroit, MI 48239

NABA ACAP® – Fayetteville, AR

University of Arkansas
Sam M. Walton College of Business
Office of Minority Affairs
Business Building 328E
Fayetteville, AR 72701

NABA ACAP® – Indianapolis, IN

Post Office Box 421455
Indianapolis, IN 46228

NABA ACAP® – Los Angeles, CA

5471 South Hillcrest Drive
Los Angeles, CA 90043

NABA ACAP® – Louisville, KY

Post Office Box 21784
Louisville, KY 40221

NABA ACAP® – Newark, NJ

Post Office Box 1091
Newark, NJ 07101

NABA ACAP® – Philadelphia, PA

Post Office Box 41898
Philadelphia, PA 19101

NABA ACAP® – San Francisco, CA

505 14th Street, Suite 950
Oakland, CA 94612

NABA ACAP® – Seattle, WA

Post Office Box 22066
Seattle, WA 98122

NABA ACAP® – Washington, DC

Howard University
School of Business
2600 Sixth Street, NW
Washington, DC 20059



How to Get Involved?

For more information on how to establish an ACAP®, become a corporate or individual partner, or participate as a student, contact the Director of the Center for Advancement of Minority Accountants at NABA's National Office, (301) 474-6222.

ACAP® Corporate and Strategic Partners Include:



NABA's Division of Firms (DOF)



American Institute of Certified Public Accountants (AICPA)



AXA Foundation



Bert Smith & Company



Deloitte



Ernst & Young LLP



KPMG LLP



PricewaterhouseCoopers LLP



Various State Societies of Certified Public Accountants



"Lifting As We Climb"

National Association of Black Accountants, Inc.

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www.nabainc.org

"I take tremendous pride in AXA Equitable's support of the National Association of Black Accountants, Inc. (NABA) Accounting Career Awareness Program (ACAP®). As one of the world's premier financial services firms, we see our partnership with ACAP® as an investment in the future. Encouraging African-American high school students to see accounting and business as viable options for future careers is one way to ensure that we will have a robust pool of diverse people to satisfy the increasing demand for talent. AXA Equitable, through its philanthropic arm the AXA Foundation, is committed to providing America's youth with the advice and access necessary to succeed in college and beyond. I can't think of a better partner in this effort than NABA's ACAP®. We're delighted to be on board!"



John Kirksey
Senior Vice President
Office of Diversity and Inclusion
AXA Equitable

"I could not have imagined the tremendous effect that my participation in ACAP® would have on my career path. Through my involvement with ACAP®, I was exposed to an industry that provides handsome financial rewards and career stability. The efforts of NABA, and specifically ACAP®, have resulted in noticeable advances in the number of African-American CPAs in the accounting profession."



Erick O. Bell, CPA
Senior Manager
KPMG LLP
San Francisco, CA

"I was unaware of what I would gain prior to participating in ACAP® but now consider my experience a blessing. I acquired many skills that have helped mold me into a professional leader. This opportunity confirmed my decision to pursue a degree in a business-related field. ACAP® perfectly demonstrated NABA's motto, *Lifting As We Climb*, and positioned me on the path to be successful. I now have the opportunity and fortitude to lift others. The skills I acquired through ACAP® are priceless."



Fredricka E. Johnson
Southern Methodist University
Class of 2007
Dallas, TX

"Participating in ACAP® was an extremely rewarding experience. I already knew that I wanted to pursue a career in business, and ACAP® provided me with knowledge about accounting and business within a fun environment. I loved being on a prominent college campus meeting new and interesting people. I am blessed to have walked away from ACAP® motivated and believing that I could truly be successful in the business arena."



Troy M. Hamm, Jr.
Howard University
Class of 2008
Washington, DC

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BERTSMITH & Co.