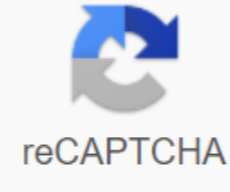




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Free Phonics Worksheets with Consonnes; Phonics Printables - 2 super-simple worksheets for beginners, with the letters b, c, d, f, g, and h as the initial consonants Circle Maze Sounds - Kids find words that start with B, then color their way through a fun maze! See this maze for the words D. Phonics Worksheet - Here's more practice with the initial consonants. This page includes j, k and l. Note This! - Super-fun page to color and practice words that start with two sometimes confusing letters, m and n. Crazy Quilt - Students will practice the letters p, q, and r as initial sounds, then the color of a quilt! S-S-So Nice! and T-Time - Free phonetic coloring pages with words that start with s and t. More free phone pages - Complete the alphabet with these two fun worksheets for V, W, X, Y and Z. Great practice with a variety of formats. Start The Picture and Winter Fun 2 worksheets for more practice with starter consonants and consonant mixes! What's the last one? Two cute pages in which children need to tell the names of some common objects and identify their end sounds. K-Gr1 Free Phonics Worksheets with vowels: Rhyme Time Two cute printables to give the first learners practice in identifying rhyming words with short and long vowel sounds. Lots of leaves! - Students will discern long, short phonetic vowel sounds as they this attractive page. Short vowel worksheets - 5 easy worksheets to practice short vowel sounds for a, e, i, o and you. E or not to E? - These are not worksheets, but they are easy activities to reinforce the important ability to use a silent e at the end of a word! Whole Word Practice: Word Family Worksheets - Spreadsheet and booklet templates so your students can practice spelling any family of words at any time! Finish the Word and Match the Word Endings - Two colorful pages for the basic practice of phonetics. Literacy worksheets for young learners: reproducible fun that your kids can customize. More free phonetic activities See our entire collection of phonetic activities here. ABC Phonics Poem - A fun and funny way to learn more about the initial sounds! A poem your first learners will love. Inspire them to write their own and draw fun images. Letter Lines - Two fun worksheets that ask children to read, copy and spell a few simple three- and four-letter words. Perfect for kids who are eager to learn to read! Phonics Flash Cards - A free printable set for the entire alphabet. We will give you a lot of ideas about using these flash cards as well as links to commercially made decks of cards. Alphabet Games - Two easy-to-play games with a group of early learners! Fun Preschool Phonics Games - 3 simple adaptations of familiar formats with a phonetic touch. Games you'll want to use over and over again. Phonics for Kindergarten - Basic Principles to follow when teaching phonetics to students preK-K Spelling Words Well - Phonics Worksheets Practice 1 Practice 3 Practice 3 Practice 5 (Selection) [g'aeb] [g'aeb] [g'aeb] [g'aeb] [g'aeb] [eg'b] Incorrect Correct. The English rhotic approximate is represented by r. Incorrect turned. In IPA, any sequence of vowels indicates a diphthong. Incorrect. It's the crab not catching. (Select) [The pluk] [plok] [ plak] [ plack] Incorrect. This transcript gives you pluke Incorrect. In English, schwa does not occur in stressed correct incorrect syllables. There is no IPA in English. (Select) [strim] [strim] [as if the told you] [s 'strim] Incorrect. The English rhotic approximate is represented by r. Incorrect turned. This transcript lacks a stress mark. Incorrect. That word would rhyme with swimming. Correct (Select) [?'w] [wnt] [wnt] [w'w] Incorrect. That would rhyme with pert. Correct Correct. This loudspeaker demonstrates a phenomenon called nasal lift where vowels rise in front of a nasal sound. However, many Americans pronounce this word with the vowel. Incorrect. It would rhyme with, paint. (Select) [?'18] [?' ] [in] [?'vue] Incorrect. IPA [j] indicates a palatal approximant written in English as y. Correct Click here to go to Practice 2 Incorrect. The English rhotic approximate is represented by r. Incorrect turned. There are never silent letters in the IPA. Check out our collection of printable phonetic worksheets for children. So far you can see that we have a variety of worksheets that deal with early sounds and rhymes and we are working on more. Phonics is, of course, a Early developmental skills for children to start learning and our worksheets can help children learn phonetics. Find more educational resources Video Content Index: Phonetic Symbols Video: Phonetic Alphabet: Vowels The phonetic chart: symbols -sound - Phonetic Chart - phonemic typewriter II CPA are in demand in a range of industries. industries. every organization needs public accountants and auditors. Many CPAs also work as tax specialists or business consultants; their expertise and training enable them to earn high salaries. As a result, most companies do their best to maintain their accounting skills by offering regular salary increases and bonuses. According to a survey conducted by the Association of International Certified Professional Accountants (AICPA), a newly qualified CPA with less than one year of work experience can expect to earn an annual salary of approximately \$66,000. The average salary of a U.S.-based CPA is \$119,000. CPAs with extensive work experience in accounting and finance can earn much more. A person with 20 years of experience could earn an average of \$152,000 in annual salary. It is important to remember that these figures exclude bonuses, which could be in the range of 10% of annual salaries. In addition, CPAs can expect wage increases of 4% to 5% each year. Of course, the amount of CPAs depends on a host of factors. The number of years of experience you have, the industries you have worked in and the nature of the work you have done all play a role in determining your salary level. See everything it is very likely that your job will require you to make great use of the skills and expertise you have acquired in acquiring your cpa qualification. A CPA will generally be involved in one or more of these areas: The organization and maintenance of financial records and statements Activities related to tax calculation, tax preparation and payment of taxes Ensure compliance with accounting regulations That said, CPAs may also choose to pursue their careers in either of the different industries. More information on some of the common choices can be found below: The main task of a corporate accountant is to analyze data, manage financial information and ensure compliance with regulations. In addition, the role also involves budgeting and forecasting. Corporate accountants are usually responsible for preparing reports used by senior management to make decisions. According to Robert Half, a human resources consulting firm, the salaries of corporate accountants can vary considerably. A financial analyst with up to one year of experience could expect to earn an annual salary of between \$42,500 and \$90,750. In addition, financial analysts with one to three years of experience can earn between \$55,000 and \$105,000. The accounting, cost accountants and general accountants with similar levels of experience can also earn salaries in this range. An accounting firm provides accounting and related services to other organizations. CPAs working in accounting firms usually participate in the audit of preparation of tax returns and assistance to clients in preparing their financial statements. An accounting firm could be a small organization with a handful of employees or a much larger company. The four major accounting firms are Deloitte, EY, KPMG and PwC. Their full names are: Deloitte - Deloitte Touche Tohmatsu PwC - PricewaterhouseCoopers EY - Ernst and Young KPMG - Klynveld Peat Marwick Goerdeler These firms have clients around the world. Hundreds of thousands of employees work for each of them. For example, Deloitte has more than 250,000 employees. How much do the Big Four pay? Here's a quick overview: Deloitte offers a starting salary of between \$45,000 and \$60,000. PwC, EY and KPMG also pay CPAs that recently passed the CPA review for about the same amount. Traditionally, CPAs work in accounting, auditing and tax services. However, there are more and more job opportunities in the banking and financial services sector. A CPA's expertise is highly valued in areas such as credit analysis, commercial lending and risk management. Many companies in the financial services sector also hire qualified accountants to handle reporting and compliance functions. How much can a CPA expect to earn in a financial services company? Here's what we found: Data compiled by Robert Half shows that a credit analyst with one to three years of experience can expect to earn between \$44,000 and \$83,500. Wages in the upper range would usually be available for candidates with specialized expertise as well as additional certifications that are relevant to the job. Credit analysts with more than 5 years of experience can earn between \$67,750 and \$129,000. Again, you would need to have a very high level of expertise to get an offer of \$100,000 or more. The amount a CPA is paid is based on a variety of factors: The number of years of experience you have and the type of work you have done play a role in determining your salary level. Another factor that influences your salary is the state in which you work. The largest number of job opportunities for accountants and auditors is in California. Data released by the Bureau of Labor Statistics, a unit of the U.S. Department of Labor, show that as of May 2017, there were 143,670 accountants and auditors in California. Check out our chart below to learn more about the states with the highest levels of employment for accountants: State employed average hourly wage California average salary \$143,670 \$40.16 \$83,540 Texas \$116,000 \$39.10 \$81,330 New York \$108,000 \$39.10 \$81,330 New York \$108,000 \$39.10 \$81,330 New York \$108,000 \$39.10 \$81,330 Florida \$73,910 \$33.6 \$70,050 Pennsylvania \$52,150 \$35.93 \$74,730 Source - Bureau of Labor Statistics - Note - these details are for all accountants and auditors. In which states do accountants and auditors earn the most? Keep reading to find The average annual salary in the District of Columbia is \$96,880, the highest salary in the country. New York follows (\$95,430), followed by New Jersey (\$91,400), Virginia (\$84,740) and California (\$83,540). Here is a color-coded map that illustrates salary levels in different states: Source - Bureau of Labor Statistics As you might expect, wages differ within a state as well. Data provided by Robert Half show that different cities have very variable salaries for the same type of employment. For example, starting salaries in California range from 13% below the national average to 13% above, depending on the city in which you work. Change in the national average (the percentage is a reflection of all industries and professions) Los Angeles -32% Oakland -32% Sacramento -6% San Diego -27% San Francisco -41% San Jose -38.5% San Rafael -32% Santa Barbara -27% Fresno -8% Stockton -13% Source - Robert Half This type of variation exists throughout the country. Wages in Washington, D.C. are 33% above the national average. In New York, they are above the national average of 40.5%. Why are wages different for the same type of job? Here are some reasons why: One reason is that the cost of living in some cities is high. A higher annual salary compensates you for your higher expenses. However, there could be other reasons as well. A talent shortage in a particular area can lead employers to offer higher wages. You can also be in a solid bargaining position if you have a specific skill that the employer is looking for. CPAs can compare their salaries with other accounting and audit professionals using a tool designed for this purpose by AICPA. The wage comparison tool requires you to key in the country and state in which you work and select an industry as well. After that, you have to enter your salary and bonus figures. Based on the data you enter, the tool will immediately provide a report that details how much other CPAs in the state and country earn. You will also be able to see the details of the average annual salary as well as the percentage of bonuses for your industry. Remember that the results that the interactive salary tool provides are indicative and not 100% true to real life. They are based on a salary survey conducted by AICPA in 2017. When you are interviewed for a job, it is often possible to get your potential employer to increase the wage offer that is made initially. Of course, large corporations or the big four accounting firms may not be willing to negotiate the salary package if you apply for your first job. However, small businesses can be more flexible. And if you change jobs, the likelihood of getting the company to increase the proposed annual salary is higher. So how can you get a better deal for yourself? Find out more to find out more! More! The first step you need to take is to conduct extensive research on the employer. This will help you make a good impression during the interview and demonstrate that you are a serious candidate. You should also be prepared to answer questions that will test your professional knowledge. Most companies will be keen to know if you are following the new accounting regulations. You need to make sure that you are ready to answer this and other questions about your area of expertise. Here are some additional trading tactics that you can use to increase your new salary: Never reveal your hand. If you are asked to provide a salary on the application form, leave it empty. First let the company make an offer. Do not disclose your current salary. Your new employer should pay you a sum that reflects the value you will add to their business. Your current salary has nothing to do with it. When the company provides you with the proposed salary, prepare yourself with a well-considered counter-offer. You should be able to justify your request. Above all, remember that you have to negotiate. Most companies are ready to increase the number they initially provide. But it's up to you to ask. Cpa salaries are expected to increase in the coming years. According to the 2017 AICPA Compensation Survey, CPAs expected their salaries to increase by 5% over a 12-month period. The previous year, wages had increased by 4%. One of the reasons for the increase in wages is the high demand for accountants and auditors. The U.S. Department of Labor expects the requirement for accounting and finance talent to increase by 10% over the 2016-2026 period. Source - Bureau of Labor Statistics Professional accountants who have recently passed the cpa exam can choose from a wide range of employment options. It is perfectly reasonable for you to expect your earnings to grow steadily over the course of your career. In addition, switching to a new business can help you speed up the process of getting a pay raise. However, before changing jobs, it may be wise to keep in mind the advice that Mark Koziel, AICPA's Executive Vice President of Business Services, has to offer. Accounting careers are a marathon, not a sprint. Sometimes I think people leave large organizations for a short-term financial benefit rather than long-term potential. So when comparing your salary situation, make sure you do it holistically, the best cpa exam courses How much does a CPA do per year? According to a survey conducted by the Association of International Certified Professional Accountants (AICPA), a newly qualified CPA with less than one year of work experience can expect to earn an annual salary of approximately \$66,000. The average salary of a U.S.-based CPA is \$119,000. CPAs with extensive experience in accounting and fields can earn a lot more. A person with 20 years of experience could earn an average of \$152,000 in annual salary. It is important to remember that these figures exclude bonuses, which could be in the

range of 10% of annual salaries. In addition, CPAs can expect wage increases of 4% to 5% each year. How much does a CPA earn in 2018? The average salary of a U.S.-based CPA is \$119,000. According to the 2017 AICPA Compensation Survey, CPAs expected their salaries to increase by 5% over a 12-month period. The previous year, wages had increased by 4%. One of the reasons for the increase in wages is the high demand for accountants and auditors. The U.S. Department of Labor expects the requirement for accounting and finance talent to increase by 10% over the 2016-2026 period. Can accountants make a lot of money? The average salary of a U.S.-based CPA is \$119,000. CPAs with extensive work experience in accounting and finance can earn much more. A person with 20 years of experience could earn an average of \$152,000 in annual salary. It is important to remember that these figures exclude bonuses, which could be in the range of 10% of annual salaries. In addition, CPAs can expect wage increases of 4% to 5% each year. Is the CPA review difficult? The cpa exam is notoriously hard, with cumulative pass rates just over 50%. Each of the 4 exam sections has its own pass rate. With just under 50% for 2019 (46.9%), the FAR section is statistically the most difficult. Is the CPA better than HQ? The biggest difference between CPA and HQ is that the CPA designation is found exclusively in the United States, while KT is a global designation. Although there are pros and cons to each designation, if you plan to practice primarily in the U.S., then CPA is preferable. Are CPAs in demand? Yes. The U.S. Department of Labor expects the requirement for accounting and finance talent to increase by 10% over the 2016-2026 period. Do auditors travel a lot? Yes. Because of the clients they frequently serve in different geographic locations, external auditors travel extensively. Internal (internal) auditors also travel frequently, but it is usually only between the company's various offices or branches. How much do CPAs earn in the Big 4? PricewaterhouseCoopers has a starting salary of between \$48,000 and \$68,000 for an accounting partner position. The average starting salary for Deloitte employees \$45,000 to \$60,000. The average salary of tax accountants at KPMG is in the range of \$46,000 to \$62,000 (but it's a good idea to stay around for 5 years because the average salary then rises to \$106,000). The average starting salary for the CPA at Ernst and Young is between \$40,000 and \$63,000 for an entry-level position. Position. Position.

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