



# Nicole K. Cradic, CPA

*Partner*

## Education & Credentials

- BS in Business Administration (magna cum laude) - Old Dominion University - 2006
- Certified Public Accountant - 2008
- Admitted as Partner in 2015

## Professional Organizations

- American Institute of Certified Public Accountants
- Pennsylvania Institute of Certified Public Accountants - Accounting & Audit Procedure Committee
- National Center For Employee Ownership
- ESOP Association

## Community Involvement

- Willowood Swim Club - Finance Committee Member
- StoneyBrook HOA - Treasurer

## Bilingual

- German/English

## Awards & Acknowledgement

- PICPA - Young Leader Award - 2019
- Central Penn Business Journal - Forty Under 40 Award - 2019

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## PRACTICE AREAS

- Consumer Services - Dealerships
- Manufacturing
- Construction
- Assurance Services
- Employee Benefit Plans
- ESOP Company & Plan Audits

Nicole is a highly accomplished CPA with extensive expertise in assurance services, including audits, reviews, compilations, and agreed-upon procedures. Her deep knowledge of US GAAP and financial reporting standards positions her as a trusted advisor for small and mid-sized companies seeking to ensure accuracy and compliance in their financial statements. With a meticulous approach and a commitment to excellence, Nicole has built a reputation for delivering thorough and reliable assurance services that help businesses make informed decisions and achieve their financial goals.

Nicole has also developed a deep understanding of the complexities involved with Employee Stock Ownership Plans (ESOPs). With a passion for employee ownership, she assists companies in structuring, implementing, and managing ESOPs, including how to account for ESOP activities in financial reporting. Nicole also guides business owners in determining if an ESOP is the right exit strategy for their company, providing strategic insights and tailored advice. An active participant in the ESOP community, Nicole has been a speaker at industry events, sharing her expertise and best practices with peers and clients.

As the leader of the firm's assurance department and chair of the Quality Control Committee, Nicole is committed to ensuring that all of Trout CPA's assurance engagements are of the highest quality. She is also responsible for keeping up to date with the latest accounting and attest standards and providing training and guidance to the firm's staff on their implementation.

Nicole is passionate about developing the firm's professionals and is actively engaged in mentoring and training to build the next generation of accounting experts. She plays a pivotal role in the firm's mentorship program, providing guidance and support to help emerging accountants thrive in their careers.

Despite her busy professional life, Nicole always makes time for her personal interests. She loves to travel (especially to Germany), enjoys a wide variety of music, and most of all, Nicole cherishes time spent with her family and friends. She currently resides in Elizabethtown with her husband and two children.

