

# Randy Nail, CPA

## Chief Executive Officer

### Tulsa

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Randy Nail has served as Chief Executive Officer of HoganTaylor since 2012, guiding the firm with vision, strategic focus, and his hallmark optimism— “Big Days Ahead.” Since joining HoganTaylor in 2006, he has led the firm through transformative growth, including multiple mergers and its evolution into one of the region’s most dynamic business advisory firms. Today, HoganTaylor is ranked among Accounting Today’s Top 100 CPA firms, stands as the fourth-largest firm in the Southwest, and has been named a Best Place to Work in both Oklahoma and Arkansas. Recognized by Forbes as one of America’s Top 200 CPAs (2024) and a Best-in-State CPA (2025), Randy is known for his inspiring leadership and trusted counsel within the profession.

A culture-driven leader, Randy is passionate about building high-performing, people-focused teams. He has championed strategic investments in both the Employee Experience (EX) and Client Experience (CX), aligning culture, talent development, and service excellence to fuel sustainable growth. Under his leadership, HoganTaylor has advanced its digital capabilities through innovations like myPortal—a secure client collaboration platform now licensed to other CPA firms. He has also instilled a firmwide “Get Better” mindset that drives innovation, continuous improvement, and operational excellence.

With more than two decades of experience, Randy brings both technical expertise and strategic perspective to his role. A sought-after speaker, he frequently shares insights on culture, ethics, innovation, M&A, and CPA firm practice management. Beyond his role at HoganTaylor, Randy promotes the firm’s mission to “Elevate Our Communities” through active involvement in professional, civic, and charitable organizations.

## Certifications & Honors

- Certified Public Accountant (CPA)
- Best-in-State CPA, Forbes
- America’s Top 200 CPAs, Forbes
- Most Admired CEO, The Journal Record
- Distinguished Alumni Award, East Central University

## Professional & Civic Affiliations

- East Central University Foundation - Chairman
- American Institute of Certified Public Accountants
- Oklahoma Society of Certified Public Accountants

## Education

- Master of Arts, Biblical/Theological Studies, Luther Rice Seminary
- Bachelor of Science, Accounting, East Central University

## Speaking Engagements

- Keynote, Culture and Building a Firm Your People Will Love
- Keynote, University of Tulsa 2025 Conference of Accountants, Leading with Heart and Mind: The Power of Ethical Leadership
- Speaker, East Central University Commencement, 2023
- Speaker, Convergence Coaching LLC, Leading with Generosity Drives Growth
- Presenter, Oklahoma Society of CPAs/Credit Union Association of Oklahoma
- Presenter, Financial Executives International, Tulsa Chapter, Ethics in Practice
- Presenter, Risk Management Association, OKC Chapter, Understanding Audited Financial Statements