



ACCOUNTING ASSOCIATION
CSUN

FALL

2020

**STUDENT
RECRUITING
BOOK**

ACCOUNTING
ASSOCIATION



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TABLE OF CONTENTS

1

PRESIDENCY WELCOME LETTER

MARY CAITHLIN CAPATI

2

VIRTUAL NETWORKING

BRIANNA ALONZO

3

USING SOCIAL MEDIA

ALIZA ORJALO

4

BENEFITS OF AA WORKSHOPS

HENRY PALACIOS

5

SETTING GOALS

ALEXANDRA GUADIANA

6

MASTERING MEET THE FIRMS

GOHAR HAYRAPETYAN

7

INTERVIEW ETIQUETTE

GIAN ILAGAN

8

ACCOUNTING ASSOCIATION

TYLER HASSEN

9

AA DIRECTORS

TESTIMONIALS

14

EY CENTER

RESOURCES
VIRTUAL NETWORKING

16

RECRUITING CHECKLIST

TIMELINE

18

CALENDAR

FALL 2020

MARY CAITHLIN CAPATI

PRESIDENCY

WELCOME

LETTER



On behalf of CSUN Accounting Association (AA), I am elated to welcome you all to the Fall 2020 semester. My name is Mary, and I am honored to be the President of this wonderful organization. I have been involved with CSUN Accounting Association since the semester I transferred over from Pasadena City College in Fall 2018. Throughout my time at CSUN, I have built a profound network, made long-lasting friendships, and signed my Internship and Full-Time offer with KPMG LLP. I owe the growth of my professional career and accomplishments to this organization for it has never failed to provide me with dedicated mentors, introduce me to inspiring leaders, and offer me directorship and executive opportunities. AA and its people have built the bridge to get me where I am today. This organization has opened a plethora of opportunities for me, and I hope to be able to do the same for all of you.

Joining me this semester are a group of incredibly dedicated and hardworking Executives and Directors, who are pioneers in developing and transforming AA's operation in an online setting.

I believe that students, now more than ever, must continue to be persistent and resilient in their pursuit for a successful career. AA is committed to helping accounting students recruit for internships and/or full-time positions. Even though AA caters largely toward the accounting major, we are an inclusive organization and welcome ALL students from ALL majors with the tools and resources for professional and skills development. AA has worked tirelessly during the summer to prepare for you all various recruiting and social events or meetings. I am excited to virtually meet each and every one of you and I cannot wait to show you what AA has to offer!

I understand that this year has been quite an interesting one, and I know that in many ways we have all been impacted with a tremendous amount of challenges and uncertainties due to the COVID-19 pandemic. Since last semester, the health and safety of professionals, alumni, and members has been this organization's primary focus, while simultaneously providing everyone with a worthwhile virtual membership experience.

BRIANNA ALONZO

VICE PRESIDENT

NETWORKING



This semester will be tricky with virtual networking and do not worry, you are not alone! We as an organization are moving our events virtually through Zoom to ensure students have networking opportunities! So, keep an eye out on our events via our social media, website, and emails!

Throughout the walls of Bookstein you will hear all about networking during and after your recruiting season. You may ask what exactly is networking? Networking is the ability to interact with people and develop business relationships. It is key to develop these relationships whether it be in a friend, classmate, coworker, or a professional.

What are the benefits of networking?

- *Visibility*

Be visible to the right people! The visibility from a recruiter, a professional, or a classmate may be helpful when reviewing your application and keeping you in mind!

- *Confidence*

Building and maintaining your network helps boost your self-esteem when talking to professionals in any environment from Meet the Firms to the workplace.

- *Opportunities*

Firms like hiring those who they know and who will work with their people the best! Keep in mind opportunities are not in a form of a new job but can also mean meeting someone important that may lead you in the right direction.

- *Positivity*

Your network can help lead you to the right influencer in your life! A good word or motivation on the sidelines, building and maintaining a network is a long-term benefit.

Virtual Networking Tips:

- *Update your LinkedIn*

Professionals will use this to know who YOU are! Stuart from the EY Center has special tips on how to make your profile look professional ready.

- *Practice your pitch*

Accounting Association will host a Networking Workshop on September 12th to help build confidence and give students experience meeting professionals prior to Meet the Firms, the largest networking event of the semester.

- *Have a positive attitude*

Professionals love a positive attitude, positivity is contagious! With a lot going on in the world, draw them into something that will make them smile. Avoid the negative.

- *Do NOT be shy*

One thing to note is to not be shy on reaching out to professionals. Being virtual may give you the upper hand on flexibility to set up a virtual coffee chat and setting up calls. Take the risk!

- *Goals*

Go into this with goals, in the end what do you want out of that call, that email, that meeting. Create goals as if it was an in-person event!

Overall, navigating virtually will be a new challenge for everyone. The Accounting Association will do its best on giving you the opportunities, but it will be up to you on what to do with them and how far you take those networks. Good luck this recruiting season, I am rooting for you!

ALIZA ORJALO
CONTROLLER



USING SOCIAL MEDIA

5 Benefits of Using Social Media:

1. Builds your network
2. Allows individuals to share their expertise
3. Increases visibility to employers
4. Enables individuals to educate themselves on current events
5. Helps individuals connect before, during and after networking events

Utilizing social media is a new method for employers to scout for potential employees and for individuals to conduct their own job searches as using social media is a great way for individuals to connect with others and build their network. Since social media changed the way we communicate today especially during the COVID-19 pandemic where most, if not all, networking events and interviews are held virtually, it is in our best interest to be informed about different possibilities to manage our online reputation.

Social networks provide easy ways to learn more about employment opportunities and allow individuals to connect with those who can provide insight into specific industries and companies. An active and engaging social media profile can increase your visibility to employers, shows that you are not afraid of visibility or communicating with your network, and that you take an interest in the world around you.

While social networks allow individuals to conduct their own job searches and connect with individuals already in that industry, employers also look at a candidate's social profiles to gain insight into how the candidate presents themselves to the world through style of communication, nature of posts, and attitudes shown.

On social media platforms, avoid posting content that can be considered negative behavior as displaying negative behavior can lower the appeal to employers. Since employers do look at a candidate's social media, it is important to think about what you post before posting because a single post can quickly tarnish your reputation and jeopardize future opportunities.

Things to Consider Before Posting on Social Media:

- Am I comfortable having my employer or future employer see this post?
- Does this post represent me?
- Will my post offend people?
- Why am I sharing this/what is the purpose of this post?
- Can my post be interpreted differently than what I had intended?

It is not uncommon for individuals to become terminated by their employer after a controversial, sensitive, or offensive post to social media. The Internet allows your content to be easily shared to others within and outside your network and to other social media platforms quickly, which is why it is very important to think about what you want to share and why. Be sure to update your social networks to present your best self to your network and to potential employers and think before you post!

HENRY PALACIOS

EXECUTIVE COORDINATOR

BENEFITS OF WORKSHOPS

Throughout my years at CSUN, my mentors, teachers, and professionals, always told me to focus on networking and building my personal brand. These two components are very significant determinants in succeeding in the competitive recruiting environment. Having a wide network and a strong personal brand also help determine your promotion and how fast you move up within a firm. I want to take this opportunity to tell you my story of how I took advantage of the AA workshops to land an internship at PwC. The Networking Workshop and Mock Interviews are a great place to build and improve your network, confidence, interview skills, professionalism, resume, elevator pitch, knowledge of firms, and careers.

As a first-generation student, I struggled to adapt to classes and the college environment. I had no idea of any of the prerequisites to becoming an accountant, what classes I needed to take, and or how to go about getting an internship. It is one of the many reasons I decided to join the Accounting Association and attend the workshops. Two memorable events happened at my first networking workshop; first, I met my mentor from PwC, who helped me improve my elevator pitch, resume, and gave me a guide to landing an internship. That guide was to join a club and get involved by taking on responsibilities, being a leader, and build my network. The second event is that I met Fatima, a professional at the event, and an ex-president of AA. She was the first person who encouraged me to get more involved with AA. We literally left the room so she could introduce me to all the executives and directors volunteering at the event. As an introvert and a somewhat antisocial guy, this was the push I needed.

Reminiscing on that day, I remember being unprepared; I did not have a portfolio or resume. I rushed to the student store to buy my portfolio and then to the library to print my high school resume, which I updated on the spot.



Although I was unprepared, the professionals at the event were all very helpful and understanding, providing me with valuable feedback and resources. They told me which parts of my resume I should emphasize or leave out, they recommended I attend one of Stuart Fried's resume workshops, and they helped me create a strong elevator pitch. From that day on, I decided to attend every workshop I could; it is why I have become so knowledgeable about firms, career opportunities, and the recruiting process. After networking with so many professionals and having several mock interviews, I had finally gained the confidence to attend Meet the Firms. I made my way to PwC's table and was surprised to see so many professionals and student ambassadors I had spoken and interviewed with before at the workshops. All of the people I networked with vouched for me, and I was able to receive an offer to be part of PwC's Start internship program.

The Accounting Association is an excellent place for growth; we are a family, mentors, and best friends to one another. My advice to fellow students would be to take the leap and get involved even if you are shy or feel unprepared. The workshops AA hosts are a fantastic experience where you will increase your network, build your personal brand, and grow as an individual. We are here to help you all; if you ever need help preparing for a workshop, Meet the Firms, or an interview do not hesitate to reach out. Thank you for taking the time to get to know me and my story.

ALEXANDRA GUADIANA

EXECUTIVE OF ALUMNI RELATIONS



SETTING GOALS

Career Planning, what kind of internships to look for, what kind of firm suits you, career path? There are multiple variables you should consider when picking a firm, career path, and kind of internship.

First and foremost would be deciding what career path you would like to take in accounting. Professional Accountancy or Information Systems? After you have decided on which path to take, figure out which service line suits you. Whether that be tax, audit, or advisory/ consulting. Figure out what excites you and then pick an internship that aligns with your service line. The last and most important piece of the equation is the firm. How do you know which firm is the right one for you or the best fit? It's actually very simple. You'll know when you know. I always tell people to follow their gut and it usually is the firm that speaks to their heart. Make sure you have a good understanding of the firm, the good and the bad. Figure out what is most important to you. And pick using your own variables. Experience and exposure might be at the top of some people's list, while on the other hand, some might take into consideration the people, culture, and impact. Figuring out what you want out of a firm is key.

Big Four vs. Mid Tier vs. Small Firms

Understanding the size of a firm is essential to your success and professional growth. Not all firms have the same resources and clientele. As a student, you must figure out what piques your interest, so you have the ability to pursue your dreams. Figuring out a firm's strength/specialization and how that aligns with your career interests is BIG.

In regards to internships, there are many paths one can take. As an accounting student, you can intern with a public accounting firm, private/industry, or government. Public accounting firms get hired to provide auditing, tax, and/or consulting services and documentation. Some examples of public accounting firms include:

- RSM - Armanino - CohnReznick

Private/Industry accounting firms work on the internal accounting for the company they work at. They are responsible for the finance and accounting department. Some examples of industry companies include:

- Apple - Goldman Sachs - Walmart

Government accounting deals with providing accounting services that are owned by the city, county, state, or federal. These are usually taxpayer-funded agencies. Some examples of government accounting include:

- GAO - EDD - DCAA

Big 4: Big 4 firms such as Deloitte, PwC, EY, and KPMG are usually sought out by most students for the exposure and clientele they service. You will get exposure to Fortune 500 companies and get very specialized very quickly. Here are some aspects of a Big 4 firm:

- Offers freshman and sophomore internship opportunities
- International presence with many offices and employees
- Very high demand during the busy season
- High turnover rates

Mid-Tier: Mid-tier sized firms serve the middle market. Some bigger sized mid-tiers like RSM, BDO, and Grant Thornton are very similar to Big 4's because they have large advisory / consulting branches. The accounting work is still the same in Big 4 vs. Mid-tier, but you become more of a generalist for your first 5 years at a Mid-tier. Here are some aspects of a Mid-tier firm:

- Has more ability to accept federally limited companies, for example, cannabis is federally illegal but legal in some states. Mid-sized firms can service these companies more easily than a Big 4.
- More of a work-life balance
- Intimate workplace
- Competitive pay

Small: Small firms are very specialized in certain industries. You wouldn't get the opportunity to dive into multiple industries and/or service lines. Most of these firms might only be an auditing or tax company. Here are some aspects of a Small firm:

- More variety in work from bookkeeping to work papers
- Less competitive pay
- Local or state presence
- Very intimate workplace

Preparing for your internship can be nerve-racking, but here are some tips on what to do before start date:

- Connect with professionals you really hit it off with and ask if they can connect you with some professionals in their industry or an industry of your choice.
- Brush up your excel skills, LinkedIn Learning is a great resource.
- Set up personal goals before the start date, during your internship, and after.

Excelling at your internship is ultimately in your control. You are at the driver seat of your internship experience. Do it all and do as much as you can. This is a taste of your potential career. Take advantage of the 8-10 weeks you would be interning and make connections. The most important part is building relationships and finding a mentor would be the holy grail. You never know where someone will end up and what influence they might have. Be a sponge and learn as much as you can, break out of your shell, and last but not least have fun!!

GOHAR HAYRAPETYAN

EXECUTIVE ADMINISTRATOR

MEET THE FIRMS

Important Information:

Dress Code: Business professional

What You Should Expect:

More than 60 employers participate each semester, including public accounting firms (Big 4, Mid-Tier, Regional and Local), government agencies and a number of corporations.

It is a great opportunity to introduce yourself to firms and build a network of professionals.

It is ok to feel overwhelmed, we all do, as long as you carry yourself with confidence and walk into the event with a clear idea of what you want to accomplish, everything is within your control. So just smile and be friendly.



Steps You Should Take to Prepare:

For detailed tips and guidelines reference Stuart's "Meet the Firms Tips Guide".

Applications

To get the most out of attending the event, try to go in with a clear mind, which means try to submit all of your applications at least two days before the events. If you are waiting to work on an application after Meet the Firms, you will be way too drained to follow through so try to get ahead and go into it knowing you are all finished.

Research

Go into Meet the Firms prepared, have your research done and have an idea of what you are looking for. When you are researching firms, make sure to jot down some questions you are interested in asking, make them firm-specific if you can. Doing research ahead of time gives you the upper hand because instead of asking repetitive questions you will be able to ask ones that make you stand out.

Time Management

To better manage the 3-hour time frame go into the event with an idea of what you want to accomplish, which is why research beforehand is important.

Once you know which firms you are interested in map out each of your steps. This way you will be able to dedicate your time accordingly.

Professionals

When it comes to professionals, make sure to speak to a variety from the same firm. People who hold different positions don't share the same experiences, and you will be able to learn a lot about the firm through these differences. Remember to spend more time speaking to professionals and less time with recruiters as you will have many more opportunities for one-on-one time with recruiters.

Attending this event now may have a huge impact on your future, so why not take advantage of that and be able to learn from this experience. Even if you are not currently recruiting, it is never too early to get your name out there because when it is time for you to recruit you already have a good network of professionals and peers who will be able to guide you through the process. And of course, the most important thing to remember is to skip the elevator pitches and stick to genuine conversations and connections.



GIAN ILAGAN TREASURER

INTERVIEWS

An interview is a very important step in getting that internship/full time offer. It can show employers whether or not your skills or personality matches with what they are looking for. They can certainly be nerve-wracking, but the good thing is that you can always prepare for them. Below are some key points that will definitely help you in acing that interview.

Mock Interviews:

One of the best ways in preparing for interviews is to practice, practice, and some more practice. Mock interviews are essentially practice interviews designed to mirror an actual professional interview. This can be done by professionals or even a student who's had experience with interviews. The key is to get practice so you can get a feel of what to expect in a real interview. These mock interviews can help you gain confidence and understand what you need to improve on during interviews. AA will be hosting mock interviews this semester, and they are very helpful in preparing for actual interviews!

What to expect during interviews:

Types of questions:

- Behavioral
- Strengths/Weakness
- Tell me about yourself
- Team scenarios
- Questions regarding your resume

Casual Conversations, be ready to talk about some of your interests or news-related topics.

Interview Tips:

- Make sure to research the company and position you're applying for. Doing so shows that you are invested in the job, and it allows you to gain understanding of what you're really applying for.
- Use sites such as linkedin and glassdoor
- Use the Context, Action, Result (CAR) method when answering questions.
- Ask questions that are tailored to the firm you're interviewing with.

Virtual Etiquette:

Since our semester's online, all interviews will most likely be conducted in a virtual setting. Below are some key points that can help you in a virtual interview.

- Make sure you have a good Internet connection
- Set up place for the interview where there are minimized distractions
- Dress business professional
- Be yourself and engage with the interviewer

TYLER HASSEN
EXECUTIVE OF OPERATIONS

BENEFITS OF THE ACCOUNTING ASSOCIATION

You might be thinking, why join Accounting Association during a virtual semester? Well, I'll be happy to tell you!

This virtual semester will be a challenge for many of us to overcome, but that also means lots of opportunity for growth. Given the current situation of the world right now, many of you are tasked with learning how to recruit in a virtual environment. Some of these virtual challenges include presenting yourself professionally and networking.



With Accounting Association's exclusive student development workshops, you will have the opportunity to gain valuable experience to help prepare you for these virtual situations. Our Networking Workshop will give you the chance to interact with real professionals on a one on one basis via Zoom. These professionals are more than happy to help answer any questions you may have leading up to Meet the Firms.

Following Meet the Firms, many students will need to prepare for their virtual interview(s). Our Mock Interview workshop will give you the opportunity to have simulated interviews with real professionals. This is an invaluable experience to give you the practice needed in order to succeed during the actual interview. Many of these professionals are CSUN Alumni as well, and will be able to provide you with tips and tricks they learned along the same path you are taking right now.

Additionally, AA also provides its members with the ability to partake in the Mentorship program. In this program you are paired up with a mentor who has already gone through the recruiting process and received an offer from a firm.

It's always nice to have a bit of guidance when tackling the unknown, and many of these students are pioneers who tackled virtual SLP's and internships this past summer.

On top of these amazing events, AA also provides students with weekly meetings, podcasts, and other various activities to help students connect together outside of accounting.

Finally, I wanted to share a bit of my own personal experience coming into CSUN as a transfer student and how Accounting Association helped me grow into the person I am today. When I transferred in, I knew little to nothing about recruiting, how to be professional, or even build a network. Through attending the workshops, meetings, events and participating in the mentorship program, I was able to learn so much. My LinkedIn is now polished, I have built many valuable connections, and was even able to get an internship offer with CohnReznick LLP.

I won't deny that this virtual semester will be difficult, but Accounting Association is here to help you succeed and make your goals a reality!

Fall 2020 Directors

Committee Directors



Dennison Stanlee



Teodrik Atakhanian

The Committee Directors assist the directors of Accounting Association (AA) and connect AA to the other clubs, B.A.P., ALPFA, and MISA.

Mentorship Directors



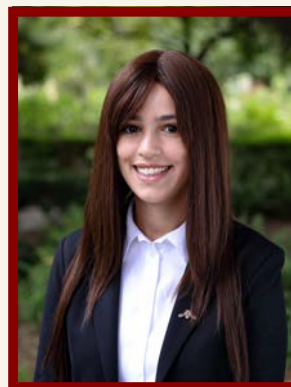
Talin Buickians



Tejesh Goyal

Mentorship Directors connect members with professionals and student mentors and host the Mentorship Mixers.

Public Relations Directors



Adi Dweck



Ronald Lorenzo

Public Relations Directors are in charge of weekly emails, the website and the Student Recruiting Book (SRB).

Fall 2020 Directors

Student Development Directors



Caroline Bautista



Joel Ramirez



Keenon Takaki

Student Development Directors are responsible for contacting firms, catering and other logistics related to the Networking Workshop and Mock Interviews.

Student Activities Directors



Jonathan Hay



Mark Regala



Natalie DerAvanessian

Student Activities Directors host and plan events for members to socialize, relax and make sure everyone is having fun!

Fall 2020 Directors

Marketing Directors



Marisol Zuniga



Alek Ekmekciyan

The Marketing Directors are responsible for updating AA's LinkedIn, Facebook, Instagram and Twitter accounts with our all of our upcoming virtual Zoom meetings, professional events and social events.

Media Directors



Anika Avanesian



Michael Ye



Marianna Kyrylenko

The Media Directors are responsible for updating AA's YouTube, Soundcloud, Spotify and IGTV accounts with all of our latest podcasts, highlights, meetings and tutorials.

Fall 2020 Directors

Monday Meeting Directors



Chad Sorensen



Isaac De La Luz Campech

Our Monday technical meetings are held every week throughout the semester. The Directors are responsible for managing all meeting logistics, and for marketing the meetings.

Wednesday Meeting Directors



Stangia Herod



Thanh Huynh

Our Wednesday technical meetings are held every other week throughout the semester. The Directors are responsible for marketing the meetings and managing all meeting logistics.

Evening Meeting Directors



Nicole Fregozo



Jaemma Kim

The Directors for Evening Events are responsible for managing all meeting logistics, and for marketing the meetings. Evening events directors also moderate our evening panels.

Directors Tips



Surviving recruiting while being an introvert

Joel Ramirez, Student Development Director

As someone who is generally very quiet introverted and reserved, recruiting was very intimidating for me. Fortunately, I found that my quiet personality did not exclude me from the opportunities I was seeking. Recruiters know that the workplace is built for a diverse group of personalities and are looking for all kinds of individuals. You absolutely do not need to be overly enthusiastic to make a great impression. My best advice is to be confident in your own personality and let them see what makes you unique.

Tips for recruiting

Teodrik Atakhanian, Mentorship Director

When recruiting, apply to as many firms as possible and never put all your eggs in one basket. The more places you apply the higher chance of offers. Who knows, some of those offers might turn into backups if other offers don't go as planned. I think the saying "better to be safe than sorry" applies more than ever after recent events!



Internships Do's and Don'ts

Keenon Takaki, Student Development Director

During your internship, you may find yourself feeling clueless at times, which is totally normal, and you're definitely not the only one feeling this way; however, my first tip would be to speak up. If there's something that hasn't been made clear to you, don't hesitate to speak up. Your assigned mentor and recruiter are there to support you and are more than glad to help clarify things for you.

My second tip would be to make an excel spreadsheet with all the names and emails of the professionals you met. This way, you'll be much more organized by managing your connections and you'll also have a much easier time networking.

Lastly, have questions prepared for presentations. Often times during the internship, staffs-partners from the firm will be presenting on various topics, such as building soft-skills and their service lines. Coming prepared with questions not only shows that you're engaged, but it also helps to get others to know you.



How did AA help/benefit me?

Dennison Stanlee, Mentorship Director

To me, AA helped smoothen my transition into the accounting major. The meetings opened up opportunities to network with many representatives and learn various accounting concepts. I made many new friends and peers by interacting with other members, directors, and executives. I'm grateful for the experience that AA has provided me and I'm looking forward to what's next ahead.



EY CENTER

KNOW YOUR OPTIONS
USE YOUR RESOURCES

STUART FRIED
DIRECTOR

Kevin Murray
Supattra Siridachanon
Student Assistants

THE EY CENTER IS THERE TO HELP YOU FIND YOUR NEXT INTERNSHIP AND LAND YOUR DREAM JOB!

If you are looking to recruit this semester and not sure where to start, all you have to do is contact Stuart, the EY Center director. Stuart will help prepare and guide you through the recruiting process. Stuart offers one-on-one meetings to help you explore your career goals, interests and options in the Accounting, IS and IT professions.

Stuart's extensive experience can help you to plan your career, and to figure out your dream job and how to pursue it. In an effort to help students better prepare for recruitment, Stuart provides many workshops tailored toward each step of the recruiting process. To make sure you are headed to success, Stuart and his assistants would also review your resume, cover letter, and Handshake account. Just make sure to go early in the semester, because the EY Center does get quite busy closer to application deadlines. So don't wait and contact him now!

stuart.fried@csun.edu

EY Center Workshops:

- Recruiting Boot Camp (August 17-20)
- Recruiting 101
- LinkedIn Profile
- LinkedIn Networking
- Coffee Chats / Networking
- Resume & Cover Letter Preparation
- Interview Preparation
- Job Search

WWW.CSUN.EDU/ACCITIS/EY-CENTER

VIRTUAL NETWORKING

EY CENTER
BB 2224
STUART
FRIED

HOW TO PREPARE FOR A VIRTUAL INTERVIEW AND A COFFEE CHAT

- ✓ Check your technology and sign in 10 minutes prior
- ✓ Have a working camera, microphone or a headset
- Find a room with optimal lighting (no bright background light). Use a virtual background if possible
- ✓ Adjust camera angle so you are looking straight into the camera
- ✓ Dress to impress (dress as if you were in-person)
- ✓ Research the employer and the professional and prepare your questions in advance
- ✓ Keep track of the agreed upon time
- ✓ Always send a follow-up thank you
- ✓ Have fun and good luck!

GET COMFORTABLE
AND PREPARED FOR
VIRTUAL
NETWORKING

RECRUITING CHECKLIST

NETWORKING	✓	✗	IP
<ul style="list-style-type: none"> • Become an AA member • Create a LinkedIn & Handshake account • Join AA's Mentorship Program • Attend Networking workshops 			
RECRUITING	✓	✗	IP
<ul style="list-style-type: none"> • Familiarize yourself with the EY Center • Attend AA meetings & EY Center workshops • Go to office hours with the firms • Review resume & cover letter at EY center 			
MEET THE FIRMS	✓	✗	IP
<ul style="list-style-type: none"> • Identify your career goals • Research about different firms/employers • Attend Meet the Firms • Apply to firms on Handshake before deadlines 			
INTERVIEW	✓	✗	IP
<ul style="list-style-type: none"> • Attend AA's Mock Interviews • Research the firm & prepare questions • Learn virtual interview etiquette • Choose the right offer, or reject respectfully 			

COFFEE CHATS SHOULD BE SCHEDULED THROUGHOUT THE RECRUITING PROCESS

Recruiting Timeline

1 - Firms' Office Hours

The EY Center is having virtual firms' office hours. Firms' recruiters and representatives are available to meet you and answer all of your questions. It's a great opportunity to introduce yourself and start networking, so make sure to take advantage of it and show up on time.



2 - Attend workshops

Accounting Association, EY Center and other student clubs have many workshops all aimed to best prepare you for a successful recruiting process.



3 - Resume, Cover Letter, Handshake & LinkedIn Account

This is a very important step, and what's even more important is to get it right. The EY Center provides templates and instructions on how to represent yourself the best.



4 - Attend Meet The Firms

This semester we have 3 different virtual Meet the Firm events.

- 1) Big 4 & Mid-Tier Virtual (**September 17**)
- 2) Regional & Local Firms Virtual (**September 23**)
- 3) Private Industry & Government Virtual (**September 29**)



5 - Apply for jobs on Handshake

Follow all the steps on Handshake, some applications require you to apply on both Handshake and the company's own website.



6 - Interviews and sign your offer!

Time to apply everything you have been preparing for!
GOOD LUCK!!!





CALENDAR

SEPTEMBER 2020

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5 MENTORSHIP MIXER
6	7 LABOR DAY	8 GOVERNMENT PANEL	9 KPMG "HOW TO PREPARE FOR INTERNSHIPS"	10 BIG FOUR PANEL	11	12 NETWORKING WORKSHOP
13	14 MAZARS USA "REQUISITE PROFESSIONAL SKILLS" MID-TIER PANEL	15	16	17 <u>MEET THE FIRMS</u> BIG 4 & MID-TIER 4PM - 7PM	18 MEET AND GREET ICE BREAKER	19
20	21 MARCUM "CAREER PLANNING"	22	23 CBIZ MEETING <u>MEET THE FIRMS</u> REGIONAL & LOCAL 4PM - 7PM	24	25	26 MOCK INTERVIEWS
27 KARAOKE NIGHT	28 ARMANINO "BUILDING CONFIDENCE AND PROFESSIONALISM"	29 <u>MEET THE FIRMS</u> PRIVATE INDUSTRY & GOVERNMENT VIRTUAL 4PM - 7PM	30	1	2	3

ATTENTION!!! THIS SEMESTER WE HAVE 3 MEET THE FIRMS

BIG 4 & MID-TIER VIRTUAL - SEPTEMBER 17, 4 PM TO 7 PM

REGIONAL & LOCAL FIRMS VIRTUAL - SEPTEMBER 23, 4 PM TO 7 PM

PRIVATE INDUSTRY & GOVERNMENT VIRTUAL - SEPTEMBER 29, 4 PM TO 7 PM

#BeMore

FAMILY • SELF • FIRM

Green Hasson Janks

At Green Hasson Janks, we believe every day is a chance to #BeMore. Not do more. Not work more. Instead, we encourage one another to be the best we can be and enjoy life to the fullest. With our commitment to anytime/ anywhere work, our support of flexible work environments and our passion for health and wellness, our Firm wants people who live their best lives.

Family, friends, and personal passions all make us who we are. The work we do at GHJ is an extension of that. Having a rich, full, balanced life allows us to bring our best to our clients.

FIRM FACTS:

Headquarters: Los Angeles, CA

Employees: Over 150

Service Lines: Audit, Tax, Transaction Advisory Services, Royalty Licensing and Forensics

- Named 2020 Top 200 Accounting Firm.

- Ranked 17th largest CPA firm in Los Angeles County by the Los Angeles Business Journal

- Managing Partner, Tom Barry, recognized as 500 most influential people in business by the Los Angeles Business Journal

BRIGHT MINDS

Working creatively and collectively

BRAVE HEARTS

Leading with integrity

BOLD ACTIONS

Staying one step ahead

Green
Hasson
Janks



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**THE GLOBAL ADVISORY
AND ACCOUNTING NETWORK**





GROW

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NEED-TO-KNOW	OFFICE LOCATIONS	WOODLAND HILLS, DOWNTOWN L.A.
	POSITIONS	AUDIT INTERN AND AUDIT STAFF
CONTACT	ALA ABLOZHEY	AABLOZHEY@PENSIONASSURANCE.COM
	SCOTT MILLER	SMILLER@PENSIONASSURANCE.COM

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MENTOR. LEARN. ACHIEVE.

WHAT TO EXPECT WHEN YOU'RE AN INTERN

At our industry leading firm, interns can expect to be set up for success. We work hard and play hard, as such, we promote a casual work environment that is fun and provides opportunities to build relationships with your colleagues. Come join our firm to experience the following programs and learn more about our company and industry.

MENTOR

Our mentoring program is designed to pair you with an experienced staff member, who will coach and guide you in taking the next steps in your career.

LEARN

Our Orientation & Assimilation Program helps to establish a strong foundation in which to develop your career. Our goal is to put you on a path from entry level to management.

ACHIEVE

Achieve your career goals and develop work experience through hands-on, daily practice while working on assignments with real clients.

AWARDS & AFFILIATIONS



FOUR-TIME AWARD WINNER
Inside Public Accounting
2020 TOP 200 FIRM
2019 Best of the Best Firm
2018 Fastest Growing Firm



SERVICES

KROST caters to a variety of industries as well as high net worth individuals. Our areas of specialty include:

- Accounting
- Assurance & Advisory
- Mergers & Aquisitions
- Tax
- Tax Incentives
- Wealth Management

PHILANTHROPY

KROST plays an active role in helping non-profit organizations. We are a firm believer in giving back to the community. We've partnered with over 50 organizations in our community.



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