



ACCOUNTING ASSOCIATION  
CSUN

FALL 2019

AACSUN.ORG

# STUDENT RECRUITING BOOK



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AN INSIDE LOOK ON HOW TO MAKE THE BEST OUT OF  
THE ACCOUNTING ASSOCIATION



Green  
Hasson  
Janks



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# EMAILS TO BE SENT

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Are you a transfer student, freshman, or sophomore, or someone who needs guidance or information on what is happening with all these events on campus for accounting students? Do you need help with your resume, cover letter, or have questions about recruiting, networking, and career opportunities? IF YOU ARE THIS PERSON, all you have to do is stop by at the EY Center where you will meet Stuart Fried and his student assistants--they will make your life easier that is supposed to be. However, EY Center is not only limited to recruiting events, such as getting your resume or cover letter checked or approved, on-campus-interviews (OCI), but students such as myself use the EY Center to study, do some homework or work for our respective clubs, hangout, take a nap, and or eat, or just even have a conversation with Stuart. For some of us, it's our 3rd or second home. It's certainly my 3rd home because I utilize this place more than any place here on campus.



**FAITH SEVILLA**  
President

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**Resume:** It doesn't matter if you are recruiting or not. It always comes in handy to have your resume ready, but if you are recruiting, a resume is one of the first things that you need to get secured besides being a fabulous person. Having a resume is like an ID to Meet the Firms, an ID when you are applying to any job position. Professional, ambassadors, and recruiters look at your resume to make a connection, to start a conversation, and to see what skills you have accrued. To start, go to the EY Center website to look at the template, then you can input or start creating your resume. After you are done, go to the office and have one of the student assistants help proofread or take a second look. For some people, it might take more than a couple times to go back and forth at the EY Center, which certainly happened to me and to some people I know. Don't feel bad or anything, it's part of the process. You are making an impression to an employer, so why not have a resume that will stand out? Don't forget, after you are done, you're going to upload your resume on Handshake and see if Stuart will approve it. If he doesn't, it only means that there is still room for improvements. You may ask the SA for further assistance. You may also ask the SA to take a look at your cover letters, but this doesn't need the approval of Stuart to post it on Handshake; it's only the resume.

**Career Opportunities and Ask for Advice:** There are so many reasons why we chose accounting as a major besides the fact that it has stability, demand, and different career opportunities. You as an accounting major. You have so many choices. Asking Stuart questions and letting him know what you want in your career, might just help you decide somehow. He won't tell you where to work. He may give suggestions or advice on what firms offer what on something that you are interested in, such public accounting firms and industry.

**On-Campus-Interviews (OCIs):** For most of the public accounting firms and some government offices, they held their interviews on campus at the EY Center, (but sometimes, depending on the circumstances, a firm will let you know. Stuart has every posting of OCI sent to your CSUN email and posted outside of his office. EY Center will be there. You may come in and ask for help on how to prep for your interviews.

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## Accounting Association Directors



*Katrina Simon*



*Wanjing Wei*



*Michael Ye*

The **Directors of Committee** assist the directors of the Accounting Association and also act as the bridge that connects Accounting Association to the other clubs such as B.A.P., ALPHA, and MISA. We work alongside these clubs to help make events like: Game Night and Membership BBQ a success. We are also the first to help out any Directors of AA who are in need of assistance.

# INFORMING STUDENTS ABOUT (AA) ITS CONNECTIONS, COMMUNITY, AND MENTORS.



**DINA SASSONES**  
Vice President

**Mentors.** When I started being involved in AA, I was scared to ask others for help; I felt as though I was bothering them. After a while, I realized that people in the organization yearn to help their fellow students succeed. Your fellow students want to help you get a job. Use your resources by asking to do resume reviews, mock interviews, or other recruiting advice. Otherwise, you are putting yourself at a disadvantage.

**Community.** The Accounting Association is a big community with small groups of families. With our membership count, people can find others who share the same interests and values. Through the organization, I was able to make friendships with tons of people from different backgrounds who share the same goals, share the same principles, and share the same interests. It is definitely hard work to create friendships, but here are a few tips to make the process easier: put yourself out there, be involved in AA events, and be yourself. People need to know if you are interested in being friends, so make sure to introduce yourself to others. The Accounting Association is a great place to start because others are there to make friends as well. You are unique, so make sure to be yourself and offer your great personality!

**Connections.** The Accounting Association (AA) is a powerful and resourceful tool. During the Fall semester, we have hundreds of members who are devoted to excelling in the professional world. This includes attending meetings, workshops, and other professional events. While being in this environment, students may grow professionally. They learn how to speak, act, and dress in professional settings. Through these situations, a student may make connections with others in the professional world, which will be a huge return on investment.

Please reach out to me and other executive board members if you would like more information about the Accounting Association!

My email address is [vice.president@aacsun.org](mailto:vice.president@aacsun.org)

## ACCOUNTING ASSOCIATION DIRECTORS



*Brianna Hernandez*



*Ashly Lopez*

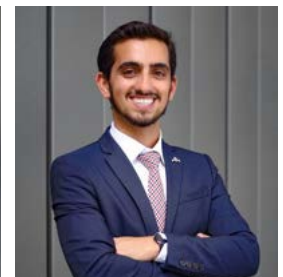
The **Outreach directors** are responsible to promote CSUN and Accounting Association club to the potential transfer students. They organize an informational session for community college students by presenting them CSUN's various resources and career paths in Accounting.



*Tyler Hassen*



*Pelumi Akiwowo*



*Jonny Hay*

The **Media Directors** are responsible for recording and editing vlogs and podcasts. These media outlets are designed to inform and guide students through the CSUN accounting program. This is a new directorship that was created this semester.

# RECRUITING AS A TRANSFER STUDENT

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Coming to CSUN as a transfer student might be overwhelming; however, it's definitely doable and full of excitement. When we start something new, it can always be intimidating, sometimes scary, and often full of uncertainty. I transferred from Antelope Valley College last Fall 2018 not knowing about recruiting, networking, Big 4, tax or audit, and all of these other terms. I felt behind because I know I am in junior level, and I didn't know anything! Don't panic. This is normal. It is totally okay to be in the dark, but what's important is what you do about it.

The 5 most important things to know when you are recruiting as a transfer student are the following:

**Know Yourself.** Understand why you are here. Are you only in CSUN to get your degree? Are you planning to get started on your career as well? If you are, what kind of profession do you want to get into? Do you want an internship? Why? What are the things you have to consider when you look for a career? Knowing as much as you can regarding yourself and your goals is critical. Having a goal makes it easier for you to get to where you want to be. If you know yourself and understand what you want to accomplish, you can start planning on the next step to reach those goals.

**Ask for Help.** Because you're starting out as a transfer, there will be a lot of things you wouldn't know. The beauty about the community we have here in the accounting program is that everyone is always willing to help. You just need the initiative to take the first step in asking for help on things you do not know. If you do not communicate what you want, we wouldn't be able to help you. Let yourself be vulnerable and reach out!

**Step out of your Comfort Zone.** I remember the first time I had to talk to a tax manager, I was so nervous because I've never had the opportunity to talk to senior accounting professional before. I was scared that I wouldn't have anything interesting to say, but I just wanted to introduce myself and get a business card so I can send an email. I told myself that in order for me to succeed, I need to be brave and do things I've never done before. I talked to the professional and they were so nice, and I've made my first connection!



**THIA COLEGIO**  
Controller

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## ACCOUNTING ASSOCIATION DIRECTORS



*Gohar Hayrapetyan*

*Max Lee*

The **Directors of Mentorship** are in charge of connecting qualifying members (mentees) with seasoned members (mentors) to assist them with their recruiting process. Mentors share their knowledge and experiences in recruiting and the classes they've taken with their mentees.

**Network.** The best way for you to gather information regarding the recruiting process is through the people you meet. Networking is about building your connections. The connections you build will then be a great asset for you because the people you meet will always have an important advice they can give you. They can also get be your mentors! Networking with all kinds of people – students, professionals, professors, alumni - will give you a different perspective regarding firms, recruiting, careers, service lines, and opportunities.

**Use your Resources.** When I transferred to CSUN, I was getting so much emails regarding recruiting and networking events on campus. I didn't even know why I had to recruit or that recruiting was an option. However, because I wanted to be up to date on what's happening, I just jumped in to the first opportunity I have to network. Read your emails. Check in at the EY Center for advice. Attend meetings, workshops, and seminars. Be proactive!

# HOW TO UTILIZE AA

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Accounting firms are not only looking for just a 4.0 GPA student, they also want students to be active on campus. The Accounting Association has a variety of options to increase your campus involvement from meeting with recruiters to leadership positions. A great way to network with recruiters, the staff, and our members is by attending out technical meetings which are held on Mondays and every other Wednesday. The Association recognizes the diversity in our student body; therefore, evening meetings were created to give flexibility to those who work during the day a chance to learn and network with firms. As a fellow student who works full time during the school semester, this was an excellent opportunity for me to meet with professionals, get informed by asking them questions and more importantly make my presence known in the Accounting firm's community.



**JESUS VITUG**  
Treasurer

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Another way to be active on campus is to join AA as a director. I was a director of Student Activities in Fall 2018 and a director of Student Development in Spring 2019. I have since then become the Treasurer for Fall 2019. These directorships and executive position have increased my technical and soft skills exponentially. My public speaking ability has further developed because of the interaction with members, co-directors, and the collaboration with accounting professionals. These directorships also taught me how to properly and efficiently manage my time. I work 40 hours a week and it is important to properly allocate time for work, the directorship, and school. The skills I have obtained in my directorship helped me excel during my internship and land a full-time offer at Moss Adams. There are numerous opportunities for people to get involved on campus, the Accounting Association is here to do just that. Next time you see us, ask us what we can do to support you.

## ACCOUNTING ASSOCIATION DIRECTORS



*Alexandra Guadiana*



*Joey Yang*

The **Membership Directors** organize table sitting for the membership drive, throw a membership BBQ at the beginning of the semester and throw a Game Night in the middle of the semester. They also are in charge of organizing the mentor/mentee list to hand off to our mentorship directors.

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The Networking Workshop and Mock Interviews are two of our biggest events exclusive to members only. Our Networking Workshop prepares students for Meet the Firms by offering them an opportunity to talk to accounting professionals on a one on one basis and get all their possible questions addressed. During our Mock Interviews, students are paired with accountants and recruiters for a simulated interview, to prepare for real Summer Leadership Programs, internships, and even full-time positions. Partaking in these events helped me obtain various interviews and made it easier for the firms to recognize me during recruitment.

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## ACCOUNTING ASSOCIATION DIRECTORS



*Monica Crisol*



*Ruada Gaddi*

The **Directors of Professional Events** along side Beta Alpha Psi, Management Information Systems Association, and the Association of Latino Professionals for America hold our semi-annual Meet The Firms (MTF) event. Typically, all three organizations rotate on leading the event. Organizing MTF is not an easy task and requires much time and effort from all participating parties.

# TIME MANAGEMENT: BALANCING SCHOOL, WORK, AND RECRUITING

Procrastination is a college student's worst enemy. We are all guilty of delaying or postponing certain tasks. I know I am...

Time Management is the real key to remedying this issue that almost everyone faces on an everyday basis. Here are a few tips I would like to share with you all on how I manage my time better.

## Tip 1: Stay organized.

Be sure to have all your schedule in one place. Personally, I keep everything on my phone—recruiting dates, work shifts, class times, AA events and meetings, etc. It is so much easier to be able to look at one massive calendar than multiple tiny ones, where they can easily be misplaced or forgotten. I used to be the type to have some of my schedule written down on my phone, CSUN agenda, piece of paper, or on my computer. With that, I found myself missing certain office hours, networking opportunities, game nights, and birthdays because I failed to recall that I had written it down somewhere else, other than my phone.

## Tip 2: Set daily goals/tasks.

Every day be sure you have tasks that are ready to be tackled. I usually set some of my tasks for the following day before I go to sleep. I list down important things I need to accomplish that day and continue to add onto it as my day goes. Believe me, nothing is more satisfying than being able to check things off your list. Be sure to give yourself breaks for coffee runs, power naps, one episode or three, and gym time too! You must balance all the chaos of being a recruiting student, full/part-time employee, mother/father/daughter/son, etc. with some FUN! But not too much...

## Tip 3: PRIORITIZE: Urgency, Difficulty, and Time

I prioritize my goals based on three criteria: (1) Depending on the urgency of the task, it could be the first or last thing I do on my list; (2) I check to see its level of difficulty (I tend to do the easy tasks first, because I'm telling you... there is nothing more gratifying than being able to cross things off your list!); (3) Lastly, know how much time you have to finish certain tasks. Be cognizant of deadlines and your work pace. Set yourself certain time limits and NEVER wait until the very last minute.

Remember folks, it is better to plan ahead and work little by little overtime than cramming it all in one day. Trust me, we've all been there and done that... and at times regretted it immensely. Take these few simple tips and make Time Management your best friend for life!



**MARY CAPATI**  
Executive Administrator

Me: I will not procrastinate

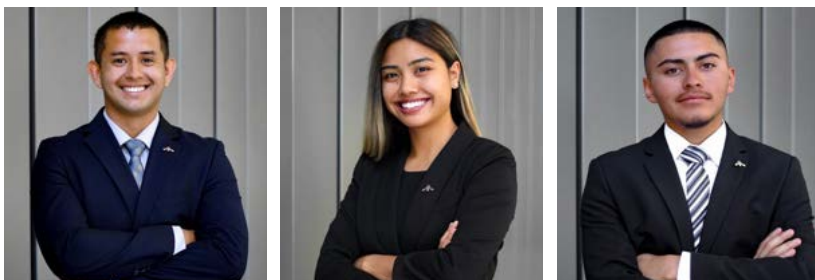
Inner me: Watch another episode, turn on spotify, scroll through twitter and instagram, snapchat and text ppl



I don't procrastinate. I wait until the last minute to do things because I will be older and therefore wiser



## ACCOUNTING ASSOCIATION DIRECTORS



*Raul Duron Jr. Venamarie Bernardo Henry Palacios*

The **Directors of Student Activities** organize our annual athletic tournaments in which the students and firm members participate. They will also be in charge of hosting fun events with various accounting firms.



*Andrew Bui*



*Sherie Morabe*

The **Charitable Events Directors** not only are they coordinating with non-profit organizations and other volunteering events, but are also inviting professionals to help foster CSUN AA's community stewardship.



# Tips and Importance of Research

As CSUN students, we are lucky to have resources in our school to find a job before and after graduating. When we say recruit early, we mean to try to experience the recruitment process and research your firm options. I was an intern for two consecutive summers from 2018 - 2019. It was a big learning curve for me. Personally, I think that people do not know what they really want unless they try and experienced it. Here are my tips and three important research topics to help you succeed in recruiting:

**Firms.** One of our great events in school is Meet the Firms.

There are over 65 firms that recruit in our school and come to our Meet the Firms every semester. Students should take advantage of it even if you are not recruiting at the moment. Meet the Firms is a way of networking and to do your research about the firms. Remember to explore and take notes attended my first Meet the Firms in Fall 2017 when I transferred to CSUN. I decided to go because I wanted to experience and observe the event. I networked with professionals and asked questions. My target was to get into the Summer Leadership Program (SLP), but most of the firms recruit during the spring semester. That did not stop me to talk to the professionals. I found multiple programs that I can qualify and try to apply. It does not hurt to try and experience all of it early. It will be a learning experience, therefore when I recruit again, I know what to do.

**Line of Service (LOS).** When I had my first interview, the interviewer asked about what LOS I wanted to do. I immediately said audit because my characteristics fits more in audit than other services. During my first internship, I was able to see day to day work of audit and tax. In audit, I was able to go to a client's site which was fun, and in tax, I was in the office with the other interns. Eventually, I was asked to submit my line of service preference. I should not have a problem to choose because I know that I wanted to do audit. However, it took me at the very last hour to make a decision. Why? After the day to day experience, I felt that there was more bond in tax than in audit. My mentors always tell me, "Tax or audit, work is work." The common reason why my mentors love what they are doing, it is because of the people. I did a lot of last-minute research and networking. After my research, I still chose to do audit because of what I wanted to do in the long-term. My recommendation is to set goals and list what you need to do to accomplish it. Industry. Finally, ask yourself, what am I most interested in? What am I passionate about? I was interested in almost everything: entertainment, consumers and products, technology, etc. Asking the professionals about their industry is a great topic and a way to do your research. During my internship, I was asked what my preferences were. I was not placed on my first preference, but I was open-minded and started to do research on the industry I was placed in. I asked the professionals that I worked with about the industry and why they chose it than the other. After all the research and networking, I chose to stay in the industry I was and accepted the offer to continue working with them as a full-time associate in summer-fall 2020.

"Be open-minded. Always be curious and ask questions."



**JUSTYNE BANDONQUILLO**  
Executive Administrator

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# Accounting Association Directors



*Nicole Fregozo*



*Ghada Tawfik*

The **Directors of Publicity** Launched and redesigned our Student Recruitment Booklet to promote the Accounting Association within the CSUN student body. They also work on a create the Accounting Association Newsletter to build relationships with CSUN students, faculty and professionals through regular communication and high-value information Lastly, they at the end of the semester the put together a yearbook.

## PUBLICITY DIRECTORS

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The **Directors of Web Development** create this website, update it regularly, and constantly find ways to initiate interaction between the students and the association's members. They are also in charge of sending email notices that will help inform our members of all events throughout the semester.



*Katrina Uy*



*Simone Schnelle*

## WEB DEVELOPMENT DIRECTORS

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*Ramon Tetangco*



*Catherine Kridi*



*Aliza Orjalo*

## MARKETING DIRECTORS

The **Marketing Directors** attend and take pictures at every professional and social event. They upload these pictures on our Instagram page, and create collages at the end of the semester. During our last AA meeting for the semester, they show all the AA members a slideshow collage of all the great memories that happened throughout the fun and successful semester! They also get the opportunity to network with students and professionals while having fun creating memories for AA.

## IMPORTANCE OF GIVING BACK TO THE COMMUNITY



**VIVIAN DANG**  
Executive Coordinator

Community service is important in all aspects. Even in accounting where everything is seemingly about business, community service still comes up in conversations and brings everyone together. We need to be active in our communities because it is the environment in which we grow. Giving back is a form of gratitude that fosters friendship and aids in growing our future society. Often times, doing volunteer work is forgotten or set aside because we get too busy; we may not be able to participate in big events, but we can do small acts of kindness that will help our neighbors. For example, donating old personal belongings, recycling plastics, glass, and paper, and even monetary donations can help the community continue to grow and thrive.

Doing volunteer work benefits organizations and ourselves. For example, going out and spending time with others to work towards a goal builds relationships and comradery. These relationships are then carried forward and become a part of a network of people you can rely on in the future. In addition to building a network, doing community service keeps you grounded. No matter how far you go in your career doing service keeps you close to people and organizations that need help and helps you remember that you are not above others. It's a great way to stay humble and do something good for the organizations around you.

Doing community service is easy and can be done right at CSUN. Keep an eye out for fundraisers, beach clean-ups, animal shelter volunteer work, and even help out at the LA Marathon through the Accounting Association. It's a great way to get to know fellow members and to practice giving back. My passion for community service has definitely helped me find friends within the club and I look forward to making new friends this semester at these events. Don't hesitate to come and talk to me about volunteer work, AA, or anything in general when we're out doing community work or in school. I'm looking forward to meeting everyone this semester!

Sincerely,  
Vivian

## ACCOUNTING ASSOCIATION DIRECTORS



*Gian Ilagan*



*Brad Urbide*

The **Directors of Firm Tours** plan, organize, and schedule firm tours with various accounting firms. The firm tour directors provide networking opportunities for students and allow for students to acquaint themselves with firms and their respective cultures. Students will gain valuable insight and exposure to a multitude of firms and career opportunities in accounting.

## Accounting Association Directors



*Mark Hipolito*

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*Michele Hong*

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*Ean Mason*

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## Student Development Directors



The **Student Development Directors** organize and host two important networking events: Networking Workshop and Mock Interviews. Networking Workshop gives students two one-on-one 15 minute sessions to practice "speed networking" and to help students develop interpersonal skills to better prepare them for Meet the Firms.

Mock Interviews workshop gives students two 30 minute one-on-one interview sessions. Professionals and recruiters give feedback on each student's interviewing skills; these sessions help students better prepare themselves for on-campus and in-house interviews.

Both events are stepping stones to becoming professional accountants and are also a great way to network with professionals.

# INTERVIEW DO'S AND DON'TS

Fall recruiting has officially begun, which means that the interviews will start soon. Getting that interview is very exciting, but it can also be very nerve-wracking. To minimize those nerves and perform well on interviews you must prepare beforehand. Here are some do's and don'ts on how to best prepare for an interview.

## Interview Do's

- \* Research the Company, the career opportunities, different programs, and the culture at the firm. The best way to do that is through networking with as many professionals as you can, and learning more about the firm as much as possible.
- \* Go to the firm's office hours, meetings, and firm tours. Go to the Interview Workshops. EY Center for Careers is a great resource when it comes to preparing for your interviews, but before that, make sure you have a polished resume.
- \* Have your resume checked and approved by Stuart, the director of the EY Center. After that, make sure to go to the interview workshops, where Stuart goes over his method on how to be ready for the questions that may get asked during an interview Practice!
- \* Attending Accounting Association's Mock Interview Workshop is a great way to practice your interview skills and get feedback on how you can do better next time.



**Anush Martirosyan**  
Executive of Student Relations

It gives you an opportunity to have two 30-minute mock interviews with a professional. Having a mock interview is the best way to make sure you are prepared for your interview and learn how to improve. Dress business professional, and look polished. **Remember to dress to Impress!** Give a firm handshake, make an eye contact and don't forget to smile. Ask questions that you are genuinely interested. At the end of the interview, always ask for a business card and always send a thank you email within 24 hours.

## Interview Dont's:

- \* Does practice always make it perfect? Well, not in this case. Don't over practice for your interviews. Don't overdo it to the point where it becomes memorized. You don't want to sound robotic.
- \* When asked a question, don't answer it without thinking about it. Take 5-10 seconds to think about it. However, don't take longer than that.
- \* Do not bring up controversial subjects. Do not ask personal questions unless the interviewer brings that up.
- \* Do not use negative words. Keep it very positive.
- \* Do not let your nervousness affect your interview.

It is normal to feel slightly nervous, and interviewers understand it. Good Luck!

Check out our Instagram page for daily posts and updates on upcoming events.

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## Accounting Association Directors



*Lania Ghazarian*



*Tiantian Huang*

### MONDAY MEETING DIRECTORS

Monday Meetings are also an amazing resource for students to learn valuable information about the accounting profession!

The **Monday Technical Meetings** are held every week throughout the semester (excluding holidays). The Directors for Monday Meetings are responsible for contacting and scheduling firms to come out and present to students throughout the semester. Additionally, they are responsible for marketing the meetings and managing all meeting logistics. This directorship offers great exposure to professionals from the accounting world and an opportunity to develop teamwork and interpersonal skills.

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### WEDNESDAY MEETING DIRECTORS

Our **Wednesday Technical Meetings** are held every other week throughout the semester (excluding holidays). The Directors for Wednesday Meetings are responsible for contacting and scheduling firms to come out and present to students throughout the semester. Additionally, they are responsible for marketing the meetings and managing all meeting logistics.

This directorship offers great exposure to professionals from the accounting world and an opportunity to develop teamwork and interpersonal skills. Wednesday Meetings are also an amazing resource for students to learn valuable information about the accounting profession! We also have 3 Thursday Meetings too as well and the dates can be found on our Calendar.



*Tristan Terraciano*



*Jose Oliva*



*Itzel Salinas*



*Sydney Michel*

### EVENING MEETINGS DIRECTORS

The **Directors for Evening Events** are responsible for contacting and scheduling firms to come out and present to students throughout the semester. Additionally, they are responsible for marketing the events and managing all event logistics. This directorship offers great exposure to professionals from the accounting world and an opportunity to develop teamwork and interpersonal skills. Evening Events are also an amazing resource for students to learn valuable information about the accounting profession!

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## REALIZING POTENTIAL

At Moss Adams, we bring more West to business. More than a geographic focus, this concept of West embodies our spirit of enterprise, optimism, and openness.

With a rare blend of inspiration and technical excellence, we empower our people—and our clients—to discover and claim the future.

## PERSONALLY INVESTED

We're dedicated to personally assisting our clients with growing, managing, and protecting their prosperity.

Through your work with innovative companies and leaders, you can explore the type of work that drives you and empowers you while customizing your career.

## ATTUNED TO OPPORTUNITY

Blending pragmatism with optimism, we focus on middle-market companies to help them embrace emerging opportunity.

This means you'll see the big picture early on and work with multiple clients across a variety of industries.



## Our Commitment

*Crater Lake—  
A monument to perseverance,  
North America's deepest lake filled  
to 1,949 feet over 720 years.*

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**Up to \$5k**

bonus for passing your CPA exam or other professional certifications

**6**

Business Resource Groups that promote community, camaraderie, and connection to create a culture of inclusion and diversity

**5 weeks**

paid time off

**Up to 3**

people are assigned to help you grow, set goals, and build your network—a buddy, career advisor, and a mentor

**90%**

of employees are proud to say they work for Moss Adams

**\$1 million+**

donated through the Moss Adams Foundation\*\*

**25%**

of partners are women (industry average is 22%)\*

**\$500**

match for employee donations, dollar for dollar, by the Moss Adams Foundation

## Our Expertise

**R  
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**No.1**

firm headquartered in the Western United States\*\*\*

**105+**

years in business

**340+**

partners

**3,200+**

professionals

**30+**

industries served

**25+**

locations west of the Mississippi

**100+**

countries served through Praxity AISBL

**\$690M**

in revenue earned

*Grand Canyon—  
At 277 miles long and up to 18 miles wide, this icon serves as a testament to determination and time.*

Sources:

\*2018 Forum W Annual Report, available at [mossadams.com/forumforwomen](http://mossadams.com/forumforwomen)

\*\*2018 Moss Adams Foundation Report

\*\*\*List of CPA firms



# Discover What It Means to Be: **TYPE ATYPICAL**

Success at MGO isn't limited to a career path or job description. We offer the tools and support to identify opportunities and create solutions. Opportunity for each of our people to build something of their own.

### **MGO Internships**

MGO appreciates your dedication and hard work, and invests in our interns in return. In fact, 100% of interns last year received a full time offer for employment before even heading back to college.

### **Entry Level Positions**

We pride ourselves in the fact that our employees enjoy working with one another and build lasting relationships. Please join us for the opportunity to advance in your career, fulfill your potential, and to work with people as Atypical as you!

### **Who We Serve**

- State & Local Government
- Cannabis
- Entertainment, Sports and Media
- Gaming, Hospitality and Native Tribes
- Technology
- International

### **What We Do**

- Assurance
- Tax
- Advisory
- Financial Advisory and Accounting Services
- Business Management
- Technology Consulting
- Strategic Staffing
- Wealth Advisory



INNOVATION / GROWTH / CULTURE

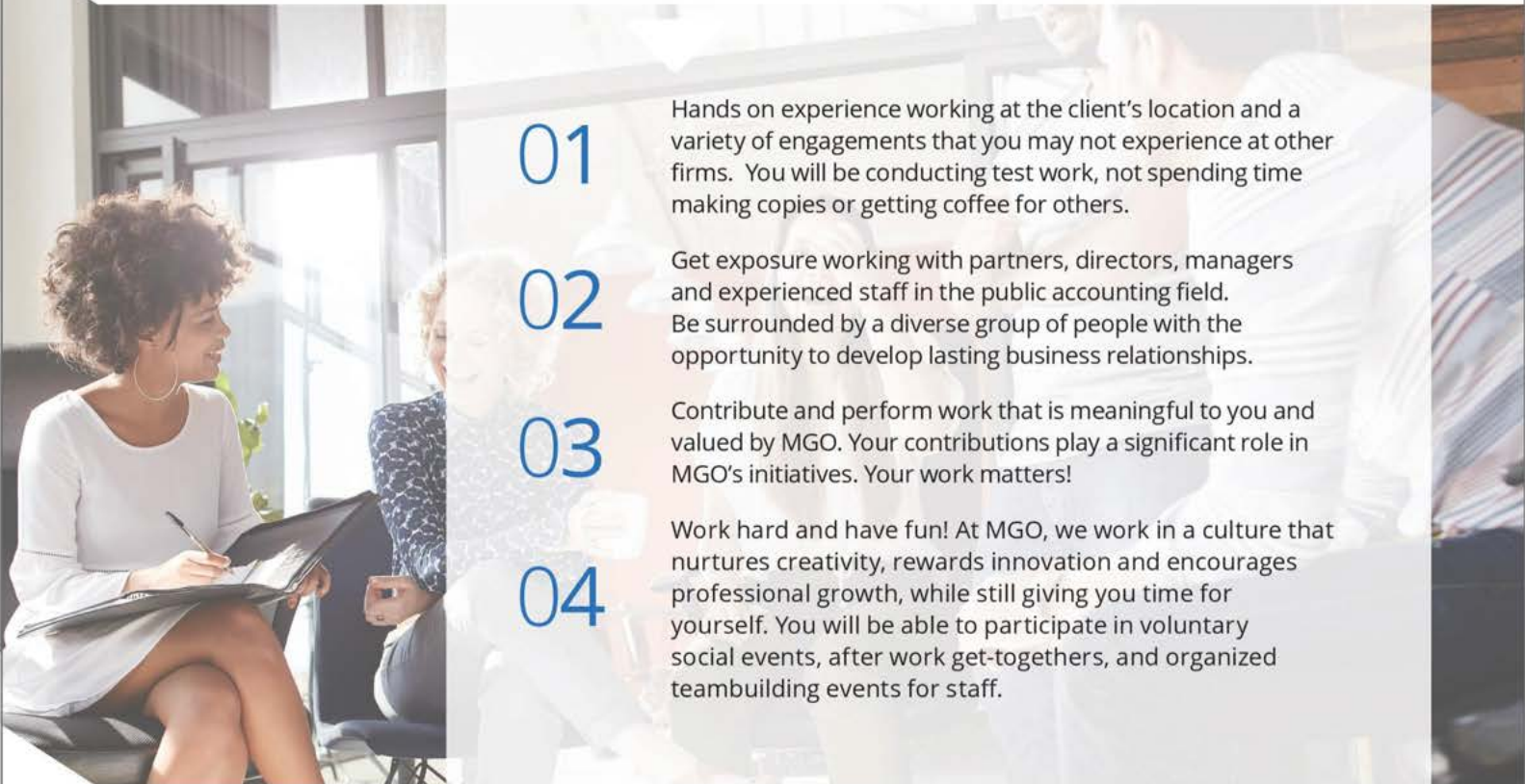
### **Let's Start A Conversation**

Contact our Recruiting Team for more information. Email [recruiting@mgocpa.com](mailto:recruiting@mgocpa.com) or visit [mgocpa.com/careers](http://mgocpa.com/careers)



# This Isn't Your Typical Internship... 4 Reasons to Intern at MGO

MGO appreciates your dedication and hard work, and invests in our interns in return. In fact, 100% of interns last year received a full time offer for employment before even heading back to college! Hear our employee's share their stories, and why they decided to choose MGO as the company to kick start their career with.



01

Hands on experience working at the client's location and a variety of engagements that you may not experience at other firms. You will be conducting test work, not spending time making copies or getting coffee for others.

02

Get exposure working with partners, directors, managers and experienced staff in the public accounting field. Be surrounded by a diverse group of people with the opportunity to develop lasting business relationships.

03

Contribute and perform work that is meaningful to you and valued by MGO. Your contributions play a significant role in MGO's initiatives. Your work matters!

04

Work hard and have fun! At MGO, we work in a culture that nurtures creativity, rewards innovation and encourages professional growth, while still giving you time for yourself. You will be able to participate in voluntary social events, after work get-togethers, and organized teambuilding events for staff.

## Entry Level Positions

With a firm of over 300 employees, we are able to maintain a family-like atmosphere that is unique to a firm of our size. We pride ourselves in the fact that our employees enjoy working with one another and build lasting relationships. Please join us for the opportunity to advance in your career, fulfill your potential, and to work with people as Atypical as you!

## BENEFITS

**In addition to a full health benefit package, PTO & 401k, MGO offers:**

Reimbursement for CPA Exam as well as a bonus for passing all four parts

Cultural initiatives and opportunities to participate in community service and events

An opportunity to create your own path through Continued Professional Development and growth

Tuition reimbursement for Master and continued education



INNOVATION / GROWTH / CULTURE

### Let's Start A Conversation

Contact our Recruiting Team for more information. Email [recruiting@mgocpa.com](mailto:recruiting@mgocpa.com) or visit [mgocpa.com/careers](http://mgocpa.com/careers)





# Meet Jane

At HCVT, I work in a fast paced, high energy, high-performance environment. Every day is different because every client is different.

HCVT invests in me by giving me the tools and training to succeed. I love being part of a team that helps to solve problems for our clients.

Life as a CPA boring? Not at HCVT. It's all about balance and integrating life with work. Yes, I am a CPA, and a lot more. *I am moving forward—my way.*

Interested in exploring a career in public accounting, learn more about HCVT, and what it means to be a part of this competitive, ever-changing industry? Apply on Handshake and on the HCVT Careers Page before September 25 for internship and full-time opportunities.

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**JOIN OUR TEAM AT [WWW.HCVT.COM/CAREERS](http://WWW.HCVT.COM/CAREERS)**

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CARMARILLO | ENCINO | IRVINE | LONG BEACH | LOS ANGELES | PASADENA | WALNUT CREEK  
WEST LOS ANGELES | WESTLAKE VILLAGE | FORT WORTH, TX | PARK CITY, UT | PHOENIX, AZ



**JOIN US  
AND  
GROW  
WITH A  
PENSION  
ASSURANCE  
INTERNSHIP**

**Pension Assurance LLP is a single-service public accounting firm dedicated to performing audits of retirement plans. We are one of the largest retirement plan audit practices in California and one of the fastest growing retirement plan audit practices in the country.**

**PENSION ASSURANCE** LLP  
401(k) | 403(b) | DEFINED BENEFIT | ESOP | PENSION PLAN AUDITS

**[PENSIONASSURANCE.COM](http://PENSIONASSURANCE.COM)**

## DURING YOUR PAID AUDIT INTERNSHIP YOU WILL...

- **Gain valuable audit and client interaction experience**
- **Enjoy flexibility with your school schedule**
- **Be part of a team attentive to your personal and professional career development**
- **Perform a wide range of duties: plan and perform audit procedures, prepare audit correspondence documents, draft financial statements, and much more**

**NEED-TO-KNOW** OFFICE LOCATION ..... WOODLAND HILLS  
POSITION ..... AUDIT INTERN

**CONTACT** ALA ABLOZHEY — AABLOZHEY@PENSIONASSURANCE.COM  
SCOTT MILLER — SMILLER@PENSIONASSURANCE.COM

**FUTURE EVENTS** NETWORKING WORKSHOP ..... SEPTEMBER 14, 2019  
MEET THE FIRMS ..... SEPTEMBER 17, 2019  
MOCK INTERVIEWS ..... SEPTEMBER 28, 2019  
BAP TECHNICAL MEETING ..... OCTOBER 23, 2019  
AA TECHNICAL MEETING ..... OCTOBER 28, 2019



# MEET gish SEIDEN

For more than 75 years, our accountants have worked with small- and medium-sized businesses, families and individuals with the very best in tax, accounting and financial advisory.

### gish SEIDEN Core Values:

- **Honesty & Integrity**
- **Client Relationships**
- **Innovation & Creativity**
- **Personal Development & Competency**
- **Teamwork & Respect**
- **Accountability & Responsibility**

At gish SEIDEN we've developed a unique team approach, so that every client receives the expertise not only of one of our senior principals, but also the support of a team of CPAs with diverse experience. The end result is higher quality work, done faster and with better customer service.



We're a proud member of Nexia International, a leading, global network of independent accounting and consulting firms.

## SPECIALIZING IN:

- Architectural, Engineering & Design Firms
- Automotive Dealerships
- Computer, IT & Software Companies
- Construction
- Entertainment
- Franchisees/Franchisors
- Healthcare & Medical Practices
- Hospitality & Restaurants
- Manufacturing & Distributing
- Internet-Based Businesses
- Professional Services
- Real Estate
- Retail Stores & Services (single & multiple locations)

## SERVICES PROVIDED:

- Audits/Reviews/Compilations
- Tax & Accounting
- Management Advisory
- Financial Consulting (business, individual and estate)
- Specialty Services



## WHAT SETS US APART:

Approachable staff  
and partners

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Family-style environment

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Teamwork-based culture

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Individual growth plans and  
customized Learning Ladder

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Firm Summit:

- Full firm participation in creating strategic objectives for the year
  - A chance to have open communication with everyone
- 

Los Angeles  
Business Journal's  
Best Places to Work Award  
2009, 2010, 2012, 2013, 2016,  
2017 and 2018

## DURING THE FIRST YEAR, YOU'LL LEARN:

- Bookkeeping and general ledger analysis
- Year-end accounting
- Audit fieldwork
- Preparation of tax return extensions and estimates
- Preparation of 1099, payroll tax and sales tax forms
- Preparation of business license and property tax returns
- Trust accounting and tax work
- Private foundation accounting
- Participation in continuing professional education programs

## THE BENEFITS OF WORKING WITH US:

- Flex time policy
- Personal time off (PTO) of 128 hours (16 days) per year
- 8 paid holidays
- 401k with employer matching
- Medical, life & LT disability insurance
- Dental/eye care reimbursement plan
- FSA Plan for medical and child care expenses
- 4 paid CPA exam days
- Minimum of 40 hours of continuing education courses per year
- Meal reimbursement plan
- Fun firm events throughout the year
- Committee involvement
- Buddy program for new hires

