



ACCOUNTING ASSOCIATION
CSUN

FALL 2022

STUDENT RECRUITING BOOK

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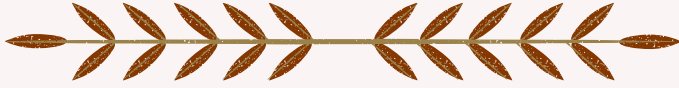
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Sponsored By:



President's Welcome Letter



Welcome to our Fall 2022 semester! My name is Araceli Hernandez, and I am delighted to share that I will be CSUN's Accounting Association President this semester. By way of introduction, I have been with AA since Fall 2020. I was a transfer student at the time, and I had decided to join AA because I knew a big part of my professional career entailed networking with professionals and expanding my soft skills. CSUN's Accounting Association has been a tremendous support system throughout my academic career and it's the platform that helped land an internship with PwC. After having a successful recruiting season, I decided to become a director for the Student Development team. I assisted students in recruiting and prepared them for Meet the Firms. After completing my first directorship, I immediately applied to become an executive and oversee the Student Development team. I then served as Controller, where I created budgets for the organization and collected the firm sponsorships. The experience I have gained with AA has prepared me for this role and I plan to lead the team by raising the expectations and lead with integrity.



I've met so many great people via webinars, zoom meetings, google chats and other online platforms that foster the convenience of scheduling meetings/interviews at the comfort of our homes. Although these online platforms are great, I believe the best experiences happen in person and among ourselves. Which is why my team and I are excited to announce that we will host all meetings, professional panels, and student activities fully in-person during this semester. Our mentorship mixer will take place at CSUN on September 9th. Our networking workshop is scheduled for September 16th, following our mock interviews on September 30. Aside from these workshops we also have some exciting student activities lined up for you all. Please keep a look out for our weekly newsletter to get more details on events, dates, registration, and location.

I invite you all to embark on your journey with AA and grow your network. Be sure to visit us during our table-sitting hours to join AA. On that note, I welcome all questions about recruiting, degree road maps, accounting courses, EY Center, or anything you think I can help you with. Please do not hesitate in reaching out. To wrap things up, I hope you have an awesome Fall 2022 semester! Once again, welcome back and welcome all new transfer students to CSUN! Go Matadors!



**Araceli
Hernandez**
President



**Table-sitting location:
First floor inside
Bookstein Hall
Look out for our AA
banner and table!**

**Contact Information:
Email:
President@aacsun.org
Primary Phone number:
(310) 406-7269**

The Benefits of Having a Directorship or Executive Role



**Jaemma
Kim**

Vice President

Joining a club is easy, but being active in it requires much more effort and time. I was not active in my first semester when I joined the Accounting Association (AA). Although I received many emails and GroupMe notifications about different events being held, I was shy and unmotivated. I quickly regretted it as the next semester everything had become remote. I felt the pressure to make myself known as I simply couldn't walk to campus to network or make new friends. Thus, I joined AA once more and applied for a directorship position to force myself to interact with other people, even if it was through zoom, and learn what being an accountant is all about.

I became a director mainly to network and socialize, but I also researched what each directorship was responsible for and how it would benefit me. Briefly, if you want to focus on professionalism and networking with the firms, the following directorship positions are the best:

- **Mentorship, Student Development**
- **Monday, Wednesday, Evening Meetings and Panels**



The Accounting Association's wide variety of meetings and panels hold ample amounts of useful information and chances to interact with unique professionals from a different firm every week. Whether you choose to ask a thoughtful question or have your camera on during the presentation so professionals can put a face to your name, every meeting and panel offers students the opportunity to stand out, gain insight, and form connections.

If you want to work behind the scenes to match your busy schedule and understand how AA functions, the following director position are the most suited:

- **Public Relations**
- **Marketing**
- **Media**

Finally, if you wanted to interact and socialize with the AA members, the list below is in charge:

- **Membership**
- **Student Activities**

No matter which directorship position you end up overseeing, there is the benefit that the AA board will be your new family in supporting your recruiting journey and helping you with any questions whether it be about school, firm choices, or even seeing who is free to hang out for lunch. It doesn't even have to be AA that you are active in. Being involved on campus will provide the experience that one will be able to look back to in the future.

After you have done at least one directorship position, I highly recommend you apply for an executive position. There are a total of eight executive positions with all-important assigned tasks. As an Executive, you are exposed to a lot more responsibilities, however, all very rewarding. You will be giving back to the club that has guided you through your recruiting journey in hopes that you will now guide the new group of members through their college life. I was able to build a close circle of friends through being an Executive of AA that I am very grateful for.

AA Events and Other Resources



Hello! In the past few years, we have faced so many challenges that have changed our lives. However, one thing that always holds true when we are faced with adversity is our need for guidance and support. As I have learned from my own experiences, every challenge that we face is an opportunity for growth, and the most important thing to remember is that we don't have to face them alone. There is an abundance of resources available for us to benefit from, giving us the chance to practice, make mistakes, and learn, all without judgment.

The Accounting Association is just one of many places where you can find events that play a huge part in your professional development. These events include but are not limited to:

Mentorship Mixer/ Mentorship Program

As a member of the Accounting Association, you have the chance of being paired with a professional and student mentor. Taking the first step to meeting someone who may become your go-to for support may be intimidating, but AA provides the Mentorship Mixer, which gives mentors and mentees the ability to meet and interact in a fun and social environment. Going into this event, you'll have the opportunity to:

- Participate in team-building activities
- Speed network
- Connect with your mentor in a fun and engaging way

Networking Workshop

The Accounting Association's Networking Workshop is built to help students prepare for events, such as Meet the Firms, by allowing them to:

- Practice their elevator pitch
- Develop their interpersonal skills
- Obtain live feedback from professionals
- Form prior connections

Students are given a chance to meet and speak with professionals from all different types of firms, from Big 4, Mid-Tier, Regional, and Local to government agencies and a number of corporations.



**Abigail
Arevalo**

Controller

**I wish you the best of luck with
your journey, and I hope you
are able to grow with each and
every challenge you overcome.**

Mock interviews

Another AA event that is essential for recruiting is the Mock Interviews Workshop. Typically scheduled right before interviews begin, this event allows students to sharpen their interviewing skills by giving them the chance to interview with professionals from a multitude of firms.

The Importance of an Internship



**Anjanette
Tadiaman**

Treasurer



What is an internship?

An internship is a professional learning experience that offers meaningful, practical work related to a student's field of study or career interest. An internship gives a student the opportunity for career exploration, development, and to learn new skills. Internships can last anywhere from a few weeks to as long as a year. Many companies offer different kinds of internships: full-time, part-time, summer, winter, different service lines (tax, audit, consulting), etc.



Why are internships important?

Internships are a great way to get valuable experience, network within your desired field, and find full-time job opportunities. When you think about internships, you might picture the stereotypical coffee-getting type of interns. However, within the accounting industry, interns are treated the same as real staff members and full-time associates. You are given actual tasks that you would be given as a first-year staff. This creates a very valuable learning experience for interns because it allows them to step into the shoes of a real associate and helps them decide if this is the right career for them. On the other hand, companies value their interns because they would rather hire someone who already has experience within their company than someone who hasn't interned for them. It is very common for interns to receive a full-time job offer after they graduate. This is important because you won't have to worry about post-graduate plans. In addition, internships help students master professional soft skills such as communication, punctuality, and time management. These skills are key for success for your college and professional careers. They will also be valuable in the long run for any career or industry since they are highly sought out.



If you're ready to take the next step and start recruiting, here are some helpful resources for finding internships and landing an offer:

- AA Workshops and Meetings
- CSUN Handshake
- LinkedIn

If you're unsure of what career path you want to take or which service line you want, internships are a great way to find what's best for you. Many accounting firms offer internships specifically for audit, tax, or consulting, but you can also find rotational internships that offer a little bit of everything. Another valuable aspect of internships is that it helps you find a company that you truly enjoy working for and that you can see yourself working for after college. The best way to decide if the company is a good fit for you is to network with the professionals there and take advantage of the resources they offer you. The time you spend during your internship is a great way to explore what opportunities the company offers and help guide you towards your future career path.

Another place to look for guidance throughout your recruiting journey is the EY Center. There you'll find Gladys Polio, the director of the EY Center, who is dedicated to supporting and advising students throughout their college careers. Be sure to stay up to date with her emails, so you know about events and other opportunities.

CSUN EY Center has countless guides and templates on the website such as:

- Resume Templates
- Cover Letter Templates
- Networking Guide
- Interview Preparation Guide
- Preparation for SLP's, Interviews, and Full-time positions
- Resume & Cover letter Review and Prep
- LinkedIn Networking



Ask AA executives and directors about their internship experiences.

Time Management



In the transition to AA hosting more in-person events and activities this semester, as well as in-person classes, students should expect to be in school more often than the previous years. However, it may be significantly more challenging to manage time this semester since the past few years have been online. There will be those working and taking on more than 15 units on top of having their personal matters and situations to deal with. It will be difficult, stressful, and easy to lose faith in yourself in the process. There will be obstacles and hurdles to overcome. Whether you are a procrastinator or an early bird, here are some beneficial ways to manage your time to make your life a bit easier in the long run.



Tip #1: Being able to visualize your week and even the month in advance is significantly advantageous. You can do this in a variety of ways, such as buying an agenda/planner (or getting it for free from CSUN) or using Google calendars to mark events and reminders. Visualizing tasks in advance lets me know when to prepare for a lot of work, and when to rest – a super helpful feature that connects with Tip #3.



Tip #2: Break down each day with “to-do” lists. Write these “to-do’s” on the agenda, planner, or calendar. You can also simply grab a blank sheet of paper from a notebook, tape it to your desk, and mark your “to-do’s” for each day of the week. Whenever you receive a new email or suddenly get reminded of a task, it’s relatively easy to just write it down in case you may forget about it. Prioritize the most important tasks and try to finish them. Less important tasks with soft deadlines can be passed along to the next day without negative consequences.



Tip #3: Visualizing my days, weeks, and months in advance helps me prepare for what’s ahead and rest when it’s appropriate. Remember, take a breather, and give yourself adequate time to catch up on yourself and your mental health. No task is bigger or more important than you.



Tip #4: Write down important dates! If you tend to procrastinate, you do not want to forget about deadlines. Add the days you have work and classes. Read the syllabus and add the due dates for important exams and projects. Please do not forget to visit AA’s website or Instagram to add all the events you want to attend, especially The Mock Interview Workshop, the Networking Workshop, and Meet the Firms.



Tip #5: One of the most important things to keep in mind is to give yourself a break! AA’s student activities give everyone a chance to wind down, avoid burnout during recruiting and exams. It’s a great way to meet your peers and take a break from any stress you may have. Some of AA’s past events include: **AA Hike, Scavenger Hunt, BAAM Game Night**

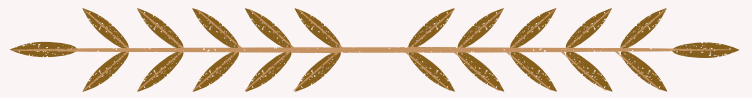


**Shalome
Chae**

Executive of Operations

**Take a deep breath everyone,
you can do it!**

Interview Preparation



How to Prepare for Your Interviews

Preparing for interviews can be overwhelming, but it's important to remain calm and make a checklist of everything you need to do during the recruiting season. Recruiting is looking for internships and job opportunities, and following the steps needed to secure an offer. It's important to note that recruiting can be tough with many deadlines, events, and opportunities to meet professionals. Something that I did to help me during my process was to write all the deadlines and everything I needed to do in my planner. That way, I was able to stay on track of any strict deadlines and take advantage of all the events I could attend. AA offers amazing events such as the Mentorship Mixer, Networking Workshop, and Mock Interviews to help prepare you for your recruiting season!

Before:

- Prepare your resume well in advance and get it reviewed by the EY Career Center in BB 2224. You can find the required accounting resume template on their website.
- Thoroughly research the firms you are interested in and see what kind of services they offer. See if their culture and values align with yours. Take notes on your findings as they will come in handy during your interviews.
- Attend AA's events, meetings, and workshops. There are many opportunities for you to meet professionals and learn about the firms.
- Utilize Handshake to RSVP for Meet the Firms and apply for your internships.
- Get in touch with other AA members as many of them have gone through the recruiting process already. It's helpful to learn about their experiences.
- Prepare a list of good questions to ask your interviewer about the firm, their experience, and training.
- Read over the details of your interview as sometimes firms will email you with a timeline of what to expect.



**Katerina
Martirosyan**

Executive Administrator



It's important to be yourself during your interview process. Professionals want to get to know you, for you. I wish you all luck during the recruiting season!

During:

- Dress in business professional attire.
- Remember to smile! It goes a long way.
- Don't forget that this is a conversation. Although they are interviewing you, you are also seeing if their firm is a good match for you.
- Show that you're interested in their firm! Reference their culture and values in your answers and how it connects to your experiences.
- Refer to your list of questions, and make sure that what you're asking isn't something easily found on their website.
- Ask for their contact information at the end of the interview.

After:

After 24 hours, send your interviewer a thank you email. Include a reference from your conversation to remind them of who you are.

Networking



The adage “it’s not what you know, but who you know” still rings true till this day and is prevalent for business majors. Don’t get me wrong, having a stellar GPA will pique interest in recruiters from different firms, but they also want someone that is familiar that exhibits personalities that match with their firm’s values. Professionals like to hire familiar faces and I am proud to say that our club has been able to connect many of our members to their desired firms/professions.

Platform

In a sense, clubs do serve as a platform for students to begin crafting their professional network. As you may know, the Accounting Association hosts workshops dedicated to both networking and interviewing. This can be one of the many steps you can take into building your own professional network. Another way you can build your professional network is to attend Meet the Firms. For those who don’t know what Meet the Firms is, it’s an event that brings professionals from various public and government accounting firms to interact with students. This will greatly benefit your professional development since now the professionals can attach a name to a face.

The last platform I would like to mention is LinkedIn. LinkedIn can be best summarized as Facebook for professionals minus the controversial and toxic communities. It is a great resource to utilize whether it be to find people or research a person that you will be speaking to. You would be surprised at how many common interests and experiences you might have with that individual which can be brought up in interviews so that you can get the conversation rolling.



Finding the Right People

Whether it be colleagues, mentors, or friends it will take some time to find the right people. It is important to remember that the right person isn’t always the one who checks all the boxes, but the one who you can view as being compatible with. You might be thinking to yourself, “Wow this sounds like relationship advice” and you would be correct in that statement. The fundamental principles from dating can be applied to professional settings, finding a platform, going out and finding which person you connect with, and keeping in touch with them whenever possible. The most critical step that you need to make is to put in effort to go and actively engage with platforms listed above to find the right people.

Staying In Touch

Depending on who you are trying to stay in touch with, this can be one of the hardest steps that you have to make. I remember one of the professionals that I talked to during Meet the Firms said that out of the twenty students that talked to him during Meet the Firms, one or two reached out after sending the first round of thank you emails. Staying in touch with these people will help them remember who you are and are more likely to help you out versus the person they have met once. It is important to note that when it comes to professionals, you don’t have to connect with them every single day. They understand that you have different lives than theirs and would appreciate a cup of coffee here and there whenever you get a chance to meet them again.



**Dickson
Chan**

**Executive
Coordinator**

How to Get the Most Out of Meet The Firms



What is MTF?

Meet the firms is an important event you **MUST** attend where you'll get to experience speaking with professionals one on one from multiple firms. If you are majoring in accounting, information systems, or business in general, you would find it most beneficial to attend.

Why should you attend?

During meet the firms, you will find yourself with lots of opportunities to connect with professionals attending the event. Even more so since this upcoming semester it will be in-person, therefore giving you a better chance to connect with professionals from these firms. Therefore you should attend the event to:

- Create and establish a foundation for your network as you begin to speak with professionals from a multitude of firms. You will get the chance to put yourself out there and begin building your network by speaking and learning about the firms attending. This is great if you are unfamiliar with the professional world in accounting as you get to ask questions to distinguish who the Big 4, Mid-tier, local, government, private are and so much more. You get to learn how a firm operates and their working environment, this is important in order to seek the firm that best fits you.
- Show the professionals who you are. With MTF this time around being in-person, this is the perfect opportunity to introduce who you are to the firms you're applying to for their internship or full-time positions. The conversations you can have with professionals can go a long way as they will get to recognize you by attending these events. They will get to know you outside of just your resume and that possible connection you can make may help you in the offers you can receive.



After MTF

Walking out from an event like MTF can be exhausting as you have been networking the entire time but to get the most out of it you should:

- Follow-up with professionals you met by email if you would like to maintain those connections you made. You will make a great impression on them if you thank them for their time and wish to keep the conversation going.
- Keep updated the professional you would like to continue a connection with as you will have the opportunity to ask them questions along the way to help with your journey in accounting.



When/Where is MTF?

Meet the Firms is scheduled to take place this semester **IN PERSON** on Tuesday, September 20th.



**Isaac De La Luz
Campech**

**Executive of Alumni
Relations**

Meet The Firms this year will be IN PERSON. A few firms who have attended in the past include:

- Armanino
- PwC
- EY
- Baker Tilly

Fall 2022 Directors

Mentorship Directors

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



Jonathan Diego



Gohar Yenokyan

Public Relations Directors

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



Osmin Galdamez



Uzaki Paniagua

Fall 2022 Directors



Student Development Directors



Brett Zarris

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



Omar Puga

Student Activities Directors



**Monique
Arezoomanians**

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



Tigran Petrosyan



Fall 2022 Directors



Wednesday Meetings Directors



Arthur Oganyan

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.



Uyanga Bayarbat

Evening Events Directors



Eric Cabreros

Our Wednesday & Evening Meetings are held every other week throughout the semester. Evening events are held in the evenings of different dates. The Directors are responsible of marketing the meetings and managing all meeting logistics. Evening events directors also moderate our evening panels.



Ampie Elomina



Fall 2022 Directors



Marketing Directors

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



Yi (Patrick) Zhang

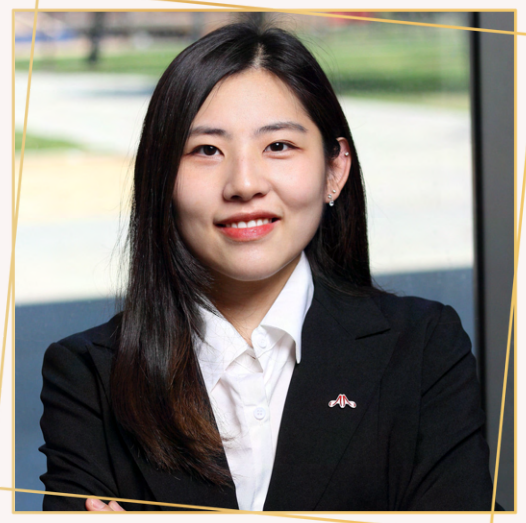


Rosie Duran



Membership Director

Membership Directors are in charge of organizing the Membership Drive, helping members join the AA family.



Kaylee Ju



Coffee Chat: Mental Health



Mental Health is not a topic that is often discussed when talking about professionalism. It is important to note that behind the business casual, or the work polo, we take on many identities that are just as important to us as our career aspirations. Students are masters at multi-tasking so many aspects of their lives, but at what cost? Outside of academics, students may be struggling with depression, suicidal thoughts, pressure within the home, financial matters, taking on too much at once, just to name a few. Unfortunately, they are often not vocal about these issues and are taking on all this with little to support.

We should not compromise our mental health for the sake of our goals and career aspirations. These things should align with our personal values. A common topic when students are going through the recruiting process or navigating the professional realm is work-life balance. What does this mean? What does it look like? I don't think there is any one definition of what work-life balance is, it differs from person to person. A professional can explain to you what they consider to be work-life balance but that may not align with the person that you are. It is up to you to take the time to evaluate what your values are, what you are willing to give up, and what things are just not worth it and align them with your goals.

There are many resources available to students to help them succeed during their time here at CSUN, they just need to know where to look. One of most important resources that many can attest to is to surround yourself with people that act as support systems. These support systems can range from friends, classmates, family, teachers, to mentors, it can even be among your colleagues. It is important to know that whatever you are struggling with, you're not alone, you don't have to be.

We need to always remember to support one another. Be compassionate to your neighbor because you don't know what kind of challenges they may be facing. Of course, some challenges are also welcomed. It is so important to also recognize your wins. We are hustlers, dedicated in our goals. We are persevering to create a better life. May it be for ourselves, for our loved ones, or merely for the fulfilment of accomplishing goals and reaching heights never previously imagined.

You are capable of achieving whatever goals and expectations you set for yourself. You just have to want it enough to act on it.

Lastly, two other important resources I want to highlight and encourage you to take advantage of are Mentorship Programs and our campus' vital resource, University Counseling Services, also known as UCS. There are many programs on campus that offer mentorship in some capacity, may it be academically, professionally, or socially. It helps to learn from people who have gone through your same academic process, are in positions you envision yourself to be, or have perhaps faced the same life transitions you have. Additionally, University Counseling Services Offers students short term therapy sessions with a wide range of licensed professionals. Students, when they feel comfortable, are then transitioned to more permanent counseling services at a reduced cost.

EY Center for Careers in Accounting and Information Systems



The EY Center for Careers in Accounting and Information Systems, also known as simply The EY Center, has remained a helpful resource in guiding students' success in their career aspirations. The Director of the EY Center, Gladys Polio, is experienced in her career and job search field and has dedicated her time here at CSUN to support undergraduate (Bachelors program) and graduate students (Masters program) and alumni. She acts as a liaison between those pursuing careers in Accounting and Information Systems and numerous firms that range from the Big 4, Mid-tier, Local, Private, and Government sector.



Gladys Polio

The EY Center offers a multitude of resources such as:

- Resume Reviews and Preparation Workshops
- Cover Letter Reviews and Workshops
- LinkedIn Profile and Networking Workshops
- Coffee Chats/Networking Workshops
- Get Ready for Recruiting Workshops
- Interview Preparation Workshops
- A Recruiting Boot Camp every semester
- Firm Office Hours with prominent firms



Important Dates

**Fall Semester begins:
August 29, 2022**

**Meet the Firms - Big 4 & Mid-Tier:
Tuesday, September 20, 2022
The Odyssey Restaurant
15600 Odyssey Drive
Granada Hills, CA 91344
6:00pm - 9:00pm
(5:00pm Student Check-In)**



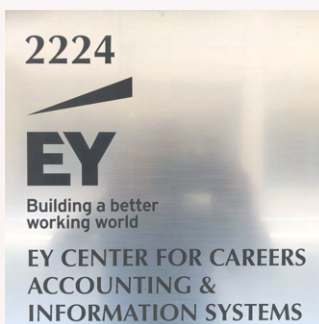
Note: Before attending Meet the Firms, be sure to visit the EY Center. The helpful staff and Director also aim to help students get their resumes and cover letters approved on Handshake, an online job site used by many employers recruiting students for Student Leadership Programs (SLPs), Internships, and Full-time offers.

You MUST register through Handshake and pay in advance before attending!!

Check out the EYCC website (<http://csun.edu/acctis/ey-center>) for numerous guides and resources (including Resume & Cover Letter templates), online workshops and recruiting programs, Meet the Firms career fairs, key dates, links, etc.

Price increases each week!

**\$40 till August 28
\$45 till September 4
\$50 till September 11
\$55 till September 18**



**Location: Bookstein Hall - BB 2224
Office: (818) 677-2979
gladys.polio@csun.edu**

**Student Assistants:
Araceli Hernandez
Brett Zarris
Lucy Cruz**



Complete payment with QR code:



Recruiting Timeline



1

- ✓ Attend Firms' Office Hours
- ✓ A great way to get to know the firms and ask questions.
- ✓ Take the opportunity to introduce yourself.

2

- ✓ Resume, Cover Letter, Handshake & LinkedIn Accounts
- ✓ Attend workshops and visit EY Center to make sure that you have an upstanding written compilation of your education, work experience, credentials, and accomplishments.

3

- ✓ Attend Workshops
- ✓ Accounting Association, EY Center and other business clubs host workshops on how to navigate recruiting.
- ✓ **Networking Workshop | September 16**
- ✓ **Mock Interviews | September 30**

4

- ✓ Sign up for Meet the Firms
- ✓ **Attend Meet the Firms | September 20th**

5

- ✓ Apply on Handshake
- ✓ Follow all instructions and make sure to apply on both
- ✓ Handshake and company's website before the deadline.

6

- ✓ Interview & Offer
- ✓ Check your email and Handshake for updates from the firms.
- ✓ Good Luck!

Recruiting Checklist



NETWORKING

- Become an AA Member
- Create a LinkedIn & Handshake Account
- Join AA's Mentorship Program
- Attend Networking Workshop
- Follow up with the professionals
- Schedule coffee chats

RECRUITING

- Keep up with Emails from Gladys
- Attend AA Weekly Meetings with the firms
- Go to firm Office Hours
- Get your resume approved by the EY center

MEET THE FIRMS

- Utilize AA and the EY center to identify your career goals
- Research the Firms
- Create a list of questions that you have for the professionals
- Create a list of application deadlines
- "Suit Up" (Dress to Impress)
- Attend Meet the Firms
- Apply to firms on Handshake

INTERVIEWS

- Attend Mock Interviews
- Learn the environment etiquette
- Have a PDF version of your resume ready
- Keep Up with emails from the firms
- Check your Handshake Account daily

NATIONAL AND REGIONAL RECOGNITION (2021)

Top industry trade journals and business news media recognize Marcum as an accounting and advisory leader. We consider these a badge of honor confirming our commitment to our clients' success.

National Recognition

#1 SPAC Practice – SPAC Research

#2 IPO Audit Practice – Audit Analytics

#3 Construction Accounting Firm – Construction Executive

#5 SEC Practice – Audit Analytics

Top 10 Accounting Firm

#1 Long Island Business News

#1 New Haven Biz

#4 Providence Business News

#6 Crain's New York Business

#7 NJBiz

#7 South Florida Business Journal

#8 Philadelphia Business Journal

#9 Hartford Business Journal

Marcum LLP is a national accounting and advisory services firm dedicated to helping entrepreneurial, middle-market companies and high net worth individuals achieve their goals. Since 1951, clients have chosen Marcum for our insightful guidance in helping them forge pathways to success, whatever challenges they're facing.

Marcum offers a complete spectrum of tax, assurance and advisory services, as well as an extensive portfolio of industry-focused practices with specialized experience for both privately held and publicly registered companies, and nonprofit and social sector organizations. Through the Marcum Group, the Firm also provides a full complement of technology, wealth management, and executive search and staffing services.

Headquartered in New York City, Marcum has offices in major business markets across the U.S. and select international locations.

CLIENT-DRIVEN

Understanding our clients' businesses, helping them identify their needs and meet their challenges, and uncovering opportunities that propel them towards success is Marcum's mission. Our own success is based on our commitment to building meaningful, trusted relationships with our clients, creating positive service experiences, and delivering unexpected value wherever and whenever we can, while maintaining our professional independence and objectivity.

Marcum is committed to providing the most thorough, insightful, and expeditious service, according to the highest ethical standards.

COMMITMENT TO EXCELLENCE

From the way we service clients to the training and development of our professionals, Marcum is committed to excellence in every aspect of our operation.

Our focus on client success compels us to look beyond the numbers to see the opportunities, challenges, and solutions in every engagement. Innovation, proactivity, teamwork, and open communication are the hallmarks of our approach.

70+ year history

of helping clients resolve their greatest business and personal financial challenges.

CLIENT SERVICES

Tax & Business

Tax preparation, accounting, and regulatory compliance services.

Clients can count on advice and services specific to their needs, thanks to our professionals' high degree of specialization.

Assurance

Independent audit, attestation and transaction services. Clients rely on Marcum for an independent and objective view of their financial condition and results of operations, with maximum transparency.

Advisory

Specialized services to get our clients to the right solutions for a broad range of needs, from valuation and litigation support to technology and risk management, and much more.

Visit www.marcumllp.com for a complete list of our services.



leading edge alliance
innovation • quality • excellence

Founding member of LEA Global, the largest worldwide organization of independent accounting firms.



Exclusive U.S. partner firm of ECOVIS International, a global accounting and advisory network with members in 80 countries on six continents.

More than two dozen specialized industry groups aligned with our clients' businesses.

CLIENT-ALIGNED INDUSTRY GROUPS

- ▶ Alternative Investments
- ▶ Automotive
- ▶ Broker Dealers
- ▶ Cannabis
- ▶ Capital Markets
- ▶ Construction
- ▶ Financial Institutions
- ▶ Financial Services
- ▶ Food & Beverage
- ▶ Government
- ▶ Healthcare
- ▶ Higher Education & Private Schools
- ▶ Insurance
- ▶ Life Science & Biotech
- ▶ Litigation Support
- ▶ Manufacturing & Distribution
- ▶ Maritime
- ▶ Media & Entertainment
- ▶ Mining
- ▶ Nonprofit & Social Sector
- ▶ Oil & Gas
- ▶ Private Equity
- ▶ Professional Employer Organizations
- ▶ Real Estate
- ▶ Retail & Consumer Products
- ▶ Talent & Literary Agencies
- ▶ Technology

GET READY FOR AN EXTRAORDINARY PEOPLE EXPERIENCE

Get to know life at CohnReznick

A career in professional services offers dynamic opportunities. Growth-focused clients across many different industries look to CohnReznick for strategic guidance, trusted financial oversight, and innovative business solutions. We're thrilled that you're considering joining our team.

Imagine more...

Flexibility. Life lived well in and out of the office is a priority. At CohnReznick, workplace flexibility is not based on tenure or performance. It allows all of us to work more efficiently and empowers us to better manage other aspects of our lives.

Opportunity. We support you at every stage of your CohnReznick journey, starting with onboarding. Our Center for Learning + Development offers customizable leadership development programs for those ready to take their careers to the next level.

Inclusiveness. We commit to an environment where we bring our authentic selves to work. We thrive through collaboration that leverages our unique backgrounds, qualities, and diverse perspectives. Employee Resource Groups (ERGs) like WomenCAN, CR BLAC, AAPI@CR, Vets@CR, and CR Pride strengthen our communities, promote conversation, and foster a culture of inclusion.

Transparency. We create opportunities for our people with open and honest discussion. Through roundtables with leadership and an open-door culture, we gain feedback on our people's experiences that result in action plans based on our belief that all opinions matter.

Community. CohnReznick's dedication to giving back brings us together and builds stronger teams. Our CohnReznick CARES initiative coordinates giving programs at the national level, working with each office to promote volunteerism, community service, and charitable giving locally.

Imagine your career at CohnReznick.





Our firm

As a leading advisory, assurance, and tax firm, CohnReznick helps forward-thinking organizations achieve their vision by optimizing performance, maximizing value, and managing risk. Clients benefit from the right team with the right capabilities, proven processes customized to their individual needs, and leaders with vital industry knowledge and relationships. Headquartered in New York, NY with offices nationwide, the firm serves organizations around the world through its membership in Nexia International.

Perks and benefits

Our Total Rewards program meets the needs of our team members. It includes a wealth of resources to help maintain your physical and mental well-being, highly competitive benefits package, and a generous CPA incentive program. We also offer numerous employee appreciation programs, an open and collaborative work environment, and a variety of firm-sponsored social and team-building events.

Sense of purpose

Creating Opportunities for our People. Making a Difference for our Clients. Strengthening our Communities. More than 100 years ago, when our founder Julius Cohn first described success as “doing our best to serve faithfully our community, clients, and associates,” the CohnReznick Sense of Purpose began taking shape. It continued to evolve throughout our history and is evident today in the work we do and the way we do it. CohnReznick’s Sense of Purpose is the compass that guides our daily interactions with each other and our clients, sets our direction for the future, and inspires us to work together as a more energized, unified, and purposeful team.

Professional education

The CohnReznick Center for Learning + Development was created to help our professionals enhance their technical and professional development skills at each stage in their career. We believe employees should control their own learning experience, and we encourage everyone to Learn, Innovate, Navigate, and Collaborate. Learning happens inside and outside of the training room, and the Center for Learning + Development offers:

- Targeted technical training focused on specific industries and practices
- Professional development for all levels in various formats
- An extensive library of on-demand learning modules, videos, and resources
- Long-term development tracks for those promoted into new positions that combine self-paced, virtual, and in-person learning experiences
- A focused innovation curriculum to ensure employees are future-ready

Learn More

Visit us at www.cohnreznick.com/careers

Follow @CR_Careers

Senior Campus Recruiter:
Kirstybruce@CohnReznick.com



cohnreznick.com

We're **Weaver.**

At Weaver, we truly care about **our people** — our most valuable resource. Our mission is to deliver the highest quality assurance, tax and advisory services to our clients nationwide and to provide opportunities for our employees to grow and succeed. We want to attract and retain the best professionals, and we do this by providing competitive benefits, career growth potential and much more!

weaver.com



The Firm

Founded in **1950**

Consistently
ranked
among the
Top 40
firms in the
country

NO. **36**

Top 100 Firms,
*Accounting
Today*

NO. **35**

Top 100 Firms,
*Inside Public
Accounting*



**12 U.S.
Locations**

Austin, Conroe, Dallas, Fort Worth, Houston, Los Angeles, Midland,
New York City, Oklahoma City, San Antonio, San Diego, Woodland Hills

800+
employees *and*
growing

Internship Program

Weaver delivers a hands-on learning experience through our internship program. In a collaborative environment, our interns gain practical knowledge and experience. During the year, we have internships in the following areas:

- ▶ Audit
- ▶ Tax
- ▶ Risk Advisory
- ▶ IT Advisory
- ▶ Transaction Advisory
- ▶ Energy Compliance
- ▶ And more!

Weaver services clients of all sizes, both privately-held and publicly-traded, in a variety of industries. We aim to expose our interns to as many different clients and industries as possible during the internship period.

Weaver Culture

Weaver has a people-focused culture that recognizes our employees have lives outside the office, and both the firm and your selected department offer the flexibility you need to succeed at work while enjoying your personal life too.

- ▶ Inclusion Programming
- ▶ Community Involvement
- ▶ Weaver Rewards
- ▶ Smart-Dress Code
- ▶ Fun Committees
- ▶ Culture Initiatives



contact us!

campus.recruiting@weaver.com
weaver.com



gish SEIDEN LLP
Certified Public Accountants & Advisors

INTERNSHIP PROGRAM

2023 WINTER INTERNSHIP



EXPERIENCE

- Gain experience by working on real clients by preparing real tax returns
- Work directly with Partners, Managers and Staff
- Exposure to real CPA firm life



ELIGIBILITY

- Must be majoring in Economics with an emphasis in Accounting
- Sophomore standing or higher
- Minimum GPA of 3.0 overall

Visit www.gishSEIDEN.com/join-gish

WHAT SETS US APART:

Approachable staff
and partners

Family-style environment

Teamwork-based culture

Individual growth plans and
customized Learning Ladder

Firm Summit:
Full staff input in creating
strategic objectives for the year

*Los Angeles
Business Journal's*
Best Places to Work Award
2009, 2010, 2012, 2013, 2016,
2017, 2018 and 2022

Accounting Today:
Named one of the "2022
Best Firms to Work For"

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



FOCUS. CLARITY. COMMITMENT.

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



YOU MATTER

Taking care of people is our top priority.

- Overtime Pay
- Casual Dress
- CPA Pass Bonus
- MBT Tuition Reimbursement
- Mentorship Program
- Professional Development Courses
- Wellness Activities
- Paid Parking

JOIN OUR TEAM

We are hiring **interns and staff** for **2023 & 2024!**

- Audit
- Business Management
- International Tax
- State and Local Tax
- Tax
- Valuation

ARE YOU

TYPE ATYPICAL?



What **MOTIVATES** you? | Where will your **CAREER** take you? | What does **GROWTH** mean to you?

What can we accomplish together?

MGO creates a unique environment where smart, entrepreneurial people can define their own path. We offer our people the tools and support to build careers that fit their individual goals and aspirations.

Internships and Entry-Level Associates

MGO invests in long-term relationships with our clients and our people. As an intern or a new associate, you'll get hands-on experience at client locations in a variety of industries. You'll learn from partners, directors, managers, and experienced staff. Your career path is your choice, but we are pleased that most of our interns choose to join MGO as a full-time employee.

At MGO, we understand the language of business, but we communicate in the languages of human beings. We believe in clear, courageous conversations with our clients, our co-workers, and our communities. We understand the importance of listening and the value of taking a position. **WE'RE ATYPICAL.**



ASSOCIATE BENEFITS INCLUDE:



Medical, dental, vision, and plenty more



Paid-Time-Off (PTO)



401K with employer matching



CPA Exam Bonus, discounted study materials, fee reimbursements, study plans, and much more



Tuition reimbursement for Master's degree and continued education

MORE REASONS TO GROW AT MGO

- 1 Be immersed in a diverse group of people with a variety of life experiences.
- 2 Contribute work that is meaningful to you and valued by MGO.
- 3 MGO's culture nurtures creativity, rewards innovation, and encourages personal and professional growth.

MAJOR INDUSTRIES WE SERVE



CANNABIS



ENTERTAINMENT,
SPORTS, AND MEDIA



GAMING, HOSPITALITY,
AND NATIVE TRIBES



INTERNATIONAL



STATE AND LOCAL
GOVERNMENT



TECHNOLOGY

OUR SERVICES

Assurance

We use a holistic, collaborative approach to help organizations improve their financial operations, systems, processes, and controls.

Tax

Our guidance helps individuals and organizations understand and navigate state, local, national, and international tax codes.

Advisory

We combine deep industry experience with strategy, operations, finance, and information technology consultation.

Financial Advisory and Accounting Services

MGO's outsourcing services match seasoned professionals, equipped with industry best practices, to where client needs them most.

Business Management

We work behind the scenes managing the details that make our clients' lives simpler, while helping them to build and protect their interests.

Technology Consulting

Our team of information security professionals create custom security programs that use the confidentiality, integrity, and availability model (CIA Triad).

Strategic Staffing

We place top accounting and financial talent with employers who face a variety of challenges and need flexible and creative staffing solutions.

Wealth Advisor

Our advisors collaborate with high-net-worth individuals and families to grow their portfolios and help them articulate the impact they hope to have on their communities.

Founded in 1987, MGO (Macias Gini & O'Connell LLP) offers professional services to clients in a wide range of industries. With more than 450 professionals, 43 partners and 14 offices, MGO is a growing national firm headquartered in Los Angeles.



LET'S CONNECT

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or visit mgocpa.com/careers



KROST CERTIFIED PUBLIC ACCOUNTANTS & CONSULTANTS INTERNSHIP PROGRAM

MISSION STATEMENT

KROST CPAs' internship program is geared towards college students who are interested in pursuing a career in accounting and seeking an entry into the public accounting world. The internship program strives to prepare students for a career in public accounting by strengthening their tax or accounting foundation through practical application of knowledge gained through college courses as well as knowledge gained during the internship.

INTERNSHIP CURRICULUM/TRAINING

During the course of the internship, students will gain valuable training and work experience.

Below is a list of some of the tasks:

- Transactional accounting entry and review
- Bank reconciliations (performed in excel and various accounting software programs)
- Trial balance review and imports
- Hands on training with several accounting & tax software programs
- Build a strong tax or accounting foundation
- Assist with the preparation of various miscellaneous tax forms for business clients
- Tax Internship includes tax compliance, research and consulting projects



Internship Requirements

- Current student with a strong work ethic
- Basic knowledge of Microsoft Excel and Word
- Flexible work schedule
- Business professional attire during the interview and orientation process

AWARD WINNING FIRM



APPLY ONLINE

Students interested in participating in the internship program should apply below:

KROSTCPAs.com/careers/job-opportunities



KROST CERTIFIED PUBLIC ACCOUNTANTS & CONSULTANTS EXTERNSHIP PROGRAM

KROST SUMMER EXTERNSHIP

Our KROST Externship is designed for college students struggling to answer the number one campus recruiter question, "audit or tax?" Collaborating with fellow classmates and firm professionals, we will take you through simulated audit procedures, interaction with several tax specialists, leadership workshops and experience the KROST culture over our two day summer program.

ABOUT KROST

Established in 1939 in Pasadena, California, KROST, is a full-service Certified Public Accounting and Consulting firm serving clients across various industries. Our focus is recognizing opportunities and creating value for our clients by equipping them with the tools to make better business and financial decisions for the future. As trusted advisors, our clients depend on us to provide timely information, innovative solutions, and result-driven teamwork to ensure success.

YOUR SUCCESS IS OUR BOTTOM LINE

Our philosophy of working hard, finding opportunities for our clients, and keeping their best interests in mind has helped our clients achieve their financial goals, which in turn has helped us achieve ours. This philosophy has contributed to the development of long-term business relationships based on trust, confidence, and mutual respect.



Externship Special Requirements

- Sophomore Standing (Expected Graduation Class of 2024)
- Basic knowledge of Microsoft Excel and Word software
- Completion of Accounting 1A course with a minimum B grade
- Business professional attire during the interview and orientation process

Externs will follow KROST CPAs "smart casual" dress policy during normal business hours.

APPLY ONLINE

Students interested in participating in the externship program should apply below:

KROSTCPAs.com/careers/job-opportunities



Students Who Know, Know BDO.

ABOUT BDO

65+ Office locations across the U.S. **5th** Largest public accounting firm globally

20 Different industries supported

People first culture

Serves approximately **337** domestic publicly traded clients from newly emerging entities to fortune **500** enterprises

Fast-growing, **entrepreneurial** environment

SNEAK PEEK AT THE PERKS OF BEING PART OF THE BDO FAMILY

GROWTH

Ongoing training and development opportunities to foster your career growth with a mentoring program and mobility options.



FAMILY

From paid parental leave to pet insurance to long-term care benefits, we help you put your family first.



FLEX TIME

We work with our employees for scheduling options that work for them.



WELLNESS

Programs designed to reduce stress and improve overall health and well-being.



PEOPLE-FIRST CULTURE

We strive to give our employees what they need to grow both professionally and personally – from our dress for your day policy to the opportunity to give back to their communities.



INCLUSION

We strive to foster a culture that encourages diverse voices and empowers our professionals through many avenues, such as our multicultural and pride alliance groups.



PROFESSIONAL CERTIFICATION PREP & BONUS

Our reimbursement and bonus policies apply to the CPA and select other respected professional designations. Certification bonus of \$5,000 to eligible employees who pass the exam within 24 months of joining BDO.



BENEFITS PROGRAM

From day one, comprehensive medical, dental, vision, FSA and prescription insurance for the whole family.



PAID TIME OFF

Robust PTO/Holiday policy. We encourage employees to take time off, in addition we celebrate 12 holidays including a week off at the end of the year.



RECRUITER CONTACT



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Assurance Recruiter
amazarei@bdo.com

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A PLACE PEOPLE LIKE TO WORK



AUDIT/TAX /ADVISORY/DIGITAL



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ACCOUNTING ASSOCIATION
CSUN

Fall 2022

**California State University,
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