



ACCOUNTING ASSOCIATION
CSUN

STUDENT RECRUITING BOOK

SPRING 2023

WWW.AACCSUN.ORG

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President's Welcome Letter

Hello, and welcome to the Spring 2023 semester! My name is Anjanette Tadiaman, and I am honored and excited to serve as this semester's Accounting Association President. This is my last semester as a senior pursuing a degree in Professional Accountancy. I began attending CSUN as a freshman in fall 2019 but was hesitant to join any clubs. Eventually, I decided to take a step out of my comfort zone and joined AA in spring 2021 in hopes of meeting more students who were pursuing the same career path. I found AA to be extremely helpful while navigating the recruitment process and made sure to utilize every resource available including the mentorship program, student development workshops, and the entire AA team who were happy to answer my recruiting questions. The following semester I became a Student Development Director in fall 2021 to help guide other students through recruiting. Afterwards, I became the spring 2022 Executive Administrator who oversaw student development, and then the fall 2022 Treasurer who oversaw membership. Thanks to the help of AA, I was able to intern with the PwC LA Private Assurance team in summer 2022, which was an amazing experience. My long journey with AA has been filled with learning, growth, friendships, and so much more. My previous positions and experiences have prepared me for this new role as President, and I look forward to making this a great semester for all AA members with the help of my wonderful team of executives and directors.



**Anjanette
Tadiaman**

President

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

Contact Information:

**Email: President@aacsun.org
Primary Number: (805) 824-6386**

If I am very excited that a majority of our meetings and events will continue to be in person. We are also starting to reintroduce firm tours which are a great way to see what office culture is like before many of you go on to do internships this summer. Additionally, we will have many social events throughout the semester to take a break from classes and connect with other students. Our first one will be a fun Meet and Greet with activities on January 30. Feel free to stop by our membership table-sitting if you have any questions or just want to meet the team! With all of these efforts, I hope to encourage more students to join AA, take advantage of the opportunities available to advance in their career paths, and overall be part of a wonderful, inclusive community of students.

Though this semester will be very busy for a lot of you, please remember to take some time for yourself and relax, do things that make you happy, reach out to a friend, attend an AA student activities event, meet new people, and just have fun. My door is always open if you need someone to talk to. I can't wait to meet all of our AA members soon. Good luck this semester!

Why Start Recruiting Now?

“The best time to start was yesterday. The next best time is now.”



Dickson Chan

Vice President

Public accounting firms have developed a pipeline for students to go through to achieve a full-time position at their firm. Typically, it starts around sophomore year where firms start giving opportunities for students to participate in their summer leadership program. Within their summer leadership program, you will get to experience what the firm is and what they are like. After that, you will decide to pursue their internship program to experience a sample of their workload, network with professionals, and attend their social events. After your internship ends, you will most likely be handed a full time offer at their firm and will be able to work with them after you graduate. So, why explain all this process? This is to show you that although you do have time to start later in the recruitment process, it will be harder for you to get an internship or full-time position since there are people who have gone through the pipeline that will be given priority in terms of employment. However, that is not to dissuade you from recruiting rather in hopes of you to start recruiting as soon as possible.

Another reason to start recruiting now is for you to understand what firm is the right fit for you. We want you to get exposed to as many firms as possible so that you can have a more informed decision when deciding which firm you would like to work for. The earlier you recruit, the more informed decisions you will make, and will hopefully have you work for a firm that you will genuinely enjoy working for. If done too late, you will be more likely to miss out on deciding which firm is the right fit for you. Thankfully here at Accounting Association, we provide all the necessary information and professional development workshops for you all to take advantage of. Technical meetings will expose you to a variety of firms ranging from Big 4 to local in which you can decide which one interests you the most. Networking workshop can be a place where you can ask questions to see if the firm you were looking for is indeed the right fit for you. Then to be prepared for the interview, we offer Mock Interviews for you to practice one on one with a professional to build upon your interviewing skills. So what are you waiting for? Let us get you started on your journey right now!

Importance of a Great Resume

A resume is a great introduction of yourself to employers when applying for an internship and even a full time job. You would primarily list your strongest accomplishments and skills that are specific to the position you are applying to. With it most likely being your first impression, it is important that your resume is structured and worded professionally as it increases your chances of being offered an interview. It is a great tool that can open the door for many opportunities such as making a great impression off of a resume although not guaranteeing you the job, it will put your foot in the door. A resume will also serve as a guide for many of your interviewers as they will question you on your listed experiences but it can serve as an advantage for you. By understanding your own resume, you can answer directly to many of their questions by emphasizing many of your accomplishments in your resume. The interviewer can distinguish when an applicant really understands their own resume and being able to cover your entire resume with added details as you answer their own questions puts you in a better position than many.

Work Experience

It is best to include experience that is relevant to the positions you are applying to. With your work experience, you are able to highlight the experience that will help you in the role you applied to. It will give recruiters an insight as to what work experience you have and the skills you possess that will transfer over to the position, they will be interviewing you for. That is why each work experience should be explained with bullet points that detail specifically the aspect of the tasks you completed as well as the purpose and the final result.

Volunteer Experience + Student Involvement

Similar to work experience, this is another great opportunity to demonstrate your accomplishments that are non-work related. By listing any volunteer experience, you have had, you are able to highlight how these experiences have shaped you. One of the best things to have here specifically is any involvement in campus clubs. If you have held any leadership positions in clubs such as the Accounting Association, this would be a great opportunity to show this

Skills + Interests

Include skills that are relevant to your positions but that are not soft skills such as communication, leadership, and time management. You would want to add skills like excel, QuickBooks, or anything similar as you would to demonstrate your capabilities as an applicant. By including your interests, it serves as an opportunity to be an ice breaker in an interview.



Isaac De La Luz Campech

Controller

The EY Center at CSUN

Offers one the opportunity to develop further their resumes as you are able to make appointments with them to help you in structuring your resume. There is a template that the EY Center specifically created for accounting students to aid them in the application process as it sorts out all material found in a resume in a professional manner. The format of the resume template includes:

- Contact Info
- Education
- Work Experience
- Volunteer Experience + Student Involvement
- Skills + Interest

Education

You would only include any college education as high school education is no longer relevant. If you are a transfer student, then you should include the community college you attended. Any achievements related to your education such as honorary titles you may have received like the Dean's lists, GPA, and scholarships should be highlighted in this section of your resume.

How to Get the Most Out of MTF



**Katerina
Martirosyan**

Treasurer

Before

- You should pick out an outfit that you will feel comfortable in that's also business professional.
- Print out a few of your resumes to hand out to any firms you meet. (Make sure to get your resume checked by the EY Center!)
- Surf through the internship and job opportunities listed in Handshake. Research the firms and take note of the application deadlines.
- Make a list of questions that you'd like to ask the professionals.

During

- MTF can definitely be overwhelming, especially in-person. Remember to:
- Stay calm and find a friend that you can walk around with so you can be more comfortable.
- Be friendly and approach professionals with a smile! Make sure to grab their contact information at the end of your conversation.
- Even though you're here to network, don't forget to grab a bite to eat when you need to recharge.

After

- Follow up with any of the professionals you met while networking. Send them an email to thank them for their time. You can even connect with them on LinkedIn!
- Submit your internship/job applications through Handshake.

What is MTF?

Meet the Firms is a career fair open to CSUN Accounting, IS, and CIT students and alumni. Attending this amazing event gives you the opportunity to network with an abundance of firms and professionals.

When and where is MTF?

Meet the Firms will be on Wednesday, February 15, 2023, from 6pm - 9pm, at the Odyssey Restaurant in Granada Hills.

Why is attending important?

- Firms need to get to know you before you apply for their positions. It's also beneficial because you will be able to see if the firms are a right fit for you too.
- It will give you the opportunity to build your network and establish long-lasting relationships with professionals in your industry.
- Gives you the courage and confidence to speak with professionals and prepare for your interviews.
- Opens the door to many opportunities with a huge number of firms from Big 4, Mid-tier, local, private, and government.
- You'll get all your questions answered by professionals. Many of them are CSUN alumni and have been in your shoes before.

Firms that have attended in the past:

- PwC
- HCVT
- Krost CPAs
- Moss Adams
- IRS

AA gives you many opportunities to prepare for MTF:

- Mentorship Mixer: February 3rd
- Networking Workshop: February 10th
- Technical meetings

Time Management

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.

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 days, weeks, and months in advance helps 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 your mental well-being.

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 Mentorship Mixer, the Mock Interview Workshop, the Networking Workshop, and Meet the Firms.

Tip #5

Utilize popular time-managing tools, such as apps on the AppStore or other effective methods such as the Pomodoro Method, Parkinson’s Law, or the Time-blocking method. The Pomodoro Method divides time into intervals, allotting time for work, and giving a short break afterward. Parkinson’s Law helps procrastinators by having creative solutions for doing tasks, for example, trying to write an essay without a laptop charger, so that you can finish the essay before the laptop dies, or giving yourself only 20 minutes to answer all emails. For the Time-blocking method, you would divide your day into several blocks to do tasks, whether it is something as simple as making breakfast to doing interviews.

Tip #6

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, and 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, Ice Skating, MiniGolf, and more.



Shalome Chae

Executive of Alumni Relations

Interview Preparation



Brett Zarris

Executive Administrator

Initial Preparation

Once you receive the notice that you can be interviewed with the firm or company, you can ask the recruiter or whoever gave the notice who will conduct the interview. With that information you can do your research on who those people are. Whether that be LinkedIn or your personal connections, you can be able to gain more about their prior work experience, community involvement, or what their alma mater is. That way you can relate to the interviewer more and see how you can work with them.

My Personal Experience

Remember, an interview is a two-way conversation. Of course the firm and employer needs to see how you are as an employee, but you also have the right to know more about that person, if the firm's values match yours, and whether you yourself can work with them. After knowing more about the person, you can prepare yourself with how you will answer typical interview questions, eg. "Tell me about yourself" or "What are your strengths and weaknesses?". Then find someone that is experienced in interviews and make them give harder questions that you rarely heard of. I had one interview where they gave me the most interesting question I have ever heard. "What is the part of your resume you are most proud of?" I have done many job interviews and that surprised me. It forced me to reflect on my entire resume as a whole and show to the interviewer what I offer based on my experiences. Now I ask people to give me hard questions whenever I have mock interviews and force myself to be on my toes no matter how confident I am going into the interview.

Asking the Interviewer Questions

After all your research has been conducted and your answers have been prepared for all types of questions, ultimately know that the interviewer is a person as well. Relate your conversations to the position and the firm, but also ask them personal questions. What are their hobbies? How was their day? Not only does it show that you see them as a person and will make you relatable, but it also gives you an idea of how they are as a person and whether the energy they exude is something you want to be around if you were to accept the position.

Networking

Handshake

Handshake is an extremely useful tool you can use to improve your resume, apply for jobs, and share your resume with recruiters. In order to attend Meet the Firms, you are required to have your resume checked and pre-approved by EY Center staff when you upload it into the portal. Not only do you have to have your resume approved on Handshake, but you are also required to have a handshake account to sign up for Meet the Firms. Recruiters are extremely active on Handshake, which is one of the ways you can apply to Job and internship postings. From the portal, you can apply directly to jobs in your chosen career field. Recruiters can also look at your resume, work history, academic achievements, classes, experiences, preferences and interests on the website as well. Handshake allows you to sign up for additional events that occur before and after Meet the Firms, so you always want to make sure you are constantly logged in (you won't want to miss an event). Without creating a handshake account, you may not be able to apply for the internship, job, career fair or event you have been anticipating for so long. Please do yourself a favor and make an account as soon as possible! Having an account is also useful because some accounting firms only want you to apply directly on Handshake, the reasons to have an account are plenty.

LinkedIn

Without creating a LinkedIn account, you might not know about the opportunities that exist in the market and may miss out on amazing networking opportunities. Personally, LinkedIn allows me to bond with my Accounting Association peers, old high school friends, previous coworkers etc. Handshake implores us to post about our accounting journey and any updates we might have. LinkedIn also has a community where everyone's achievements and success stories are celebrated. Moreover, it allows us to champion each other, which motivates us to keep succeeding despite the hardships we face on a day-to-day basis. I can also look at what other firms and industries are like and come to a healthy conclusion about them from the posts they make. LinkedIn helped me decide what career path I wanted to choose in accounting, and I hope it provides you as much benefit in your life as it has for me. These sites are crucial to the early recruitment process, so if you are recruiting, then these two sites are tailor made for you. Both platforms allow you to market yourself and network with professionals which can better position you to land that job/internship you've always wanted. Being active on these accounts will positively affect your accounting journey because in many cases, it's the only way to be seen by professionals and accounting firms you'd like to work for. Both platforms allow you to market yourself to potential accounting firms who are looking for bright accounting students such as yourself. I encourage every AA member to take advantage of these two extremely helpful resources which can only benefit you in the long run.



Jonathan Diego

Executive Coordinator

Spring 23' Directors



Marketing



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.



Public Relations



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





Student Activities



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



Mentorship



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





Membership



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



Student Development



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



Monday Meetings



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



Wednesday Meetings



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



Evening Meetings



Our Evening Meetings are held every other week throughout the semester. 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.

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.

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

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.

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.



Gladys Polio

Important Dates

Spring Semester begins:
January 23, 2023

Meet the Firms - Big 4 & Mid-Tier:
Wednesday, February 15, 2023

The Odyssey Restaurant
15600 Odyssey Drive
Granada Hills, CA 91344
6:00pm - 9:00pm
(5:00pm Student Check-In)

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

Student Registration!
\$25 - Opened till February 8th

Complete payment with QR code:



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

Student Assistants:
Brett Zarris
Lucy Cruz

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**



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 the 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.

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

SN EAK 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



AMIR MAZAREI

Assurance Recruiter
amazarei@bdo.com

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A PLACE PEOPLE LIKE TO WORK



AUDIT/TAX /ADVISORY/DIGITAL



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HOLTHOUSE | CARLIN | VAN TRIGT LLP

**FOCUS.
CLARITY.
COMMITMENT.**



ABOUT US

Established in 1991, Holthouse Carlin & Van Trigt LLP is a Top 30 CPA firm providing tax, audit and assurance, business management, and mergers & acquisition services to a variety of private companies, closely held businesses, public companies, and high net worth individuals and family offices.

JOIN OUR TEAM IN 2023 & 2024

Tax

Intern & Staff roles

- Encino, CA
- Fort Worth, TX
- Irvine, CA
- Long Beach, CA
- Park City, UT
- Pasadena, CA
- Phoenix, AZ
- Westlake Village, CA
- West Los Angeles, CA

International Tax

Intern & Staff roles

- Glendale, CA
- Irvine, CA

State & Local Tax

Intern & Staff roles

- Irvine, CA
- Long Beach, CA
- Pasadena, CA

Audit

Intern & Staff roles

- Camarillo, CA
- Encino, CA
- Irvine, CA
- Long Beach, CA
- Pasadena, CA
- Westlake Village, CA
- West Los Angeles, CA



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

Applications are being reviewed on a rolling basis at jobs.lever.co/HCVT

ACCOUNTING / CONSULTING / WEALTH MANAGEMENT

MAKE YOUR MOVE

Your career at Moss Adams will get you where you want to go—fast. Opportunities for 2023 internships and staff positions are live. To learn more, visit mossadams.com/careers or contact your recruiter.

POTENTIAL REALIZED

At Moss Adams, we bring West to business. More than a location, it's an ethos that 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.

Where you take your career is up to you. We're dedicated to providing career advisory programs and mentoring to help you grow your professional talents.

Through your work with innovative companies and leaders, you'll explore types of work that excite you while customizing your career.

Your health and happiness is crucial to your professional success.

That's why we provide opportunities for flexible hours, work-from-home options, and generous paid time-off and benefits packages.



Moss Adams won't consider candidates who require sponsorship for an employment visa.



MOSSADAMS

Moss Adams by the Numbers

NEW-HIRE BENEFITS	Up to \$5K bonus for passing your CPA exam or other professional certifications	5 weeks paid time off	3 key people to help you grow, set goals, and build your network—a buddy, career advisor, and mentor
RANKINGS	No. 1 firm headquartered in the Western United States*	No. 11 ranked in Accounting Today's Top 100 firm list	No. 8 ranked in Vault Accounting 50 for benefits, internal mobility, and promotion policies
COMMITMENT	2008 launch of Forum W business resource group to attract, retain, and advance talented women	\$1.2M donated through the Moss Adams Foundation**	\$500 match for employee donations, dollar-for-dollar, by the Moss Adams Foundation
EXPERTISE	100+ years in business	350+ partners	3,400+ professionals
	30+ industries served	30+ locations*** including Dallas and Houston	110+ countries served through Praxity

Sources:

*Accounting Today 2019 Top 100 Firms

**2019 Moss Adams Foundation Report

***Locations are in Washington, Oregon, California, Arizona, New Mexico, Colorado, Utah, and Texas

INCLUSION & DIVERSITY

Bringing together professionals with different perspectives and backgrounds fosters an inclusive culture that positively impacts our clients and people. Explore our I&D programs.

BUSINESS RESOURCE GROUPS

Led at the local level, BRGs create community, camaraderie, and connection within the firm

- Asian BRG•Pride BRG
- Black BRG•Racial Equity BRG
- Forum W for Women•Veterans BRG
- LatinX BRG•Disability BRG

IGNITE SCHOLARSHIPS

Awards \$2,500 to college freshmen and sophomores pursuing a bachelor's degree in accounting or related field

GUIDE PILOT STEER (GPS) INTERNSHIP

6-week summer internship provides an inside look at the firm's operational functions

TAKEOFF!

Annual leadership program showcases opportunities and I&D initiatives at the firm



BEST ACCOUNTING FIRMS FOR DIVERSITY

Ranked No. 8 by Vault Accounting 50



TOP COMPANIES FOR EXECUTIVE WOMEN

Recognized by the National Association for Female Executives



For more information or questions, contact SCPrecruiting@mossadams.com or scan the QR code



ASSURANCE • TAX • CONSULTING

fast facts

Location: Torrance, CA
Headcount: 100 (and counting!)
Partners: 14

Richardson Kontogouris Emerson LLP was founded in 2006 in an effort to create a different type of accounting firm. The vision was to build a firm that had the big firm technical expertise with small firm service.

We focus heavily on recruiting the best service professionals and retaining the m through compensation, career opportunity, training and offering a balanced lifestyle. This strategy has paid off; since inception, RKE has grown significantly from six professionals to more than ninety with minimal turnover year after year.

We look forward to meeting you and sharing what RKE is all about!

apply today!
rkellp.com/careers



contact us
jenna dair
recruiting manager
jenna.dair@rkellp.com

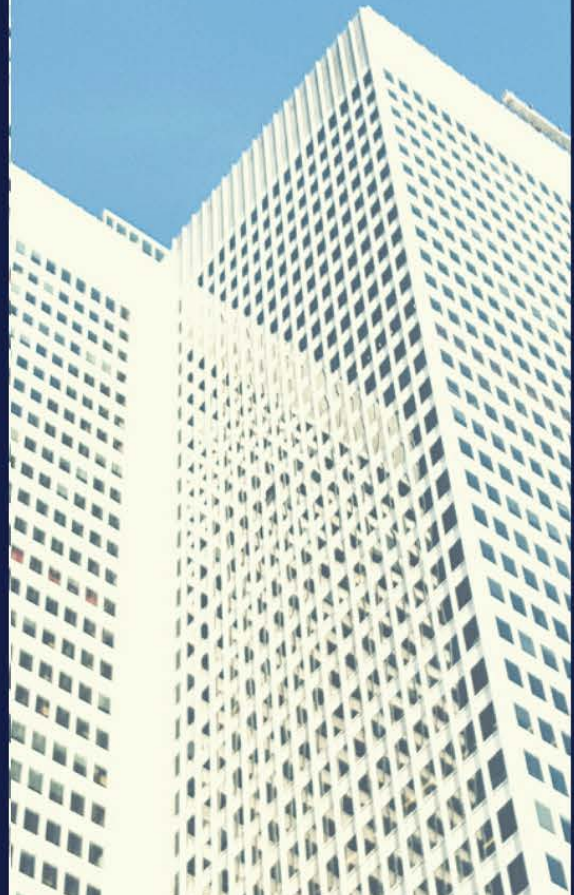
**BE A PART
OF OUR
TEAM!**

**Now Accepting Applications
for**

- **2023 Summer Internship**
- **2023 Rotational Staff**

**Priority Application Deadline:
February 19th, 2023**

**Final Application Deadline:
March 19th, 2023**



What We Do

At our core, we're a Texas-based national accounting firm with comprehensive capabilities. That means we do the things you'd expect us to do: traditional assurance and tax services. However, our philosophy has always been about doing more than expected. That's why Weaver also provides a wide array of advisory services to clients of all sizes in various industries.

That's what we do. But just as important is how we do it. Insight is at the heart of our approach. We start by making it our mission to understand our clients' industries inside and out, with a special focus on oil and gas, financial services, manufacturing and government. It doesn't end there; we get to know our clients' business goals and challenges, what they want to achieve and what's standing in the way. For you, this means you'll be learning from professionals who are experts in their fields. Not only that, but you'll also get exposure to clients in a variety of industries so you can determine what you really want to do. After all, it's your career.

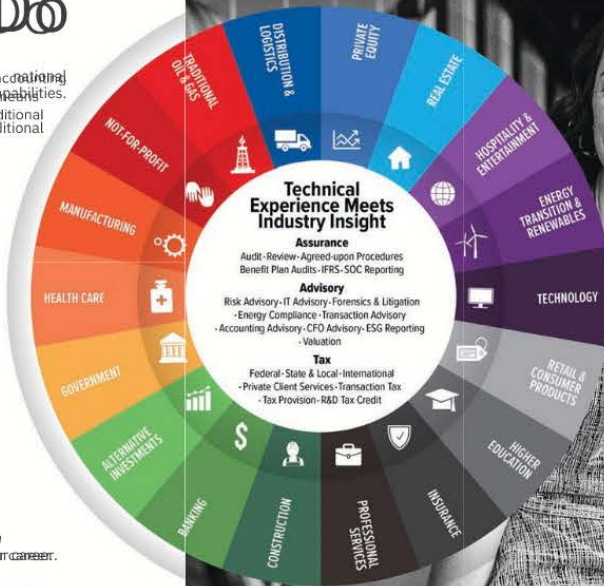
CARVE YOUR OWN PATH

Weaver has an entrepreneurial culture that fuels our growth. Our talented teammates are people just like you who found not only a job, but a career at Weaver. For some of them, this meant developing a personal passion into a new service offering.

“

“Through my journey to becoming Partner at Weaver, I proposed a business plan to start a new practice in the blockchain and digital assets space. Firm leadership fully supported the vision and recognized a significant opportunity to be a leader in the industry.”

- Tim Savage, Partner



Why Weaver?

At Weaver, we truly care about our people - our most valuable resource.

Our mission is to deliver the highest quality service to our clients 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 an inclusive work culture, a variety of projects, accessible leaders, growth opportunities and much more!

- ◀ Launch training for new hires
- ◀ Pathways leadership training
- ◀ Cultural awareness and education initiatives
- ◀ Mental health resources
- ◀ Innovation and change driven by employee feedback
- ◀ 15 paid holidays plus 2 disconnect weeks
- ◀ Support for CPA and other licenses
- ◀ Secondment program

Apply Today

When it comes to entry-level positions and internships, we're not just looking for students with the highest GPAs or the summa cum laudes of the world – we're looking for well-rounded leaders who demonstrate integrity and excel in a team environment.

Internships

An internship with us does more than launch your career – it sparks your potential, allowing you to figure out what you're good at, what you love and where those two things come together.

We encourage you to check your school's career services website to see if we are interviewing on your campus. If not, head to weaver.com to submit an application.

We typically have the following internships available throughout the year:

- ◀ Spring Internships: Audit, Tax, Energy Compliance Services, Forensics and Litigation Services
- ◀ Summer and Fall Internships: Risk Advisory Services, IT Advisory Services, Forensics and Litigation Services, Transaction Advisory Services, Valuation Services

Entry-Level

Most of our teams hire entry-level Associates throughout the year. Check out our weaver.com postings on or contact us to learn more.



Let's Connect!



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