



ACCOUNTING ASSOCIATION  
CSUN

Spring 2022

# Student Recruiting Book

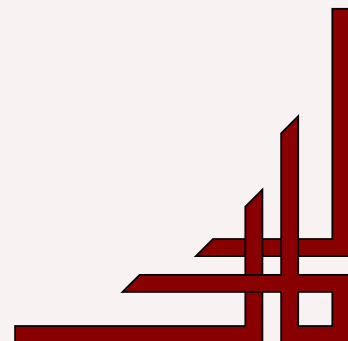


[www.aacsun.org](http://www.aacsun.org)

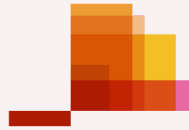


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CERTIFIED PUBLIC ACCOUNTANTS & CONSULTANTS SINCE 1939

# President's Welcome Letter



On behalf of the Accounting Association, welcome to the spring 2022 semester. I am Henry Palacios, and I have the privilege of being your president this semester. I have been with AA for 3 Years and am excited to lead the club during my last semester at CSUN. My goal is to help this organization grow and for it to continue to give back and help students as it has helped me. Being part of this organization has helped me become more mature, responsible and has helped me land my dream job at PwC. I could not have gotten this far without AA and its amazing leaders who mentored me and were there for me when I needed them. If you are a transfer student, an international student, an undocumented student, Graduate Student, or a first-generation student like me, I want you to know that AA has several resources and opportunities to help you succeed. Our mission is to continue to be a club of inclusivity and be a support system for those that need it. I am excited to have you join our fAAm and get to know you personally. As we now know, the first three weeks of school will be virtual, but rest assured that the executive board is working hard to adapt and provide both virtual and in-person events this semester. This semester we will continue to have our fully virtual networking workshops, mock interviews, and panels. Something new you can look forward to is our hybrid technical you can look forward to is our hybrid technical meetings, mentorship mixer, table sitting, and student activities events. This semester is a transitional period for AA; I am hopeful that all our events will be in person the following semester. And that you will get to experience the entire college and recruiting lifestyle. Despite recent COVID outbreaks, we are optimistic that things will get better and that we will see each other soon in classes and at table sitting. However, we are still prioritizing our member's safety. Therefore, our in-person and virtual events will be determined by the status of the pandemic and state laws. We care about our AA family and their loved ones and will not put any of them at risk. If COVID cases do not subside, we will continue to offer all of our resources virtually so that members may continue their professional development journey and continue expanding their professional network.

Members will be added to our weekly newsletter and invited to our GroupMe group chat, where we will keep them updated on our resources and events. In case you cannot make it to the allotted meeting time, most of our technical meetings will continue to be recorded and posted on our YouTube channel @aacsun as well as our podcasts. Make sure to follow us on Instagram, Facebook, Twitter, and LinkedIn to get updates on all our upcoming events, @aacsun. You may also stay up to date by visiting our website, where we post our events for the week and our monthly AA calendar. AA has so much to offer, but at the end of the day, your ambition and drive are what will help you succeed, so make sure to take advantage of all the resources AA has and to reach out to me or anyone on the executive board we are always glad to help. I look forward to seeing you throughout the semester and at our social events.



## Henry Palacios President



**AA Member Exclusive Events to help you prepare for Meet the Firms and this recruiting season:**

**Mentorship Mixer: 2/11**

**Networking Workshop: 2/19**

**Mock Interviews: 3/5**

**Networking and Professional Development Opportunities:  
Monday Technical Meetings  
(Weekly)**

**Wednesday Technical Meetings  
(Every Other Week)**

**Midtier Panel: 2/17**

**Big 4 Panel: 2/15**

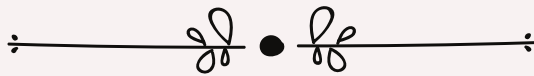
**Alumni Panel: 4/21**

**Government Panel: 3/3**

# Importance of a Great Resume



**Joel Ramirez**  
**Vice President**



At face value a resume is a page that lists your past experiences and qualifications, but really a resume is a tool where you can show off your strongest skills and accomplishments, and prove that you are a match for a specific position. Unless you've met with the recruiter or hiring manager beforehand at a networking event, your resume is most likely your first impression. The resume sets the tone for the subsequent steps and often determines whether or not you will be getting an interview. While your resume can be a great tool to make a good impression at the end of the day your resume is not what's going to get you the job. I often say, a good resume will never guarantee you a job but a bad resume will certainly take you out of the running. Your resume can get your foot in the door but your interview is where you really show if you are a good fit. However, interviewers often have your resume with them during an interview and will use that to guide their questioning. You can use that to your advantage. If you have experiences and accomplishments that you would like to talk about during your interview, emphasize them on the resume and the interviewer will likely notice and want to learn more about those things.

## The EY Center at CSUN

Has a great resume template that is specific for accounting that I recommend all accounting students use when applying for their first positions. The basic format that the resume template follows is:

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

### Contact Info

This is very straightforward. Keep it neat, keep it centered and keep it simple.

### Education

Only include your college education. High school education is no longer relevant. If you went to Community College before transferring, that should be included as well. Add any achievements you may have earned such as Dean's list, Scholarships and GPA.

## Work Experience

Only include your most recent work experience and any experience that may be relevant to the position you are applying for. The goal of this section is to show how your past experiences will help you in this future role. If listing all your high school jobs will not help you attain this goal then leave it off. With your work experience you really want to highlight your tangible accomplishments. With each point you will want to detail the specific aspect of each task, describe the purpose of each task and finally the result

### Volunteer Experience + Student Involvement

This is similar to work experience but it is an opportunity to show off your experiences outside of work. If you've been involved in any volunteer work or community service, this is the perfect opportunity to show how these experiences have shaped you. This is also a great place to highlight your campus involvement. If you've held any positions within a club like the Accounting Association, be sure to include it.

### Skills + Interests

Include tangible skills that will be relevant to this position. Rather than soft skills that you cannot prove, like communication and leadership, this section should be reserved for skills like excel, coding, etc. Additionally, the interests section can be used to your advantage when it comes to conversational ice breakers. If you prefer not to speak about your interests then you can feel free to leave your interests off your resume.

# Networking and Mock Interviews



CSUN's Accounting Association hosts two student empowering workshops known as Networking Workshop and Mock Interviews. Both workshops are essential during recruiting season and throughout your academic career. These events cater to student development in hopes for students to land full time offers or internships

## Networking Workshop

Networking can be a little nerve wrecking and most students aren't used to it. Whether you are new to networking or have some experience, AA's Networking Workshop is an exclusive, AA members only event and it's hosted once every full-term semester. This workshop helps students start building their professional network. Some benefits that students walk away with are improving interpersonal soft skills, understanding the latest trends within the accounting industry and creating professional relationships. Professionals meet with students (virtually) to help them develop their elevator pitch, resumes, and interpersonal skills. Prior to the event, students will get a master schedule of all the firms that will be attending the Networking workshop, each student is allowed to register for up to 6 different firms for a 15-minute one-on-one breakout session. During each session the professionals will provide feedback to better prepare students for other networking events such as Meet the Firms.

## Mock Interviews

Mock Interviews is another exclusive AA workshop, it is hosted about a week after Networking Workshop. The purpose of this workshop is to familiarize yourself with the interviewing process, receive interviewing tips and feedback and make more connections with professionals. Some professionals share common interview questions that their firm will ask during an interview. I highly recommend having a resume ready and at hand when you are attending mock interviews, this will facilitate the process of providing valuable feedback. Similar to Networking Workshop, AA members will receive an invitation email and will use a master schedule to register for the workshop. Each professional will meet with the AA member for 30 minutes. A few things to keep in mind for both of these events are;

- > Do prior research on the professional(s) you will be meeting with.
- > Be on time and respectful.
- > Embrace the unknown and always be yourself.

Lastly, I encourage all new AA members who just started the recruiting process to attend both of these events, you won't regret it.



**Araceli Hernandez**  
**Controller**



**\*\*\*Save the Dates**

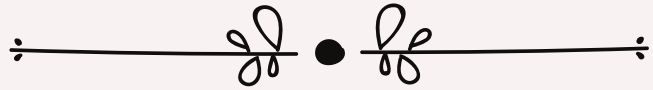
**Networking Workshop**

**February 19, 2022**

**Mock Interviews**

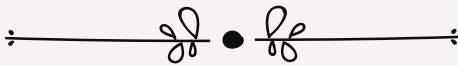
**March 5, 2022**

# Valuing an Internship



**Abigail Arevalo**

**Treasurer**



**\*\*\*Save the Dates**

**Networking Workshop**  
**February 19, 2022**

**Mock Interviews**  
**March 5, 2022**

## Why is it important to land an internship?

Landing an internship is essential to successful outcomes after graduation. Internships are beneficial because you can develop your professional aptitude, strengthen personal character, and provide a greater door to opportunity. By investing in internships, you'll give yourself the broadest spectrum of opportunities, and you will be able to realize what you might do in the future. It is a good learning experience, and it could possibly lead to a full-time offer at the end of the internship. It does not matter where you intern at a Big 4 or Mid-Tier or a local firm. Any internship will give you an idea of what you do and do not enjoy before committing to a full-time position. Learning, growing, and, most importantly, preparing for a career is what college is all about. Here are a few reasons why internships are so vital to aid in your career readiness.

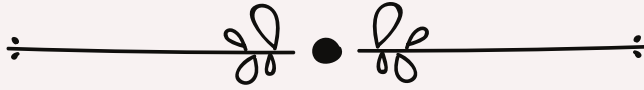
- Within internships, classroom concepts suddenly become real tools as you interact and learn in a professional setting. Internship experiences are formal and foundational to your career. This real-life application will also help you expand your professional resume.
- Not only do internships help develop your professionalism, but they also encourage personal growth. Many employers value personal qualities over knowledge when it comes to employment.
- You will be able to begin your career development which will include your knowledge of workplace collaboration, business etiquette, and strong communication tactics, which are also among the vital "soft skills" that can only be learned on the job.
- Internships will greatly help in expanding your network. You will get to meet so many new people at the firm that will teach you and give you helpful advice.

## How to succeed in your first interview?

There are a few things that are important to remember for your internship:

- Do not think that firms expect you to know everything before you begin. Therefore, do not worry whether you are not proficient in Excel or other programs because they will teach you the software they use to complete the work.
- Since everything might be new to you, always ask questions! Always speak up if something is confusing or if you need clarification to help you perform at and above expectations. Try to understand the management style of your seniors, supervisors, and managers, and learn how best to approach them if you do have questions. Reach out, if necessary, to other people at the firm with whom you have connected to seek their advice as well.
- If you finish your assignments early, ask for additional work; do not sit idly. Look for opportunities to get involved, where and when appropriate, learn as much as you can, seek feedback, respond accordingly to constructive feedback, and make improvements, whether it be with your technical performance or work attitude.

# Preparing for Interviews



Prepping for an interview can always be nerve-wracking. Always make sure to read the instructions provided by the recruiter or professional who you've been in contact with. That is the first step when getting ready for an interview because 9/10 times, you will be given details of what to expect that day. If this is not the case, then make sure to reach out to the person you have been in contact with and ask what the appropriate dress code is? It never hurts to ask.

In terms of everything else, I found it helpful to ask my peers about their experience and learn from their success and their mistakes as well.

You may wonder what are the best types of questions after that "Do you have any questions for me?" The answer is, there are no right or wrong questions. However, I would suggest not to ask for information you can easily find on the firm's website because that would show you that you have not done your research. This shows disinterest in the firm and will definitely get you some negative points. Below are a few examples of questions that have worked for me:

## Questions about the job

- Thinking back to people you've seen do this work previously, what differentiated the ones who were good from the ones who were really great at it?
- Can you describe examples of projects I'd be working on?
- What are the biggest challenges that someone in this position would face?

## Training and development

- How will I be trained?
- What training programs are available to your employees?
- Are there opportunities for advancement or professional development?

## Questions about your performance

- What is the performance review process like here? How often would I be formally reviewed?

No matter what, always make sure to ask something you are genuinely curious about. Think of it this way; they want to get to know you to see if you will be a good match for the company. You need to make sure they will be a good match for you.



**Nicole Fregozo**

**Executive of Operations**



## About interviewer

- Why did you come to this company?
- What's your favorite part about working here?

## About the culture

What's your favorite office tradition

Do you ever do joint events with other departments

What's different about working here than anywhere else you've worked

How has the company changed since you joined?

## About the next steps

- Is there anything that concerns you about my background being a fit for this role?
- Is there anything else I can provide you with that would be helpful?



# Time management



It is easy to be burned out especially in a virtual situation as we are constantly staring at the computer all day without any physical movements. Sometimes it is easy to doubt yourself whether you are putting in your 100% effort because of the situations we are in right now. To prevent that, you need to better manage your time management in separating school, work, and personal time.

## Step 1. Have a calendar on your phone

I like to have a calendar in my phone background to check my daily schedule. I would have my class schedule mapped out in the calendar with my workdays and the events that I must attend as part of being in the Accounting Association. It might sound overwhelming, but once you have it laid out in your calendar, you will notice that there are a couple of days or even hours that you have to yourself. It gives me a little breather in knowing that my schedule is not as booked as I imagined. Since I am always on my phone, it is an automatic reminder to see what class I have tomorrow and how many hours can I take a nap until the next AA meeting. It also makes it easier to make plans with your friends as you have it laid out in front of you, your next availability.

## Step 2. Utilize your free time

You, yourself comes first. After organizing your calendar, find a little break time and plan something out. It doesn't have to be anything grand rather it can be you taking a nap or watching endless Tik Toks to pass the time. It is important to note that, during your free time, don't think and stress about anything else. It is giving a little reward to yourself for attending class, doing work, and being an awesome person overall. In doing so, you will be less burnt out and less inclined to do work when necessary.

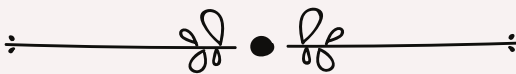
## Step 3. If you are going to procrastinate, procrastinate

I believe by now we all know how our work style is. I like to finish my work ahead of time and make any adjustments necessary towards the upcoming due date. That way, I am not stressing about it middle of the week whether I should start the assignment or not. However, my method might not work best for people who like to do their work at the last minute for the rush of adrenaline. If that is the way you succeed, don't stress about whether you should start the assignment early or during the middle of the week, just wait until the deadline where you feel the most motivated to finish the work. I must emphasize though; procrastination usually scores mediocre results. Only procrastinate if you have been succeeding at it. If not, I suggest you switch it up right away to pass your class.

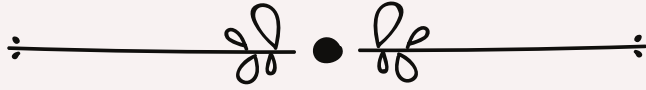


**Kum Mi  
(Jaemma) Kim**

**Ececutive of Alumni Relation**



# Do's and Don'ts During Recruiting



## Do's

- Follow your interests by speaking with professionals about what you would like to pursue and make it clear with the type of questions you have for them
- Research ahead of time the firm you will be speaking with in order to have some familiarity of the opportunities that you can ask the professionals about
- Prepare for an interview by practicing behavioral questions to make a good impressions on the interviewer
- Ask questions to the professionals that are specific to the conversation you had with them during an interview to show you are interested in the current conversation
- Attend professional events that are offered by the clubs at CSUN to strengthen your ability to speak with professionals
- Use resources available to you such as the EY Center at CSUN to prepare for your interviews
- Practice your elevator pitch by repeating it to another person for feedback
- Be punctual to any scheduled event you will be attending
- Be open to speak with as many professionals as you can to build connections
- Build your personal brand to let recruiters know your strengths and what makes you stand out
- Speak with the recruiters about a firm's process in hiring to understand what your path will look like
- Follow up with a professional when you want to continue a conversation you had with them
- Give yourself some time when a professional asks you a question that you can't answer right away to come up with a proper response



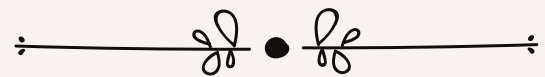
## Don'ts

- Do last minute research on a firm you will be interviewing with
- Have a professional wait on you when having an interview or meeting with them
- Forget to respond to a recruiter that has offered you an opportunity
- Procrastinate on completing a listing for an opportunity that a firm has listed on their website
- Have a resume that has not been worked on and a cover letter that has never been reviewed
- Lie about experiences you had to satisfy a question asked by a recruiter
- Disregard the feedback a professional offers you
- Free style an interview without preparation
- Have questions that can easily be answered by going onto the company's website
- Ignore speaking with professionals because they are from a firm out of your liking
- Forget to thank the interviewer for their time after an interview is completed
- Procrastinate in attending professional events held by the clubs and organizations at CSUN
- Have a scripted elevator pitch that you say word for word
- Be to quick in responding to a professionals question without formulating the proper response
- Have answers memorized for behavioral questions as you'll lose the natural flow of a conversation



**Isaac De La Luz Campech**

**Executive Coordinator**





**Anjanette Tadiaman**  
**Executive Administrator**

# LinkedIn and Handshake



## LinkedIn

LinkedIn is the largest professional networking platform that can be used to network with CSUN students and alumni, and employers in positions of interest to you. The EY Center has a useful detailed guide to using LinkedIn, which can be found here. Everyone who plans to be successful in the professional world should have a LinkedIn profile and update it as needed.

### Setting up a LinkedIn profile

Just like with Handshake, the best first step to utilizing LinkedIn is to create a detailed profile that is unique to you. Again, if you already have a resume completed, this will be easy. If possible, use a professional headshot for your profile picture and keep the background photo professional but unique to you. Make sure your profile highlights your current job position or indicates if you're looking for work. For the "About" section of your profile, treat it as an elevator pitch. Describe who you are, what you currently do, and what your career goals are (short and long-term). You can also include any relevant skills or experiences, your GPA, and your expected graduation date. Be sure to keep it brief and to the point.

### Growing your LinkedIn network

The next step is to focus on building a quality network of people you actually know or people you want to know more about. LinkedIn will label your connections as follows: 1st = Direct Connection | 2nd = Connection of your #1's | 3rd = Connection of your #2's. You should first start by connecting with people you already know, whether that be students,

professionals, professors, co-workers, friends, family, neighbors, etc. Then you can start searching for employers or professionals that are in positions you're interested in. Use the filters and cater the searches to what you're looking for. If someone has "2nd" next to their name, that means that person is connected to someone you know. You can try to use this to your advantage by asking your connection to introduce you to that person. Once you're ready to invite others to join your network, go to their profile, click "Connect", and "Add a Note" to personalize the invitation. Please also note that you do not need to connect with people you don't know, especially if their profile looks suspicious, which does happen often. Every time you meet someone new that you enjoyed talking to, try to connect with them on LinkedIn afterward. Again, focus on quality connections, not just the quantity of them.

## Handshake

Handshake is a platform that makes it easy for college students to explore career options, find jobs and internships for students, and connect with employers. There are so many Accounting and Information Systems related opportunities on Handshake. Handshake makes it quick and easy to apply for positions because if you already have an account, all you need to do is upload your resume and/or cover letter.

When searching for jobs in Handshake, make sure to utilize the filters to cater the search to what you are interested in. Each job posting will explicitly state everything you need to know about the position, including a description, requirements, location, deadline, etc. When you find a job that you want to apply for, be sure to take note of the deadline and save the job on your Handshake account. If you save a job, Handshake will automatically send you reminders that the deadline is approaching soon.

### Setting up a Handshake profile

It's a good idea to set up your Handshake profile as soon as possible because the deadlines for internship/full-time positions come very quickly, and you don't want to miss any opportunities. A quick guide to creating a profile in Handshake according to the CSUN EY Center can be found here. Try to fill in as much information as you can in your profile. Your profile is visible to employers on Handshake, so you want to make sure that it gives them a good and accurate impression of you. It's helpful if you already have a resume completed because you can copy and paste that information onto your Handshake profile.

# Spring 2022 Directors



Katerina Martirosyan   Stefania Roman

## Mentorship Directors

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

## Public Relations Directors

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



Marianna Hossain

Eric Cabrerros



Shalome Chae

## Membership Director

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



# Spring 2022 Directors

## Student Development Directors

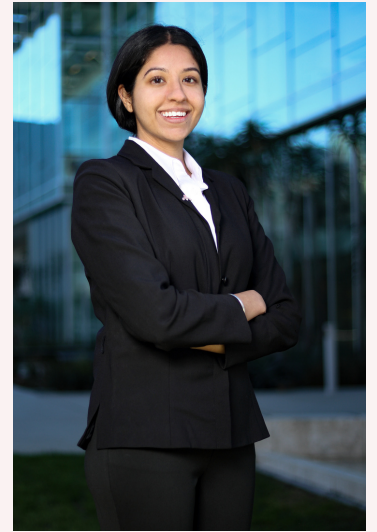
Student Development Directors are responsible for contacting firms, catering and other logistics related to the Networking Workshop and Mock Interviews.



Ani Azarapetian



Dickson Chan



Ravleen Singh

## Student Activities Directors

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



Edgar Abraamyan



Jonathan Diego



# Spring 2022 Directors

## Monday Meetings Directors



Catherine Epstein

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.



Brett Zarris

## Wednesday & Evening Meetings Directors



Leander Benedicto

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



Rosie Duran



# Spring 2022 Directors

## Media Directors



Peter Radionov

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



Ruben De La Cruze

## Marketing Directors



Liana Sahakyan

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.



Omar Puga



# 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, Stuart Fried, has over 30 years of experience in the career and job search field and has dedicated his time here at CSUN to support undergraduate (Bachelors program) and graduate students (Masters program) and alumni. He 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.

Location: Bookstein Hall - BB 2224  
Office: (818) 677-2979  
[stuart.fried@csun.edu](mailto:stuart.fried@csun.edu)



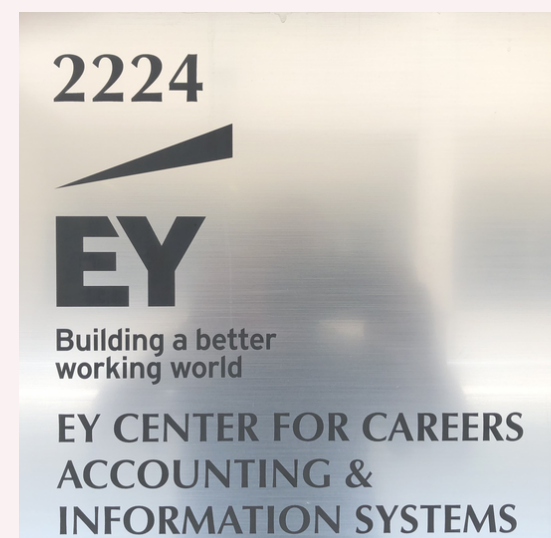
## Important Dates

**Spring Semester begins:  
January 22, 2022**

**Meet the Firms - Big 4 & Mid-Tier:  
Tuesday, February 22, 2022  
(Registration opens up January 24, 2022)**

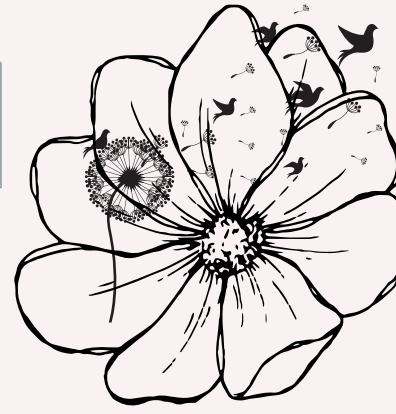
**Meet the Firms - Regional & Local:  
Wednesday, March 2, 2022  
(Registration opens up January 24, 2022)**

**Meet the Firms - Private Industry &  
Government:  
Thursday, March 10, 2022  
(Registration opens up January 24, 2022)**





# Recruiting Timeline



## Attend Firms' Office Hours

A great way to get to know the firms and ask questions. Take the opportunity to introduce yourself.

1

## 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.

2

## Attend Workshops

Accounting Association, EY Center and other business clubs host workshops on how to navigate recruiting.

AA Networking Workshop | February 19  
Mock Interviews | March 5

3

4

## Attend Meet the Firms

Big 4 & Mid-Tier | February 22  
Regional & Local Firms | March 2  
Private & Government | March 10

## Apply on Handshake

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

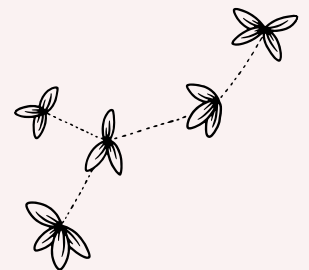
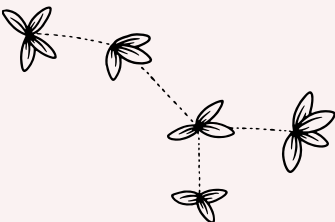
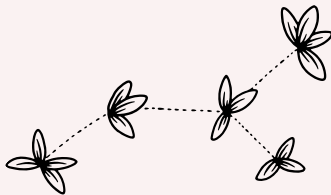
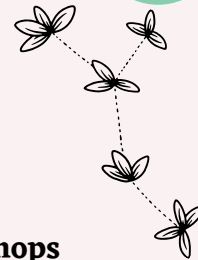
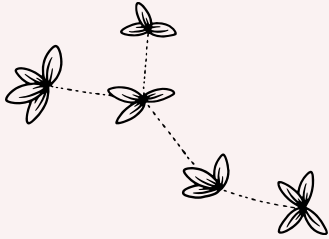
5

## Interview & Offer

Check your email and Handshake for updates from the firms.

Good Luck!

6



# 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

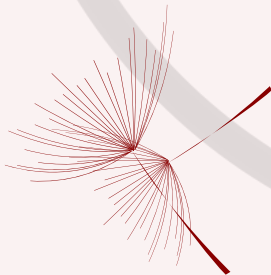
- Keep up with Emails from Stuart Fried
- Attend AA Weekly Meetings with the firms
- Go to firm Office Hours
- Get your resume approved by the EY center

## 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 virtual environment etiquette
- Have a PDF version of your resume ready
- Keep Up with emails from the firms
- Check your Handshake Account daily



# About Baker Tilly

Baker Tilly US, LLP may be one of the oldest and largest certified public accounting and consulting firms in the U.S., yet it is our entrepreneurial spirit and commitment to progress that has helped to make us the advisory CPA firm of the future, today. As Value Architects™, we draw upon our natural sense of curiosity to uncover new opportunities with our clients that enhances and protects their value.

For us, “now, for tomorrow” is more than a tagline. It is our promise to guide our clients through the ever-changing business world, blending free-flowing knowledge with the power of personal relationships to help our clients win now and anticipate tomorrow.



## We promise to:

- Never stop getting to know our clients
- Take the time to move beyond the whats, to understand the whys
- To seek out today’s opportunities to drive tomorrow’s change

## Our services

### Consulting

As an advisory CPA firm, our consulting services combine deep functional, industry and technical experience, delivered within a flexible engagement model to assist in solving your toughest enterprise challenges. We work with you to tailor our methodologies and develop real solutions to further your success.

### Tax

In addition to traditional tax planning and compliance, we offer a wide range of highly specialized services, including international tax, state and local tax, tax advocacy and controversy services, research and development credits and cost segregation.

### Audit and assurance

Our specialized accounting and auditing teams comprise highly collaborative professionals with industry and service expertise to best meet each client’s unique situation. Working with tax-informed auditors and hands-on partners, your organization will receive valuable insight and quick resolution to any technical issues that may arise.

### Our people

At Baker Tilly, we celebrate and value the identities, perspectives and contributions of everyone. Cultivating a diverse environment involves embracing our differences and similarities and learning from each other. We are consistently acknowledged by our employees as a great place to work, regionally and nationally.

Inclusiveness and belonging empower us to achieve better business results. These elements create an environment where all team members are valued, where we can bring our authentic selves to work each day, and where our contributions reflect our individual best.

### International reach

In addition to our in-house international specialists, we leverage the collective knowledge and experience of our worldwide network of independent accounting and business advisory firms.

## Baker Tilly US

Revenue  
**\$1 billion**

Professionals  
**4,600**

Partners  
**450**

## About Baker Tilly International

Baker Tilly US is a member of Baker Tilly International, a global network of high-quality independent accounting and business services firms. Baker Tilly International has the scale to meet our clients' changing needs, but the agility to help them stay one step ahead.

### How we work together

All firms in the network adhere to the same high standards and share skills, resources and expertise to create best practices and improve our client focus. Network members collaborate seamlessly to serve our clients across the globe.

As the network's largest North American affiliate, Baker Tilly US is extremely effective in mobilizing global service teams to meet the complex needs of our clients. We take responsibility for the execution and timely delivery of overseas services and ensure we exceed our clients' expectations. Clients will never have to coordinate international service delivery on their own. We achieve great success with this service model by choosing one person to act as our clients' point-of-contact for coordination of our worldwide service delivery.

### Now, for tomorrow

When you choose to work with Baker Tilly, you choose a firm that believes in the power of great relationships, great conversations and great futures. We know you by name and value our relationship. We are not afraid to have tomorrow's conversations, today. And we embrace the opportunities that tomorrow presents.

*Baker Tilly International has the scale to meet our clients' changing needs, but the agility to help them stay one step ahead.*

### Connect with us:

 @BakerTillyUS

 Baker Tilly US

 bakertilly.com

## Baker Tilly International

Combined firm income  
**\$4 billion**

World rank by fee size  
**10th**

Global personnel  
**36,000**

Territories  
**148**

Member firms  
**123**

Offices  
**740**



## FOCUS. CLARITY. COMMITMENT.

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PASADENA | WALNUT CREEK | WEST LOS ANGELES | WESTLAKE VILLAGE  
FORT WORTH, TX | PARK CITY, UT | PHOENIX, AZ



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Taking care of people is our top priority.

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

### JOIN OUR TEAM

We're hiring!

#### 2022 Open Positions

- Audit Staff (Summer/Winter)
- Tax Staff (Summer/Winter)
- Audit Intern (Summer/Winter)
- Tax Intern (Summer/Winter)

Apply Today at  
[jobs.lever.co/HCVT](https://jobs.lever.co/HCVT)

*“There’s learning from books. And then there’s learning by doing.”*

People who know, know BDO.<sup>SM</sup>



**BDO. Because relationships matter.**

At BDO, we believe in helping people thrive, every day. That core purpose extends to both the clients and businesses we serve, as well as the people we work with. At BDO, we'll make it a priority to offer you the mentorship, flexibility, and opportunity you need to grow and develop as a professional – today, tomorrow, and for the rest of your career. Because when our own people thrive, they can help make sure our clients do, too.

*Amir Mazarei, West Region Campus Recruiting Manager*  
amazarei@bdo.com | 310-203-1201

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Accountants and Consultants

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# ARE YOU

MGO JOB OPPORTUNITY

# TYPE ATYPICAL?



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

## MGO Is Hiring Entry-Level Associates

MGO invests in long-term relationships with our clients and our people. You'll get hands-on experience at client locations in a variety of industries. You'll learn from partners, directors, managers, and experienced staff.

### 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

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

## REASONS TO GROW AT MGO



Be immersed in a diverse group of people with variety of life experiences.



Contribute work that is meaningful to you and valued by MGO.



MGO's culture nurtures creativity, rewards innovation, and encourages personal and professional growth.

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.



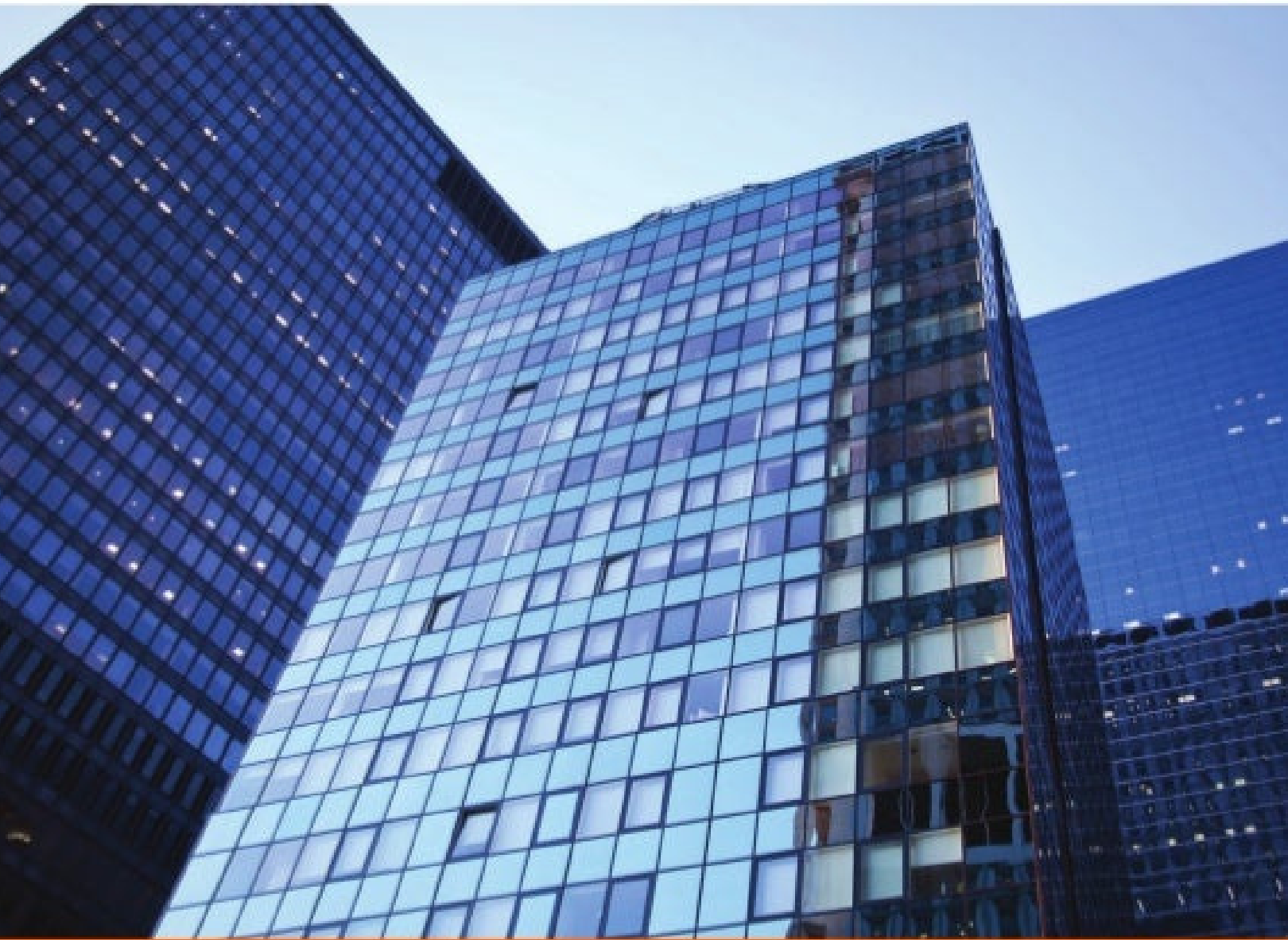
**LET'S CONNECT**

recruiting@mgocpa.com  
or visit [mgocpa.com/careers](https://mgocpa.com/careers)



# COHN REZNICK

ACCOUNTING • TAX • ADVISORY



## About CohnReznick

CohnReznick LLP is one of the top accounting, tax, and advisory firms in the United States, combining the deep resources of a national firm with the hands-on, agile approach that today's dynamic business environment demands. With diverse industry expertise, the Firm provides companies with the insight and experience to help them break through and seize growth opportunities. The Firm, with origins dating back to 1919, is headquartered in New York, NY with 2,700 employees in offices nationwide. CohnReznick is a member of Nexia International, a global network of independent accountancy, tax, and business advisors. For more information, visit [www.cohnreznick.com](http://www.cohnreznick.com).

For more information visit: [cohnreznick.com](http://cohnreznick.com)

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A member of  
**Nexia**  
International

CohnReznick is an independent  
member of Nexia International





## WHAT SETS US APART:

Approachable staff  
 and partners

Family-style environment

Smart casual dress code

Teamwork-based culture

Individual growth plans and  
 customized Learning Ladder

Firm Summit:

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

Los Angeles

Business Journal's

Best Places to Work Award

2009, 2010, 2012, 2013, 2016,  
 2017 and 2018

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

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

## THE BENEFITS OF WORKING WITH US:

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





Our purpose is clear, to be the **most innovative** and **entrepreneurial** firm that makes a **positive impact** on the lives of *our clients, our communities, and our people.*

## Who are we?

Consistently ranked among the **Top 25 Accounting and Consulting Firms** in the nation. Armanino delivers a depth of knowledge, a range of services, and a consistent and responsive team. We support global operations with sophisticated financial capabilities and solutions no matter the location or industry.

Explore even more about our offerings and firm culture at [www.armaninollp.com](http://www.armaninollp.com)



## Where are we?

As one of Inside Public Accounting's "**Fastest Growing Firms**" we're quickly establishing a coast-to-coast presence.

Armanino has offices located in:  
**Austin (TX), Bellevue (WA), Boise (ID), Chicago (IL), Dallas (TX), Denver (CO), El Segundo (CA), Irvine (CA), Los Angeles (CA), Naperville (IL), New York City (NY), San Francisco (CA), San Jose (CA), San Ramon (CA), St. Louis (MO), Woodland Hills (CA)**, - with remote employees across the country!

## What do we do for our clients?

### Tax

Supports businesses, individuals, families and nonprofit organizations that count on us for key tax calculations, and to help strategize on how best to support business objectives. Meeting regulatory requirements just scratches the surface of our tax accounting capabilities.

*Relevant Majors: Accounting*

### Trust & Assurance Services

Provides assessments, enhances security, and mitigates risk of businesses based on an in-depth knowledge of their industry. By providing specialized audits and risk assurance techniques, we can compare performance to industry peers and safeguard important data.

*Relevant Majors: Accounting, Finance, Business Administration, Information Technology*

### Consulting

Helps our clients achieve their desired results through embracing new technologies and improving business processes to make informed decisions. Practices include CFO Advisory, Technology, Business Outsourcing Services, and more.

*Relevant Majors: Accounting, Finance, Business Administration, Information Technology*

### Business Management

Serves directors, actors, musicians, athletes, high-net-worth individuals and others who have a desire to focus on their passions. We supervise and manage their day-to-day financial affairs and business concerns by working cooperatively with their other trusted providers.

*Relevant Majors: Accounting, Finance, Business Administration*

# Armanino Aspire

Learn what makes us **Uniquely Armanino** by

- Participating in mock case study activities
- Engaging with our Diversity groups
- Networking with Professionals
- Meeting with our CEO

**armanino** 

***Interested in exploring a career in Public Accounting or Consulting?***

**Apply to attend our Student Leadership Program!**



For students graduating between December 2024 and August 2025



May 23-25, 2022



Approximately 5 hours per day



*Hybrid:* Virtual with an option to join In-Person on our last day

**Scan me to apply!**



***Space is limited!***  
**Applications close**  
**March 1, 2022**



Join us for our National and Local Events!

### National Event

Your Career Questions Answered: CLA Experience

Date: April 27, 2022, 11 a.m. – Noon CT

Register by: April 26, 2022



### Questions?

Melissa Grimm

Senior Operations Coordinator

[melissa.grimm@claconnect.com](mailto:melissa.grimm@claconnect.com)

314-925-4403

[CLAconnect.com/careers](https://claconnect.com/careers)

WEALTH ADVISORY | OUTSOURCING | AUDIT, TAX, AND CONSULTING

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*CLA is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, disability status, protected veteran status, national origin, or any other characteristic protected by law.*

Equal Opportunity Employer /AA Employer/Minorities/Women/Protected Veterans/Individuals with Disabilities

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www.cbizcampus.com  
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## FIRM FACTS

California Employees | 230+  
California Locations | 9  
Nationwide Locations | 100+ offices  
Areas of Hire | Audit, Tax, Forensic Accounting, Advisory  
Growth | CBIZ acquires an average of four new firms each year. Our newest 2022 acquisition is our New York office focusing on advisory for real estate and non-profit organizations!  
Community Involvement | Father Joe's Villages, Dress for Success, Feeding America, Healing Hearts Across Borders

## FIRM CULTURE

CBIZ MHM is proud of our strong company culture. Our California locations have been awarded over 93 workplace awards last year. Nationwide, CBIZ was recognized as America's Best Mid-Size Employers by Forbes in 2021 and as the 5<sup>th</sup> Best Accounting firm for Client Interaction for 2021.

## ABOUT US

We are the 11th largest accounting provider in the nation. Our approach is simple - listen and learn about our clients' challenges and aspirations, and provide proactive solutions to strengthen business operations and achieve goals. As one of SoCal's largest Life Sciences, Technology, & Real Estate practices, we are the accounting provider of choice to these dynamic growth industries.

## WHY CBIZ?

**Your life is more than your career. We get it.** We understand you want more than a job—you deserve a career that embraces your interests. As a mid-size firm, we work with mid-size clients. This means you gain more exposure to various client work and industries. We offer national, regional, and local training options to ensure you're prepared to begin and continue developing your professional career. We also host the CBIZ Cares Program (community service), CBIZ Green Team (environmental sustainability), and the CBIZ Women's Advantage Program (empower women to succeed in business). If you want to pursue your passions, make a meaningful impact, and have work-life flexibility, come find your perfect fit with CBIZ.

## INTERESTING CLIENTS



## TOP AUDIT & TAX CLIENT INDUSTRIES

Technology & Life Sciences  
Real Estate  
Manufacturing & Distribution  
Not-for-Profit & Education  
Hospitality & Entertainment

## TOP FORENSIC ACCOUNTING AREAS

Family Law/Marital Dissolution  
Business Valuation  
Economic Damages  
Fraud  
Personal Injury

## FEATURED OPEN POSITIONS IN SOUTHERN CALIFORNIA

### Internship

[Los Angeles Forensic & Litigation Intern - 2023](#)  
[Los Angeles Audit & Tax Intern - Summer 2023](#)  
[Los Angeles Tax Intern – Spring 2023](#)  
[Los Angeles Audit Intern – Spring 2023](#)  
[Oxnard Audit & Tax Intern – Spring 2023](#)

### Full-Time

[Los Angeles Audit Associate - 2022](#)  
[Los Angeles Tax Associate - 2022](#)  
[Los Angeles Forensic Accounting Associate - 2022](#)  
[Encino Tax Associate - 2023](#)  
[Oxnard Audit & Tax Associate – 2023](#)

## READY TO APPLY?

Apply to positions by March 11<sup>th</sup> on [www.cbiz.jobs](http://www.cbiz.jobs). For more opportunities and campus recruiting information, check out [www.cbizcampus.com](http://www.cbizcampus.com) or reach out to your Campus Recruiter, Lindsay Angeli, at [campusrecruiting@cbiz.com](mailto:campusrecruiting@cbiz.com).

Established in 1939 in Pasadena, California, KROST, is a full-service Award-Winning Certified Public Accounting and Consulting firm serving clients across various industries. Our focus is on recognizing opportunities and creating value for our clients by equipping them with the tools to make better business and financial decisions for the future.



## Tax

We pride ourselves on giving clients the peace of mind that they are getting the best we have to offer. From our staff to our senior tax team and principals, we have decades of experience with complex tax matters. We provide personalized tax service to high-net-worth individuals and businesses. Our focus is to provide meaningful information and guidance to help our clients make sound business decisions

- Business Tax Consulting and Compliance
- Estate and Gift, Trust, and Probate
- Individual Tax Services
- International Tax Services
- Non-Profit Planning and Compliance
- State and Local Tax Consulting and Compliance
- Tax Controversy & Legal Support



## Assurance & Advisory

We bring services that were only available to the S&P 500 and make them accessible and impactful to emerging and middle-market companies. We do this by bringing together a team that enjoys working with complex accounting concepts and translating them to help clients make better business decisions. Our focus has always been to provide our clients with a value-added experience through collaborative partnership and proactive communication.

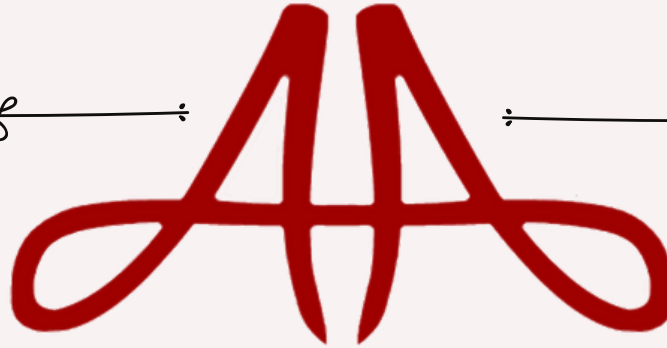
- Audit & Assurance
- KROST Business Intelligence (KBI)
- Cybersecurity Risk Assessment
- Agreed Upon Procedures
- Value Added CFO Services
- Due Dilligence
- Environmental, Social, and Governance Reporting and Consulting
- Data Analytics Consulting
- Technical GAAP Advisory
- Internal Control, Checks and Balances
- Lease Accounting Advisory
- Waterfall Calculations
- Reviews & Compilations



## Mergers & Acquisitions and Capital Markets

We can assist in the mergers and acquisitions process, whether companies are selling, buying, financing, or re-capitalizing. Every transaction is unique. Our comprehensive process and hands-on services provide companies, management, and shareholders with step-by-step guidance, from planning to execution and close. No matter the circumstances, our team of specialists has the knowledge, experience, and market presence to support our clients.

- Sell-side M&A
- Buy-side M&A
- Equity Capital Raises
- Debt Financing or Re-Financing
- Business Valuations
- Transactional Support
- Quality of Earnings
- Fractional CFO Services
- Readiness Evaluation
- Exit Planning



# Accounting Association

Spring 2022

California State University, Northridge

 [@AAC SUN](#)

 [@AAC SUN](#)