



SDSU Student Accounting Society

[Meeting Minutes : Fall Recruiter Panel] [Campus Recruiter Q&A]

Presenters: Allison Newman (KPMG), Ricardo Soria (Frank, Rimmerman), Sara Keimig (Grant Thornton), Adam Schwab (Moss Adams), Kasey Noble (RSM), Tamera Pumphrey (BDO), Kaitlin Root (PwC), Garrett (Squar Milner), Jennifer Glaser (Tax Partner and Recruiter for LLME), Ali Meersman (EY)

Fixed Questions:

- Why did you become a recruiter?
 - Ricardo - studied accounting at SLO, switched into recruiting as a senior as he connected more with students; looking for full time associates and interns
 - Garrett - certified CPA with experience in Audit and became a recruiter after a one year leave
 - Kasey - wanted to help students by giving out the jobs
 - Adam - helped recruiters by bringing them out to the campus through Career Services and then switched into recruiting for Moss Adams; looking for interns and staff
 - Jennifer - looking for interns and associates; started her journey as an intern in LLME and wanted to continue to be involved on campus
 - Ali - started journey as an Audit intern and found her passion in recruiting; positions available on Handshake and welcomes Sophomores through Launch Internship
 - Tamera - started off in Audit for four years and wants to people navigate public accounting; looking for interns and associates in audit and tax
 - Kaitlin - began recruiting in technology and was recruited into PwC, applications through the website
 - Allison - started in audit for five years and became a recruiter as she wanted to help students more, applications available for full time and intern positions
 - Sara - applications available until September 27 with two half-hour interviews, began her journey in campus admissions and began recruiting for Grant Thorton after a friend's recommendation
- What is your favorite thing about your firm?
 - Ali - global reach interests her, San Diego sports teams within the office (volleyball, soccer, etc.)
 - Tamera - the people, San Diego associates showed her San Diego and the opportunities are abundant
 - Kaitlin - health benefits, cell phone coverage (100%), a lot of vacation, promotion days
 - Allison - benefits (vacation, firm-wide shutdowns, 401k, pension), people
 - Sara - how everyone is valued in everyday interactions (top-down value), flexible time off (take time off when needed without PTO requirement), reimbursement for animal rescues
 - Ricardo - client base (Silicon Valley venture - backed startups), level of transparency (constant updates of how to take optimize time during quarantine)
 - Garrett - promotion days (celebrating your colleagues), growth of the firm and their individuals; the firms allows individuals to be individuals
 - Kasey - culture diversity and inclusion felt throughout activities, embrace individuals' identities, choose how active you are in committees, encourage community involvement

- Adam - shared identity along the west coast
- Jennifer - people involved as a small firm culture, encourage community and committee involvements
- What is one piece of advice for students recruiting this semester?
 - Kasey - research the firm, focusing on quality interactions (Do More, Be More - RSM)
 - Adam - don't vape mid-call, treat video calls as an in-person meeting
 - Jennifer - be aware of appearance
 - Ali - more initiatives are required, organic interactions are less likely
 - Tamera - don't be afraid to allow your passion to be shown (don't sacrifice personal interest for public accounting)
 - Kaitlin - be unique and ask fun questions, allow your research to be shown
 - Allison - be engaged on zoom calls by turning on camera, come ready with questions
 - Sara - think intentionally about what you want from your career and from the firm (international opportunities?, your own personal values within that firm)
 - Ricardo - research firms about clients, minimize windows open as a form of zoom etiquette
 - Garrett - trust your gut, you trust your gut when making friends - trust your gut when deciding teammates/co- workers; choose the firm you vibe with more
- What did you wish you knew when you were a college student?
 - Kaitlin - build a network within your peers, use them in your career
 - Allison - realize how quickly it all goes, very easy to miss out on what is more important than academics
 - Sara - plans can be made, but can differ; passion can be found outside of work
 - Ricardo - things can change very quickly; don't forget that flexibility will be required
 - Garrett - say yes to everything (more things) and get out of your comfort zone to see what can be accomplished
 - Kasey - more soul searching would be nice, enjoy what you do but it is important to enjoy the culture as well
 - Adam - don't do it alone, take advantage of resources available to you and the people who are willing to help you
 - Jennifer - don't be afraid to make mistakes, better fits can be available in terms of jobs
 - Ali - seek mentorships and become a mentor; your community is available to help you
 - Tamera - be introspective and don't be afraid to find yourself; give yourself time to slow down to process
- What is a common mistake you see when students are recruiting?
 - Kasey - students discounting their past experiences; skills can be found in all areas of work - family, past times, hobbies

Additional Questions:

- Any advice for people who constantly get turned down for interviews?
 - Garrett - Responding to failures matters more than the failure; setbacks hurt, but your character shines in these scenarios
 - Keep working and do not give up - perseverance past the breaking point is vital (the wall in marathons)
 - Allison - take a step back and try to understand why you are turned down (bad grades? No leadership? No work experience?)
- Do you have any tips on how to make sure your personality shows through on a virtual interview?
 - Ali - personality : make jokes about background and allow the personality to be shown. Be the same that you would be in-person and be confident

- Ricardo - don't be afraid to reach out despite being turned down for other 1 on 1's - phone calls, coffee, etc.