



# SDSU Student Accounting Society

## [LLME - Selecting a Mentor]

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**Presenters:** Jennifer Glaser (Recruiter/Tax Partner), Tracy Pham (Tax Manager), Melissa Gogin (Staff), Ward Poss (Senior Staff in Tax), Adam Kemp (Audit Manager)

**Presentation:** Selecting a Mentor

### **Questions:**

Started in 1985 (Michael Jordans rookie year)

Over 80 employees

10-12 internships for next tax season

Accounting departments

Tax, audit department

Quickbooks

Flexible firm, everything for a small firm.

### Firm Benefits

- Paid overtime (They want you to get your CPA, they will pay for your CPA exam/review)
- Hourly pay
- Health and dental insurance
- Employee Sponsored 401(k) plan
- Meals during busy season
- CPA Exam review
- Continuing Education Courses
- 3 weeks PTO (Usually used to study for CPA)

### Firm Sponsored Activities and Events

- Community service events
- Sports Teams
- Busy Season Kick-off
- After-busy Season Party
- Summer Events
- Annual Holiday Party

### Tax Internship

- Feb - Apr 15
- Flexible paid, part time position
- 20-40 hours per week
- 10-15 interns each year
- Prepare Individual and some simple business returns
- Basic Training provided
- Mentorship Program

### Where to start to find a mentor?

- Determine what you need
  - What are your goals?
  - Short n long term
- What is important to you?
- What type of mentor would best compliment you?
- Mentors change periodically, you get a little bit of everything.

### Qualities of a Good Mentor

- Role model. A leader
- Highly Respected
- Experience
- Constructive Criticism and Encouragement
- Similar background and Values

### How to Find a Mentor

- Make a personal connection
- Informational Interviews
  - Helpful
  - You never know where the conversations will go.
  - Network (Emphasized)
  - Try to meet as many experienced professionals as you can.

### Things to keep in Mind

- Take time to have meaningful conversations
- Mentoring comes in a multitude of forms
  - Looking for guidance, be aware that it could come up in many different situations
- Be respectful, work on their schedule.
- Don't become too dependent
- Gratitude.
- Be flexible.