



SDSU Student Accounting Society

Meeting Minutes: Service Line Panel

March 15, 2021

Presenters: Tamera Pumphrey(BDO), Ricardo Soria(Frank Rimerman), Allison Newman(KPMG), Andrea Jew(RSM), Ali Meersman(EY), Garrett Shakstad(BT)

Presentation:

- Please introduce yourself and why you became a recruiter.
 - Ali recruiter, manager for internship recruiting, started in audit and found a passion for recruiting
 - Allison started in audit practice, wanted to still work with KPMG, and wanted to help bring in new members
 - Andrea Jew, overseas and San Diego campus recruiting, started five years ago, loved working with college students
 - Garrett Shakstad(BT), CPA license, undergrad in accounting, loved the client interaction with audit and wanted more and that is what recruiting allowed
 - Ricardo didn't spend time in accounting, happy to transition and foster students in their process
 - Tamera loved interacting with clients and staff, found that she didn't like the technical work of auditing, but found that in recruiting

- What is one piece of advice you have for students that are recruiting?
 - Andrea, make sure you do your research in advance, before meeting, before MTF, get to know the firm before. Be familiar with their website, or social media. Ask more in-depth questions with the professionals.
 - Frank, Be familiar with the programs the firm has to offer, find something that you are passionate about.
 - Garrett, use your resources, use all the professionals, friends, family, classmates.
 - Allison, ask those who are well informed of the profession.

- How can students distinguish themselves from others, both in-person and online?
 - Ali, be on camera, be involved. Has been disappointed in the lack of involvement
 - Tamera, it is easy for someone to distinguish themselves in this

environment. Now you just have the camera at the very least, and ask a few questions. Share something unique and fun about yourself.

- What is a common mistake you see when students are recruiting?
 - Allison, not taking advantage of the tools, attending events, and not improving the physical appearance of their resume
 - Garrett, asking things that you care about. “If you could wave a magic wand, what is one thing you could change about your firm”. Be creative. You don’t have to ask technical questions.
 - Andrea, bad mouth another person, professor, or firm. They do not want to hear you bad-mouthing others, because it makes them question how you might represent their firm.
 - Garrett, public accounting is a small world, word gets around if someone is bad-mouthing.
 - Ricardo, not being intentional with your resume.
 - Allison, re the details of the job description, you do not want to waste your time.

Questions:

- As professionals, you all talk to one another, despite working in different firms. Will associates have the chance to do that as well?
 - Tamera, highly suggests staying connected with classmates.
- Accepting an offer for a position that is 1 ½ away?
 - Ali, stopping events still, and staying connected
- Firms flexible with students making a decision with wearing they want to live/work?
 - Tamera, Think about it, where do you want to start your career.
 - Ricardo, overcommunicate, and share that you are not sure of where you want your final destination to be.
- Transcripts, do past classes (other major) weigh in on the firms’ decisions?
 - BDO, pays attention to the accounting classes
- Challenges that interns face,
 - Allison, not tacking notes. Classes do not translate directly, so ask questions upfront, and write down the steps.
 - Ricardo, interns believe they need to prove themselves, and try and do all the work on their own. That is not the case tho, ask questions and that is completely okay.

- Tamera, we hire interns because we see potential in them.
- What is something that may have some be instant rejections?
 - It would be an accumulation of quality, whether that is the person themselves, it may include the cover letter and resume.
 - Feedback is hard to give, you may not get an honest answer. It is a very hard and sensitive topic.
- What is one thing you wish you knew when you were in college, but you know now?
 - Andrea, had a minor in accounting and did what everyone else was doing, didn't do her own research to find what else she could use her degree.
 - Allison, enjoy your life, do not be so concerned with your future, you need to enjoy the time