February 11, 2014

Considine & Considine
1501 Fifth Ave Ste 400
San Diego, CA 92101
(619) 231-1977

Guest Speakers
Andre Katawazi: Staff Accountant, SDSU Alumni
  aak@cccpa.com
Kimberly Spinardi: Staff Accountant, SDSU Alumni
  kas@cccpa.com
Robert Kreowski: Staff Accountant, SDSU Alumni
  rwk@cccpa.com
Marc Pollack- Manager
  mfp@cccpa.com

About the Firm
Considine & Considine is a local firm that has about 70 employees. This firm goes beyond audit and tax by providing real estate services, business services, estate and trust retirement services, professional services, and consulting services.

Employees of Considine & Considine promote work-life balance. Activities such as happy hour, softball games, and sporting events are a part of Considine & Considine’s culture. Considine & Considine prides in the fact that they pay overtime to employees.

Considine & Considine encourages its employees to be CPA certified. CPA courses are reimbursed and employees are not encouraged to work overtime to allow time for studying.

Presentation about Trusts
A copy of the PowerPoint presentation can be found on the SAS website.
Q&A:

Q: How does Considine & Considine compensate for employee overtime?  
A: Considine & Considine pays its employees on salary. Overtime by employees is compensated. Employees at Considine & Considine do not work 90-hour weeks, as some firms. If an employee does work overtime then he or she typically works 10-15 extra per week.

Q: What are some characteristics of the business service department?  
A: Considine & Considine serves its clients by filing financial statements and tax returns. Considine & Considine will typically take care of the unique needs of the client. In a sense, Considine & Considine serves as a client’s CFO. Employees in this department will be exposed to QuickBooks, payroll, etc.

Q: Does Considine & Considine offer a rotational program after getting hired?  
A: New employees often start in a retainer department to learn about accounting and contacts. After passing a few parts of the CPA exam, an employee is then moved to another department. Considine & Considine has not implemented a rotational program in the recent years because clients have become accustomed with their accountants.

Q: What is an accountant’s role when it comes to a trust?  
A: Trusts are created with a lawyer. Accountants usually handle trusts after a person dies. The accountant will then take care of the client’s needs, such as tax returns, etc. Considine & Considine receives many referrals from lawyers who create trusts.

Q: Which department goes most contact with clients?  
A: Professional and business services contact with clients on a weekly basis. Those in the audit department are in constant contact with clients. Almost all commuting is within the San Diego county.

Q: What was the most difficult task that you faced when you first started at Considine & Considine?  
A: Marc: The structured work schedule is different from a student’s work schedule. Staying awake can be tough for some people because they aren’t use to the work hours.  
Kim: Getting accustomed to the 8-5, Monday to Friday schedule can be hard for students who have just graduated.  
Robbie: Starting a new job can be overwhelming. Fortunately, Considine & Considine has an open door policy so it is easy to ask questions with other staff members or managers.  
Andre: It is difficult to gauge what the company expects of a new employee. Ask managers questions; communication is important.

Q: What is the recruiting process for Considine & Considine?  
A: Considine & Considine usually kicks off the recruiting process with office tours, which are typically held in the late summer time. Recruiters for Considine & Considine do not just look at a student’s GPA. Extra circular activities and work experience help
students stand out in their resumes. The interview process usually starts in the fall. Considine & Considine primarily hires full time employees and does not offer internships. Resumes are accepted during the year as positions may suddenly arise.

**Q:** What kind of employees are you looking for?
**A:** Considine & Considine is looking for people who are presentable and personable. Considine & Considine looks for people who can communicate well with clients and represent the company with professionalism.