**Guest Speaker:**
Ken Damme: Director of RPR  
SDSU Alumni—MS in Accountancy  
Western Michigan University—BS in Business Administration

RPR has 42 employees and is a dominant tax real estate accounting firm. The average clients of RPR are worth millions of dollars. Average clients are worth a couple million dollars.

For the first two to three years associates are tasked with preparing tax returns, preparing projections, and excel calculations.

Tax supervisors coordinate information with clients, act as mentors and supervisors over tax associates, and answer to partners and senior managers. The transition to tax supervisor is difficult but well compensated.

The typical starting salary for an associate is $50,000 and doubles in approximately 5 years. People usually leave a firm after two to three years.

Senior managers from a public firm can switch to an industry manager in five years. This is a faster way to become manager in an industry.

Partners of an average sized firm can have an income from $300,000 to $600,000. Partners of a Big 4 firm can generate over $1,000,000.

RPR only offers tax internships and full time offers.  
Send your resume to: TAX only. Does offer internships. Full time  
Send resume to Richard Christensen at rchristensen@rprpartners.com

**Q:** What kind of work do interns do?
A: Interns at RPR undergo the same training as staff. They are assigned tax returns and work a minimum of 25 hours a week. There are typically one to three interns during the summer.

Q: What drew you more to the tax side of accounting? Were you always good at tax?
A: I could identify with taxes because I have done my own tax returns. I interned at BDO and loved it. I started at EY in the audit department to get my CPA license. Less than six months in I transferred to tax. Choosing tax or audit is based on personal preferences based on your personality. Tax relies heavily on research, fact patterns, problem solving, and staying current on tax law. If you put in the hours then you will be “good” at tax.

Q: What was your personal experience like at the Big 4 firm?
A: The experience was good because the people in the office were good people to work with. It is a great learning environment and you are offered good resources. A partner at a Big 4 firm takes on heavy administrative roles.