



SDSU Student Accounting Society

Meeting Minutes: CohnReznick

Finding Your Firm Fit

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Presenters:

Vanessa Dastmalchi: Senior Campus Recruiting Specialist

vanessa.dastmalchi@cohnreznick.com

Apply to our open roles on Handshake!

- Winter & Summer Internships
- Full-Time Associates

Presentation:

Finding your Firm Fit: How to Choose a Public Accounting Firm!

Self Assessment

- What motivates me?
 - Working in a large team vs. more one on one
- What is my preferred working environment?
 - Working alone? Working collaboratively?
 - Everyone knows me vs. part of a larger team
- What is my preferred way to learn?
 - Large trainings vs. one on one training
- Where do I want to work geographically?
 - Particular city preference? Internationally?
- What industries are interesting to me?
- What do I want to do long term?
- What type of company is most appealing to me?
- What type of work life balance is important to me?

Types of Firms

- Big Four Firms
 - Have national and international presence
 - Diverse portfolio of large, publicly traded clients
 - Narrower focus due to SEC regulations and company scale

- Working on larger engagement teams
- Work/life balance--aggressive deadlines/company culture
- “Small fish, big pond”
- National Firms
 - Have large U.S. presence, typically limited international scope
 - Clients are typically private clients and companies
 - Typically smaller engagement teams
 - More opportunities to own client relationships
 - Better work/life balance because clients are not publicly traded
 - More periods of downtime than a Big 4 firm
 - “Big fish, smaller pond”

Which path is right for you?

- Choose a fit, not a name
 - Choose a career path that fits your working style, career goals, and lifestyle
 - Choose a firm who is interested in you
 - Choose to work with people who you want to work with

During Interviews

- Pay attention to the culture
 - How will I be challenged?
 - What type of support will I receive (mentors, training, etc.)?
 - Does my interviewer seem happy to work here?
 - If they do not...would you?
 - Does the team seem to get along?
 - Are there social activities planned?
 - How will you get to meet people?
 - What does this company bring to the table for me?
- Ask questions!
 - Interviews are a two-way process!

Making your decision

- Ask your recruiter if you feel that you need to speak with more people
 - If you need to meet more people to get a better comparison of firms, don't be afraid to do so.
- Don't be afraid to ask for an offer deadline extension
- Talk it over with your family--but remember, it's your choice!

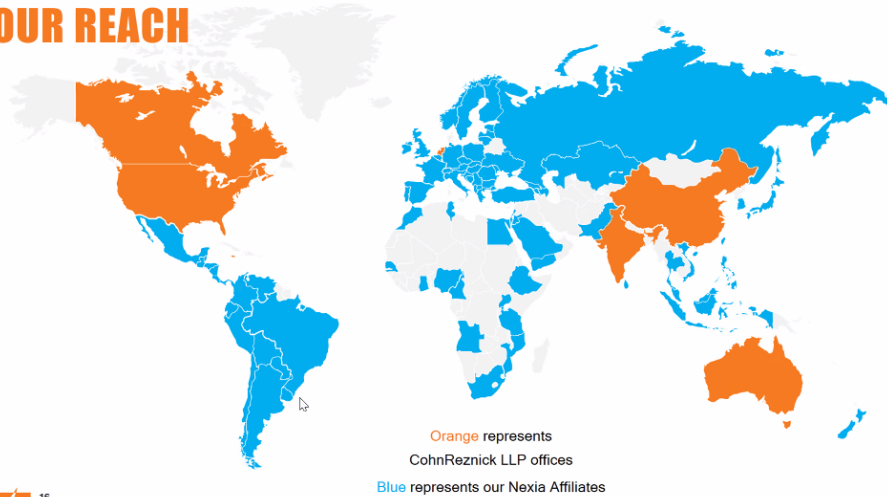
CohnReznick

- Started in 1919
- 3000+ Employees
 - Including 275 Partners
- 26 cities
- \$600+ Million Dollars

OUR STORY...SO FAR



OUR REACH



OUR INDUSTRY EXPERIENCE



Real Estate
Affordable Housing
Commercial
Construction



Financial Sponsors & Financial Services
Private Equity, Small Business Investment
Hedge Funds, Family Offices



Consumer, Hospitality, & Manufacturing Practice
Manufacturing & Distribution
Consumer
Hospitality



Emerging Industries
Healthcare
Technology
Life Sciences
Renewable Energy
Cannabis



Public Sector
Federal/State/Local Government
Government Contracting
Not-for-Profit



Private Client Services
Individuals
Families
Family Offices (Services)
Professional Services

Questions:

Are your full time roles available for international students?

Unfortunately, we cannot offer full time or internship offers to international students. Email the recruiters if you have any questions about Green Card Status.

Could you tell us a little bit about the internship program?

Extremely robust. We have a lot of interns who come to us both in the wintertime and the summer. You spend the first seven days training nationally. We then dive deeper and do more technical training at the office level, so that you can really ask questions one on one. After the training program, you are assigned an "onboarding buddy" who has been with CohnReznick for 3-4 years. They are responsible to make sure you get good feedback throughout the week. You check in with. "CR friends" have been with the firm for 1-2 years, and you check in with them for any day to day questions. You will work with your engagement teams, who can also be a good resource for anything you need on a day to day basis.