



SDSU Student Accounting Society

Meeting Minutes: PwC “Overview of Service Lines”

September 10, 2018

Presenters:

Kaitlin Root	Campus Talent Acquisition Manager
Sara Hyzer	Assurance Partner
Dianna Taylor	Assurance Managing Director/Campus Diversity Champion
Kaylie Rossi	Assurance Manager
Kelly Conroy	Tax, Senior Associate
Mathew Kyker	Assurance, Associate
Megan Faulwetter	Assurance, Associate
Ben Pierce	Risk Assurance, Associate

Presentation:

- PwC has offices in 158 countries globally
 - When applying for internships, the closest firms would be in the Southwest region
 - The Southwest market includes offices in: San Diego, Orange County, Los Angeles, Salt Lake City, Las Vegas, Phoenix, and Denver, Colorado
- Your Tomorrow initiative - digital excelerator program
 - Strong education program to learn Tableau and other programs that clients are leveraging
- Be Well, Work Well video tips:
 - Stress management
 - Be healthy
 - Calm
 - Have different conversations than other companies
 - Work-life balance
 - Focus on fitness and nutrition
 - Initiate very small manageable changes like no phone lunches
 - You're at your best when you feel fulfilled
 - Better energy level to interact with the team
- Live Well, Work Well focuses on:
 - Physical - sleep, nutrition, exercise and intermittent renewal
 - Emotional - tools for managing your emotions and resilience
 - Mental - directing attention at will, minimizing distraction

- Spiritual - serving your own personal purpose - What gets you up in the morning?
- See what levels you need to change to feel better when working
- [PwC's Habit Bank](#)
 - Everyone shares an example of what they've done
 - Ex. climbing a mountain, or visiting a different country
 - Having positive topics to talk about can raise employee morale
 - Motivates employees to get out and try new experiences
- PwC's leadership development experience helps our people develop and progress with an integrated approach
 - More ways to acclimate and adapt to the firm
 - Can talk to partners and managers
- PwC's Inclusion Networks
 - Many Inclusion networks including:
 - Multicultural inclusion networks, like Latino
 - Veterans Affinity Network
 - Parenting Circles
 - Professionals with Disabilities Network
 - Women's Networking Circles
 - HeForShe Support
 - Disability Caregivers Network
 - OPEN (Out Professionals Employee Network) Circles
 - Aspire to Lead Women's Leadership Series
 - PwC is open to developing more inclusion networks
 - You can bring it up to HR and make your own inclusion network that you feel like you would belong to
- [PwC's Student Loan Paydown \(SLP\) benefit](#)
 - PwC will help pay down your college loan debt starting your first day of full time work
 - The SLP benefit will pay \$100 per month towards your loan (\$1,200 per year)
 - This can reduce your student loan principal and interest by as much as \$10,000
- What are other earning opportunities?
 - Focus on what employee perks you will get from potential employers
 - Is your emphasis on vacation time?
 - PwC encourages you to take vacations, by offering 22 work days worth of vacation time for full time staff after completing two years of service
 - 15 work days worth of vacation time for other full time staff that are not management-level
 - Recognition - real-time recognition, credential bonus for obtaining CPA or other primary credential early, and referral rewards
 - Tuition Reimbursement for external supplemental learning, internal learning & development, and Becker CPA Review
 - Educational support
 - Other benefits

- PwC provides a work phone for you and covers the cost of your smartphone service (you don't have to pay for your cell phone!)
- Well-Being Rewards Program - employees receive financial rewards for engaging in healthy and responsible behaviors, like exercising or going to the dentist
- Healthcare plan options
- Generous paid vacation and holidays
- Unprescribed sick time off
- Paid parental leave for both parents
- 401(k) savings plan
- PwC-funded retirement plan
- Discounted pet insurance
- Educational support plan
- Employee mortgage program
- Access to group auto/home/renters insurance
- PwC's student development programs
 - Sophomores - paid internships and exposure to the firm, nice segue to your career
- Fall recruiting opportunities
 - **Applications are due October 5th**, the same day of Meet The Firms
 - This is a hard deadline, so make sure to apply on time!
 - Our recruiting app:
 - Web version of the app: <https://event.crowdcompass.com/sdsu/>
 - Free to download
 - Search App Store / Play Store for: CrowdCompass AttendeeHub
 - Then enter "San Diego State University" into the AttendeeHub app
 - Intern & full time for tax, assurance, and risk assurance
 - Start Internship
 - How to apply
 - [Check out the PwC career website, search for SDSU and apply](#)
 - When applying, upload a current resume and unofficial transcripts
 - Make sure to pick your top 2 locations
 - Think about where you want to be working in the long term, not just some place that sounds interesting
 - Make sure you do not apply for multiple roles
 - Don't apply for every role because this makes it confusing to know what you are really looking for in an internship/job
 - Narrow it down to like Tax or Audit
 - Make your decision clear and concise
- Clients across a diverse mix of industries

A day in the life at PwC:

- Sara Hyzer, Assurance Partner
 - Colorado state alumni,
 - Spent time with Dr. Fleming and discussed how they would interact with SDSU
 - Expecting her first child in February and the firm is very supportive even though it will be busy season
 - Owns a dog named Charlie
 - 19 years
 - Local recruiting in Denver
 - Big sports fan
 - In the 2000's, she wanted to experience an east coast lifestyle
 - Later, she moved to San Diego and took on private life science practices
 - 3,500 professionals across the U.S.
 - 800 partners met in LA for a two-day convention from Thursday to Friday, where they:
 - watched the new technology being demonstrated
 - saw what tax associates were developing
 - took hours from work to spend time with clients
 - meditation booth - devices that measure your brain activity attached to headphones; when your brain is calm, you hear birds and if you're stressed, you hear thunder
 - She heard 13 birds which meant she was pretty calm
 - Tip for allowing your brain to relax: just think about breathing, nothing else
 - PwC scores well physically in Be Well, Live Well, but they still need to work on the mental aspect
 - Will be at Meet The Firms
- Dianna Taylor, Assurance Managing Director/Campus Diversity Champion
 - Grew up in Utah, tiny town of 700 people, that finally got one stop light
 - Likes outdoors, grew up in the heat, so she likes San Diego because it's not hot
 - Utah University alumni
 - Moved to Las Vegas to start career
 - Went to a local Tax firm
 - Wanted to become a CPA so she had to get audit hours and did some audit work
 - Eventually, chose to do audit
 - Has been with PwC for 13 years, and will be celebrating 14 years in 2 days
 - Find joy not only in extracurriculars, but in your work
 - Get to rub shoulders with incredible people, not just colleagues and clients
 - Many inclusion networks: community service group, women group, diversity inclusion groups
 - Teamed up with the community service group
 - Built a home for a family in Tijuana
 - It felt good to make an impact on people and being a part of it

- Addresses concerns, making sure voices are heard - very important
- She can give advantages of small firms versus big firms, and audit versus tax
- Kaylie Rossie, Assurance Manager
 - Non-traditional path of accounting
 - Audit Internship in San Jose in 2010
 - Got an opportunity to take a firm public as an intern
 - Then took on a full time Audit position in San Diego
 - There wasn't room for her in San Diego, so she had to wait a few months for a spot to open up
 - She tried recruiting rotations then went back to Audit
 - Tried HR scheduling for a little over a year
 - Then, came back to Audit for the last 3 years
 - Worked at different locations
 - Worked in different lines of services and worked with people in different lines
 - Met a lot of people that help grow your career
 - By talking to everyone, collaborating, trying to find the right solutions
 - Willing to offer advice on why she always came back to Audit
- Kelly conroy, Tax, Senior Associate
- Mathew Kyker, Assurance, Associate
 - Digital accelerator
- Megan Faulwetter, Assurance, Associate
- Ben Pierce, Risk Assurance, Associate
 - Joined SAS after transferring from community college
 - Had no idea what recruiting was, but jumped into it
 - Had no idea what the Big 4 was
 - Tip: find the people/professionals that you relate to, and the firm that you fit with
 - Currently worked 1 year at PwC
 - Worked on several industries
 - Risk Assurance and IT Audit
 - Make sure the systems are working and the spending is not frivolous
 - Core assurance
 - Proudest moment: he found a mistake in AR aging which overstated the revenue
 - Everyone told him that he made a mistake (even partners and the company's CFO)
 - Changed a big part of the audit, and then everyone was like "My bad" for not believing in him
 - Didn't make a lot of people happy, but it made him happy to have made such an accomplishment as a rookie in the field
 - Think for yourself, and if you think something is wrong, then stick with it
 - All professionals are open to help you
 - We are all just regular people too

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