

“Meet the Accounting Firms”

FAQs about culture, work environment and recruiting in the top accounting firms that hire Mihaylo Accounting graduates**

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****Created by the Department of Accounting in collaboration with the Accounting Firms**

Armanino LLP

1. What sets your firm apart from other firms (e.g., work environment and culture)?

- **Access and Exposure** – Armanino provides opportunities to work side by side with partners and senior leaders from day one. The partner to employee rate is unusually high which means new recruits get individualized care and opportunity to further their careers from the get-go.
- **Your Voice is Heard** – Armanino takes a team approach towards all client projects within the organization. This gives new employees the opportunity to see the big picture and touch the large(er) projects as well as become innovative on behalf of their clients. They are able to think differently and drive impact on a wide scale which is very fulfilling.
- **Meaningful Impact** – Armanino embraces the culture of giving back and supporting charitable organizations via both financial donations and volunteerism. It's one thing to talk about community but at Armanino we live it. We have touched the lives of people across the globe and provide four different ways to participate through the Armanino Foundation: The Great Give, Grants, Volunteer Vacations and Dollars for Doers.
- **Career Agility** – Armanino embraces and supports internal mobility and actively provides opportunities for employees to explore new roles within the organization. Employees can learn the various pathways within the firm to best navigate their career. In fact, we have been ranked as No 2 Best accounting firm for Internal Mobility.

2. What qualities do you look for in a candidate applying for employment at your firm?

- Core Competencies
- **Communication** – Ability to organize ideas, listen and understand, and give and receive feedback.
- **Collaboration** – Ability to adapt to different personalities, seek input from others and successfully manage competing work styles.
- **Critical Thinking** – Ability to problem solve by leveraging an analytical mindset and natural curiosity.
- **Change Management** – Ability to adjust to fast-paced environments and embrace change. Does not react negatively to stress.

- Core Values
- **Positive Energy** – People with positive attitude and spirit that is a force multiplier for success.
- **Wickedly Smart** – People who never stop challenging themselves and each other to innovate, improve and move the firm and clients forward.
- **Empowered** – People who follow their ideas and passions with the freedom and support from the firm.

- **Firm First** – People who support one another and always put the firm’s best interests ahead of department or individual concerns.

3. What can an employee expect in terms of career progression (years 1 to 5)?

- There are general promotional timelines based on those who have come before, but for the most part, the pace of advancement and career progress is dictated by the employee. Typically, an employee can reach Manager or Senior Manager within five years (pending the acceleration of the milestones that come before – i.e. Experienced Staff, Senior or Supervising Senior).

4. What duties are expected of a recruit in the first year? What are typically some challenges that a new recruit can expect to face?

- We expect that first year staff will exhibit the core competencies (listed above) and embody our firm core values. Examples of these qualities are showcased when a staff ask smart questions, show follow through, voice opinions or ideas, take the time to build rapport with team members/clients, or find ways to anticipate the needs of their supervisors.

5. What is a typical day for a tax and audit associate? Do you rotate employees through both functions?

- Currently, we do not rotate employees through Tax and Audit. However, our people organization is looking into potential programs in the future.

Day in the life of a Tax or Audit Associates at Armanino:

- Email is essential to our business and is key to communication within and without the firm.
- Lunch and social interactions at work are critical. One thing many students don’t know is that relationship building is a key facet to being successful in public accounting.
- Formal training on technical and non-technical topics are taught at the firm. This is a huge advantage to working in public accounting vs going straight to industry.
- Time entry is a key part of what we do. The firm makes money by billing clients for the time and quality of the work we put in. Doing time entry is critical to managing budgets, setting expectations and driving revenue.
- You might have a lot of “check in” meetings on the calendar – public accounting is *very* team oriented and requires you to reach out and collaborate with your internal teams as well as your clients.
- In both Tax and Audit, your path is very clearly set – as you build your expertise and progress, you become more valuable which translates into better pay. Public accounting is a great career choice in terms of career growth and income expectancy.
- You will notice as you progress, there is more communication to clients externally. We don’t expect our staff to be able to communicate complex tax information to our clients, so we sort of put on the training wheels and let them draft the emails and learn the best methods for communicating tax to our clients.

6. For internships and full time employment: What is the application process? Who should I talk to? What is the interview process like?

- To learn more about our open positions and to apply, candidates can visit [Armanino Careers](#). Candidates must also submit an application on [Titan Connection](#) to be considered for on-campus interviews. No cover letter required – only resume and unofficial transcripts. Candidates will be notified by the Campus Recruiting Team if they are selected for on-campus interviews. After completing on-campus interviews, candidates will be notified by the Campus Recruiting Team if they are selected to advance to in-house interviews. In-house interviews will be the final step in the interview process before offer decisions are made.

7. Do you sponsor international students seeking a work permit (H1-B visa)?

- Unfortunately, Armanino firm policy prohibits us for hiring candidates who currently require sponsorship or may require sponsorship in the future. However, we are always happy to accept resumes and retain for consideration in case we are able to in the future.

8. How soon, after employment, should a student complete the CPA exam? How do you support/ accommodate new staff who are studying for the exam?

- We encourage students to pass the CPA exam as soon as possible. We require that all new staff have completed their educational requirements for CPA licensure so they are not enrolled in units while working full-time. If a recruit has the opportunity to study and take exams between graduation and their full-time start date, we highly encourage it.
- Armanino has an exclusive partnership with Becker CPA, which allows us to cover the full cost study materials for any new hire pursuing the CPA. Once a new hire passes all part of the exam (including the ethics component) then the firm will reimburse the new hire for all registration fees associated with exams. If the exam is passed within the first 24 months of employment (or before), the new hire is eligible for a \$1,500 bonus.

9. What advice do you have for students who are interested in being recruited by your firm?

- We encourage students to take the initiative to connect with Armanino employees beyond on-campus events. If a student formed a strong connected with a professional during an on-campus event (and they felt that it was mutual) then they should follow up with that professional for a second touch point – i.e. coffee, lunch or happy hour. There's a high likelihood that that professional will be able to introduce the student to more Armanino professionals within their network.

10. Do you have anything else to add about your firm that students often inquire?

- I think we covered a lot of ground with the responses above! 😊

Deloitte

1. What sets your firm apart from other firms (e.g., work environment and culture)?

- Deloitte cares about its people. We are all very supportive of each other's growth and development. Everyone wants everyone to succeed.
- Excellent mentorship/coaching programs. All interns and full-time hires are assigned an onboarding advisor and coach to help you get acclimated at Deloitte and guide you through your career interests at the firm.
- Technology/Innovation - Deloitte has various innovation tools that automate manual processes. This gives our professionals the opportunity to immediately dive in and focus on building an understanding of clients and industries and testing complex areas. Use of analytics and visualizations means that new professionals don't spend their time doing detail testing. Instead, they are investigating outliers and having discussions with clients to understand why those outliers occur and share insights with clients about process improvement opportunities.
- Deloitte invests in its people – Deloitte University, our state-of-the-art training facility in Westlake, Texas, was created to encourage professional development and continuous skill-building. Throughout their career, Deloitte professionals will be sent to Deloitte University for trainings, workshops, conferences, etc.
- Encourages work life balance and well-being. We understand you are working very hard during busy season, but also understand you need a life outside of work, so planning ahead to get that work done in order to be able to attend the events that mean a lot to you is important to Deloitte

2. What qualities do you look for in a candidate applying for employment at your firm?

- Team player, ability to communicate well with others, excellent time management, leadership qualities, problem solver, innovative thinker, continuous learning mindset, detail-oriented, naturally curious, positive attitude, project management

3. What can an employee expect in terms of career progression (years 1 to 5)?

- Typical route - Senior after 2 years; Manager after 5 years

4. What duties are expected of a recruit in the first year? What are typically some challenges that a new recruit can expect to face?

- First Year Expectation: First years should be willing to take on any tasks/projects with a positive attitude. They are expected to ask questions and learn as much as they can.
- Challenges:
 - i. New recruits may make mistakes and that's okay. The challenge is learning from these mistakes and applying new knowledge to similar situations moving forward to prevent the same mistakes from happening
 - ii. Learning curve – Full Time Hires come in not knowing too much about Tax and Audit so you must be comfortable with adapting to something completely new and learning on the job.

- iii. Adapting to work life can be challenging for some as most students have become comfortable with balancing school, part time work, and extracurriculars. New hires will have to learn how to balance their personal and work life with effective time allocation.

5. What is a typical day for a tax and audit associate? Do you rotate employees through both functions?

- We do not rotate employees through both functions
- Tax Consultant Typical Day:
 - i. Usually works from the office w/ occasional client visits
 - ii. Several projects/multiple clients at a time
 - iii. While everyday is a little different, your day is usually filled with compliance work and checking in with your various teams to see what work needs to be done. It's always good to have an idea of how your engagement is going as a whole and seeing which deadlines are coming up. Also, there is always time for coffee, lunch, and walking breaks!
- Audit Assistant Typical day:
 - i. Usually works at client site; occasionally in the office
 - ii. Working on one client at a time
 - iii. Often times, the days are unpredictable – you think you will be doing one thing and end up on a completely different path. It keeps the work days fun and interesting. A few things you can expect to do are: respond to emails, test financial statement balances, take a coffee break, hold discussions with your clients, discuss the status of the audit with your team to ensure all deadlines will be met, and taking a stroll outside with your colleagues to refresh and recharge.

6. For internships and full time employment: What is the application process? Who should I talk to? What is the interview process like?

- 3 step application process
 - i. Titan Connection
 - ii. Deloitte Careers
 - iii. Deloitte Survey
- Audit:
 - i. 1st Round - Virtual Q&A
 - ii. 2nd Round – Two 30 min back to back on campus interviews
- Tax:
 - i. 1st Round – One 30 min on campus interviews
 - ii. 2nd Round – Four 20 min in office interviews

- If you have questions regarding the application process you should talk to the recruiter, Kelli Shimizu.

7. Do you sponsor international students seeking a work permit (H1-B visa)?

- Yes

8. How soon, after employment, should a student complete the CPA exam? How do you support/ accommodate new staff who are studying for the exam?

- Students should try to complete the CPA exam within their first year of employment if possible. If there is a gap between graduation and employment, it would be most beneficial to take all tests during this time.
- Deloitte provides Becker Study Course Materials for our incoming Full Time Hires
- Certification bonuses are provided for passing the CPA within a certain time frame
Reimbursement for exam fees, application fees, etc.

9. What advice do you have for students who are interested in being recruited by your firm?

- Be yourself – tell us more about your interests/passions (things we can't necessarily see on your resume)
- Network with various professionals at recruiting events
- Show why you are interested in Deloitte specifically and what makes you an excellent candidate
- Talk to our campus ambassadors to learn about their experiences

10. Do you have anything else to add about your firm that students often inquire?

- Deloitte is the best place to launch your career! 😊😊

Holthouse Carlin & Van Trigt

1. What sets your firm apart from other firms (e.g., work environment and culture)?

- HCVT stands out in that our culture has many qualities that are similar to what a startup would have due to our forward thinking and innovative firm culture. Since our start 28 years ago, we have developed an entrepreneurial spirit that allows our employees to really make a difference in their work. HCVT has been growing rapidly, and has expanded to 13 offices, 9 of which are in the LA region. We also encourage casual dress firm-wide and a collaborative work environment which allows staff to have more opportunities to work directly with upper management. Managers and Partners encourage you to take initiative in your projects and are accessible to aid in your career growth. Other notable benefits include overtime pay, a fully stocked kitchen, catered lunches and dinners during busy season, and four weeks of Paid Time Off (PTO) to start. These perks all attest to the fact that HCVT highly values a healthy work life balance and invests in its employees to not only produce results, but to genuinely enjoy their work and the people they work with.

2. What qualities do you look for in a candidate applying for employment at your firm?

- In general, we look for individuals who are on track to be CPA eligible upon graduation with a minimum of both a 3.0 accounting and 3.0 overall GPAs, some work experience and involvement on and/or off campus in organizations like Beta Alpha Psi (BAP), Accounting Society (AS), or Accounting Association (AA). We look for good communication skills and an overall fit with our firm's culture. Standout candidates are usually those who show commitment to their role, take accountability for their own projects, and work well independently as well as within a team. We also like students who are great problem solvers and are good ambassadors for the firm.

3. What can an employee expect in terms of career progression (years 1 to 5)?

- For first-year staff, it takes 2-3 years to make senior level, and 5-6 years to make manager level. Generally, there is potential for promotions every year depending on an employee's performance.

4. What duties are expected of a recruit in the first year? What are typically some challenges that a new recruit can expect to face?

- We expect that there will be a learning curve for brand new staff, and that is okay! The first six months will be mainly familiarizing yourself with technical systems and knowledge, and your team will be sure to guide you along the way. Ask questions, be open-minded, commit to the tasks so that you can acquire further knowledge, and continue to build your skill-set in order to advance your career.

5. What is a typical day for a tax and audit associate? Do you rotate employees through both functions?

- A typical day for a tax associate is usually spent in the office, with most client interaction occurring via phone or email. You may be working on multiple clients/ tax returns on any given day, responding to correspondences from taxing authorities, performing tax

planning and technical research, and completing assigned projects within an engagement deadline and budget guidelines.

- For audit associates, the day-to-day workflow is more unpredictable since it involves traveling to client sites and face-to-face interaction with CFOs and Controllers. Aside from on-site client interactions, a typical day may also include reviewing financial statements, writing about work processes/procedures, and self-reviewing deliverables.
- HCVT does not do rotations. Employees have the opportunity to transfer between departments; however, all transfers are contingent upon the needs of each particular location and the individual's performance at HCVT.

6. For internships and full time employment: What is the application process? Who should I talk to? What is the interview process like?

- This is typically how the process will go:
 - i. Sign up for campus interviews through Titan Connection and apply on HCVT's Job Board: <https://jobs.lever.co/hcvt> (Lever) **You must apply on both to be considered.**
 - ii. Initial interviews are conducted on campus.
 - iii. In-house interviews are scheduled after campus interviews for select individuals. During the in-house, candidates have the opportunity to meet with professionals at different levels, from staff to partners.
 - iv. Final selection and offers are typically made within a few weeks after the in-house interview.

7. Do you sponsor international students seeking a work permit (H1-B visa)?

- HCVT currently does not sponsor international students seeking a work visa.

8. How soon, after employment, should a student complete the CPA exam? How do you support/ accommodate new staff who are studying for the exam?

- We encourage new staff to take the CPA exam as soon as possible, as it can get difficult balancing both studying and full-time employment especially during busy seasons. For accommodations, HCVT offers a discount on CPA study materials and also pays for the one-time sitting/registration fees and the days you take each part of the exam for the first time. The clock starts ticking at the time you're eligible to sit for the exams. Additionally, HCVT offers an incentive bonus program for those who pass the test within a certain time frame. An employee is eligible for a passing bonus if he or she passes all parts of the CPA exam within three years of becoming eligible (graduating with an undergraduate or graduate degree).

9. What advice do you have for students who are interested in being recruited by your firm?

- Perform well academically and maintain a strong GPA. Be proactive in campus organizations such as BAP, AS, and AA and start networking and building relationships early. All in all, we love to meet well-rounded students who show genuine interest in our Firm!

10. Do you have anything else to add about your firm that students often inquire?

- **Trainings:** HCVT offers over 260 extensive training opportunities each year for both new and existing employees. Aside from new hire training, we have in-house training sessions as well as offsite technical training led by an outside instructor. All tax and audit staff and seniors attend a 2-3 day firm-wide training session each year. In addition, we offer self-study materials, office lunch and learns, software as well as soft skills classes to supplement the technical training.
- **Offices and Commutes:** Out of the 13 offices, nine are in the LA region, allowing for easier commutes especially if you live and would prefer to work in the LA area.
- **Compensation:** We are one of the only CPA firms that pay overtime.

KPMG

- 1. What sets your firm apart from other firms (e.g., work environment and culture)?**
 - KPMG is a very family oriented environment that values each individual as their full self. You're not just a number and the firm does a great job making sure every professional understands that. Everyone is very willing to help each other out.
- 2. What qualities do you look for in a candidate applying for employment at your firm?**
 - We look for well-rounded candidates who are proactive, have good communication skills, a strong GPA, work experience and/or leadership experience, involvement on and/or off campus, etc. We want to know how you spend and manage your time in addition to being a student.
- 3. What can an employee expect in terms of career progression (years 1 to 5)?**
 - A typical timeline – 2 years as Associate before promotion to Senior Associate. 3 years as Senior Associate before promotion to Manager (MUST have CPA license for promotion to Manager in Audit and most Tax practices).
- 4. What duties are expected of a recruit in the first year? What are typically some challenges that a new recruit can expect to face?**
 - We expect our first years to be flexible and open to learning and assisting on whatever engagements they are put on. We understand the steep learning curve and are more than willing to teach every associate what they need to know. In order to achieve success, new associates need to be proactive, not afraid to ask questions, take ownership of their work, and communicate! New recruits often struggle with communicating with their teams and are afraid to ask questions. We also tend to see challenges with new hires' ability to work Microsoft Excel. It is highly recommended that recruits take an excel course prior to starting.
- 5. What is a typical day for a tax and audit associate? Do you rotate employees through both functions?**
 - Tax professionals find themselves in the office more than Audit professionals. They have their own desks and have a little more flexibility in the time/hours they work. Audit Associates often report to their seniors/engagement teams whether in the office or at a client site. Whenever the team is in, associates would want to be present as well. We have rotational programs that you can apply to, but rotations are not a regular part of the process as an associate.
- 6. For internships and full time employment: What is the application process? Who should I talk to? What is the interview process like?**
 - Apply on Titan Connect and the KPMG website. Talk to Janelle Huang for more information.
- 7. Do you sponsor international students seeking a work permit (H1-B visa)?**
 - On a VERY limited basis for some specialty practices.
- 8. How soon, after employment, should a student complete the CPA exam? How do you support/ accommodate new staff who are studying for the exam?**

- If you complete within your first year, you receive a \$5,000 bonus (within your first two years, you receive a \$3,000 bonus). The firm will reimburse you for the exam fees for the exam you pass. You are also able to take time off (PTO and/or sabbatical) to study and take the exam.

9. What advice do you have for students who are interested in being recruited by your firm?

- Network and be yourself. We genuinely want to know who you are and why you want to work for KPMG. As much as we are looking to recruit you, you are also looking for the firm that you feel is the best fit for you. The only way either side will successfully figure this out is if you are open and honest with us.

10. Do you have anything else to add about your firm that students often inquire?

- You can only apply to ONE position at any given time. However, that does not mean you are locked in forever. We have people rotate into other practices temporarily or permanently all the time. Pick the practice you are most interested in right now and apply!

RSM LLP

1. What sets your firm apart from other firms (e.g., work environment and culture)?

- RSM is proud to be First Choice Advisors to the Middle Market
- We have an open-door policy which gives all members of the firm an opportunity to get to know partners
- RSM has big firm resources but a small firm feel. People at RSM want to get to know you! You will never be a number at RSM but instead, a person with a name and personality!
- Culture, Diversity, and Inclusion is a huge part of who we are as a firm. We sponsor national conferences (ALPFA, NABA, ASCEND, Out & Equal, and Student Veterans Association) have 11 Employee Networking Groups (like clubs) that are very active.

2. What qualities do you look for in a candidate applying for employment at your firm?

- Aside from the basic qualifications found on the job description, we are looking for someone who will fit in well with our culture, who is professional, and who we can put in front of a client. Written and interpersonal communication is a priority to us. We also look for people who uphold our same values in some aspect of their lives: Respect, Integrity, Teamwork, Excellence, and Stewardship.

3. What can an employee expect in terms of career progression (years 1 to 5)?

- At RSM, promotions are based on performance, not tenure. We encourage our employees to Own Their Future.

4. What duties are expected of a recruit in the first year? What are typically some challenges that a new recruit can expect to face?

- New hires are expected to attend national training during the first weeks of their onboarding. After training, new associates are expected to work with their Career Advisors (aka supervisors) to establish goals for the year around developing knowledge, achieving results, and working towards an expertise. Goals are written uniquely by each employee in support of the RSM Career Development Framework.
- (See Question #5 for duties expected by Line of Business).
- Typical challenges new hires face at the campus level is the adjustment into working long hours during busy season. New hires who don't finish their CPA exams in a timely manner also have a more difficult time because after a long day on a client, they must study in preparation of exams. Another thing I coach new hires on is asking questions – it's important to ask questions when you do not know something; sometimes we work at such a fast pace and are accustomed to acronyms, we forget to slow down when a new team member joins us. It is great to ask questions! Be strategic by figuring out the

best way to ask your in-charge or supervisor questions in their preferred style (i.e. as they arise or multiple questions at once), then be sure to write down their response as to not ask that question again later.

5. What is a typical day for a tax and audit associate? Do you rotate employees through both functions?

- We do not rotate through our lines of business, however, at the Senior Associate level, RSM Employees have the option to do a rotation through our consulting practice.
- **AUDIT:** As a new audit associate, you will work with an experienced and professional team during an audit engagement. At the start of the engagement, on your firm provided laptop, you will download a confidential file pertaining to the client being serviced. Your team will then provide you with audit work pertaining to your appropriate level of experience such as general procedures for testing the cash, payroll, accounts receivables/payables, and general ledger/journal entries. When completed, you will sign off your work to be reviewed by a member of your team. After your work is reviewed, you may or may not have comments within the file addressing issues with the work completed that need to be fixed or discussed further. During the engagement, you will also test and document the internal controls of the client and facilitate a walkthrough with the client's employees to observe the internal controls are in place. You may also perform inventory observations, which are a physical inspection of a client's inventory.
- **TAX:** Tax Associate starts their day by going through the emails received overnight and in the early morning. After checking emails tax associates checks their scheduling log and calendar to see what engagements they will be working on. Once tax associates start working, they will normally call the state departments of revenues and verify tax payments in the morning because the wait time is usually shorter. Tax associates end the morning by working or going over review notes with in charge. If the associates have questions about the engagements or do not understand a tax concept they will normally go over these issues with a senior or supervisor at this time. Tax associates will get called into team meetings with in charge and managers once a week to see progress on engagements. The evening is usually the most productive time of the day for associates as they are interrupted by in charge and managers the least. Before going home tax associates will check the calendar to verify if they have any tax meetings in the morning or client visits the following day.

6. For internships and full time employment: What is the application process? Who should I talk to? What is the interview process like?

- The formal application process, we ask students to submit their resumes and unofficial transcripts on Titan Connection and the RSM Careers Page. However, it is more than a mere application. It is strongly encouraged that students take the time to come out to meet our professionals when we are on campus and also maintain these relationships.

By following up with these professionals for a more casual meeting, it allows us to get to know candidates better and confirm that they are a great fit for the firm! (This also means to talk to more than just the recruiter!).

7. Do you sponsor international students seeking a work permit (H1-B visa)?

- We currently do not sponsor at the campus level.

8. How soon, after employment, should a student complete the CPA exam? How do you support/ accommodate new staff who are studying for the exam?

- We encourage people to finish their exams as soon as they can. RSM provides study materials, covers the first round of exam fees, host study groups, provides sabbaticals, and gives bonuses for passing exams. We also encourage staff who are not on clients to study for their exams during the workday.

9. What advice do you have for students who are interested in being recruited by your firm?

- Focus on establishing relationships with members at RSM. Don't let recruiting stop when the events are over. Follow up with the people that you met with a professional email and ask to continue the conversation. Also, utilize your resources. Cal State Fullerton has great resources for you and want to set you up for success! Use them! We can tell when a student has versus hasn't used their resources.
- Also, forget the cookie-cutter elevator pitch! Start with the basics but then tell us your story! (Cal State Fullerton can help you with this too!).

10. Do you have anything else to add about your firm that students often inquire?

- We have opportunities for international rotations as well!

EY

1. What sets your firm apart from other firms (e.g., work environment and culture)?

- Most globally integrated Big 4 firm
- People culture (VAULT, Universum—Independent, nationally syndicated research)
- EY ranked 8th Overall IDEAL employer among business students—highest ranked big 4 for 10th year in a row
- Ranked 1st overall IDEAL employer among accounting students—10th year in a row
- Entrepreneurial focus (Strategic Growth Forums & Entrepreneur of the Year)
- Entrepreneur of the Year recognizes business leaders who are excelling in areas such as innovation, financial performance and personal commitment to their businesses and communities.
- Our Vision: Vision 2020+

2. What qualities do you look for in a candidate applying for employment at your firm?

- Well-rounded students
- Participates in student clubs/organizations
- Leadership roles
- Student Athletes
- Works Part-time/Full-time
- Greek Life
- Innovative mindset (examples in background, experience, etc.)
- Global perspective (examples in background, experience, etc.)

3. What can an employee expect in terms of career progression (years 1 to 5)?

- It can vary for each person and is based on your performance/skillset!
- Traditional Path: Staff→Senior→Manager→Sr Manager→Either Director or Partner
- Most people in 5 years reach Manager level

4. What duties are expected of a recruit in the first year? What are typically some challenges that a new recruit can expect to face?

- Absorb and learn as much as you can!
- Ask questions
- Immerse yourself into our culture
- Take advantage of the various opportunities we offer to interns as well as our professionals (ex. VIDEO:EY Badges - attached)

5. What is a typical day for a tax and audit associate? Do you rotate employees through both functions?

- Hear directly from our people! <https://ey.zoomforth.com/eyforstudents>

6. For internships and full time employment: What is the application process? Who should I talk to? What is the interview process like?

- You will (1) apply on our website & (2) fill out your school's specific Preference Link – this limits the amount of times our candidates apply online
- The preference link enables you to pick what service line you're interested in and the office location preference
- These applications steps can be found on your career services portal
- 1st assessment interview process is a Pre-Record Video Interview
- 5-8 questions where you video tape yourself answering the questions and submit
- This is the escalate the process and to make efficient use of your time
- 2nd assessment is an On Campus Interview
- We still feel as though it's important to sit 1v1 with our professionals. So you will have the opportunity in the last assessment

7. Do you sponsor international students seeking a work permit (H1-B visa)?

- Yes we sponsor

8. How soon, after employment, should a student complete the CPA exam? How do you support/ accommodate new staff who are studying for the exam?

- As soon as possible, but depends on the individual!
- Cannot get promoted to Manager unless you have the CPA; non Accounting majors just need some sort of certification
- We pay for all of your study materials; pay for you to take each exam once
- We give out bonuses associated with how soon you complete the exam (exempt from bonus after 18 months)
- Offer PTO days for employees to study/take the exam
- Connect with our Campus Ambassadors to get their perspectives!

9. What advice do you have for students who are interested in being recruited by your firm?

- Get involved in the process ASAP - even as a freshman
- Network and come to as many events as you can
- Get to know our Campus Ambassadors!

10. Do you have anything else to add about your firm that students often inquire?

- See attached for our PRVI Tips! Other Rewards & Accolades:
- Universum Top 100 IDEAL™ Employer 2019
- No. 1 in the accounting profession and No.10 in the business field
- 12th consecutive year we have been #1 for Accounting
- Ranking by college students

- 290,000+ students globally (62k in the US) responded to questions about their career expectations and how they perceive companies as employers.
- FORTUNE magazine's "100 Best Companies to Work For[®]" (2019) – 21st consec. Year
- Entire firm encouraged to take 4th of July and Christmas week off because of this achievement
- Working Mother Magazine's 100 Best Companies for Working Mothers (2018) – in top 10 for 11th consecutive year
- Glassdoor Best Places to Work – Top 100 (2019)
- DiversityInc Magazine (2019) – we ranked #1 for Top Companies for Employee Resource Groups
- Human Rights Campaign (HRC) Foundation's Corporate Equality Index (2019) - Each year since 2005, Ernst & Young LLP has earned the HRC Corporate Equality Index 100% rating. Our 100% score reflects our active support of an inclusive workplace for lesbian, gay, bisexual and transgender people.
- Best Workplaces for giving back – Top 50 (2019)