



## UAS Meeting Minutes

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### Call to Order:

A UAS meeting was held on Oct 3, 2019, beginning at 6:43 pm

### Attendees:

- Executive Board: All Present
- Moss Adams
- BDO
- HCVT
- Frank Rimerman

### Meeting Agenda:

An introduction to the firms was given at first at the beginning of the meeting

**BDO:** Amir introducing himself, he been working there for 5 years.

**Moss Adams:** Camellia works at the LA location, but can help with other locations if needed. She been working for the firm for 4 years.

**Frank Rimerman:** he is a UCSB alumni, and been working there for 10 years.

**HCVT:** been working for the firm for 13 years, and she is a UCI graduate. Worked at the Big four firms, and then after 6 years, she decided to move to HCVT.

**Q:** Do you have social organizations?

**A:** **Moss Adams:** focused on inclusion and diversity. Focused on culture and community involvement. They get a budget to plan events. You have a chance to join the social fun committee.

**BDO:** social committee same as moss adams, where they plan events all over their offices.

**Frank Rimerman:** Social events are planned by the social committee.

**HCVT:** they have a culture committee, and got a lot going on around the firm.

**Q:** How many hours they work:

A: **Frank Rimerman:** during busy season, it depends on the level you are at. They target associates and seniors to work around 55 to 60 hours during busy season. It depend on the client you get.

**HCVT:** it depends on the clients you work on. Some get started earlier which requires less time to work on, and others provide their information late, where you have to cram and be done before the deadline. It fluctuates and you can predict when busy season is.

**Moss Adams:** They schedule you 55 to 60 hours a week. They are flexible if needed to work from home and there are a lot of flexibility. During the beginning of your job, you gotta expect to be in the office more often.

**BDO:** Work around 55 to 60 hours a week. They are very flexible when it comes to asking for days off as long as you finish your job earlier than needed.

**Frank Rimerman:** it is more project based, so it can be flexible if you would like to work at home or at the office.

Q: How is internship and what you do ?

A: **BDO:** offers 6 weeks for audit, while 8 weeks for tax. They lowered the number of weeks but increased the number of interns to keep them busy. They try to keep you engaged the whole time.

**Moss Adams:** They offer summer internships at all their offices. The internship is rotational. You be able to spend 4 weeks through tax, and 4 weeks through audit. You get to decide which one you would like to pursue after that at the end of the internship.

**Frank Rimerman:** Offer a 6 week internship over San Jose, San Fransisco and some other small offices. It is fully rotational, so you be able to choose at the end, and get to know the people that works there.

**HCVT:** 8 weeks internship, it starts in June. It is either a tax intern or an audit intern. Sometimes if an intern speak up and ask to be exposed to the audit interns, they may switch them to get some exposure on both.

Q: Is it equally to move up in the company between different locations?

A: **All firms:** yes it is equally opportunity to move up, it doesn't matter what location you work at.

Q: if you provide specific mentor program?

A: **BDO:** buddy system, where people who got hired and went through the same process a year before you. Your team advisor as well will guide you and help you.

**Moss Adams:** Will be assigned to specific individuals, and they will be your mentors throughout your career.

**Frank Rimerman:** Same as BDO and Moss Adams. Everyone should try to find a mentor outside who you get assigned to, to help you grow faster.

**HCVT:** Believe that mentoring should be a nature thing.

Q: Employee turn over ratio?

A: **All firms:** not sure what is the percentage, but it is usually high in public accounting because many individuals decide to go into a different route and decide to leave public accounting. Mid their firms have a lower turn over ratio.

Q: What is the reason that kept you at the company for more than 10 years?

A: **BDO:** they work with Amir and found him a path that he was interested in.

**Frank Rimerman:** Flexibility is huge, and love mentoring new people every year and keeps the culture going.

**HCVT:** Flexibility is the reason she stayed there for longer than 13 years. She isn't stressed especially since she has 2 kids, and feel like she has a say in the firm.

Q: what can a student do to stand out at the recruiting events?

A: **BDO:** to do your research about the company and know what you are looking for.

**Moss Adams:** like to speak to individuals after about something different than the normal conversation students have.

**Frank Rimerman:** to have a deep questions to understand the company culture more. To make a connection with the recruiter

**HCVT:** to be genuine and authentic. To be yourself, and to genuinely learn about the culture.

Q: Do you support to get an MBA in order to move up?

A: **BDO:** it may support if they been together for a long time, and probably will require you to work longer for BDO

**Moss Adams:** you can't start working until you have the full 225 units ready.

Q: do you need accounting experience to apply for full time job?

A: **All Firms:** no need to have any experience because they will train you.

### **Adjournment**

The meeting was adjourned at 7:43

**Signature:** Ahmad El Moussawel

Internal Vice President

Undergraduate Accounting Society

Date of Approval