



UAS Meeting Minutes

Call to Order:

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

Attendees:

- Executive Board: All Present
- BPW (1)
- NHH (2)
- DBNTM (3)
- C&D (4)

Meeting Agenda:

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

Q: How each of the firms pay for the help needed for CPA (ex: Becker)

A: all the firms: Buy the program for them once they get hired, so they can't focus on getting their CPA, also a big bonus if you get your CPA on the first year.

Q: What are some of the advantages to work for a smaller firm?

A: (1) There are a ton to learn from working at a bigger firm, but working at a smaller firm you can offer one on one advice with the owner, while the a bigger firm you have to deal with their employees. As well, at a smaller firm you get to know your client, and even maybe their family.

(2) If you work at a smaller firm, you get a broad education of all the fields in accounting, while working at one of the big four, you specialize in one thing. As well, when you work for a smaller firm and you go out to a client, they think you are a very important person, while working with the big four, most clients you deal with are ex auditors which can be a hustle.

(3) Working at a smaller firm give you more time to spend with your family, and can have a social life.

(4) When smaller firms look to higher, they look for specific people who would want to stay with them for a long time.

Q: What is the working hours compared to bigger firms?

A: (2) during busy season you work from 45-55 hours a week, while you work about 40-45 hours when its not.

(3) You would never have to work more than 55 hours a week. There is a big flexibility, and can make your own schedule as long as you achieve your goals.

(4) very flexible when it comes to schedule. Employees work around their own comfortable schedule.

(1) very flexible as well. You work about 55 hours max during busy season.

Q: There is a stigma where big four employees are under payed. How does smaller firms be compensated?

A: (3) If you join as a staff, you get paid 1.5 if you work more than 8 hours a day. There also is other intangible bonuses if you perform well.

(4) Paid hourly as well

(1) You work hourly, and you still get paid overtime.

(2) pay everyone salary. Starting salary is competitive with the big four especially in LA and SF. Salary could double in 5 years.

Q: Is there any community service the company offers to help the community?

A: (4) every year, they have a cleaning up one day. There is a fundraiser to clean up the beach.

(3) Staff go to low income schools, and play with the kids

(2) Lots of staff involved with non-profit organization to help others.

(1) Do a lot of beach clean ups. Love giving back to the community

Q: what is your advice to approach recruitment if you don't have a great GPA?

A: (2) we mainly look at the person's personality and what is their story

(4) There will be a lot of work in this business, so we look at their resume for past work experience.

(3) Go to meet the firms and put yourself in-front a lot of people, and put your name out there

(1) We look at the whole person. Qualitative is very important. Get your face out there and let the people to know you

Q: Is there anything you like to see on the resume?

A: (2) we like to see past work experience, where they were involved in something.

Q: In your personal opinion, have you made any sacrifices from moving to a smaller firm?

A: (4) Everything is gonna have a trade off. A lot of things that you will see at the big four firms that you won't see in a smaller firm

(3) A smaller firm may not be for every one at all. It depends on the person, and what type of life they would like to live.

(2) He learned a lot working at the big four, but he is glad he got out after two years. If you ask any of the partners or the staff if they are satisfied with their salary, and the answer will definitely be yes.

(1) He was in our shoes at some point. Going with the big four was highly encouraged. To start with the big companies, and then be able to move to a smaller firm.

Adjournment

The meeting was adjourned at 7:50 pm

Signature: Ahmad El Moussawel

Internal Vice President
Undergraduate Accounting Society

Date of Approval