



Meeting Minutes - October 8, 2020 Mid-Tier Panel 1

Call to Order: A UAS general meeting was held on October 8th, 2020 at 6:30 P.M. This meeting was held virtually, on Zoom.

Attendees:

1. Executive Board: All present, minus Pablo.
2. Invitees:
 - a. Amir Mazarei, Campus Recruiting Manager, BDO USA
 - b. Camellia Sarmadi, Recruiting Manager, Moss Adams
 - c. Tarah Williams, Campus Recruiter, Armanino
 - d. Emily Trinh, Senior Campus Recruiting Specialist, CohnReznick

Meeting Notes:

President Kevin Tam began the meeting at 6:30 P.M.

- 1) What does the timeline for the interview process look like?
 - a) All interviews/offer windows will happen in October going into November.
- 2) What should a younger student do to network more with professionals and get involved?
 - a) Emily: It's great that you are coming to these events and taking the initiative to meet professionals.
 - b) Tarah: The more you show up and make yourself known the better. Don't limit yourself to just speaking to partners, talk to everyone from the firm!
 - c) Amir: Starting as a freshman, you have time to meet as many firms and professionals as you want. You have a lot more time than those that start junior or even senior year. Show up to the events and show your interest!
 - d) Camellia: Recruiting season will come up soon. You're doing the right thing by coming early.
- 3) What are the differences between a Mid Tier and a Big 4 firm?
 - a) You have the chance to work on more clients and form closer relationships with your colleagues. You are also part of a more tight-knit office, where you may be 1 of 200 rather than 1 of 2000.
- 4) What is the timeline for going back to the office, especially for incoming interns and staff?
 - a) Tarah, Amir, and Emily: We still don't know. We are currently closed but we are planning on opening at some point in 2021, once safe! Our most recent internship program happened online and that went well!



Meeting Minutes - October 8, 2020

Mid-Tier Panel 1

- 5) What are Summer Leadership Programs (SLPs)?
 - a) Emily, Amir: They are great opportunities for sophomores to get acquainted with all the different firms. These include a lot of panels, events, and networking opportunities. These are great to make a truly informed decision when deciding on where to intern at (after your junior year).
 - b) Camellia: One summer before graduation/CPA eligibility: client-service internship. Two summers before graduation/CPA eligibility: SLP eligible.
- 6) Do you recruit for full time positions in the spring?
 - a) Not generally, we only do if we did not fill all our slots during fall recruiting.
- 7) Do your firms sponsor international students?
 - a) Not at the entry level.
- 8) What are your tips and tricks for virtual interviewing?
 - a) Tarah: Yes, please dress in professional business attire. Your body language matters even more in a virtual setting. Having good eye contact is important as well. Be present, engaged, and have questions.
 - b) Emily: Know your story. Any time you are about to interview, have these conversations out loud with yourself. Watch yourself on video and you can note cues you make that you don't realize. Be aware of yourself. Also, make sure your background isn't distracting the interviewer!
 - c) Amir: Control what you can control. You can control your attire, you can make sure you won't be interrupted during your interview.
- 9) What types of questions do your firms do for interviews?
 - a) Tarah: We do a mix of traditional and behavioral questions. We ask behavioral questions based on our values.
 - b) Amir: We want to get to know you more, so we ask more of those types of questions.

Adjournment:

Kevin Tam adjourned the meeting and allowed students to speak with recruiters in breakout rooms.



Meeting Minutes - October 8, 2020
Mid-Tier Panel 1

Confirmed by:

Logan Sy

10/8/2020

Logan Sy
Internal Vice President, Undergraduate Accounting Society
2020-2021

Date