

Weekly Meeting 1/4: Small Firm Panel

Firms: Bartlett, Pringle & Wolf, DBNTM, Gish SEIDEN, Nasif, Hicks, Harris & Co.

Firm Representatives:

- NHH: Christian Williams (audit), Mariah Cotnoir (tax)
- Bartlett, Pringle & Wolf: Bridget Foreman (tax partner)
- Gish SEIDEN: Darryl Rose (tax partner, director of recruiting)
- DBNTM: Michelle (associate), Chris Hardy (tax)

Meeting Notes:

- Firm representatives started by introducing themselves
- Q/A:
 - o What's your favorite thing about being apart of a smaller firm?
 - Mariah: Closer connection with peers; better client relationships
 - Chris: More responsibility and resources; being able to stand out
 - Bridget: Better exposure to all areas of audit/tax
 - Darryl: Relationships with peers and client
 - Michelle: As an intern, get to work with partners and managers
 - o How do you maximize your time at the Gauntlet/MTF?
 - Christian: Know whether you want to do audit or tax (mainly for bigger firms)
 - Bridget: Understanding your own preferences; avoid casting a wide net
 - Kulper: Have your resume prepared and checked ahead of time
 - o What are the advantages that smaller firms have when attracting clients?
 - Chris: Smaller firms and Big 4 don't compete for the same clients; smaller firms pride themselves on quality service and good client relations
 - Mariah: No need to compete with Big 4; every firm must balance cost and benefit of taking on a new client
 - o What are you looking for from an applicant?
 - Bridget: Be eager to learn; communicate well; office/firm fit
 - Chris: Problem solving; articulate well

- Darryl: Learn from mistakes; no need to be perfect
- Christian: Positive attitude
- What does the recruitment process look like at your firm?
 - Mariah: Spring meet and greet (like SLP)
 - Darryl: SLP; formal internship; opportunities to intern in summer and winter; earlier you get involved, the better
 - Chris: Firm has pivoted more towards direct hiring (students work part-time if still enrolled)
 - Bridget: Internship is interview for real job; no limit on full-time offers; open interviews and applications year-round