



Meeting Minutes October 19, 2021

Moss Adams Q&A

Call to Order: A UAS general meeting was held on October 19, 2021, at 6:30 PM. This meeting was held in person, at Mosher Alumni House.

Attendees:

1. Executive Board: All present.
2. Invitees:
 - a. Jeff Harris - Nasif, Hicks, Harris & Co.
 - b. Tracie Solomon - Bartlett, Pringle, & Wolf
 - c. Steve Palmer - C&D
 - d. Matthew Marvin - Damitz, Brooks, Nightingale, Turner & Morrisset

Meeting Notes:

1. To what extent can you manage your own schedule?
 - a. Matthew: Professionals at our office can try different service lines and industries. At our firm, we typically allow 2 days of remote work and 3 days in the office, but staff can communicate their ideal schedule (i.e. 10-6) and we can accommodate for that.
 - b. Steve: Had the flexibility to coach my son's little league baseball team – would leave early and come back after. There's generally flexibility to work the times when you are more productive.
 - c. Tracie: Examples of flexibility at our firm: in audit, many part-time people. There's more flexibility as you progress in roles in the firm.
2. Are there any GPA requirements to apply?
 - a. Jeff: Grades need to be reasonable, but we look at GPA in amongst other things; we don't just use grades to weed people out. We are mainly interested in each student's story. NHH is always hiring - i.e. has hired students part-time while they finish CPA requirements in school.
 - b. Tracie: Not a hard line for GPA in our recruiting process; we also consider other things going on. We do have an internship that requires at least one tax class to apply – will often extend a job offer after the internship to work part-time throughout their remaining school (but also have the option to just go full time after). Also, have an SLP program for sophomores and maybe some juniors. We are getting ready to interview for our internship that starts in January.
 - c. Matthew: Our firm is really looking for a cultural fit. Also hire students while they're in school, but can also just go full-time after graduating



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3. Is there a strict CPA requirement for working at each firm?
 - a. Steve: Pay for the CPA study program and have staff that are studying for CPA while they are working full time. Also have staff who aren't CPAs.
 - b. Tracie: Don't need a CPA to come work at the firm, there are services that don't require CPA license, but within tax and audit, if you don't do CPA you wouldn't be able to work as a manager or above. Can also defer your start date to get units to qualify for the CPA exam. Flexible with work hours to fit around studying and taking the exam.
 - c. Jeff: Focus on classwork now because it's prep for the CPA exam. Most people haven't passed all parts of the CPA exam before they start. Our firm also has options for not taking CPA exam if you're pursuing certain service lines.
 - d. Matthew: Our firm also pay for the review course. Staff can take the summer off to study for the exam. Almost everyone at our firm goes through CPA process, but no specific timeline for when.

Adjournment:

Carson Shek adjourned the meeting after students had a chance to socialize at the meet and greet.

Confirmed by:

Hannah Brandt

10/19/21

Hannah Brandt

Internal Vice President, Undergraduate Accounting Society
2020-2021

Date