

BDO

1. BOD client service philosophy

- Partnership of diverse experience
 - o Deep resources of an established national and international organization
- Right size
 - o Streamlined accessible, smaller team, direct access
- Active involvement of senior professionals
- Proactive communication and service
 - o Open and candid community with service teams
 - o Hands-on, attentive and accessible client service teams
 - o Swift resolution

2. Services and capacity:

a. Core service areas

- Assurance
- Advisory
- Tax
- BDO consulting
- BDO affiliates: BDO capital advisors, LLC: investment banking

b. Industry experience

- Diverse industries such as construction, health care, insurance,...
- Public and private (\$100 mil – 2 billion)

c. SEC experience

- Large number of public clients

3. Core purpose/values

- Help people thrive everyday → collaboration = success
- Core values: people first, embrace change, empowerment through knowledge, accountability, exceptional every day every way
 - o Exemplify the value in daily basis → quality make BDO strengths
 - Leadership conference, empower people
 - Meeting to talk about the value, brainstorm ideas
 - Committee for each value, executive/partner oversee those values

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→The environment allows you to express your concern, have some control over the environment

4. Culture: **inclusion**

- Allow people to be themselves and bring themselves to work
- Different groups/ resources
- Initiatives: going greens, BDO LIFE, BDO Flex, Work-life fit, BDO Counts
- Multiple workplace awards

5. Planning program: Pathway to success program

- Chicago, a week-long training
- Networking events

6. Career development/ advancement

Intern → associate → senior (3-5 years) → manager (7 years)→ Senior Manager/Director (10 years+)→

Partner

- Resources in the firm: get feedback, assessment of performance to improve
- Mentoring
- Career advising
- Performance development
- Board of advisors

7. What we're looking for

- Communication skills especially work paper
- Strong work ethics
- Ability and willingness to learn (fast-paced environment)
- Desire to make a difference (with the client, and the subordinates)
- On campus interactions
 - o Meet the firms/career fairs
 - o Speaker meetings...

Video: BDO USA, LLP - Wayne Berson Discussing His Path to CEO