



Beta Alpha Psi

Spring 2015 Speaker Meeting – BDO

March 5th, 2015

Guest Speakers Present:

- Joe B. Johnson: Office Managing Partner
- Nick Fusca: Senior Assurance Manager
- Fabricio Jimenez: Assurance Senior Associate

Start Time: 1:15 pm

Announcements

- David Penaloza (Events Committee): Golf Tournament
- Taryn Hoffmann-Torres (AS Public Speaking Committee): Interview session

BDO

- Introduction of guest speakers
- Get to know BDO
- Amir Mazarei: Campus recruiter
- BDO USA, LLP
 - 58 offices, 2968 professional staff, 346 partners
 - \$833 million in revenue
 - #7 in US
 - BDO is the world's fifth largest accountancy network
 - BDO USA LLP is the US member firm of BDO international Limited
- What is the difference between big 4 and BDO?
 - Client size
 - Big 4 (\$2 billion +)
 - BDO (\$100 million – \$2 billion)



- Joe (KPMG 2 large clients, KMJ Corbin 15 clients, BDO 5-6 clients)
- BDO client service philosophy
 - Partnership of diverse experience
 - Right size
 - Active involvement of senior professionals
 - Proactive communication and service
 - A great working environment
 - Big 4 (bureaucratic)
 - Small (family oriented)
 - More involvement of partners in smaller firms
- Services and Industries
 - Audit centric (Audit 60%, Tax 30%, Consulting 10%)
 - Trying to move to more consulting
 - Orange county
 - Zero government accounting
 - 20% Healthcare
 - 20% Life Sciences
 - 20% Manufacturing and Distribution
 - 20% Retail and Consumer Products
 - 20% Mix
 - Should we relocate? Yes
 - LA (Insurance)
 - Houston (Natural Resources)
 - OC (Technology and Life Sciences)
 - Generalize first, people specialize as time goes by
- SEC experience
 - Skechers USA
 - Monster Worldwide
 - El Pollo Loco



- **Core Foundations**
 - **Mission (what we do)**
 - **Providing trusted solutions in an ever-changing world**
 - **Core purpose (why we exist)**
 - **Helping people thrive every day**
 - **Vision (what we want to achieve)**
 - **Transformation, synergy, and excellence**
 - **Core values (how we work together)**
 - **People first (flexibility)**
 - **Ex. Attending son's baseball game or Teaching ballroom dance**
 - **Exceptional: every day, every way**
 - **Embrace change**
 - **Empowerment through knowledge**
 - **Ex. task force**
 - **Choose accountability**
- **Our culture**
 - **Entrepreneurial, hands-on, and collaborative environment**
 - **Friendly and welcoming people**
 - **BDO Counts (Community involvement)**
 - **BDO Flex**
 - **Work + Life Fit**
 - **Excellent partner-to-staff ratio**
 - **Open door policy**
 - **Mentoring program**
 - **CPA benefits (Roger and Becker review)**
 - **Workplace awards**
 - **Ex. 2014 Working Mother 100 Best Companies**
- **Career path**
 - **Intern->Associate->Senior->Manager->Senior Manager/Director->Partner**



- Same for other firms
- What we're looking for
 - Ambitious and determined
 - Strong communication skills
 - Strong work ethic
 - Ability and willingness to learn
 - Relationship building skills
- Pathway to Success
 - Summer leadership program
 - Chicago for 4 days
 - Group projects
 - Now discussing a local pathway type program
- Tips
 - Ask questions
 - Firm's overall culture vs. office culture
 - Office tour is a great event
- Questions
 - Women's Initiative
 - Joe serves on the board of directors
 - 55-60% hires are women, but not many partners
 - Mentoring program
 - Networking events
 - CPA exam support
 - Finish it in 2-3 years
 - Incentive bonus
 - Review courses
 - Talk to a career advisor, set goals, and communicate
 - Look at it as a second part time job
 - Industry specialization



- Joe
 - Financial industry (5 years)-> Tech-> Life Sciences
- Nick
 - Financial industry-> Real Estate-> Retail and Consumer Products
- Fabricio
 - Generalize
 - Try to work with many people to make your own sound judgement
- How do you prepare?
 - Be honest
 - Related experiences
- Video gaming industry clients
 - GameStop
 - Children-focused App manufacturing firm
- Skills you wish you knew before
 - Excel skills
 - Take additional courses
 - Make your life easier

Adjournment Time: 2:10 pm

Minutes Prepared by: Eunyoung Lee, BAP Recording Secretary, Spring 2015