At BDO, we believe that exceptional client service begins and ends with exceptional regard for our people. And so we don’t just hire individuals with exceptional skills and talent. We provide them with the environment and mentorship they need to develop and grow as professionals – from day-to-day flexibility to the opportunity to make significant contributions at all levels of employment.

BDO’s core purpose is helping people thrive every day. We believe when we help our employees, our clients, and our communities thrive, each of us individually – and BDO collectively – will succeed, not only in our professional careers, but in our personal lives as well. Because at its core, our business is not about numbers or spreadsheets, dollars or cents, but about people working with, for, and in service of others.

MYCAREER.BDO.COM
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BDO REAL ESTATE PRACTICE

BDO's Real Estate practice consists of multi-disciplined professionals, well-versed in compliance and consulting matters. Our professionals have many years of experience in financial reporting and accounting, tax and auditing issues and are continually updating their knowledge and, therefore, are dedicated to giving timely and accurate advice.

For more information on BDO USA's Executive and HR Services offerings for the real estate industry, please contact one of the service leaders below:

CONTACT:
STUART EISENBURG, New York
212-885-8431 / seisenburg@bdo.com

ANDY GIBSON, Atlanta
404-979-7106 / agibson@bdo.com

RANDY RAMIREZ, New York
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DIRECTOR COMPENSATION CONTINUES TO CLIMB IN SIX DIFFERENT INDUSTRIES BUT DECLINES IN TWO, ACCORDING TO AN ANALYSIS CONDUCTED BY BDO USA, LLP, A LEADING ACCOUNTING AND CONSULTING ORGANIZATION.

BDO 600 Board Director Compensation Trends in Middle-Market Real Estate Companies

The BDO 600: 2013 Survey of Board Compensation Practices of 600 Mid-Market Public Companies examines the director compensation trends in publicly-traded companies with annual revenues from $25 million to $1 billion in the energy, healthcare, manufacturing, real estate, retail and technology industries; and publicly-traded companies with assets between $50 million to $2 billion in the banking and financial services industries. Information for the study was drawn from proxy statements that were filed between May 15, 2012, and May 15, 2013.

Board of directors pay in the real estate sector increased another year in a row, with average total compensation rising to $133,148 from $125,498. This six percent increase ties for third place with the retail sector for most year-over-year growth across all eight surveyed industries. However, not every sector experienced positive movement in director compensation. Board member pay in the technology industry decreased two percent to $174,407 . However, technology boards still receive the highest average total compensation of the group.
Energy, Life sciences, Private equity, Tech. The accounting profession serves virtually every industry, and BDO is right in the thick of them all.

At some firms, people are funneled quickly into a single industry specialty. Early on, BDO gives its employees the chance to work with a variety of clients, in a variety of industries -- each with its own unique set of challenges, regulations, and opportunities. Not to mention that you’ll be learning from a wide variety of top industry specialists and thought leaders. Here’s a sampling of some of their most interesting thoughts:

**REAL ESTATE**
Director Compensation Continues to Climb

**RETAIL & CONSUMER PRODUCTS**
Retailers Project Promising Growth Fueled by E-commerce

**TECHNOLOGY & LIFE SCIENCES**
Tech Companies Anticipate Growth Buoyed by Innovation and Investor Demand

**PRIVATE EQUITY**
General Partners Anticipate Another Year of Moderate Deal Flow

Success in the field of accounting means being prepared. Not just for what’s happening today, but for the challenges and opportunities in the months and years ahead. Here are just a few of the many developments on the horizon for the accounting industry.

When the going gets tough, the tough win clients.

*The world of public accounting is more competitive than it’s ever been. And it’s only going to get more intense. Gone are the days when technical competence was good enough. To succeed and win new business, accounting firms must differentiate their abilities from their competitors.*

Frequent visits to client offices, Helping line up deals, Referring new business. Firms need to go above and beyond in servicing their clients and helping them address challenges and opportunities in their businesses. In short, accountants need to deliver exceptional client service -- every day, every way.

For more information on what exceptional client service looks like, go ahead and flip to page 12.
More social (media)

Social media platforms have created new and exciting opportunities to communicate, collaborate, and create value— for us, and for our clients. From increasing marketing and client-service efficiencies to providing an outlet for personal learning and professional growth.

Social media does, however, present an array of new challenges and responsibilities. Especially when it comes to client confidentiality. Even something as simple as an Instagram location tag near your client’s home office can give away who your client is. Which, depending on the kind of work you’re doing, could be bad news.

Mo’ money, mo’ problems (but mostly, mo’ opportunities)

The long and painful hangover of the financial crisis is, finally, beginning to fade. And that’s great news for everyone, especially accountants. As economic recovery continues, it creates a need for a variety of services in the banking industry, for example. More regulations and government oversight could create a bevy of new and more complex accounting needs. More generally, an improving economy means that companies in virtually every industry will be looking to grow, resulting in more mergers, acquisitions, and IPOs—all of which provide public accountants with a rich and exciting variety of engagement opportunities.

The flip side of this, however, is that firms will see greater pressure to increase the scope and quality of their services.

The automated audit

Imagine Boboop, but as an accountant: the ruthless efficiency and untiring precision of a supercomputer, paired with the wisdom, judgment, and oversight of a human being.

Admittedly, this is only sort of like that. But it’s still pretty cool. Essentially, advances in big data and enterprise resource systems are reinventing the way we audit. Improving data access, analysis, and delivery makes it possible to work through tremendous amounts of information in shorter and shorter amounts of time. As a result, auditing practices are moving away from sample-driven processes, and instead auditing entire data populations for anomalies.

If this makes you worry that auditors might be going the way of the telephone operator, rest easy. As more work is performed automatically, auditors are freed up from dependence on disparate data systems and repeated requests for data. That allows them to focus on making higher-level judgments and insights. In other words, the things that make them more valuable overall.

No such thing as “off the grid”

Technology hasn’t just changed the way we work in a technical sense. It’s also profoundly altered the culture of our offices. From cloud-based data, to remote desktops, to smartphones, today’s accountants can access their data from anywhere.

If you think that’s old news, consider this: the greatest benefit of these innovations isn’t increased productivity. It’s greater flexibility.

We expect you to pass. You can expect us to help.

The CPA exam is one of the biggest challenges you’ll face early on in your career. Passing it requires hours of studying and preparation, which in turn requires discipline and patience. At BDO, we expect all our new associates to succeed, and we’re here to support you every step of the way.

Make work and study work together.

Juggling a demanding workload with a rigorous study schedule is challenging—even for the most talented new accountants. Because we trust and respect our people at every level, BDO provides flexibility to structure your schedule so that you can manage work and study in a way that works well for you and the firm.

Reward yourself for a job well done (it’s on us).

Success deserves recognition—and reward. BDO offers a bonus to employees who pass the exams within a specified timeframe.
THINK YOU HAVE WHAT IT TAKES TO BE A SUCCESSFUL ACCOUNTANT? COME FIND OUT.

You can't choose a career path because you think it's a good fit - you have to know. Pathway to Success is a selective, week-long program held every summer for rising sophomores and juniors who are considering a career in public accounting.

The program is an opportunity to get a realistic look at the kinds of work accountants handle day-to-day. It's also a fun way to find out what real accountants are like. Consisting of workshops, presentations, networking events, and panel discussions, Pathway to Success is designed to prepare you for a job at the top of the public accounting field.

MEET THE FIRM FROM STAFF TO CEO

At BDO, we believe in accessibility — at all levels of staff and leadership. At Pathway to Success, you'll get the chance to hear from and speak with a variety of BDO professionals, from newer associates to recruiters to senior partners … all the way up to the CEO.

WORK LIKE A BDO PROFESSIONAL, WITH A BDO PROFESSIONAL

During the program, attendees work together in teams under the supervision and direction of a BDO professional to complete a group project on a range of audit, tax, and consulting topics.

From exploring Corporate Tax Returns to Forensic Accounting '15, this project provides you with an opportunity to learn about various aspects of the accounting industry, get to know new people, and flex your creative muscles (price: a student dressed up as Lil Wayne).

FRIENDS TODAY, COLLEAGUES TOMORROW

Throughout the program, you'll gain exposure to many working accountants. But you'll also have the chance to meet — and learn from — a large number of your peers. Past attendees have made friends and professional contacts whom they still keep in touch with years later. Some even work together.
Pathway to Success was my favorite leadership conference because it was genuinely focused on benefiting the attendees. I felt that every activity we did was not only fun, but was carefully designed to be beneficial to me. Pathway to Success wasn’t just a recruiting tool; it was a genuine opportunity for its participants.

Kevin Blue, Michigan State University
AUDIT INTERN
Pathway to Success 2013 participant

Take advantage of the speed networking – it’s a great opportunity to communicate with a variety of interesting BDO professionals in a short period of time. Everyone I spoke to had great advice to share, and I still find myself applying practices they were kind enough to share with me. Also, take advantage of networking with all the other Pathway to Success attendees; there is a good chance you will be co-workers, or even just do business together, at some point in the future.

Mark Kazale, University of Illinois
TAX INTERN
Pathway to Success 2013 participant

Room for Debate

Student Loans

A $184 Billion Profit, or a $95 Billion Loss?

The student loan controversy comes down to an accounting question.

The kinds of questions accountants face every day are the same questions driving major economic and policy debates. Especially when it comes to student loans, and whether or not their interest rates should be raised, lowered, or held steady.

Last summer, the Congressional Budget Office (CBO) estimated that, given current interest rates, the federal government would rake in a $184 billion profit from interest on student loans over the next 10 years, a figure that caused a huge amount of attention.

But, in that same document – the same table, in fact – the CBO also reported that the government may instead lose $95 billion on the same loans over the same time period.

This rather shocking $279 billion discrepancy results from the CBO’s use of two different accounting practices: the standards laid out by The Federal Accounting Standards Advisory Board (FASAB) and the use of Fair Value Accounting (FVA). FASAB, the standard government accounting model, treats the expected repayment as more or less guaranteed revenue, with only some adjustment for doubtful accounts. On the other hand, FVA determines the value of an asset or investment by factoring in credit risk – in this case, the risk of students defaulting on their loans (among others).

So which is the appropriate accounting standard in this case, and which should be used to determine policies surrounding student loans? Is the government raking a huge profit off the backs of hard-working students, or will taxpayers have to shoulder a mighty burden on their behalf?

Continue to MYCAREER.BDO.COM to read the full story, and weigh in on the debate.
IT’S EASY TO SAY, BUT WHAT DOES IT REALLY MEAN?

It means delivering a three-year book audit in a one-month timeframe.
...keeping clients, not just winning them.
...using the client's lingo, not ours.
...knowing the ins and outs of the client's business, not just their tax returns.
...staying current on trends.
...staying ahead of trends.
...getting to know your clients personally.
...knowing your clients' birthdays.
...building a rapport.
...talking that late-night call.
...anticipating needs.
...reacting quickly to what you can't anticipate.
...maintaining composure, even in the most stressful situations.
...doing everything you can to avoid mistakes.
...learning from the mistakes you'll make anyway.
...never giving up on client relationships, even after failures.
...never giving up.
...transparency.
...communicating, not just talking.
...hearing, not just listening.
...always delivering.
...over-delivering.
...building trust.
...growing clients' businesses.

AT BDO, WE PROVIDE EXCEPTIONAL CLIENT SERVICE.
INTERNSHIPS @ BDO

REAL PROJECTS. REAL IMPACT.

It’s a familiar story: interns toil over busy work, grind through spreadsheets, and just when they’re on the brink of burning out, they leave. Maybe they learned something, and maybe they made an impact. And maybe not.

At BDO, our interns build the foundation for a career. Yes, the work will be challenging, but it will be meaningful as well. We never forget that our success depends on the caliber of our people, so we provide real support and diverse learning opportunities designed to help you grow.

There’s no such thing as an average BDO internship, or even an average day at the office. But there are a few things that all our Internships have in common:

MORE CLIENTS, MORE INDUSTRIES
As the world’s fifth-largest accounting and consulting network, BDO serves an enormous range of clients—from start-ups to billion-dollar corporations, in industries ranging from banking to biotech. As an intern, you’ll get exposure to many of them. You’ll get to think analytically and creatively about the unique needs of your clients. And you’ll leave BDO with a broader base of experience, and better prepared for your career.

MENTORS WHO ACTUALLY MENTOR
When you’re just starting out, you need mentorship, not just an occasional performance review. At BDO, you’ll find mentors who will be there to answer your questions, provide advice, and do their best to help you learn and develop.

Before you start your Internship, you’ll be matched with a mentor, or “Buddy,” (generally an associate or a senior associate) to help you as you begin your Internship, and even take you out to lunch every once in a while. Later, you’ll also be assigned a career adviser, who will provide guidance and wisdom as you navigate the early stages of your career.

REAL IMPACT.

RESPONSIBILITY, NOT COFFEE RUNS
You may be an intern, but you deserve to do real accounting work. Not only will you learn what you need to know, you’ll have the opportunity to put that knowledge into practice—making a real impact on important projects. You’ll work directly with high-level professionals, and often even the clients themselves.

CAMARADERIE, NOT COMPETITION
At BDO, we believe that people work better when they work together. Your fellow interns and staff should be sources of support and collaboration, not competitors. For example, you’ll participate in a variety of team meetings with fellow interns and associates in which you’ll have the opportunity to talk about the week’s work, and solicit advice from a range of perspectives.
**MEET OUR INTERNS**

**LYDIA CLOWNEY**
Grand Valley State University Tax Intern

**EMILY DOUGLAS**
Michigan State University Tax Intern

**NICK HYNSON**
North Carolina State University Assurance Intern

Tell us a little bit about your internship experiences, and what kinds of projects you’ve worked on.

**LC:** During my first internship, I worked on a lot of different companies – I saw a lot of partnerships, S corporations, individuals, and trusts. This year has been really interesting. I’ve been able to do some consulting work, and I’ve also been working with one of the directors here in the Grand Rapids office on tax prospects in the banking industry. It’s nice to see the world of tax beyond just grinding out tax returns.

**ED:** I get to talk with clients, and I really enjoy that. The international projects are also very rewarding. I work with one of the senior managers directly, on international compliance with international clients. I get a little bit of everything here. I feel that makes me a more well-rounded professional and accountant.

**NH:** Since I’ve started, I’ve gotten to work on a large variety of clients, from private equity, to colleges, to public companies, all of which are different. I think that’s important – the more experience you get, the better off you’ll be when you start your full-time job.

The office is growing so fast. It’s really exciting, and it’s also given me room to grow, and more opportunity to succeed.

**What’s been your most memorable experience so far?**

**NH:** Last week, Wayne Benser, our CEO, came down to the Raleigh office to talk to all of us. It was pretty neat to talk to him, and really nice for someone who had so much going on to take the time to come down to our office to speak with us.

Why BDO? Did you ever consider working elsewhere?

**LC:** I liked the recruiters from BDO the best. Some of the other firms seemed so conservative to me – BDO is a cool office, and I got that impression right away. I was offered internships by a number of firms, but chose BDO. And after the internship, I really wasn’t interested in working anywhere else.

**ED:** I went to other interviews, but the other firms didn’t seem as invested in me, or as interested in helping me succeed. The reason I chose BDO is that I enjoy coming in every day. Everyone’s here to help you out. I feel comfortable asking people questions, and not just the associates – even the partners and managers.

**NH:** Over the summer, I attended several leadership conferences for both large and small firms. I feel like with BDO you get the best of both worlds. You get the opportunities of an international firm, but also they’re very personally involved in you and your best interests.

Any advice for future interns?

**LC:** Be open to changes, and things that you’re not expecting. Everything is very new, and can be a little overwhelming. But don’t panic!

**NH:** I would say have an open mind. It can be kind of overwhelming at first – there’s just so much information thrown at you. But the employees at BDO, they understand that you’re a clean slate, ready to learn and take advantage of what they have to offer. If you just glue it together and keep your focus, it’s easy to learn and to succeed.

Read the full interviews at mycareer.bdo.com

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**WHAT MAKES A TOP ACCOUNTANT?**

**PARTNER, STEVE FERRARA**
BDO, Chief Operating Officer

You need to be entrepreneurial. You need to do the things that will make your client grow and be successful, because that’s what will help you be successful.

**CLIENT, BRET VANDERKAMP**
Owner of New Holland Brewing

Don’t insulate yourself to just crunching numbers. Learn about the business that you work for, beyond technical knowledge. The best people can sit across from a CFO or CEO and really talk about what’s driving their business.

**FACULTY, JIM FRANKLIN**
Director of the Master of Professional Accounting Program, The University of Texas at Austin

Great accounting professionals understand the importance of effective communication – both within their team and with the client. They possess the ability to carefully listen to an issue, ask clarifying questions, and develop a substantive well-researched solution.

**STUDENT, ANGELA SOHN**
Junior, University of California, Los Angeles

A top accountant is proactive in seeking knowledge and staying ahead of constant regulatory changes. Top accountants are inquisitive in nature – they like to explore new or alternative approaches, and they always strive to improve results.
FROM INTERN TO PARTNER

TONY LAWRENCE
Office Managing Partner, Assurance

In 1995, Tony Lawrence was just a college student, looking for an internship.

In fact, he hadn’t even heard of BDO. At the time, Tony was going through the on-campus recruiting process at Grand Valley State University. Like many students, he was interviewing at a number of firms – both large and small – trying to get a sense of where he wanted to start his career.

“I was actually killing time between two interviews when I ran into a recruiter from BDO,” Tony recalls.

The recruiter asked if Tony had a few minutes to talk, and what started out as a chance encounter turned into a major career opportunity.

“When you’re choosing a house, it’s all about location. When you’re choosing a job, it’s about the people.”

That informal discussion led to an office interview, which in turn led to an internship offer. Tony ultimately selected BDO out of five opportunities. In the end, he says, the choice came down to the people.

“BDO was more concerned about who I was as a person, not just whether I’d be willing to work Saturdays. The culture provides the support and mentorship you need to start building a career.”

After completing his internship, Tony accepted a full-time job offer without a second thought.

“I never even considered going to another public accounting firm. BDO was just a much better opportunity. In one year, you’ll see five industries, and companies ranging in size from $30 million to a billion dollars. Some of our clients are smaller, which means they need more things from BDO. That kind of experience gives you a much broader skill set.”

The rest, as they say is history. Tony stayed on at BDO, working his way up over the course of 14 years, leaving for just one year to work in-house as a financial analyst at a global manufacturing company, a move he says he regretted “after three months.”

“I left because I was worried about having the opportunity to move upward, which was rather misguided. Not to mention that the work was less varied, and less exciting.”

In the end though, what brought Tony back to BDO – and what keeps him here today – is the same thing that drew him to the firm almost 20 years ago: the people.

“When you’re choosing a house, it’s all about location. When you’re choosing a job, it’s about the people.”

FROM BDO TO PRIVATE ACCOUNTING (AND BACK AGAIN)

RYAN MOORE
Assurance Manager

“I was only gone about six weeks before I went back to BDO. I think that might be some kind of record.”

Ryan Moore had worked at BDO for five years before he left – if only briefly – to work as the lead accountant for a large electrical company. Like many accountants, Ryan was getting ready to make the transition from senior associate to manager when he questioned whether or not he wanted to stay in public accounting.

“I really wasn’t sure I wanted to leave,” Ryan recalls. “But I had heard that you stay in public accounting for three to five years, and then you make the choice to either stay in the field, or get out.”

Figuring that the time had come to try something else, Ryan reluctantly decided to seize an opportunity in the private accounting world. What Ryan wasn’t taught, however, was that he would find the work outside public accounting to be far less satisfying.

“If I had known I would just be booking a few internal entries every day, I probably wouldn’t have taken the job in the first place. At BDO, we have huge clients, and we have very small clients – it gives you a chance to see a lot more, and learn so much faster.”

Some public accountants end up leaving in order to find more flexibility to manage their work with their personal lives. But what Ryan ended up missing the most, ironically, was the flexibility he had at BDO.
"I chose BDO because the people were very down to earth. They had personalities that just blended well with mine. And I chose auditing in part because that’s what most people do — at that point I don’t think I had even taken a tax class yet."

As the internship came to a close, Emily realized that, while she had liked BDO, she didn’t like auditing.

"It just wasn’t for me. A lot of people enjoy the traveling and commuting, but it didn’t really suit me."

So she told her manager, who in turn recommended that she meet with the Tax group to see if that might be a better fit. By the time she left BDO, she had already lined up a second internship in tax.

Emily went back to school to finish her senior year, and took several tax classes before returning for her internship after graduation. And this time, she found the work much more satisfying.

"It was a great experience. I started during busy season, so there was a lot to do. I liked the tax work a lot more, and so I accepted a full-time offer at the end of that internship."

A year later, after finishing a master’s degree in tax, Emily started at BDO. She stayed for three years, first as an associate and, two years later, as a Tax senior associate. And while she enjoyed her time there, she made the choice to move to a specialty tax consulting firm working mostly for tech startups in the Bay Area.

"BDO did a lot to help get me where I am."

"Ultimately, I just wanted to expand the scope of my experience. I still do a bit of compliance, but also a lot of consulting and specialty tax services.”

The skills she learned at BDO, however, remain invaluable.

"BDO did a lot to help get me where I am. They gave me a lot of opportunity to find the work that suited me best, and set me up with experience that prepared me really well for a job in consulting — or any other job I could’ve taken.”

UPDATE / As it turns out, Emily wasn’t able to stay away for long. Just before this magazine went to press, Emily returned to BDO as a Tax senior associate.

"I was even invited to sit in on the audit committee meeting.”

People who know, know BDO.

"Plan ahead

When scheduling the exams, it’s important to make sure that the time you’ll need to study won’t conflict with particularly busy or stressful periods. Our advice: avoid having to study during busy season.

BEYOND BDO

EMILY FELDMAN
Tax Senior Associate

As a junior at the University of Washington, Emily Feldman knew she wanted to be an accountant. But she wasn’t quite sure where — or even, what kind.

So she did what many accounting students do: she interviewed at a variety of public accounting firms, looking for an internship. And when she received an offer at BDO for an audit internship that summer, she took the opportunity.

READ WAYNE’S STORY ON PAGE 22

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Wayne Berson might’ve been a fighter pilot, had he been able to pass the eye exam. Perhaps any one person’s journey to CEO could be called an unlikely story. But Wayne’s is particularly unique: as a child growing up in Cape Town, South Africa, the future CEO of BDO USA liked math, but dreamed of flying planes. “My father was a pilot, and I wanted to be one, too. So, my dad taught me how to fly when I was about 7 or 8 years old. And I mean actually fly — he’d let me take off and land and everything.” [Wayne’s father has a unique story of his own: he is the pilot who flew Nelson Mandela to freedom immediately following his release from prison.]

“You’ve got to have passion. That doesn’t mean you have to love numbers, or love auditing or tax. You have to love helping people.”

“By the time I was old enough to go to university, I wanted to apply to the South African Air Force for fighter plane training,” Wayne recalls. “The problem, though, was that I needed glasses — in those days you had to have uncorrected 20-20 vision.” Unable to qualify, Wayne chose instead to attend the University of Cape Town, an outcome with which he was perfectly satisfied: he had known even from a young age that if he couldn’t be a pilot, he wanted to be an accountant.

“In South Africa, the accounting profession is right at the top — on par with the doctors and lawyers. That’s where you strive to be.”

As an undergraduate, Wayne jumped right into the field, taking classes in a variety of subjects in tax and audit, and eventually landing his first job — an internship at, of all places, BDO. It would be more than 15 years, however, before he would return. Wayne took a job elsewhere after graduating, and soon made the decision to move to the U.S., in part with the goal of eventually leaving public accounting.

“When I came to America in 1987, I had been in public accounting for four years, and I didn’t really like it. I figured I’d come to America, work at a big international firm, and maybe end up working at one of their clients. Or maybe I’d get transferred to the west coast, and I’d enjoy myself out there.”

And initially, Wayne began pursuing exactly that path. He started working at a large international accounting firm in the D.C. area, but soon had a change of heart. After four years, he made the decision to stay in public accounting, following one of the partners to a local firm.

“One started off in America, I saw that once you pay your dues, and move higher up, it gets to be a lot more enjoyable. I started working with clients on higher-level business issues, and I had built a stronger base of expertise to work from. I realized that I actually really enjoyed auditing.”

Wayne would stay at that local firm for about 10 years, ultimately becoming the managing partner. In 2001, that firm was acquired by BDO, a decision made at least partially due to the firm’s shared value in fostering a supportive, congenial culture.

“This was the culture was the right fit. They were honest people, who were really passionate about what they were doing. It didn’t take us very long to decide that this was the firm we wanted to morph into.”

From there, Wayne worked his way up, eventually becoming CEO in 2012. But that accomplishment, however huge, is only half the story:

“Really, my goal was to succeed in my work life, and in my family life as well. And I feel that the opportunities afforded me by BDO have allowed me to succeed on both sides.”

And in fact, success in the accounting profession was never really just about accounting.

“You’ve got to have passion. That doesn’t mean you have to love numbers, or love auditing or tax. You have to love helping people.”

To be a great accountant, you have to learn from great accountants. At BDO, our best and most senior people aren’t just our best and most senior people. They’re teachers, mentors, and counselors to other professionals within the firm.

Within two weeks of starting with BDO, everyone is assigned a Career Advisor who will meet with you regularly to discuss your goals and provide guidance and advice. And though you may switch or receive new advisors as you rise through the ranks, you’ll have career advisors throughout your career. Even senior managers are mentored by the partners above them. Truly dedicated professionals never stop growing and evolving. And so we never stop providing them with the guidance they need.

MEET THE MENTORS ▶

WATCH THE VIDEO AT MYCAREER.BDO.COM

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CARRIE COLEMAN
SENIOR MANAGER
HIGHER EDUCATION AND NONPROFIT

“I have two mentees getting ready to make senior (associate) for the first time, which is really exciting (though they’re a little nervous). We’ve been taking a lot about the difference in responsibility level that goes along with taking on these more senior roles – it’s a particularly challenging phase of your career, so we’ve been taking a lot about tips for managing workload, what to do if you feel overwhelmed, how to talk to your managers. My one mentee works exclusively in one industry, which for us is very rare, so we’ve been talking about getting him exposed to more things because it’s good for his career.

When you’re just starting out, you need to have a willingness to learn – you come out of college with a lot of knowledge, but putting it into practice is hard. We want to see you succeed, so we have support in place to help you along the way.”

JENNIFER PUTMAN
PARTNER
SOFTWARE AND TECHNOLOGY

“I always tell my mentees to reach out to me whenever they need to, and to let me know if there’s anything I can help with. But I also think it’s really important to reach out to them frequently as well. I have a new mentee who just transferred to our office that I recently met with informally, and I asked, how was she managing and adjusting. And immediately she came out and said ‘I think I need help, it’s such different workflow, a different schedule, I’ve got clients outside my background.’ She was so thankful that someone had opened that door for her to express her concerns. Immediately, we set up a meeting with the person who does the scheduling in our office to just nip things a little for her. And that really helped her tremendously.”

I think the most successful mentees are those that are the most upfront about what they want from the mentor-mentee relationship. If you want to meet twice a year; that’s fine. But if you want a deeper relationship, tell me, I’ll do it.”

CHUN YEH
SENIOR MANAGER
TECHNOLOGY AND LIFE SCIENCES

“Usually I’ll take my mentees to lunch and give them advice, which is really based on my past experience, what I’ve done, and how I’ve dealt with some of the same issues. For most of my mentees, it’s usually about what they can do to help them earn or prepare for the next promotion. They want to know what they need to do to move forward, beyond the technical skills.

It’s really important, as a mentor, to be open to constructive criticism. Be coachable. Be willing to listen and adapt. No one is going to do everything perfectly – part of my job as a career advisor is to help people identify what they can do to be better.”

BDO COUNTS
From serving food at soup kitchens, to planting trees, to assisting the elderly, BDO’s volunteer program gives you the opportunity to give back to your community. Whether it’s participating in our nationwide Week of Service initiative, or pursuing projects of their own choosing, BDO Counts encourages employees to go beyond the typical corporate fundraiser, and to give their time to real, hands-on pursuits.

SECONDMENTS
For eligible employees who dream about gaining work experience in different countries, BDO provides the opportunity to participate in our secondment program. These temporary international assignments will give you a chance to develop your professional skills in an international setting, and enhance your awareness of multinational clients. We’re a global business – we offer global experience, too.

CORE VALUES
People First: Exceptional Every Day: Every Way: Embrace Change: Empowerment Through Knowledge. Choose Accountability. BDO’s core values establish a set of principles and behaviors embodied by our work, our relationships, and our professionals. They define what we stand for as a firm, and they guide us, every day, as we navigate the many issues and opportunities of the accounting profession. Our core values allow us to be genuine and fair; in our judgments, to build deeper relationships with our clients and each other, and to create an inclusive, adaptable culture for our people. These are the standards to which we hold ourselves as professionals, as individuals, and as a company, and they are what make BDO a dynamic and enjoyable place to work.
Try as we might, BDO’s culture and career opportunities can’t all be contained in a single magazine. From interviews with CEO Wayne Berson, to details on how to apply for a position, visit us at mycareer.bdo.com to learn more about what BDO has to offer.