

# Dollars & Sense

## IN THIS EDITION

A Message From the  
Accounting Club Advisor ..... 3

Letter from  
the Editor ..... 4

President's  
Message ..... 5

A Glimpse  
into The Factory ..... 6

To Be a Woman  
in Accounting ..... 8-10

The Story of  
Cathy Engelbert ..... 11

The Accounting Club  
Takes On New York City ... 12

Are You Being Recruited  
By The Big Four? ..... 14

Spotlight on  
Theresa Muniz ..... 16

A Message from  
The Accounting Club ..... 18







## TALENT ACQUISITION



Look for job postings on Handshake in September and come speak with us at the career fair

### The Program

The Finance Leadership Development Program (FLDP) is a comprehensive rotational program designed to create future finance leaders through a variety of assignments designed to advance leadership skills. When you complete the program, you'll have the opportunity to stay full-time in a role such as a senior financial analyst.

#### Benefits

- Accelerated career path
- Mentorship
- Networking opportunities
- Access to an alumni network
- And much more

#### Criteria

- University graduate with a degree in Accounting, Finance, Economics, Business Analytics or a related field
- Cumulative GPA of 3.0+
- Highly motivated leader
- High-potential performer

### The Internship Program

The Internship is a full time 10 - 12 week, paid, project-based program focused on providing you with practical business experience. It allows you to develop leadership skills, broaden your understanding of the concepts learned in school and "get a taste of the real world" before you are fully committed to it. Responsibilities may include:

- Budget Support
- Capital Budgeting
- Financial Consolidations
- Month/Quarter end closing procedures
- Account reconciliations
- Inter-company accounting

### The Opportunity

The FLDP provides recent accounting, finance, economic, business analytics or business-related graduates with an opportunity to experience varied assignments. You'll complete two rotations in approximately 2 1/2 years covering different financial disciplines, including:

- Accounting
- Financial reporting
- Internal audit
- Operations
- Research & development finance
- Sales and marketing finance

This structured program exposes you to many aspects of Johnson & Johnson's businesses, with a special focus on developing the knowledge and skills needed to be an effective leader. Internship and co-op opportunities are also available and can lead to early full-time offers as FLDP participants. Locations may include:

- New Brunswick, Raritan, Skillman and Titusville, NJ
- Ft. Washington, Horsham and West Chester, PA
- Los Angeles, Irvine and Santa Ana, CA
- Jacksonville, FL; Warsaw, IN; Cincinnati, OH; San Angelo, TX; Raynham, MA

### The Opportunity

We are looking for leaders to bring health care solutions to our customers and communities in virtually every corner of the world...leaders to nurture and inspire others...leaders who are committed to making a difference...individuals with strong character and proven competencies needed to become tomorrow's leaders in a global environment. Locations may include:

- New Brunswick, Raritan, Skillman and Titusville, NJ
- Ft. Washington, Horsham and West Chester, PA
- Los Angeles, Irvine and Santa Ana, CA
- Jacksonville, FL; Warsaw, IN; Cincinnati, OH; San Angelo, TX and Raynham, MA

This structured program exposes you to many aspects of Johnson & Johnson's businesses, with a special focus on developing the knowledge and skills needed to be an effective leader. Internship opportunities can lead to early full-time offers as FLDP participants.

### Are You Ready to Make a Difference?

- Current undergraduate students pursuing a degree in Accounting, Finance, Economics, Business Analytics or a related business major
- Must have a cumulative GPA of 3.0+
- U.S. Citizenship or U.S. work authorization is required
- Proficiency in Microsoft Office (Excel, PowerPoint, Outlook, Word)

### Do More. Achieve More. Be More.

We want you to write your own success story, spark bold innovations and become an expert at what truly interests and inspires you. When you set out on your path with the power of the world's largest broadly-based healthcare company behind you, you'll discover that you can touch the lives of people everywhere.



## A Message From the Accounting Club Advisor

Joseph Manzo

Club Advisor and Professor of Accounting



The spring 2020 semester marked my 10th year as a faculty advisor for the Accounting Club. I have been very fortunate to have had the opportunity to work with so many talented and ambitious student leaders over these 10 years, and the 2019-2020 academic year was no exception. To say the executive team for the Accounting Club faced unique challenges this past year would be an understatement. The COVID-19 virus changed everything we do at Lehigh to a remote virtual experience. However, the executive team, under the leadership of Mikayla Zion, was indeed brilliant in achieving so many great accomplishments.

One of the accomplishments of the executive team this past year was to promote the Accounting Club through a branding campaign that was started under the 2018-19 leadership team. For the first time in club history, pens and cell phone accessories branded with Lehigh Accounting Club were distributed as giveaways at many events on campus. This helped create awareness of the club, increase membership, and drive attendance at club events. This effort was led by Sarah Mascioli, who did an outstanding job in making this happen, and also was exemplary in communicating all of the club events throughout the academic year.

The club accomplished a full agenda of events this academic year. The club held its bi-annual trips to New York City. Both trips were very well attended and were successful in educating students about the Accounting Profession and the Accounting Major. As always, they provided a fun day in New York. In addition, the club continued a tradition

that was started last year by holding an off campus event in Bethlehem. This year the club arranged a visit to the Factory. Students were able to get an inside look at new food products and the entrepreneurial funding process that is engaged by this dynamic company. Afterwards, attendees of the event were treated to a dinner to get to know each other and the executive team. Overall, the club hosted a total of 10 events during the academic year.

As mentioned, the COVID-19 virus forced everyone to make drastic changes, as no one was able to return to Lehigh after spring break. However, the executive team still held a virtual transition workshop for the incoming leadership team and helped them organize a virtual event about tips for getting internships and full time jobs. Also, the newsletter team, under the direction of Editor in Chief Melissa Callahan, pressed forward in getting this edition of the Dollars and Sense written and produced while working virtually.

One final accomplishment worth noting. This is the second time in the club's history that the executive team was entirely female. I am very fortunate and proud to have had the opportunity to work with these talented women. Articles in this edition of the Dollars and Sense highlight successful women who had a significant positive influence on the Accounting Profession as well as the Accounting program at Lehigh. My sincere thank you to Mikayla Zion, Jenny Lin, Melissa Callahan, Sarah Mascioli, Liz Drobiz, Bella King, Amy Chai, and Jillian Wolfson. I appreciate your outstanding effort and accomplishments this past year.





## Letter from the Editor

Melissa Callahan '21



Welcome to the 2019-2020 AY issue of Dollars & Sense! Dollars & Sense highlights both the Accounting Club and the accounting program here at Lehigh University. It is also used to introduce accounting students to the world of accounting beyond the classroom. This year, our edition of Dollars & Sense is focused on Women in Accounting inspired by our all-female Executive Board. This publication will hopefully encourage female empowerment within the business world.

The articles in this publication showcase successful stories of women in all different areas of business. We hope these articles will give Lehigh accounting students the opportunity to explore both the accounting major and potential future careers in the accounting world. It also includes pieces of advice from Lehigh faculty, recruiters, and professionals. From an exclusive look into the Factory LLC, to our semi-annual New York City trip, this issue reveals how the accounting profession is not just one straight path- and the Accounting Club executive board made sure to give Lehigh students unforgettable experiences. This unique collection of experiences over the last academic year strives to push potential accounting majors to pursue the field, while also helping to shed new light on all the incredible opportunities Lehigh's accounting program offers students in both their undergraduate and professional years to come.

We are happy to say in the event of COVID-19, the Lehigh Accounting Department has been able to adapt quickly and efficiently. While students moved to work remotely, this change has not stopped faculty from offering students resources for the future. The content of the newsletter truly illustrates the successes of the Lehigh Accounting Program as well as our department's unwavering dedication to the students. Amid a global pandemic, we have the amazing opportunity to start learning from others and begin thinking about what comes next.

Lehigh's Accounting Department possesses an impressive network of current students, alumni, professors, and professionals in the accounting world. Without the help of these individuals, the success of the Accounting Club and this newsletter would not have been possible. There are so many professors, recruiters, and alumni that deserve a huge amount of recognition for everything that they have done. I'd like to thank all of the firms who have given overwhelming support to our club over the years and hosted countless events for our students. Without you, the reputation and strength of our club would not be at the place it is today. I would also like to give a special thanks to EY for sponsoring this edition of Dollars & Sense.

Both the incoming and outgoing executive boards deserve recognition for their commitment, engaging events, and innumerable hours put into making our club a success. I'd like to give a special thanks to Amy Chai, Jillian Wolfson, and Bella King for their incredible support as assistant editors. Their consistent hard work is displayed within this wonderful publication. I would also like to thank Scott Bazzett and everyone else on the production team for putting our vision onto paper. I owe a huge thank you to Professor Joseph Manzo, who has guided me through the production process despite the inevitable limitations due to recent events. His advice and leadership give the Accounting Club the strength it needs to keep moving forward. Lastly, I would like to give my gratitude to all the people who took the time to be interviewed. I know your advice will spark Lehigh Accounting students to contemplate their next steps forward. It has been the greatest opportunity to serve as the Editor-in-Chief of this newsletter. I cannot wait to see what the next chapter of the accounting club will bring.

## President's Message

It is my privilege and honor to have served as the President of Lehigh's Accounting Club for the 2019-2020 academic year. The mission of Lehigh's Accounting Club is to help CBE students (1) learn about career opportunities available to them as accounting majors in public accounting firms, financial services firms and other organizations; and (2) network with Lehigh accounting alumni/professionals working in these organizations. In addition, the Accounting Club also helps students develop soft skills such as interviewing, resume writing, and etiquettes in a professional setting that are not emphasized in a typical classroom lecture. This past academic year, the Club's Executive Board worked hard to foster a community among club members, allowing for valuable open communication and mentoring.

As President of the Accounting Club, I could not be prouder of what our team has accomplished during the 2019-20 academic year. During the 2019 fall semester, the club held eight very successful events with tremendous turnouts, at times exceeding one hundred students. This year we had a goal of bringing in a wider variety of professional firms and focusing more on non-traditional accounting career paths. I am delighted to share that we were able to accomplish this goal by collaborating with other student-run clubs on campus and working with non-traditional professional firms. We also had the opportunity to visit a local company—The Factory—in Bethlehem. During this site visit, club attendees learned about accounting careers in smaller companies. It was fascinating to see how “accounting” serves a meaningful purpose in every organization, irrespective of its size. This was a great experience and we hope to continue this visit on an annual basis in the future. Unfortunately, due to the coronavirus pandemic, our spring semester was cut short; but, we were able to host many firms on campus during the first half of the semester while school was still in session.

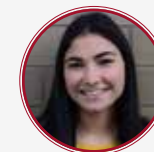
Overall, I take tremendous pride in my team and in everything that we have accomplished in this truncated academic year. Being the President of the Accounting Club provided me with an unparalleled opportunity to develop my leadership and strategic thinking skills. Interacting with firm professionals and accounting faculty has trained me well in communication skills while working with my Executive

Board and other volunteers has taught me the true value of teamwork and collective decision-making. I am thankful for everything that I have learned by being part of this tremendous club. I will carry these skills and experiences into the real world as I take the next step forward at PwC as a tax intern during the 2020 summer and then as a full-time professional upon graduation.

None of the Accounting Club's accomplishments would be possible without the dedication and untiring commitment of my Exec Board: Jenny Lin (Vice President), Sarah Mascioli (Communications), Elizabet Drobiz (Treasurer), Melissa Callahan (Editor in Chief), Amy Chai (Editor), Isabella King (Editor), and Jillian Wolfson (photographer). Every one of them has made a huge contribution during this academic year to ensure the Accounting Club's tremendous success. I thank them all from the bottom of my heart. I am fortunate to get to know all of them at a very personal level and I look forward to hearing more about their accomplishments in the future. I offer my most sincere gratitude to our club advisor, Professor Manzo. Without his guidance and help, none of this would have been possible. Thank you, Professor Manzo, for everything that you do for the Accounting Club and the students! I would also like to thank Mrs. Terry Muniz (Accounting Department's Academic Coordinator), Professor Bryan Cloyd (Accounting Department Chair), Professor Parveen Gupta, and the rest of the accounting department faculty for always lending a helping hand and constantly supporting our endeavors.

Finally, I would like to thank the recruiters and all of the professionals with whom we worked with this year; it has been such a pleasure. I feel so fortunate to have been able to work alongside such wonderful and purpose-driven people. Serving as President of the Accounting Club will remain as one of the key highlights of my academic career at Lehigh. It has truly been an amazing experience. I wish the incoming Exec Board best of luck and lots of success in continuing to deliver the club's mission of serving fellow students interested in pursuing accounting as their major.

Mikayla Zion '21





# A Glimpse into The Factory

On November 21st of the fall semester, Lehigh’s Accounting Club had the privilege of taking an inside look at the operations and manufacturing process at Factory LLC. This 40,000 square foot building located within walking distance of Lehigh’s campus, was previously a former mill that produced steel during World War II. Now, the Factory houses a team of operators responsible for “scaling up” small startups by helping entrepreneurs to get their product sold in more places. As of now, Factory is partnered with five food and beverage companies -- Stuffed Puffs, Honey Stinger, Mikey’s, Pipcorn, and Partake. Factory’s goal is to help their partners on all aspects of the business process including sales and merchandising,

marketing, packaging and design, product development, and finance and supply chain resources.

The founder of Factory — Richard Thompson, explains that Bethlehem is the perfect location since it reaches key supply chain resources from major cities both in the east and south.

Our tour was led by Marla Hyndman, who is the head of the finance team. She guided us around the newly built facility, pointing out the individual teams of professionals working on all steps of the business process from designing product labels, to developing flavors, to shipping out inventory. Students got a first-hand look at how people with diverse sets of skills are able to build a business from the ground-up.

Much of Lehigh’s Accounting curriculum places a big emphasis on students interning and eventually working for a Big 4 accounting firm. Throughout much of sophomore

Amy Chai '21



and junior year, students get plenty of opportunity to meet with recruiters as well as tour the firms in New York. While there are many other career options besides Big 4 firms, these smaller companies are not emphasized when students are seeking internships and job opportunities.

*The Accounting Club’s visit to Factory was an eye-opening experience exposing students to a less traditional career path in a private company.*

This type of career emphasizes the operational and financial processes of companies from small startups to a nationally recognized brand.



Inside The Factory building



Lehigh student group



Students tour the facility, led by Marla Hyndman



# To Be a Woman in Accounting

As you navigate through your career in college, there are many opportunities and decisions you must make. Understandably, having the power to choose your own future can be an overwhelming and confusing journey. Therefore, I wanted to interview some Lehigh Accounting Alumnae to offer some insight into their college and professional experiences. This article might also shed some light on what it is like to be a woman in accounting, from the start of the career to present day. I hope this helps you think about your future at Lehigh and beyond. During the interview, we asked these accomplished women to reflect on their career experiences. Some of the questions asked were:

- ▶ *As a woman in Accounting, what are your thoughts about gender within your profession?*
- ▶ *What observations have you made during your career regarding women in accounting or higher management positions?*

In my sector, there are mostly females in my group. However, I find the banking sector to be more male dominated. Personally, I do see KPMG working towards more diversity. I was recently invited to the event “Women in Real Estate” where there were panels with the Board of Directors. This event was to help encourage women to pursue higher positions and promote increasing diversity.

### —Shirley Choy

When graduating Lehigh, I did not feel any gender barriers or glass ceilings. As a mother, my perception has changed. It is more time intensive for work. My husband and I balance caretaking but sometimes I might need to leave a little earlier and log on a little later at night. Sometimes personal life can impact work life. However, I have an amazing team that is understanding and flexible. The main key to making this work is communication. It helps with managing time and stress. I will say my priorities have shifted from work social time to family time. I want to give 110% to my son, therefore I want to be more efficient and skip a happy hour. My experience at EY has been very positive but I understand why some women might not enter higher management due to their children or family.

### —Eleanor Huether

Melissa Callahan '21



I am currently the only woman in the sales management team. I have noticed that once you have a child you are viewed very differently. Your job isn’t number one. Once you get to the higher levels, other managers or leaders can prevent women from receiving higher positions. Sometimes women are the first to leave their jobs in companies. As I look back to my EY, I notice not many women partners. From my starting Lehigh class at EY of 50 people, there are only three left who are reaching partner status. None of them are women. However, I also see change occurring within Globus Medical to improve their inclusion and diversity. My company created a Women’s Network Group this year to help women succeed in our company. Their mission is to create a culture that develops and bolsters women’s leadership abilities and a core vision for each woman at Globus Medical is to lead, encourage, and inspire each other in both professional and personal development.

### —Christine Marshall

I do not feel treated any differently as a woman. However, I do notice the predominantly male majority in my FLDP class. I know Johnson & Johnson is working on their diversity within the company. They are looking at their current percentages and try to set goals for themselves to increase their diversity.

### —Vanessa Snyder

## Shirley Choy

CLASS OF 1999  
Managing Director  
at KPMG



Shirley Choy is currently a Managing Director at KPMG in New York City Finance Real Estate. She was an Accounting major and Asian Studies minor.

Some activities she was involved in were Asian Club and Chinese Cultural Club where they would look at some incredible archives of Chinese artifacts within the Linderman Library. One of the events she loved most at Lehigh was a huge clambake on the Front Lawn during her first year. A class that was interesting to her was costume design and makeup.

Shirley remembers interviewing for KPMG with people from the former Allentown branch. She describes KPMG as super friendly and a place where everyone felt like family. Her favorite aspect of the company has always been about the people especially those who are willing to teach and those willing to learn. The most rewarding moment for Shirley was being promoted to managing director. It was unexpected after returning from her rotational program. At the time, many people were leaving the firm and KPMG surprised her by offering an interview for managing director. Her colleagues supported her through the process by helping her prepare for the interviews and offering advice.

## Eleanor Huether

CLASS OF 2009  
Senior Tax Manager  
at EY



Currently, Eleanor Huether resides in New Jersey with her husband and almost two-year old son. While she majored in Accounting, she also took the opportunity

to minor in both Spanish and Engineering. During her time at Lehigh, she participated in Leadership Lehigh and America Reads Counts located at Nativity Church. Her favorite memory from Lehigh was when she and her husband went to mountaintop campus to play golf. A Lehigh photographer (Douglas Benedict) asked if he could take pictures of them and they had a fun photoshoot that afternoon. Eleanor would later hire him as her wedding photographer years later. Her favorite class was Accounting Information Systems with Professor James Hall.

At EY, Eleanor works in the real estate practice with some of the biggest investment management teams. She started her career search with the accounting club and traveling on our New York City trips. During her search, she found EY staff were easy to talk to and choose to stay at the firm because the people. Eleanor also loves the opportunities and resources EY offers to help her career. She is encouraged to think innovatively and has even won an EY Tax Innovation Competition where she was given a grant to fund her idea. Lastly, Eleanor believes the most rewarding thing during her time at EY was watching the people she has mentored grow into leaders.

## Christine Marshall

CLASS OF 2004  
Group manager of Sales Analysis  
at Globus Medical



Christine Marshall is a mother of two and wife of Kerry Marshall. During her time at Lehigh, she competed in Cross Country and Track, was the team captain senior year,

and a member of the Alpha Omega Pi Sorority. Her favorite memory is Le-Laf week and watching the rivalry game. Some classes outside the business school she liked taking was “Study of Hip Hop” and Caribbean studies.

Christine started her accounting career at EY in 2004. After EY, she pursued a career at Globus Medical. At the time, it was a small company about to go public. Christine believed this was a great learning opportunity. She was able to learn the IPO process and watch her hard work pay off when the company finally went public. In her position, she analyzes sales trends for surgeries, calculates sales representative commissions, and creates sales forecasting for all new hires. Her favorite part about her work is that she is not just working in the accounting department. In her position, she interacts with different people and their skill sets. She gets to know all aspects of the company and watch it grow.

## Vanessa Snyder

CLASS OF 2019  
Associate Financial Analyst for Global Distribution Operation  
at Johnson & Johnson



Vanessa Snyder recently graduated as a double major in Accounting and Marketing with a minor in Global Studies. She is from right outside Bethlehem, PA and enjoys

hiking. Some activities she was involved in were Peer Tutoring, the America Reads program at Donegan Elementary, and after school tutoring at the Fritz Church. During her senior year, she joined the Enterprise System Center to participate in marketing externships. This gave her more exposure to unique work experiences and practical work experience to put on her resume. One of her favorite memories from Lehigh was performing in Dance Fest with the Belly Dancing Club.

At Johnson & Johnson, Vanessa is in the Financial Leadership Development Program (FLDP) which is a rotational program for recent college graduates. The first rotation is a year and a half, and the second rotation is a year with the goal to give employees different experiences within the company. Vanessa’s finance role supports the supply chain specifically regarding logistics and customer service to make sure products are delivered to the end customer. In this position, she describes herself as a jack of all trades since the work performed is cross-sector and global. Vanessa chose Johnson & Johnson because of her interest in healthcare and the opportunity for a rotational program. Her favorite part about the company is she feels very supported and hopeful about her ability to move within the company. She has the opportunity to get a wide scope of experiences throughout her career.



► *If you could give any advice to current accounting students, what would it be?*

The accounting world is changing. Take the time to really learn excel since this will be imperative during your accounting career. Another area to pay attention to is data analytics.

–Shirley Choy

Start taking advantage of everything Lehigh has to offer. I was lucky to be able to sit in engineering lectures and take Spanish classes. These new experiences helped me think differently. A business way to look at something differs from the engineering way to look at something. I was able to start thinking about the problem, not just the solution. Lastly, take the opportunity to volunteer since Lehigh makes it easier for students to balance schoolwork and volunteering. It is a lot harder to find time to volunteer while working full time.

–Eleanor Huether

Junior year is going to be hard in Accounting but once you jump that hurdle, stick with it and it will pay off. Accounting will teach you to have discipline and to be meticulous. Go public to get the experience. You still have the flexibility to go to various types of companies and audit them, whether it be Trump Casinos or Citibank.

–Christine Marshall

Try to get diverse experience whether it is in the business with Data Analytics or pursuing a minor in another subject. It is beneficial to think wider and strategically. I encourage you to take classes outside the business school. Do not feel like you need to follow the status quo. Start pushing yourself to succeed and get the most time out of your Lehigh experience.

–Vanessa Snyder



# The Story of Cathy Engelbert

Lehigh Alumni, Cathy Engelbert, is the perfect role model for those who aspire to lead and create significant impacts. Engelbert graduated from Lehigh in 1986, receiving a Bachelors in Accounting and later becoming a certified public accountant. During her time at Lehigh, she was a member of both the basketball and lacrosse teams, serving as captain for both teams. After her great success at Lehigh, Engelbert continued to advance in the workplace.

She began her career at Deloitte in 1986 where she gained vast business experience and knowledge. She then became the CEO of Deloitte, becoming the first woman to have this position in a Big 4 firm. Engelbert led one of the largest professional organizations and generated efficient results and productivity.

On October 23, Engelbert participated in the Segal Accounting Distinguished Speaker Series at Lehigh. During her speech, she stated that her success was attributed to “prioritizing people over tasks.” She explained how she led a “people first agenda,” in order to create an integrated and efficient work environment.

Engelbert has recently become the first commissioner of the Women’s National Basketball Association (WNBA).

Jillian Wolfson ‘21



Her passion for sports has driven her to take on yet another impressive role where she will continue to succeed.



With all of Englebert’s success, her proudest accomplishment is being a role model to her children. She made it a priority to attend her daughter’s basketball games, despite having important responsibilities as the CEO of Deloitte. “I wanted them to see me there. Everyone can do it,” Englebert said. Engelbert serves as an inspiration to those who desire to lead and especially to women who wish to break boundaries in the world of business and beyond.



Cathy Englebert speaking at Lehigh University for Segal Accounting Distinguished Speaker Series.





# The Accounting Club Takes On New York City

Throughout the year, the Accounting Club took two full day trips to NYC to “get to know” the Big Four accounting firms. Beginning in the fall, the Lehigh Accounting Club traveled to visit PwC, KPMG, and Deloitte. The day started at PwC, where students engaged in a fun and interactive introduction of what PwC offers to current employees -- from gym memberships to company merch. Following an office tour, we were invited to participate in a Mindful Meditation that inspired people to practice self-care in busy daily life. Afterwards, all the students walked to Morton’s Steakhouse where we

had an opportunity to chat with current PwC business professionals and ask them questions about their roles at the firm. The next stop was KPMG, where we learned about their leadership academy in Florida and opportunities within different areas in the company. As a fun treat, Aubrey Baier (KPMG Recruiter) brought edible cookie dough from DŌ to share with us all. The final firm we visited was Deloitte where we attended an amazing networking session with Lehigh Faculty and Alumni. Here, the students were able to socialize with Lehigh Accounting Alumni and Faculty. Concluding our first trip, the Accounting Club felt incredibly thankful for the opportunity given to Lehigh students to gain further insight into the industry and to network with professionals.

This successful trip was followed by another in the spring to visit EY and Deloitte. Our morning began with breakfast at EY, while enjoying a presentation on their internship opportunities. Jenny O’Donnell (EY Recruiter) organized some creative icebreakers to network with the employees of the office, such as “Get to Know You Bingo” and “Question Jenga.” This was followed by a panel where various employees shared information about their careers and the numerous avenues that led them to EY. Students were able to ask questions about internships directly to Jenny, while learning about the types of qualities that EY likes to see in prospective students. By

Melissa Callahan '21  
& Bella King '22



midday, we were treated to lunch at Carmine’s before our transition to Deloitte. The Accounting Club was greeted with many friendly faces and then received a tour of the office. Afterwards, we participated in an interactive workshop that helped students get some insight into what jobs at Deloitte may best fit their individual personality and workstyle. The Accounting Club is extremely grateful to once again be welcomed into these firms for these greatly informative experiences. Every year, our club brings an engaging group of students on these trips, and we are excited to see this tradition continue.



Annual Accounting Reception with Lehigh Alumni talking to young Accounting students about their experiences.



An EY panel to help answer any questions about their careers and give advice.



Accounting Club Executives and Advisor having lunch at Carmine's



Group picture at the Deloitte Office.



# Are You Being Recruited by THE BIG 4?

Bella King '22



## Jennifer O'Donnell

EY RECRUITER  
Collaborative

*Employees at EY don't care if you're a first year or a partner; they express the same amount of commitment to their team. It is important for all employees to be engaged with one another and be willing to ask and answer questions at EY.*

- Take full advantage of your resources and opportunities.
- Go the extra mile! Like, polishing off your resume and receiving interview tips at the career center.
- Jenny says she is there to help and to learn about you. She wants to see your engagement with herself and others even if it is just to say hello and catch-up from the last time you've seen her.



## Callie McCarthy

DELOITTE RECRUITER  
Collegial

*Deloitte is excited to teach you all the skills you need for your career. They support curiosity and questions. At Deloitte, they focus on their strengths and learning how to use them to support the whole.*

- Cultural/soft skills are much better indicators of potential than technical skills.
- Be engaged and involved on your campus.
- Talk about your interests and hobbies, they shape who you are.
- Callie knows that Lehigh students already have a strong academic performance, so she wants to see how you lead and interact outside of the classroom.

4



## Aubrey Baier

KPMG RECRUITER  
Supportive

*There is a lot of teamwork in which KPMG employees work with many different people. So, at KPMG it is important to be adaptable and collaborative.*

- It is not all about the words on your resume, it's important to reach for the big/dream opportunities.
- Being able to juggle many activities/responsibilities is important. This shows that you will have a great professional and personal life balance outside of college.
- As a recruiter, Aubrey loves just getting to know the students so be authentic and get to know her as well.



## Chelsea Heimann

PWC RECRUITER  
Innovative

*PWC employees are proactive, they do not wait for challenges, but they anticipate them together. It is important for employees to be inclusive and support each other and not be afraid to take the first move to change.*

- Take a breath and relax. Do not box yourself into trying to fit the perfect resume, personality etc.
- Being willing to learn and being open-minded is very important.
- Know who you are, your strengths and skills etc. and try to express those as authentically as you can.
- Have conversations with more than just one person at a firm and make real connections. Chelsea wants to get to know you, and have you gotten to know the firm.

# Diversity and Inclusion

## Today, tomorrow, everyday.

At KPMG, we are committed to building a diverse and inclusive workforce. We believe in our culture that strives for equity and values the unique experiences and qualities essential to leadership, innovation and success. We achieve this goal by providing valuable career opportunities for everyone.

Join your future to ours!

Contact your KPMG Lehigh Campus Recruiter today to get the conversation started:  
Aubrey Baier  
abaier@kpmg.com

kpmgcampus.com







## Spotlight on Theresa Muniz

Psi's ceremonies or coordinating information sessions between professors and students. Without her acting as the behind-the-scenes coordinator, Lehigh's accounting department would no doubt run as smoothly.

Terry grew up in Bethlehem. At that time, the only jobs available were in manufacturing, with even less career options available for women. As a local resident of Lehigh Valley, Terry ended up working in two of the big three

Lehigh Valley companies at the time: PPL Corporation and Western Electric (later rebranded to AT&T). However, Terry felt personally unfulfilled, so she took a leap of faith and changed career path by leaving her secure, well compensated position in PPL to dive headfirst into a risky sales territory working in commissioned sales. Ultimately, sales, marketing, client services, and client training all within the telecommunications industry led Terry back to AT&T. This transition meant that she was working as an independent training consultant staffing a retail kiosk -- not exactly the job she had envisioned.

In 2011, she once again realized it was time to move forward to the next chapter of her career. Not wanting to uproot her life and family from Lehigh Valley, Terry honed all the skills she had learned in her previous careers and offered her experience to Lehigh as the Academic Coordinator for the Accounting Department. Ever since, she has become an irreplaceable member to Lehigh's Accounting Department

Amy Chai '21



and made countless meaningful connections with students and staff through the years.

When asking Terry about her favorite part of this job, she replied "interacting with the students" without hesitation. Terry has many wise words of advice for students just starting off their career:

1. Share your knowledge by becoming an independent professional while also being a motivated team player.
2. Networking is key, but learn the line between personal and professional relationships.
3. Be kind, considerate, and respectful to each and every person you encounter.
4. Finally, make your bed every day. This simple act works to focus your mind and intent for the day.

Lastly, I asked Terry what her definition of success meant:

"View your life as developing within a box connected by nine dots. As you gain experiences and exposure to new situations, you are moving around the box and unlocking each one of the dots. The secret to success is knowing when it is time for new experiences, new job positions, or more fulfilling personal and family relationships. The trick is to understand that when you move from dot to dot, you will undoubtedly experience uncertainties and self-doubt; be aware that those feelings are all a part of the bargain."



Success: to laugh often and much,  
to win the respect of intelligent  
people and the affection of children,  
to earn the appreciation of honest  
critics and endure the betrayal of  
false friends, to appreciate beauty, to  
find the best in others, to leave the  
world a bit better, whether by a healthy  
child, a garden patch, or a redeemed  
social condition, to know even one  
life has breathed easier because  
you have lived. This is to have  
succeeded! — Ralph Waldo Emerson

Terry (right) with her daughter, Jessica Muniz (left).

The meaning of success, hand written by Terry's daughter



## Change the world, not who you are.

We're always looking for people with the relentless energy to drive and push themselves further. To find new avenues and unique ways to reach our shared goals. At Deloitte, we know that being the undisputed leader means empowering our people to be the very best they can be – so they can make an impact that matters for our clients. Join us at one of our campus events to learn more and see what you can achieve.

### Fall Campus Recruiting

**Meet the Firms: 9/8/2020**  
Learn more about our Audit & Tax practices from professionals!

**Coffee Chats: 9/21/2020**  
Discuss the recruitment process in more detail prior to the application deadline!

**Look out for positions on Handshake.** Be sure to apply before the deadline.

Deloitte refers to one or more of Deloitte Touche Tohmatsu Limited, a UK private company limited by guarantee ("DTTL"), its network of member firms, and their related entities. DTTL and each of its member firms are legally separate and independent entities. DTTL (also referred to as "Deloitte Global") does not provide services to clients. In the United States, Deloitte refers to one or more of the US member firms of DTTL, their related entities that operate using the "Deloitte" name in the United States and their respective affiliates. Certain services may not be available to attest clients under the rules and regulations of public accounting. Please see [www.deloitte.com/about](http://www.deloitte.com/about) to learn more about our global network of member firms

© 2020 Deloitte Development LLC. All rights reserved.

What impact will you make?  
[careers.deloitte.com](https://careers.deloitte.com)



## A MESSAGE FROM THE ACCOUNTING CLUB

*The Accounting Club would like to thank all our essential workers and medical professionals for keeping us safe. COVID- 19 has undoubtedly turned lives upside down. From the bottom of our hearts, we want to thank everyone supporting our club even though we could not host in-person events. A huge thanks goes to the Lehigh Faculty, Lehigh Alumni, and Accounting Professionals for an amazing year. We are excited to continue creating a network for the accounting students. Regardless of events occurring remotely or in-person, our club remains adaptable and resilient. We hope to see you at our next event soon!*



## EXECUTIVE BOARD OF THE LEHIGH UNIVERSITY ACCOUNTING CLUB

### LEHIGH ACCOUNTING CLUB EXECUTIVE BOARD OF 2019-2020



**Mikayla Zion**  
President  
**INTERNSHIP:**  
*PwC Tax*



**Elizabeth Drobiz**  
Treasurer  
**INTERNSHIP:**  
*KPMG Economic & Valuation Services*



**Melissa Callahan**  
Editor in Chief  
**INTERNSHIP:**  
*EY Audit*



**Bella King**  
Editor



**Jenny Lin**  
Vice President  
**INTERNSHIP:**  
*KPMG Audit*



**Sarah Mascioli**  
Communications Director  
**INTERNSHIP:**  
*PwC Risk Assurance*



**Amy Chai**  
Editor  
**INTERNSHIP:**  
*Deloitte Tax*



**Jillian Wolfson**  
Photographer



# Careers at EY

We bring extraordinary people like you, together to build a better working world.

We're unicorn makers and bot builders. Change agents and cyber gurus. Performance improvers and problem solvers. Data scientists and growth hackers. Risk managers and confidence builders. We're a global organization full of diverse perspectives ready to welcome yours. Here, you'll become a truly Transformative Leader - with your mindset as crucial as your skillset. At EY, above and beyond your supply chain experience, your code-writing ability or your understanding of tax codes, it's about how you collaborate on a team, and how you inspire others. It's about how you listen to clients, persevere when the work gets difficult - and that's just the beginning.

We provide the culture, the tech, the teams, the scale, the challenges, the learning and the relationships for you to personalize your career as part of a truly transformative organization. We will empower the exceptional EY experience. **It's yours to build.**

## Stay connected with us



Browse

[ey.com/us/careers](https://ey.com/us/careers)



Connect

[/ernstandyoung](https://www.linkedin.com/company/ernstandyoung)



Watch

[eyuscareers](https://www.youtube.com/eyuscareers)



Like

[EYCareersUS](https://www.facebook.com/EYCareersUS)



Tweet

[@EY\\_US](https://twitter.com/EY_US)



Follow

[ey\\_us](https://www.instagram.com/ey_us)

Internships range across all of EY's services in many of our locations. Visit your school's career services center or careers online portal to find out when we're scheduled to visit your campus.