

The New Big Firms on the Block: Accounting Firms and their Recruitment of Law Graduates Panel (NALP 2016)

Feedback from each of the Big 4 campus recruiting contacts regarding hiring of law graduates (April 2016)

	EY	KPMG	Deloitte	PWC
How many JD/LLMs do you hire at the graduate level each year? (on campus hires)	100+ (70% Tax LLMs and 30% JDs with specific undergrad degrees)	Not provided.	Varies from year to year but combined usually ranges from 75-95 campus hires.	Around the 100 mark
Which groups tend to hire the most JDs/LLMs?	<p>JD and LLM hires are most often placed in the following groups (all Tax groups at EY):</p> <ul style="list-style-type: none"> · M&A Tax (note - almost all campus hires are law students) · Regional & Financial Services Tax: International Tax; State & Local Tax; Sales & Use and Transfer Pricing · National Tax Department: International Tax; Indirect Tax (State & Local, Global Trade, Value Added Tax, etc.); Business Tax Services (Exempt Org; Qualitative Services, etc.) · People Advisory Services: Human Capital (Employee Benefits Tax) 	<p>We primarily hire into International and M&A but do hire some into other service lines such as Fed Tax and State and Local. Occasionally we hire into Advisory.</p>	<p>JD and LLM hires are most often placed and best suited in the following groups: M&A, International Tax, Multi-state (aka State and Local), Washington National, Corporate Tax (what we refer to as Business Tax Services) and Tax_Controversy</p>	<p>JD and LLM hires are most often placed in the following groups: M&A, International Tax Services (ITS), State and Local (SALT), Washington National Tax Services (WNTS – half in M&A and half in ITS), Real Estate (this is within Financial Services).</p> <p>Attorneys are hired less frequently in National Tax Services (NTS – this is different from WNTS and is focused on exempt organizations and private client work located nationally); Transfer Pricing</p>

<p>What is the best way for a law school to connect to your firm if you do not currently interview/post openings on campus?</p>	<p><u>For EY, contact myself or my counterpart for M&A.</u> For other firms, I would advise figuring out who the recruiter is for your undergraduate accounting programs. Each undergraduate school has a dedicated recruiter. The undergraduate recruiter can help set up a resume collection or coordinate OCI with their undergraduate candidates. Given that Big4 JD requirements are very specific, there may not be enough of a need to do a separate OCI at your school.</p> <p>EY does the bulk of its JD recruiting at the 3L level in the fall instead of through 2L internships. EY takes referrals very seriously (we have entire network of recruiters to make sure referrals get reviewed). If your</p>	<p>Interested law schools can contact me. (Jennifer Fults (jlmoody@kpmg.com)) I oversee all of our advanced degree hiring at the firm for Tax and Advisory.</p>	<p>We conduct what we call a roster review every year where we look at each school we actively recruit at (B-schools and Law Schools for all degree levels BS, MA, JD, LLM). During our annual review we decide which schools we will have an active presence from a recruiting perspective. Given how many schools there are in the US and given we have 90 offices we can't have an active presence at every school. We consider all candidates regardless of the fact we have an active presence at the school. For candidates who attend a school where we may not have a presence, the best way for them to do is see if they can tap into an alum who works at the firm and network with them to get their</p>	<p>The best way to make inroads would be to contact an alum and have the alum figure out who the right recruiter would be for campus recruiting. The firm has a campus recruiter assigned to every university or alternatively, there might be a law school recruiter assigned. It is likely that the firm already has connections with the business or engineering school so a law school could link to that established connection.</p> <p>We discussed the potential for exploring joint programming and recruiting with a business school on campus. Recruiters usually try to maximize their time on campus and have business school and law school recruiting together.</p>
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	<p>student knows someone at EY, I would recommend having the professional pass along the student's resume to a campus recruiter. If your school has alumni at EY, reach out to them to see if they could help your student get his/her resume reviewed. Similar to law firms, most EY practices finish their JD recruitment in the fall.</p>		<p>resume submitted, or they can visit our website and submit their resume or contact the local office or desired office campus recruiter.</p>	
<p>Anything else you would like us to share with other law school professionals or any online resources you'd like us to point out to them?</p>	<p>If one of your students is interested in Tax, please advise them to take as many tax classes as he/she can and to participate in a tax clinic. If your school offers accounting for lawyers, students should definitely take it. Given that having a Tax LLM is so valuable at accounting firms, encourage students to look into these programs. Since EY does not recruit primarily through 2L internships, encourage students to get a tax-related 2L</p>	<p>We do hire interns and posted a few positions at TIP/TARE this year. We're still working through the intern needs/program but interested students should work with their on campus recruiter.</p>	<p>Candidates who have undergrad degrees in Accounting or Business are highly preferred when it comes to Big 4 hiring. Not a requirement but a strong preference especially at the JD level. The LLM is a highly regarded technical degree with rich tax content so that often is not as big of an issue when recruiting candidates.</p>	<p>PwC offers formal summer internships to JD students in the final summer before graduation (2L summer). The timing for recruiting is early fall for the following summer. JD's are usually required to have an accounting undergrad degree. The best advice for law schools to have PwC recruit on campus for summer interns is to reach out to an alum or recruiter at the firm in the spring and certainly before July 1st so that it's early enough for the firm to add the law school to their campus recruiting schedule for the early fall. Again, reaching out to an alum works well for being</p>

	<p>internships (ex. with IRS or DOR) or get an accounting certificate over the summer (if possible).</p>			<p>connected to the right recruiter for summer intern hiring.</p> <p>PwC also discussed the hiring of foreign students and how challenging it is now for companies to obtain visas. Having a 30-40% chance of obtaining the H-1 visa causes a significant business risk for employers to sponsor candidates.</p>
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