

## **Ernst & Young Overview**

Ernst & Young LLP is the professional services firm that contributes most to the success of our people and our clients by creating value and confidence. Our world-class working environment helps our people achieve both personal and professional fulfillment. Consistently recognized in Fortune magazine's list of "100 Best Companies to Work For," Ernst & Young gives our people continuous opportunities to learn, to contribute to strong teams, to demonstrate leadership and to work on assignments that are global in scope -- helping our people enhance their careers and lives every day.

Ernst & Young will be on campus interviewing on Thursday, October 15<sup>th</sup>, for a variety of positions including the following:

### 1) Ernst & Young LLP

Assurance Services Practice Internship (Summer & Winter)

Locations: Chicago, Bartelsville, Denver, Des Moines, Kansas City, Milwaukee, Minneapolis, St. Louis

Ernst & Young's commitment to the quality and integrity of our audits is exemplified by our global audit methodology and our thorough quality controls that are applied to every client engagement. Together with our substantial investments in technology, knowledge, and learning resources for our audit professionals, these enable us to deliver quality assurance services to our clients and their stakeholders.

We currently have an exceptional learning opportunity for an Assurance Intern, who will assist Staff in performing client service activities and who will develop a working knowledge of the objectives of an audit.

### Responsibilities

Assist in the execution of audit procedures. Perform various duties such as understanding routine data processes, testing controls, and performing substantive procedures. Analyze evidence, prepare written communications, participate in one-on-one and small group discussions with other engagement team members, and interact with client personnel.

Clearly and accurately document the execution of specific audit procedures as defined by the engagement objectives, client's engagement history, and planned audit approach.

Demonstrate professionalism and competence in the client's environment. Maintain a strong client focus, be responsive to client requests, and develop/maintain productive working relationships with client personnel.

Demonstrate teamwork, integrity, and accountability. Assist and collaborate with team members. Contribute ideas/opinions to teams and listen/respond to other views.

Use technology to continually learn, share knowledge with team members, and enhance service delivery. Seek, develop, and present ideas to apply EY's services.

### Qualifications:

This opportunity offers the right candidate an excellent environment to learn and tremendous career potential.

- Pursuing a Bachelor's or Master's degree in accounting or undergraduate degree in accounting with sufficient course work to achieve CPA certification upon passing the examination after graduation
- Strong academic record with a 3.5 GPA or better

- Graduating in December 2010 or May 2011

Intern members are dedicated team players, possessing advanced written and oral communication skills, and demonstrate integrity within a professional environment.

## 2) Ernst & Young LLP

Assurance Services Practice Staff

Locations: Chicago, Bartelsville, Denver, Des Moines, Kansas City, Milwaukee, Minneapolis, St. Louis

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We currently have an exceptional career opportunity for an Assurance Staff professional.

### Responsibilities

Recognize potential audit issues or unusual relationships from basic analysis of the financial statements and communicate them to the team. Clearly and accurately document the execution of specific audit procedures as defined by the engagement objectives, client's engagement history, and planned audit approach. Challenge procedures used in the past and attempt to enhance audit techniques.

Demonstrate professionalism and competence in the client's environment. Maintain a strong client focus, be responsive to client requests, and develop/maintain productive working relationships with client personnel. Stay informed of current business/economic developments relevant to the client's business.

Develop people through teamwork, integrity, and leadership. Collaborate with team members to set goals and responsibilities. Contribute ideas/opinions to the audit teams and listen/respond to other team members' views.

Use technology to continually learn, share knowledge with team members, and enhance service delivery.

Bring potential opportunities to the team's attention. Seek, develop, and present ideas to apply EY's knowledge and services.

### Qualifications:

This opportunity offers the right candidate an excellent environment to learn and tremendous career potential.

- Posses a Bachelor's or Master's degree in accounting or undergraduate degree in accounting with sufficient course work to achieve CPA certification upon passing the examination after graduation
- Strong academic record with a 3.5 GPA or better.
- Graduating in December 2009 or May 2010

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### 3) Ernst & Young LLP

Tax Advisory Services Internship (Summer & Winter)

Locations: Chicago, Denver, Des Moines, Kansas City, Milwaukee, Minneapolis, St. Louis

Tax is an inescapable dimension of almost every business activity, in every jurisdiction where a company does business. To optimize the financial performance of business operations, tax strategy and business strategy have to work together across a client enterprise. Our core tax advisory business offerings in International Tax Services, State and Local Taxes and Federal Tax Services make up the business offering for our core Tax practice.

One of the benefits of being aligned with one of these functional groups is that you will have the technical proficiency and connectivity to address client issues as well as develop as well-rounded, quality-focused tax professionals. As a member of E&Y's core Tax practice, you will have the combination of deep tax knowledge and a sophisticated understanding of business drivers to serve your clients to the best of your ability.

We are currently seeking a driven candidate to be a Tax Intern.

#### Responsibilities

Contribute to client satisfaction by providing timely and effective responses to client needs and concerns. Develop and deliver timely and high-quality services and work products. Learn about and research complex tax issues and help develop practical tax approaches. Participate in client meetings and work within a team environment to deliver integrated advisory services to clients.

Demonstrate an understanding of basic tax concepts and actively pursue increased tax knowledge through client assignments and current tax developments.

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We are currently seeking a driven candidate to be a Tax Intern.

#### Qualifications:

This opportunity offers the right candidate an excellent environment to learn and tremendous career potential.

- Pursuing a Bachelor's or Master's degree in accounting or undergraduate degree in accounting with sufficient course work to achieve CPA certification upon passing the examination after graduation
- Strong academic record with a 3.5 GPA or better

- Graduating in December 2010 or May 2011

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#### 4) Ernst & Young LLP

Tax Advisory Services Staff

Locations: Chicago, Denver, Des Moines, Kansas City, Milwaukee, Minneapolis, St. Louis

Tax is an inescapable dimension of almost every business activity, in every jurisdiction where a company does business. To optimize the financial performance of business operations, tax strategy and business strategy have to work together across a client enterprise. Our core tax advisory business offerings in International Tax Services, State and Local Taxes and Federal Tax Services make up the business offering for our core Tax practice.

One of the benefits of being aligned with one of these functional groups is that you will have the technical proficiency and connectivity to address client issues as well as develop as well-rounded, quality-focused tax professionals. As a member of E&Y's core Tax practice, you will have the combination of deep tax knowledge and a sophisticated understanding of business drivers to serve your clients to the best of your ability.

We currently have a career opportunity for a Staff professional in our Federal Tax practice. Federal provides clients with tax guidance and planning related to working capital and long-term assets, as well as legislative analysis in the area of tax policy. Our people work on key client issues in domestic federal taxation, with a focus on implementing tax strategies that align with the client's business objectives; corporate tax; pass-through entities; S corporations; and industry focus.

#### Responsibilities

Contribute to client satisfaction by providing timely and effective responses to client needs and concerns. Develop and deliver quality and timely services and work products. Research complex tax issues and develop practical and effective tax approaches. Participate in client meetings and work within a team environment to deliver fully integrated services to clients.

Demonstrate an understanding of basic tax concepts and actively pursue increased tax knowledge through client assignments and current tax developments.

#### Qualifications:

This opportunity offers the right candidate an excellent environment to learn and tremendous career potential.

- Posses a Bachelor's or Master's degree in accounting or undergraduate degree in accounting with sufficient course work to achieve CPA certification upon passing the examination after graduation
- Strong academic record with a 3.5 GPA or better
- Graduating in December 2009 or May 2010

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## 5) Ernst & Young LLP

### IT Risk and Assurance Services Internship (Summer)

Locations: Chicago, Denver, Des Moines, Kansas City, Milwaukee, Minneapolis, St. Louis

Being part of a dynamic, growing organization offers an exciting career path full of opportunity. Ernst & Young Advisory Services is a \$4 billion global practice, with 18,000 professionals. With an overall Advisory market of \$150 billion, there's tremendous potential for growth - and we're prepared to tap into that potential. Our Advisory team takes a strategic approach to helping clients improve and sustain their business performance. In today's complex business environment, that means understanding the relationship between risk and performance improvement, and applying our knowledge to help clients achieve their business objectives.

When you're on our Advisory team, you specialize in a particular competency - Risk, Performance Improvement, or IT Risk & Assurance. You also have the opportunity to work across disciplines with professionals who have broad industry sector experience and deep subject-matter knowledge. In Advisory, our growth strategy focuses on being account-centric, issue-based and competency-driven. That's what differentiates Ernst & Young in the Advisory marketplace.

Information technology is a key enabler, and we're integrating IT into our Advisory transformation engagements. Our IT Risk & Assurance team delivers world-class information technology advice as part of our broader risk and business improvement services. We provide services such as financial audit IT integration, third party reporting, IT Risk Advisory, information management & analysis and information security.

The opportunity is now. If you are interested in being part of a dynamic team, serving clients and reaching your full potential - Ernst & Young Advisory Services is for you.

Within Ernst & Young's IT Risk & Assurance practice, we are currently seeking Interns to serve as a member of multiple client engagement teams that assist clients in employing proper information systems, resources, and controls to efficiencies and risk. Interns will work with client personnel to analyze, evaluate, and enhance information systems facilitating the business internal control process. The successful candidate will assist clients and other IT Risk & Assurance professionals in performing IT control and security engagements, as well as in performing audits of financial statements and other attest services.

#### Responsibilities

Demonstrate an understanding of the client's platform structure, security software used, and how information systems are used at the client and within the client's industry.

Execute procedures, perform detailed data analysis, reach conclusions, document results, and suggest ideas for efficiencies. Recognize relevant financial statement issues from basic analysis and identify potential noncompliance with standards.

Maintain relationships with the client at appropriate levels. Demonstrate teamwork and responsibility with engagement team members, stay abreast of the current IT environment and industry IT trends relevant to client's business, and use current technology/tools to enhance the effectiveness of and service.

This position offers learning and career opportunities to the right individual.

Qualifications:

This opportunity offers the right candidate an excellent environment to learn and tremendous career potential.

To qualify for this excellent career and learning opportunity, candidates must possess:

- Academic double-major Bachelor's or Master's degree in accounting or finance AND management information systems, information technology, computer science and/or other appropriate academic major
- Dedication to teamwork
- Advanced written and verbal communication skills
- Demonstrated integrity within a professional environment
- Strong academic record with a 3.5 GPA or better
- Graduating in December 2010 or May 2011
- Candidates must also be interested in pursuing related professional certification(s) and/or CPA certification.

Interns are dedicated team players, possessing advanced written and oral communication skills, and demonstrate integrity within a professional environment.

6) Advisory Services Staff – Risk / Information Technology Risk and Assurance

Locations: Chicago, Denver, Des Moines, Kansas City, Milwaukee, Minneapolis, St. Louis

Being part of a dynamic, growing organization offers an exciting career path full of opportunity. Ernst & Young Advisory Services in the United States is part of a global organization of member firms that collectively comprise a \$4 billion and growing, global advisory practice with 18,000 professionals. With an overall global Advisory market of \$150 billion, there's tremendous potential for growth – and we're prepared to tap into that potential. Our Advisory team takes a strategic approach to helping clients improve and sustain their business performance. In today's complex business environment, that means understanding the relationship between risk and performance improvement, and applying our knowledge to help clients achieve their business objectives.

When you're on our Advisory team, you specialize in a particular competency – Risk, Performance Improvement, or Information Technology Risk and Assurance. You also have the opportunity to work across disciplines with professionals who have broad industry sector experience and deep subject-matter knowledge. In Advisory, our growth strategy focuses on being account-centric, issue-based and competency-driven. That's what differentiates Ernst & Young in the Advisory marketplace.

Our Risk team helps clients address compliance, financial, operational and strategic risk. We provide services such as enterprise risk management, internal audit and internal controls, and climate change and sustainability.

Information technology is a key enabler, and we're integrating information technology into our Advisory transformation engagements. Our Information Technology Risk and Assurance team delivers world-class information technology advice as part of our broader risk and business improvement services. We provide services such as financial audit information technology integration, third party reporting, information technology risk advisory, information management and analysis and information security.

Join Ernst & Young and you'll realize what it really means to be part of a business that is driven by its people. From day one, you will experience our culture and values in action. As part of an incredibly

diverse, highly talented team with a passion for excellence, you will see our commitment to quality in everything we do, and you will have the opportunity to make a real difference---to our organization, clients, and the wider communities in which we operate.

#### Qualifications and Skill Requirements

Willingness and ability to learn and work independently with minimal supervision

Demonstrated integrity, maturity, dependability, and a positive attitude

Demonstrated analytical and problem-solving skills

Demonstrated leadership and teaming skills with excellent interpersonal abilities

Ability to collaborate regardless of role, position, location, etc. Support colleagues and value others' contributions

Creativity, self-confidence, and flexibility

Effective organization and time management skills with ability to work under pressure and adhere to project deadlines

Solid history of personal achievement in school and work

Proficiency in the English language, including the ability to listen, understand, read, and communicate effectively both written and verbally in a professional environment

Strong academic performance: 3.2 cumulative GPA (minimum) strongly preferred

Undergraduate or Masters degree preferably in one of the following areas: Accounting, Information Systems, Computer Science, Finance, International Trade and Finance, and Management. Degree requirements may vary by location.

Meets requirements to sit for relevant certification exam(s) upon degree completion

Proficiency with MS Office, MS Excel, MS PowerPoint, and Lotus Notes

#### Responsibilities

Maintain a strong client focus by serving client needs and developing relationships with client personnel. Stay abreast of current business/economic developments relevant to the client's business. Respect and protect confidential client information.

Demonstrate ability to find and then surface problems and opportunities with the team. Analyze key data issues, patterns, and trends to identify implications.

Improve clients' efficiency and effectiveness through the design of their operations, processes, information technology, and business functions.

Execute procedures, perform detailed data analysis, reach conclusions, document results, and suggest ideas for efficiencies. Recognize relevant issues and assess the risks associated with various client transactions.

Listen attentively, ask pertinent questions, listen intelligently and actively to the answers, deliver facts, opinions, and analyses in a way that keep the listener's attention.

Take full responsibility for tasks including consistently reviewing own work to identify and improve own approach for producing quality work products. Complete work in a timely manner and take responsibility for all work outputs.

Develop rapport with others by demonstrating an understanding of their concerns, needs and issues and focus on developing an internal network of relationships that can provide advice and support.

Provide feedback to the team about new or emerging client needs and demonstrate an understanding of EY's key competitive capabilities and value propositions for relevant clients. Seek, develop, and present ideas to apply EY's services.

Utilize technology and tools to continually learn and innovate, share knowledge with team members and enhance service delivery.

Demonstrate flexibility and willingness to travel as well as work in excess of standard hours when necessary. Some travel should be expected.

Travel requirements dictate applicant must have a valid driver's license and passport.

## 7) Your Master Plan Program (YMP)

At Ernst & Young, our 135,000 professionals work together to deliver assurance, tax, transaction and advisory services. We are united by our shared values and an unwavering commitment to quality. And, we make a difference through leading practices that develop our people, help our clients and strengthen our communities.

Our collaborative culture supports the personal and professional success of each individual. Learn more about who we are, what we do and how to achieve your potential by visiting [ey.com/us/eyinsight](http://ey.com/us/eyinsight). And, visit us at [ey.com/us/careers](http://ey.com/us/careers) and see why Ernst & Young has been on FORTUNE's "100 Best Companies to Work For" list for 11 consecutive years, longer than any of the other Big Four.

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We currently have an exceptional career opportunity for an Assurance Staff professional through the Your Master Plan (YMP) program.

**ATTENTION BUSINESS MAJORS.** You want to pursue a graduate degree, but you are also ready to start an exciting career. Why not do both?

You know the importance of a graduate degree but you also understand the value of work experience. We have a plan that would allow you to accomplish both goals. Earning a master's degree from the University of Notre Dame or the University of Virginia while working for Ernst & Young may just be the key to achieving Your Master Plan (YMP). As a participant in YMP, you can earn a master's degree from either highly acclaimed university while working for one of the world's leading professional services firms.

The formal plan spans a 15-month time frame where you begin your academic program as well as begin your client serving work as a staff auditor and business advisor. We are committed to investing in you and your future and in return, we ask that you make a commitment to Ernst & Young of three years upon completion of the master's program. If you are an undergraduate business major, have a 3.2 overall GPA and are interested in this opportunity please visit our website at [www.ey.com/us/ymp](http://www.ey.com/us/ymp) to obtain more information about the plan.

### Admission Requirements:

Ernst & Young will select applicants to sponsor in the program. Each selected applicant must be reviewed and approved by the admissions committee of the university to which his or her application is submitted. The admissions committee will evaluate each candidate based on his or her undergraduate academic record; GMAT score (560 minimum); academic or professional recommendation; personal statement; professional, community, and extracurricular activities; and the recommendation of Ernst & Young.

Qualified candidates will have a superior academic records and a bachelor's degree in business from and accredited college or university.

### Responsibilities

Recognize potential audit issues or unusual relationships from basic analysis of the financial statements and communicate them to the team. Clearly and accurately document the execution of specific audit procedures as defined by the engagement objectives, client's engagement history, and planned audit approach. Challenge procedures used in the past and attempt to enhance audit techniques.

Demonstrate professionalism and competence in the client's environment. Maintain a strong client focus, be responsive to client requests, and develop/maintain productive working relationships with client personnel. Stay informed of current business/economic developments relevant to the client's business.

Develop people through teamwork, integrity, and leadership. Collaborate with team members to set goals and responsibilities. Contribute ideas/opinions to the audit teams and listen/respond to other team members' views.

Use technology to continually learn, share knowledge with team members, and enhance service delivery.

Bring potential opportunities to the team's attention. Seek, develop, and present ideas to apply E&Y's knowledge and services.

### Qualifications and Skill Requirements

This opportunity offers the right candidate an excellent environment to learn and tremendous career potential. To qualify, candidates must have:

- an undergraduate or graduate degree in accounting, and/or an undergraduate or graduate degree with sufficient course work to achieve CPA certification upon passing the examination (note: YMP program will provide the hours necessary to sit for the CPA exam)
- advanced written and verbal communication skills
- a strong dedication to teamwork
- integrity within a professional environment

Qualified candidates must also be actively preparing to pass the CPA examination.

### 8) Summer Leadership Program

At Ernst & Young, our 135,000 professionals work together to deliver assurance, tax, transaction and advisory services. We are united by our shared values and an unwavering commitment to quality. And, we make a difference through leading practices that develop our people, help our clients and strengthen our communities.

Our collaborative culture supports the personal and professional success of each individual. Learn more about who we are, what we do and how to achieve your potential by visiting [ey.com/us/eyinsight](http://ey.com/us/eyinsight). And, visit us at [ey.com/us/careers](http://ey.com/us/careers) and see why Ernst & Young has been on FORTUNE's "100 Best Companies to Work For" list for 11 consecutive years, longer than any of the other Big Four.

Designed to put you on the road to realizing your future career goals, the Ernst & Young Summer Leadership Program is a one-of-a-kind interactive learning experience that will help you learn more about our culture, people and practices. You will experience our knowledge rich environment first

hand, participate in group activities, forge relationships and network; all while building your leadership, teamwork and communication skills.

The Summer Leadership Program is an unpaid externship opportunity.

#### Qualifications and Skill Requirements

- strong written and verbal communication skills
- strong analytical, teamwork and organizational skills
- integrity, maturity, dependability, a positive attitude and enthusiasm in the performance of responsibilities
- Pursuing Bachelor or Master's degree in accounting or undergraduate degree in accounting with sufficient course work to achieve CPA certification upon passing the examination upon graduation OR pursuing a Bachelor or Master's degree in MIS, IS, CIS, IT or a related academic background.
- Expected graduation date between May 2011 and May 2012.
- Eligible for full-time employment starting in the Summer or Fall of 2012.
- Strong academic record with a 3.2 GPA or better.

#### 9) Horizon Intern Program

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At Ernst & Young, we understand that workforce diversity is more than a good idea, it's good business. We are proud of our diverse workforce and focus on inclusiveness. We know that in order to provide the best quality service to our clients, we must foster an environment in which diversity is openly embraced. We are offering a part time internship to share how a career in a professional services firm can be an exciting, challenging, and a rewarding experience.

This paid internship program seeks to provide interns with experience in human resources while learning about our Assurance, Advisory and Tax practices. The internship is offered to rising college juniors or rising senior (for those enrolled in a graduate program) with a minimum grade point average of 3.0 and exhibit a genuine interest in learning about a professional services firm, cultural diversity and diversity in the workplace. This opportunity can lead to a summer internship or full time position after graduation.

#### Responsibilities

Assist campus recruiting and/or engagement teams with Ad Hoc projects. Analyze data, prepare written communications or presentations, participate in one-on-one and small group discussions with other engagement team members, and interact with client personnel.

Demonstrate professionalism, teamwork, integrity, and accountability. Assist and collaborate with team members. Contribute ideas/opinions to teams and listen/respond to other views.

Use technology to continually learn, share knowledge with team members, and enhance service delivery.

Seek, develop, and present ideas to apply Ernst & Young's services.

#### Qualifications and Skill Requirements

This position offers learning and career opportunities to the right individual. To qualify, candidates must be pursuing a bachelor's degree in accounting, business, economics, information systems or a related field, and must have computer skills, especially experience with Microsoft Excel and PowerPoint; analytical skills in data collection and analysis, with attention to accuracy; excellent oral and written communications skills; Interest in and/or knowledge of a professional services firm.

Relevant Majors: Accounting/Finance, Business, Economics or Information Systems major preferred, underrepresented\* minority Rising Junior or Rising Senior (for those enrolled in a graduate program); 3.0 or higher grade point average.

\* Underrepresented minority groups in the profession which would include those of African American, Hispanic and Native American descent

- Schedule: Summer internships are available for 40 hours a week. Internship may lead to a summer internship or full time position.