

a unique take
on the internship
experience

Start your career with an
internship experience that
keeps it real

www.reacpa.com/internships

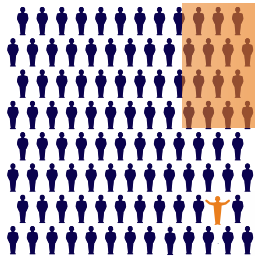


Rea & associates
a brighter way

real potential

Everything you're looking for ... and more

Rea & Associates, Inc. is a regional CPA and consulting firm with more than 300 bright professionals and offices across the state of Ohio. Since 1938, Rea has provided a wide range of accounting services to businesses and individuals with means and those with dreams.



a top
100 firm



Like any good CPA firm, we offer basic services to help our clients run a good business.

traditional services

- auditing & accounting
- bankruptcy accounting
- bookkeeping
- compilation & review
- corporate tax planning
- internal controls
- international business
- new business start-up
- outsourcing services
- payroll tax filings
- peer review
- personal financial planning
- profit & value enhancement
- QuickBooks consulting

But what we are really excited about are the services we offer to help our clients shine brighter.

specialty services

- business consulting
- business valuation
- cybersecurity & data protection
- employee benefit plan administration
- employee benefit plan audit
- estate preservation
- family business continuation
- management consulting
- state & local tax
- strategic planning
- succession planning
- tax planning & strategy

industry specialties

- agribusiness
- construction
- dental
- government
- manufacturing
- medical
- not-for-profit
- oil & gas
- real estate
- veterinary

offices located across the
Buckeye State
(O-H!)



Amherst
Barnesville
Cambridge
Cleveland
Dublin
Gahanna

Lima
Marietta Medina
Mentor
Millersburg
Mt. Vernon
New Philadelphia
Newark
Wooster
Zanesville

enjoy the journey ...

- The Rea Way





real outcomes

rejoice in others' achievements

-The Rea Way

Ultimately, our goal is to convert our interns into full-time employees. The interns who show superior communication skills, adaptability, work ethic and dedication may have the opportunity to join our firm full-time after graduation.

Our people set us apart from the competition

The success of our firm always has been and always will be directly tied to the quality of our people, which is why we take our time to find the absolute best candidates to fill open spots in our internship program.

We're looking for internship candidates who are not afraid to stand out in a crowd – professionals who take their work

seriously, will always put their clients first, are not afraid of failing forward and are persistent in finding creative solutions.

If this sounds like you, let's talk about what Rea can do to help you grow in your education and, ultimately, your career.

Our interns are introduced to resources regularly offered by

larger firms, while enjoying the unique personality of working in one of our regional offices.

Our work is sophisticated, but our atmosphere is informal. And everyone pulls together to help each other and to support our clients. This makes work fun and gives the company a family-like atmosphere. We can't wait to meet you!

real opportunities

*We'd love
to have you!*



What qualities are we looking for in an intern?

- Self-driven
- Lifetime learner
- Team-oriented
- Strong communicator
- Trusted
- Committed to the firm & our clients
- An advocate for others

In addition to the qualities outlined above, to be successful in this program you must have strong computer, communication, and analytical skills.

real possibilities

26 young professionals

joined us for our

2020 winter internship program

after completing the program

5

offers for full-time positions were extended

5

junior interns committed to return senior year

read what they have to say



“

not a one-trick pony

A lot of my friends have interned with the Big Four and they only work on one specific task, like one account on an audit. At Rea you gain skills in ALL areas of accounting.

“

so many opportunities

This internship showed me that accounting is much more than debits and credits. There are so many opportunities in public accounting and you're never limited to one specific department or area of accounting.

“

real-world experience

I have seen accounting in the classroom for two years, but one thing it does not teach you is the real world experience.

beyond busy season

In addition to offering our acclaimed winter internship program, Rea & Associates offers a growing number of summer internship opportunities. We also offer internships in other disciplines, such as human resources, internal communications, and marketing!

Rea Interns Come From: Bluffton University | Bowling Green State University | Ashland University | The Ohio State University | Ohio Northern University | Ohio University | Kent State University | Walsh University | Malone University | Muskingum University | Mount Union University | Zane State College | The University of Akron | Cleveland State University | Northwestern University | Baldwin Wallace University

real experience



This is what well-rounded experience looks like

We provide our interns with real-world experience that will serve as the foundation of their accounting careers. No two days are alike. Each day brings new opportunities in different disciplines and industries to help you choose where you want to focus.

If you're selected for Rea's internship program, you'll participate in a comprehensive training session which will provide you with an introduction to Rea as well as our expectations, policies, software, etc.

After you've completed your training, you'll be welcomed to your assigned office where you will work closely with other the firm's other team

members. You will also be assigned to a manager who has committed to providing you with guidance and support.

After that, you'll get a taste of just about everything. Your responsibilities will include learning and assisting with the auditing of financial data for reasonableness and accuracy; performing analytical reviews of reports and client information; preparing financial statements, income taxes (individual and corporate) and personal property taxes; and so much more!

And don't expect to sit behind a desk every day. You'll also be invited to meet with clients and participate in community service events.



A Closer Look: The Internship Experience

Typical Internship

Gain industry knowledge you won't get in the classroom.

Identify your professional strengths and weaknesses.

Create a network of valuable professional contacts.

Create a competitive advantage over other candidates to land a full-time position.

A Rea & Associates Internship

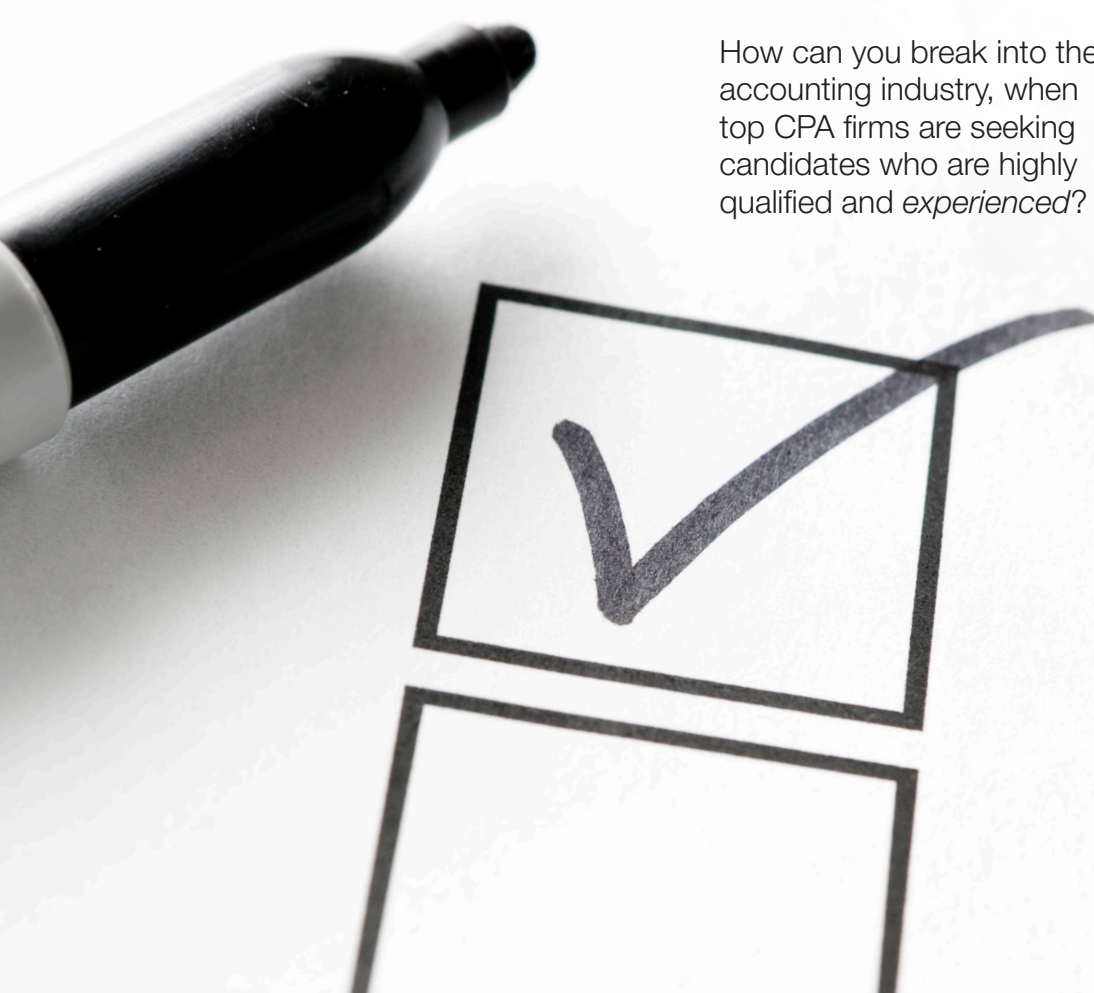
Gain industry knowledge you won't get in the classroom ***in accounting, tax and assurance, along with a deeper understanding of the different industries CPA firms serve.***

Identify your professional strengths and weaknesses ***with access to industry experts who are excited to mentor you and provide you with advanced training.***

Create a network of valuable professional contacts ***who consist of industry experts, segment leaders and highly regarded regional professionals, all of whom have a genuine interest in your success.***

Create a competitive advantage over other candidates to land a full-time position ***with flexibility to pursue your graduate degree or CPA.***

Our interns learn skills that stand the test of time



How can you break into the accounting industry, when top CPA firms are seeking candidates who are highly qualified and *experienced*?

By gaining real-world experience through a top-notch accounting internship programming.

While interning at a Big Four firm or within a specific industry has its benefits, you might be surprised at what an internship at Rea & Associates can offer. With Rea, you'll gain industry knowledge, identify professional strengths, connect with industry professionals, and effectively give yourself a competitive advantage over other candidates in your profession!

Not only do we want you to succeed, we want to help you become a leader.

real value



What will you take away from your internship?

We know we're not perfect, that's why we're always looking for ways to improve. Fortunately for us, our interns aren't shy when it comes to speaking their minds. Here's what a few of our internship program participants had to say about what they considered to be the most important benefits they walked away with at the conclusion of their Rea & Associates internship:

- **Relationships:** "I've built relationships with several people that will extend once my internship is over."
- **Communication:** "I learned how to communicate with my peers to solve problems. Learning how to efficiently communicate questions and difficulties was key to my success."
- **Knowledge:** "I was patiently trained and then given the opportunity to learn by doing. Questions were encouraged, but my personal efforts to understand and problem-solve were encouraged even more."
- **Client Interaction:** "Interacting and communicating with various clients was very beneficial to me."
- **Teamwork:** "I saw that teamwork is key, and without it, our job would be a lot more difficult."

“

I'm excited
to build
on the
success
of my
internship
at Rea!

- 2018 intern

Personal and professional development continues after the internship ends

Rea isn't just a great place to intern, it's a great place to establish and build your career. The importance of personal and professional development is built into the very fabric of what we do and we are proud to provide our team with every opportunity to continue their education, identify the career path they are passionate about, give back to their communities and have a little fun along the way!

Here are a few examples of the programs we offer employees.

Aspire To Greatness

Your accounting and finance classes are preparing you for an entry-level position in the industry, but once you've secured that first job out of college, it's up to you to go from good to great. At Rea, we don't just want you to be a jack-of-all-trades, we want you to be the master of your chosen domain. As a Rea employee, you'll have a chance to learn more about our service lines and industries. When you find one that inspires you, we'll give you the tools and mentorship you need to create a

“

The Young Advisory Board is used as a two-way educational tool to teach us about policies, procedures and goals, and share a different viewpoint on the firm [with our CEO and other members of leadership].

*Cole Reynolds
staff accountant
Dublin office*

name for yourself in your chosen area. From there, the sky is the limit!

Rea's Young Advisory Board

The industry is changing and it's never been more important for your voice to be heard. Our Young Advisory Board does just that. Young professionals across the firm meet monthly with members of the firm's leadership team to discuss the issues and concerns they and

their peers are facing in an effort to drive meaningful firm-wide improvement.

Rea NextGen Program

Every year, a group of firm up-and-comers is selected to take part in the Rea NextGen Program. NextGen participants meet monthly to learn about the inner workings of the firm while honing the skills that will continue to set them apart as leaders in the firm and the industry. In addition to taking on professional development initiatives, the group steps up to perform large-scale projects designed to help advance the overall state of the firm.

Educational opportunities



Fun with co-workers



Community service



Teamwork

real questions

Supporting you every step of the way

When are intern candidates recruited?

We recruit intern candidates throughout the year. If you want to be considered for an upcoming program, visit www.reacpa.com/internships.

Will Rea come to my campus?

Our Rea recruiting team attends college campus events throughout the year - including virtual events.

How do I apply for a Rea internship?

Applying for a Rea & Associates internship is easy. We post all Rea winter and summer internship opportunities on the firm's website at www.reacpa.com-submit-your-resume. You can check our website regularly to learn about current opportunities, or you can follow Rea & Associates (@ReaCPA) on Facebook, Twitter and LinkedIn for up-to-the-minute internship announcements.

What happens after I apply?

Once you have completed your entire application and it has been officially submitted for consideration, you will be contacted by a HR representative who will conduct a pre-screening interview. The Rea HR rep will ask you about yourself, your professional goals, interests and what you hope to gain from an internship experience with Rea & Associates. This pre-screening interview is critical to determining whether Rea is the best fit for you, and if you should speak directly to our internship selection committee.

When will offers be extended?

Following the interview process, a panel of Rea professionals and the firm's HR team will meet to determine which candidates the firm will extend offers to. Once a decision has been made, a formal internship offer letter will be presented to candidates who are selected.



When will the internship program begin?

Our winter internship program typically begins during the second week of January. Our summer internship program will begin the second week of June.

How may interns will Rea hire?

The number of interns Rea & Associates extends offers to varies. In 2020, we were pleased to welcome nearly 40 interns into our summer and winter programs, combined. As Rea & Associates continues to grow, we look forward to increasing this number accordingly.

Can an internship with Rea result in a job?

Absolutely! Of our 19 interns in 2018, we were happy to extend job offers to 9 exceptional young professionals. Our goal is to convert interns into full-time employees. Those who show superior communication skills, adaptability, work ethic and grit may have the opportunity to join the firm full-time after graduation.

Got more questions?

Let us hear 'em!

E-mail our HR team today!

human.resource@reacpa.com



real connections

*Where will your
Rea internship take you?*

Learn more about Rea & Associates and our internship program at
www.reacpa.com/interns

Connect with Rea & Associates on social media ...



and subscribe to *unsuitable on Rea Radio!*



Rea & associates
a brighter way