

Accounting Recruitment is designed as an opportunity for all firms to have the opportunity to interview our students. It serves both students and firms well by unifying the interview process.

Students are encouraged to have their resumes submitted to Career Services at two weeks prior to the start of Accounting Recruitment. This provides students the opportunity to benefit from GAAP's activities geared toward Accounting Recruitment (e.g., resume workshop, mock interview), develop a professional resume, and prepare for the process of interviewing. The interview schedule for this year is October 12<sup>th</sup> – 23<sup>rd</sup>.

We are unable to accelerate the interview schedules because Accounting Recruitment is designed to allow all firms to have a "fair and equal" opportunity to interview and hire our students. We do not think other firms would look favorably on the process if UAF were to allow one or more firms to interview before the scheduled Accounting Recruitment. We view advance interviews as contrary to the purpose of having an "Accounting Recruitment." Thus, to maintain good relations with all of our constituents, we believe it is in our best interest to deny any request to interview before Accounting Recruitment.

By hosting Accounting Recruitment, we are also able to avoid exam conflicts by scheduling our exams outside of that time period. Allowing earlier interviews would reintroduce the exam conflict problem.

If UAF would host interviews prior to Accounting Recruitment, we believe it would also increase certain undesirable conflicts/pressures for accounting students. For example, a few years ago we had a problem with students receiving offers that expired before the student had the opportunity to visit other firms, thus creating the bird-in-the-hand dilemma. It took significant time on our part working with students on this issue. Interviews in advance of Accounting Recruitment are very likely to create this problem again and introduce a whole new level of strategizing by firms with respect to office interviews and timing of offers.

Thus, it should be clear that the accounting faculty have strong feelings against allowing any firm to interview prior to Accounting Recruitment. I believe that anything UAF does to facilitate early interviews by one firm is contrary to the goals of Accounting Recruitment and detrimental to placement of our students all constituents considered.