

The Career Path



The Path to Attaining Your CA

Welch LLP

Our CA program offers real world experience in a challenging and enjoyable environment. We expect a lot from our future CAs just as they expect a lot from us. Real experience. Valuable contacts. Insight to the profession.

As a CA candidate you will be involved with a wide variety of client files. The amount of responsibility will be determined by your own efforts and results. You will work closely with all members of your team including experienced CAs, Senior Managers and Partners. Your input and participation will be asked for and expected.

We provide the tools, training and experience to achieve rapid professional growth. Our partners and management team members were once in your shoes and realize the struggles of obtaining a CA so their door is always open to you. It is as important to us as it is to you that you are provided the opportunities to realize your full potential as a Chartered Accountant.

"Providing Insight to Our Future CAs"

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Obtaining Your Chartered Accountant Designation

When you choose to work towards achieving the professional designation of CA, you are making a significant commitment to your success in the future. As a student with Welch LLP you will experience challenging work, high expectations for excellence and steep learning curves. You will be expected to reach for and exceed your own goals. You will also experience a supportive team network, opportunities for insight into many different industries and services, and a chance to create your own career path. Your success will be the firm's success.

WELCH LLP BACKGROUND

Welch LLP is an audit based professional services firm. We work to develop solutions that bring insight to the client. Our strength in auditing, accounting, taxation, business development and financial systems is directly attributable to our people and their commitment to listen and understand what the client's needs are.

Welch is the largest independent firm in Ottawa. Established in 1918 by George A. Welch, the firm has grown to be the eighteenth largest public accounting firm in Canada. The firm has 11 offices in Eastern Ontario and Western Quebec. In a recent survey of Accounting Firms in Ottawa, conducted by the Ottawa Business Journal, Welch LLP ranked fourth based on the number of accountants.



Our 2007 UFE Graduates:

Suzette Salvador, Barbara Effenberger, Robert Chung, Virginia Lackey, Jennifer Boivin

Topics of Discussion in the Career Path:

- Just What Does A Chartered Accountant do?
- A Global Perspective
- Is Public Accounting for You?
- Why Become a CA at Welch LLP?
- What Will Your Day Be Like?
- How We Help You Prepared for the UFE?

On a firm wide basis we have a total staff in excess of 200 with over 130 professional staff. The Ottawa office is the largest office in the firm, accounting for approximately 55% of the firm's annual revenues. In addition, the Ottawa office has a total staff of 100 individuals with approximately 75 being professional staff.

WHAT DOES A CHARTERED ACCOUNTANT DO?

Our clients consider us to be their business coaches. We help them to gain insight into running more effective businesses and to reach their business goals. Our work as Chartered Accountants is not limited to preparing tax returns and auditing financial statements each year. We offer our clients comprehensive business advisory services that propel their

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An Independent Member of BKR International



INSIGHTS to your CA

businesses forward and complement the personal financial goals for them and their families.

Auditing and Accounting.

Auditors examine the financial statements of organizations in accordance with standards developed by the profession, to determine whether those statements present fairly the organization's financial position and operating results. We also perform review and compilation engagements that provide a lower level of assurance.

Business Development Services.

Our clients look to us for more than just audits. A growing part of our firm is business development consulting. Our CAs assist clients in looking at their whole business and financial situation and developing ways to run that business more effectively with the ultimate goals of the owner in mind. This may include tax planning, systems management, internal controls, business valuation, computer security, and cash management. It may also include helping a client develop a business plan and suggesting ways to help them grow their business.

Specialist Services.

As a CA you may find you have the interest and aptitude for more specialized training and development. Within the firm, we have many specialists in service areas such as computer consulting, tax planning, financial planning, forensic accounting, business valuations or in a particular industry.

A GLOBAL PERSPECTIVE

As commerce continues to become more involved in global issues it is important to have resources in all countries of

the world. Welch LLP is part of an international association of chartered accountants and business advisors called BKR International. BKR International is an association of 135 member with over 300 offices in 70 countries around the world. Member firms regularly refer projects to and from one another as well as use each other as information resources about local tax laws and business practices.

IS PUBLIC ACCOUNTING FOR YOU?

CAs perform a wide variety of tasks across a broad range of business and organizational activities. In order to do this, you must combine sound judgment, technical knowledge and practical experience and deliver these elements through excellent customer service.

Ask yourself the following questions:

- Do I enjoy working with a variety of people in a variety of industries?
- Can I work with others as part of a team? Can I learn to lead a team?
- Can I accept responsibility quickly?
- Can I communicate professionally and effectively both verbally and written?
- How's my experience in customer service? How sharp are my listening skills?

When thinking about planning your career, it's important to "begin with the end in mind". Where do you eventually want to be? Of course, that needn't be set in stone at this moment in your life, but it is something to consider in choosing the type of experiences that will lead you in the direction of your goals.

The other element that we feel is critical to believe in is that of 'excellent customer service'. Public accounting is a profession where you constantly come in contact with a myriad of different people. Sometimes you will establish an ongoing relationship and sometimes it will be a one-time contact. Each contact leaves that person with an impression of the firm you represent. If you are representing our firm, we want that impression to be a great one.



A Friendly Place to Work.

Because we work with a wide range of clients, you must be flexible, objective and reasonable. You must be a genius in customer service. Our clients tell us that one of the reasons they like Welch LLP is that we are easy to work with. We're friendly, patient, and good at explaining complex issues. We find people who work well in our environment are friendly, curious, patient, determined, and a pleasure to work with -- whether you are in the next desk or you are the client across the table.

WHY BECOME A CA AT WELCH LLP?

A Variety of Work.

Welch LLP provides comprehensive accounting and business development services to our clients. Because we offer many different types of services to clients of many sizes and industries, you will have an opportunity to experience a variety of work. This kind of broad experience can make a real difference when it comes to passing the UFE.

People Committed to Excellence.

Our firm continues to grow and prosper due to the initiative and commitment of our people. We're looking for people with strong interpersonal and analytical skills, independence of mind and a strong ambition, people who keep up with changing trends and are aware of the world around them.

A Challenging Environment.

We are also looking for entrepreneurial souls. The only way to grow our business is through continuous improvement. We expect each member of the firm to work toward bringing in new business. Early in your career you can expect to work on developing these skills with increasing responsibilities as you build relationships among those around you. If you have ever had your own paper route or set up a lemonade stand, you have the spirit we are looking for.

I enjoy working here because the people are approachable and easy to get along with.

Choosing Welch LLP.

When you visit the offices of Welch LLP and you meet with various team members you should feel comfortable. It should feel right. Our most successful

team members are those who like what they are doing, where they are doing it and who they will be working with.

Our Mission in Hiring People.

Our mission in hiring each year is to hire people who will enjoy their experience at Welch LLP. We find that these kinds of people are also the strongest contributors to the success of the team.

WHAT WILL YOUR DAY BE LIKE?

We know how unsure everyone feels on the first day of work (we've all done it). At Welch LLP you'll never get lost in the crowd. You will soon know the names of everyone in the office and you will be very familiar with everyone on your team.

Your First Day.

Your first day of work will be spent learning your way around our office and our computer network. You will be given your email address and receive your supplies. You will have an orientation session and fill out all those necessary forms. You will be assigned a "buddy", meet with the partner that you will be working with as well as other members of your team.



Our Hands-On Approach to Teaching

Your Level of Responsibility.

When you join us as a staff accountant, you will be expected to do basic accounting and auditing under direct partner supervision, either alone or as part of a team. New staff accountants are often pleasantly surprised at the level of responsibility they are encouraged to assume.

A Hands On Approach.

It is important to us that you feel you are being treated as a professional. You will not be confined to menial tasks. You will get solid, practical experience that will help you obtain your CA. We know how important it is for members of an audit team to see the whole picture as opposed to only part of the file. You will be involved right from the beginning to the very end of the process - preparing a file and performing the audit right through to tax planning and preparing tax returns. Our staff accountants readily acknowledge that they receive more hands-on experience at Welch LLP than their friends at some larger firms.

A Variety of Work.

Your progress will be assessed on an on-going basis and you will assume more responsibilities accordingly. Your partner will schedule you to work with your team on various projects. Should there ever be a lull in the workload, we will use the opportunity to have you work with another team for a short time so that you will be able to see how others work and be exposed to an even wider variety of clients.

Many of our clients have businesses in multiple industries including sole proprietors in the service industry, retail establishments, restaurants, manufacturing, transportation, health care, hi-tech, auto dealerships, not-for-profit organizations, large real estate developers and construction contractors among others.

The Career PATH

The People You Will Work With.

Being treated as a professional also means that our partners' doors are always open to you. You have the opportunity to learn their philosophies of working with clients as well as drawing upon their technical expertise. You will find that getting to know these people may be your most valuable learning experience.

Using Our Systems.

Our office uses sophisticated accounting systems to provide the most effective and efficient work for our clients. We prepare working paper files for our clients using Caseware software, an integrated auditing management program. We also use computer (caseview) aided auditing techniques where it proves an efficient way to conduct our audit. Our tax unit uses TaxPrep to prepare annual corporate and individual tax returns. Our Computer Consultants use a variety of software for their clients including ACCPAC for Windows. Comprehensive training for using our various software packages is always available.

HOW WE HELP YOU PREPARE FOR THE UFE

Beginning with the End in Mind.

We understand that your primary goal during the first few years of your career is to pass the UFE. We also know that people work and study differently. We have developed this system so that you may customize your own program and study in a way that works best for you. Our past results indicate that the way Welch LLP assists UFE writers has been successful for many people who are CAs today.

Well-Rounded Experience.

Over the years we have found that one of the best ways to help you prepare for the UFE is by making sure that your work throughout the year is well-rounded -- especially during the year of writing the UFE. You'll work with a diverse group of clients - large and small, in a variety of industries. Many of our clients are owner-managed businesses so the challenges they face in their business are of a wide variety. This will help you to see the concepts that remain stable from client to client. And you will be able to see how each client differs from the other. Having this depth of experience will help you immeasurably when it comes to tackling the case studies of the UFE.

Experience + Motivation.

We have in-house preparation in all areas of accounting, auditing and taxation. You'll get in-depth, on-the-job training with a variety of clients which you will find to be invaluable experience. Also, a lot depends on you - on your ambition, motivation and commitment.

Practice Exams.

During the fall and winter of each year, we hold practice exams so that you become familiar with the testing scenario. It is important to learn the technical information that you will be tested on, but even more important is the skill of understanding the question that is being asked, and preparing a clear and concise answer that maximizes the points to be awarded.

Giving You the Time You Need.

To help you specifically prepare for writing the UFE, we make sure you have the time needed to dedicate yourself to this process. We adjust your workload to accommodate the courses you need to take. In the year that you write the UFE, you have 4 weeks of paid leave to attend the School of Accountancy - plus an additional paid week for studying and of course, you are paid for the time that you are actually writing the UFE. In addition, you may choose to take an additional 2 weeks of unpaid leave if this will help you in your preparation. That is in addition to your 4 weeks of paid vacation - making a total of 10 weeks paid leave and 3 months in total.

Assisting You With The Fees.

A \$1,500 allowance is provided during the year, which you may use toward any expenses you choose related to the UFE. This may be an additional study course, books or study materials. We help you prepare in whatever way works best for you. Also, if you place in the top two deciles of your summer school course, we will reimburse your tuition in full. If you place in the next two deciles, we will reimburse half of the tuition. Finally, after you pass the UFE exam, fee is paid by the firm in the way of a forgivable loan to be paid back if you leave prior to achieving two benchmarks.

Beyond the UFE - Challenging You With Continuous Learning.

Welch LLP, through its in-house training program "Welch Academy", provides many types of opportunities for on-going development in your career. We offer tax update courses as needed, computer software courses to improve your

effectiveness and other professional and personal development courses on topics such as time management, presentation skills, supervisory skills, written communication and leadership skills. Programs are provided by internal Welch LLP staff or by outside consultants depending on the topic area.

You are also invited to submit articles to be published in our quarterly newsletter, join groups or organizations that provide networking opportunities, and develop your own program of study to become proficient in a new skill or specialty.

Choosing a Specialty.

When you get beyond thinking about the UFE, you will have the opportunity to choose a direction for your career. Do you want to take on a specialty such as computer consulting? How about becoming a future managing partner? Choose an industry in which to become an expert? At Welch LLP, we have the flexibility to encourage and support your ambitions.

The Ottawa office of Welch LLP recruits on the campuses of The University of Ottawa and Carleton University each Fall. If you are currently attending a university where we do not conduct formal recruiting, please forward your resume to the Human Resources Manager at careers@welchllp.com or via regular mail to the Ottawa office.

Find out more about Welch LLP, please visit our website www.welchllp.com