



Eide Bailly is a regional accounting firm specializing in audit, tax, and financial services with 25 offices in 12 states. They are among the top 25 CPA firms in the nation and have been around since 1917. The Billings location is the only office in Montana with about 60 employees. Nationwide, Eide Bailly serves almost 50,000 customers and has 1,500 talented professionals throughout the company.

Tax manager and MSUB Alumnus Russell Rice has been with the Billings Eide Bailly office for the past six years. His focus is primarily on the tax side of the company, and he acknowledged that the company's biggest challenge is rapid growth and ever-changing tax codes.

Acclimating new people to company culture and expanding into new markets is always a challenge. Advances in technology and alternate work arrangements are a few changes Russell expects to see occur sooner rather than later.

Students who are approaching graduation and beginning a search for accounting jobs should complete this process as early as possible and well before graduation. Students who take advantage of their resources, establish relationships, make personal connections and plan ahead are those who will be the best prepared. Pursuing an internship gives a student exposure and experience in the workforce, with skills they can use throughout a career. Russell advises that early on, students should attend career fairs and career events to maximize exposure to recruiters before beginning the application process. At Eide Bailly, the recruiting process begins a year in advance.

Eide Bailly focuses on hiring students who have completed a degree in accounting and who develop an impressive résumé. Work experience, internship completion, and a high GPA makes an applicant stand out. Someone with desire, outstanding people skills, adaptability, and exceptional qualifications are attributes that make a potential applicant stand out and are the candidates Eide Bailly seeks. To support its employees, Eide Bailly has a reimbursement plan for those who pass the CPA exam.

Russell indicates that working for Eide Bailly gives him the opportunity to meet new people and be a part of a fast growing business. Helping solve problems among company employees and sharing their successes is enjoyable for him.

Eide Bailly has been a Career Services Gold Employer Partner since 2009, acquiring a strong relationship with MSU Billings that will attract professional and qualified candidates. Partnership creates the opportunity to get to know students on a different level and work with Career Services directly, a definite benefit for company exposure and established relationships with potential employees.

To learn more about Eide Bailly, contact Russell Rice at rrice@eidebailly.com, check out www.eidebailly.com/careers or visit MSU Billings Career Services Office in Library 100 at the University Campus.