
Women in Finance Internship Program

One third of the graduates of the top 25 MBA programs are women. Close to 40% of all undergraduate economics and finance degrees are awarded to women. More than 50% of CPAs are women. Yet according to a variety of consulting studies that have come across my inbox over the past year, there are less women in the investment business now than there were in 2008.

We are not here to analyze sociological issues and ponder the deeper meaning of the biological basis of behavior (I have a pair of teenage daughters who educate me on that). We are here to start a program that enables motivated women who, for whatever reason, are looking to cut through the headlines and develop an understanding of what it would really be like to work in investment management.

The Cove Street Capital Women in Finance Internship Program is designed for people who are interested in finance, are either going into their senior year of college or are a first-year MBA student and are looking for an intimate view of the investment management business. If you're an English major (and there is nothing wrong with that), ideally you should have taken at least one semester of accounting or economics and be familiar with Excel. In other words, you don't have to be a pre-professional arrow, but it would be nice if you had a toe in our water.

While most of your time will be spent with the research team, you will have exposure to all sides of the business —client service and new business development, operations, compliance, and the business of money management.

This is a paid position, but we are not paying for relocation and entertainment—you can go to Goldman Sachs for that. The atmosphere is highly entrepreneurial and the firm's organizational structure is open and flat. This includes a very collaborative process with ideas flowing across different ranks and job descriptions, enabling failure-free expression. Every member of the firm understands our mantra of "DHM" and the importance of its ordering: Delight Clients, Have Fun, Make Money. And we wear flip-flops on Fridays.

We think a proper environment for investing other people's money should reward thoughtfulness, thoroughness, and innate curiosity, and attract intro- or extrospective people with a solid work ethic. By the time you leave us, you will know whether you have the key ingredient for success in investment management—a relentless passion for it.

Send us your resume at jobs@covestreetcapital.com. Include two references that are not related to you. We will conduct in person and/or phone interviews in the first quarter of 2016 and make a decision by March 31st.

— **Jeffrey Bronchick, CFA** | Principal, Portfolio Manager

