

NOTABLE WOMEN IN ACCOUNTING & CONSULTING

2018



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Congratulations

Anchin is proud to recognize
Mela Garber
and
Deborah de Vries
on being named to *Crain's*
inaugural list of Notable Women in
Accounting and Consulting.

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Mela Garber, CDFA
Mela.Garber@anchin.com



Deborah de Vries, CPA, CGMA
Deborah.deVries@anchin.com

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**Success is measured by dedication and
achievements that go beyond the bottom line.**

Congratulations to Baker Tilly professionals

Christine Fenske

Jean Han

Randi Schuster

for their recognition on the 2018 list of Crain's
"Notable Women in Accounting and Consulting."

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BAKER TILLY

Accountants and Advisors



GROWTH AND RETENTION OF WOMEN
AT BAKER TILLY

GROW was designed to uphold Baker Tilly's core values, and emphasize the importance of creating and maintaining a work environment that promotes diversity. Although the primary focus of GROW is to improve the growth and retention of women at Baker Tilly, this platform enhances the professional development and work-life programs for all associates at our firm.

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Accounting and consulting firms get serious about promoting women

When Candice Meth, a partner at EisnerAmper, sat down for her annual evaluation, she got an unexpected response: “What do you need from me to make your next year your most successful ever?” her former boss, Julie Floch, asked her.

Meth said she wanted to raise her profile nationally by doing more speaking. After Floch made some phone calls and Meth, a CPA, joined some groups that enabled her to speak nationally, she wound up chairing a conference for the American Institute of CPAs (AICPA). Floch passed away in 2016 but left a lasting legacy.

“She certainly served as an amazing mentor for me,” Meth says. “She really set the pace in terms of how to run a department and always listen to your employees.”

Meth is among 71 honorees selected for the Crain’s Notable Women in Accounting and Consulting list this year. The women in the report, identified through Crain’s internal research and nominations from major firms in the New York metropolitan area, were selected based on their career accomplishments in accounting or consulting, their mentorship of others and their involvement in nonprofits and community organizations. They have impacted businesses across the city and, in many cases, around the world.

The type of mentorship Meth experienced is no longer as rare as it once was for women in accounting, a field where women have historically been underrepresented in the top tiers of leadership.

Women made up 49% of those studying accounting worldwide in 2016, according to Catalyst, a global nonprofit organization focused on empowering and accelerating women in business. And they make up 61% of all accountants and auditors in the United States, according to the most recent U.S. Bureau of Labor Statistics data. Nonetheless, women are still relatively scarce at the top tier.

The AICPA found that women make up only 24% of partners and principals at accounting firms. Women are better represented at smaller firms: 43% of partners at firms with up to 10 CPAs but just 20% of those at firms with 100-plus CPAs.

Women are also underrepresented in the top levels of management consulting, making their recruitment and retention a perennial topic for the industry.

However, with many firms realizing they are leaving themselves at a competitive disadvantage if they lack diversity among their leadership team, more are making efforts, both formal and informal, to support the women on their teams and help them advance. Many women say they value their firm’s acknowledgement of the challenge as well as their efforts to improve diversity.

“The senior leadership team, including the CEO, is very aware of the situation,” says Sandy Chu, a Grant Thornton principal and national leader of the firm’s China Business Group. “Therefore they’re trying to improve the situation. We have top-down efforts.”

One key effort, Chu notes, is Women at Grant Thornton. The initiative focuses on recruiting and retaining women, as well as increasing the number of women in partnership roles. “I really enjoy being part of this group and knowing the other women leaders or potential leaders,” Chu says. She adds that being able to offer feedback to the senior team and organization is also valuable.

CPA Karen Kowgios, a partner at Withum, points to the Women at Withum program, which offers opportunities for continued success and advancement. She had a similar program at her own firm before merging it into Withum. “Personally, it’s very important to me,” she says.

Meth says membership in EisnerAmper’s Women’s Network has been an important part of her career. “It’s a very strong group that meets regularly at our offices,” she says. “We focus on coming together and talking about not only workplace issues but things that speak to work-life balance.”

For many successful women, sponsorship by an influential member of the industry has been essential to their advancement. That’s been the case for Wendy Cama, CPA, New York office managing partner at Crowe and its Northeast regional audit leader and board chairwoman. She has found that the professional support of a male partner has been helpful.

“I really can attribute some of the opportunities for leadership to his involvement and putting my name forward and recommending me for consideration,” Cama says.

She also has found it valuable that the firm runs program such as Inspire, where female partners and directors get together annually.

“We discuss all kinds of business topics,” Cama says. “It really has been critical to us being able to promote more female partners.”

Another important initiative at the firm, she says, is Grow, a by-application program that identifies women who are suited for partnership, pairs them with female partners and directors who mentor them and assign them stretch goals and projects.

“We’ve had a lot of success with women going through the program becoming partners,” she says.

And the Connect program at Crowe provides quarterly webcasts on relevant topics for women at the firm.

Mentorship is just as important for women who start their own firm as it is for those who become leaders within existing companies, many women say.

Celeste Frye, CEO and principal of the nonprofit and public-sector management consultancy Public Works Partners, says she received invaluable advice from Patricia Davies, who

runs the Public Good management consultancy, which serves a similar clientele. “She really helped me get my feet under me,” Frye says. “It made all the difference in terms of envisioning what can be possible.”

Sometimes, it’s the informal aspects of life in an accounting or consulting firm that make it attractive to women.

Lisa Knee, CPA, a tax partner at EisnerAmper and the firm’s national practice leader for the real estate private equity group, says the firm’s entrepreneurial culture gave her opportunities to advance and try new things.

“When I found there was a niche area I wanted to work in, the firm really gave me that support,” Knee says. “I learned I could be a national leader.”

Melanie Chen, the managing director who leads the China group at UHY Advisors NY, is a CPA and a lawyer. She says she has found over the years that formal policies to support women don’t mean a lot if no one implements them. Although UHY doesn’t have many such policies, it is a progressive firm, she says.

“My firm, especially top management, is very supportive,” says Chen, who is a member of the management committee of UHY Advisors NY. “Our CEO, Mike Mahoney, is very supportive. He gave me a lot of flexibility to decide what to do, how to do it and when to do it.”

Women make up 61% of all accountants and auditors in the United States

U.S. Bureau of Labor Statistics

One thing that’s changed is that talented women have more career options than they once did—and don’t have to stay with firms where they’re banging up against a glass ceiling. When Patricia Cummings, CPA, now co-managing partner in the New York office of Citrin Cooperman, was asked to compete for a higher position at a previous firm against another woman and a man, the position was awarded to the man, even though she believed she was the most qualified. That “kick in the butt” told her there was life beyond the firm—and she began interviewing until she found Citrin Cooperman would give her more opportunity.

“I had three great offers I weighed,” Cummings says. “I selected this offer.”

One reason her career has thrived at Citrin Cooperman, she says, is the firm’s overall supportiveness of women. “Our CEO is unbelievably progressive,” she says. “He understands the need for retention of women. All firms are going through a talent drought.”

Congratulations

**MICHELE AMATO, HOPE GOLDSTEIN
AND LAURA LAFORGIA**

on being named Notable Women in Accounting and Consulting



MICHELE AMATO

CPA

PARTNER-IN-CHARGE,
PROFESSIONAL STANDARDS GROUP



HOPE GOLDSTEIN

CPA

CO-PARTNER-IN-CHARGE,
NONPROFIT, GOVERNMENT
& HEALTHCARE GROUP



LAURA LAFORGIA

CPA, MST, AEP®

PARTNER, BUSINESS MANAGEMENT
& FAMILY OFFICE GROUP

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and your passion for helping clients reach their goals.

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2018 NOTABLE WOMEN IN ACCOUNTING & CONSULTING

MARTA ALFONSO

Principal
MBAF

Marta Alfonso brings her extensive background in litigation consulting, forensic accounting, bankruptcy, turnarounds, financial management and more to her work at MBAF, a top 40 CPA firm. Alfonso has offered expert consultation and testimony in a wide range of cases, including bankruptcy and insolvency, criminal RICO cases, domestic and international money laundering, embezzlement, shareholder disputes, economic damages and marital dissolution. Previously, Alfonso worked for the Federal Housing Administration in the Department of Housing and Urban Development, where she evaluated and developed financial accounting systems and oversaw financial management functions. Alfonso is president of her firm's Women's Network, as well as the host and creator of "The Well-Heeled Professional" radio program. In 2018, she was named an Influential Business Woman by the South Florida Business Journal.



MARY AMATO

Partner; tax
practice leader
COHNREZNICK

Mary Amato draws on her 30 years of experience as a certified public accountant and tax specialist to support a wide range of industries as CohnReznick White Plains office's tax partner and partner-in-charge. Amato's clientele ranges from middle-market entrepreneurs to public corporations in multiple states that often have international activities. As a business adviser and tax expert, she helps her clients' businesses grow and thrive by identifying tax opportunities and representing her clients before taxation authorities. Amato focuses on the construction and real estate industries and recently added the cannabis industry to her areas of expertise; she leads the firm's tax practice efforts in that industry and works with manufacturers and vertically integrated cannabis businesses. Amato also brings her experience and technical acumen into the community, serving as a mentor to young professionals.



In 1896, New York issued the first official qualification test for certified public accountants. Three years later, Christine Ross, who was born in Nova Scotia, became the first certified female accountant in the United States.*

MICHELE AMATO

Partner-in-charge,
professional
standards group
MARKS PANETH

Michele Amato oversees Marks Paneth's compliance with accounting, auditing and attestation standards, ethics requirements and quality control standards as partner-in-charge of the firm's professional standards group. In her more than 30 years at national and regional firms, Amato has gained extensive knowledge of the regulatory environment. At the same time, she has guided countless clients through initial public offerings, reverse mergers, private placements and spin-offs. Amato has earned a reputation as an expert on the engagement quality review of Securities and Exchange Commission filings and other nonpublic reports. Amato sits on the Professional Practice Executive Committee of the Center for Audit Quality and the Board of Governors of the Accountants Club of America.



MARIE ARRIGO

Partner and
co-leader of the
family office
services practice
EISNERAMPER

In her role as tax partner, Marie Arrigo provides tax consulting and compliance services to family offices, individuals, trusts and estates and closely held businesses. As chair of EisnerAmper's Philanthropy and Charitable Giving Practice, she applies her expertise to philanthropic pursuits, advising family offices and donors on charitable giving, including charitable trusts, private foundations and donor-advised funds. As the lead tax partner for the firm's not-for-profit services group, she provides tax advisory and compliance services to clients including public charities, trade associations, private operating foundations and grant-making foundations. Arrigo is on the board of the Financial Women's Association and is a former board member of the Make-A-Wish Foundation of Metro New York and Western New York. In 2015 and 2016, Private Asset Management named her one of the 50 Most Influential Women in Private Wealth.



As of 1983, women began to gain ground in the profession, making up 39% of accountants in the U.S. workforce†

JOANN ARWEILER

Litigation managing
director
BDO

Joann Arweiler is managing director of BDO's Investigative Due Diligence practice. She has nearly 15 years of professional experience in corporate, fraud and criminal investigation. She is an expert in identifying anomalies during an investigation and helping clients trace assets and people of interest at the domestic and international levels. Arweiler works with clients ranging from financial institutions and institutional investors to high-net-worth investors and legal counsel. Before joining BDO, Arweiler served as a confidential investigator at the New York City Department of Investigations on a variety of cases involving issues including bribery, kickbacks and conflicts of interest. She has also participated in organized undercover and surveillance operations, resulting in numerous successful prosecutions.



KATE BARTON

Global vice chair
EY

Kate Barton began as an intern with EY in 1985, becoming a partner in 1996. As the recently named global vice chair for tax, she provides oversight for all aspects of EY's global tax strategy and operations. She also serves as a senior advisory partner on high-profile EY accounts including The Kraft Group, Tishman Speyer and Polo Ralph Lauren. A champion for diversity, Barton is a member of EY's Global Diversity and Inclusiveness Committee and Women Fast Forward, an EY initiative addressing gender parity in the workplace. In addition, Barton serves on the board of the All Stars Project, a nonprofit that aims to transform the lives of inner-city children. Barton was named the 2015 Woman of the Year—Business Services by the Stevie Awards for Women in Business and was designated 2016 Female Executive of the Year by the Women World Awards.



BARBARA BEL

Partner
PKF O'CONNOR
DAVIES

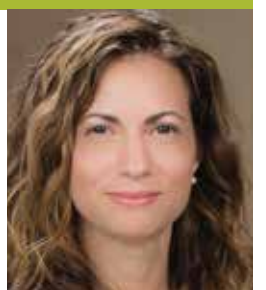
As a tax partner at PKF O'Connor Davies, Barbara Bel provides tax and planning advice for privately held companies, high-net-worth individuals and families, not-for-profit organizations and private foundations. She also consults on tax issues related to divorce and Social Security strategies. Bel serves on the board of the UJA-Federation Westchester Business and Professional Division and is president of the Estate Planning Council of Westchester. She is a public speaker, a regular contributor to newspapers and industry publications and co-author of "Cash Management in the Middle Market." The New York State Society of CPAs board of directors chose Bel to serve on the American Institute of Certified Public Accountants' Council for a three-year term.



TRACY BENARD

National managing
partner, advisory
KPMG

Tracy Benard helps lead more than 10,000 partners and professionals in KPMG's U.S. advisory practice, the company's fastest-growing business. As national managing partner, she helps set the U.S. strategy for the practice. Benard has helped international companies implement new accounting standards, as well as assisted clients with a variety of SEC and U.S. GAAP standards. She has also put her decades of experience to use by furthering the professional development of those in her practice. This emphasis on community and education extends into Benard's private life, where she supports the Boys and Girls Club of America as a northeast trustee and sits on the advisory board for the Accounting Department at her alma mater, Lehigh University.



PATTY BO

Partner
FRANKEL
LOUGHRAN
STARR & VALLONE



For more than 29 years, Patty Bo has been helping high-net-worth individuals and families plan their finances and minimize their tax burdens. Her areas of expertise are many: compensatory stock options, tax treatments of hedging techniques, diversified portfolio management, residency issues and everything related to gifts, trusts and foundations. Bo came to Frankel Loughran Starr & Vallone from Morgan Stanley, where she oversaw the personal taxes and financial planning of its executives, many of whom remain clients of hers. She holds an MBA from the New York University Stern School of Business. Bo holds both a series 7 and CFP license. She is a member of the Financial Planning Association, the American Institute of Certified Public Accountants and the New York State Society of Certified Public Accountants.

LORI BONO

CFO
GRASSI & CO.



In her role as CFO, Lori Bono directs all of Grassi & Co's financial activities, including preparing financial reports and summaries for the firm and its subsidiaries, as well as budgeting and forecasting the firm's future growth. She recently led the effort to revise Grassi & Co's financial statements process, which not only led to more efficient internal operations but also increased client satisfaction. She was one of the first women at the firm to become a certified construction industry financial professional. Outside of her work at Grassi & Co., Bono has strong ties to her community, serving as the secretary of the board of directors of the nonprofit South Shore Association for Independent Living. She also regularly participates in fundraisers for the American Cancer Society, including a number of 5k road races, as well as the National Multiple Sclerosis Society's annual bike ride.

Women comprise 61% of accountants and auditors in the U.S. as of 2016[†]

WENDY CAMA

Audit partner
CROWE



As a nearly 30-year veteran at Crowe, Wendy Cama specializes in the audits of publicly traded financial institutions with between \$50 million and \$30 billion in assets. She currently serves as the managing partner for the firm's New York office, chair of the Crowe board of directors and lead partner of the company's Northeast Audit Practice. Outside of the office, Cama dedicates her time to organizations serving youth. Since 2011, she has served on the boards of directors of both the Boys and Girls Clubs of Union County and Junior Achievement of North Jersey. Cama is also involved with both the New York and New Jersey Bankers Associations. As a public speaker, Cama covers topics including SEC basics, accounting and reporting. NJBIZ named Cama one of its Top 50 Women in Business in New Jersey in 2016.

JENNY CHEN

Principal
PRAGER METIS



As leader of Prager Metis' China desk, Jenny Chen frequently works with Chinese clients on U.S. GAAP and international financial reporting issues, dealing with complex capital structure and strategic business plans. Fluent in Mandarin, Chen specializes in working with corporate clients including financial service companies, real estate entities, nonprofit organizations, internationally traded companies and employee benefit plans. She is a member of the AICPA, the National Association of Certified Valuation Analysts, the Institute of Chartered Financial Analysts and the New York Society of Security Analysts. Prior to joining Prager Metis, Chen worked as a chief financial officer overseeing accounting, financial and tax reporting, cash management and human resources. She has more than 25 years' experience in providing efficient accounting, auditing, tax, and advisory services to clients.

This year, 50% of new hires at accounting firms are women[‡]

MELANIE CHEN

Managing director
UHY ADVISORS NY



As head of UHY Advisors' China Group, Melanie Chen directs tax planning and business consulting services for companies that work between the United States and Mainland China, Hong Kong and Taiwan. The greater China region continues to be an international hub of commerce, and trade tensions with the U.S. are on the rise. Chen helps her firm and its clients navigate the business opportunities and cultural and regulatory difference they need to address to succeed in the region. She works with American companies based in China, Chinese companies investing in the U.S. and high-net-worth Chinese individuals. Chen demonstrates her expertise as a thought leader by acting as a media spokesperson for UHY and through white papers, opinion pieces and frequent presentations on the Chinese economy. She is an active member of the China-US Business Alliance and China General Chamber of Commerce and is an honorary board adviser of the Asian Financial Society.

SANDY CHU

Principal and China
business group
national leader
GRANT
THORNTON



Sandy Chu is a leading expert on Chinese tax policies and a frequent writer and speaker on the subject. Her articles have appeared in The International Tax Journal and she frequently presents at events for the Tax Executives Institute and Council for International Tax Education. As the national leader for the China Business Group division of Grant Thornton, Chu advises multinational clients on China tax issues. Chu helps clients with transborder transactions and market entry investment strategies. Before joining Grant Thornton, Chu gained much of her experience working in mainland China, where she led the Greater China Desk for a leading U.S.-based accounting firm. Today, Chu also works with Chinese companies, assisting and advising them in the U.S. on merger-and-acquisition investments.

CLAUDINE COHEN

Principal
COHNREZNICK



With more than 25 years of business experience, Claudine Cohen has developed expertise in providing transactional advisory services. As a principal in CohnReznick's New York office, she serves as an adviser to public and private companies, both domestically and internationally. She has worked with private equity investors, family offices, alternative investment funds and strategic investors. As an adviser, she assists clients with quality of earnings analyses, identifying revenue sources and profitability drivers, and examining operating cost structure and sustainability. She has advised on a variety of transactions, including standalone platforms, carve-out of business segments, bankruptcy auction processes, mergers and industry consolidations. Cohen was a founding partner of Nucleus Corporate Finance, a corporate and strategic advisory boutique in South Africa.

LAURA CORB

Senior partner
MCKINSEY &
COMPANY



Laura Corb leads McKinsey's Americas Strategy & Corporate Finance Practice, and serves on the firm's board and shareholder's council. She works primarily with leaders in the fields of technology, media, telecom and advanced industrials, and assists clients on a range of topics including strategy, growth platforms, digital and advanced analytics transformations, customer experience and performance improvement. Corb is heavily involved with her community. She serves on the board of directors of the Advertising Council, the Alvin Ailey American Dance Theatre and TechnoServe. She was featured on the Crain's New York 40 Under 40 list in 2001 and was a David Rockefeller Fellow. Prior to joining McKinsey, Corb founded and ran The Women's Finance House of Botswana, a microcredit bank that is an affiliate of Women's World Banking.

2018 NOTABLE WOMEN IN ACCOUNTING & CONSULTING

JANIS COWHEY
Partner, tax & business services
MARCUM



Janis L. Cowhey is a nationally recognized expert on LGBT estate and income tax issues, as well as a tax and business services partner with Marcum, one of the largest independent accounting and advisory firms in the United States. As the leader of Marcum's modern family and LGBT services group, she has helped high-net-worth individuals and non-traditional families develop estate plans in an ever-shifting legal landscape, minimizing taxes while meeting inheritance goals. Cowhey provides her clients with income tax planning and tax return compliance based on up-to-date law and the latest Supreme Court rulings. As a member of the New York City Bar Association's LGBT Rights Committee, Cowhey has fought to protect the rights of her fellow New Yorkers. She is a frequent lecturer on estate planning strategies and often weighs in on LGBT issues in the media.

PATRICIA CUMMINGS
Co-managing partner, New York City; managing partner, industries
CITRIN COOPERMAN



Patricia Cummings leads Citrin Cooperman's Capital Markets and Private Equity Practice, chairs the Audit and Attest Committee and serves on the Executive Committee. She has more than 25 years of experience assisting public and private multinational clients with their audit, accounting and advisory services. Prior to joining Citrin Cooperman, Cummings worked at Grant Thornton as well as the American Institute of Certified Public Accountants. She is regular speaker on accounting issues and is actively involved in Baruch College's student mentoring program, as well as a member of the AICPA's Technical Standard's Committee. Additionally she leads Citrin Cooperman's Women's Initiative and plays an integral part in the firm's annual International Women's Day Celebration. Cummings was named one of Long Island's top 50 most influential women in business by Long Island Business News.

38% of accounting firms review pay equity by race and gender*

DEBORAH DE VRIES
Accounting and audit partner
ANCHIN BLOCK & ANCHIN



Deborah de Vries is the co-practice leader of Anchin's Compensation & Benefits Services Group. She provides business and consulting services for law firms, employee benefit plans and proprietary schools and colleges. De Vries also develops marketing strategies for her group. For the firm's Employee Benefits Plan Practice, she creates professional resources, such as templates that help with financial reporting and consultation on employee-benefit plans. As a member of the firm's Law Firms Industry Group, de Vries keeps up to date with accounting, audit and tax requirements for law firms, and guides legal clients on operational aspects of their businesses. She is a member of the American Institute of Certified Public Accountants, and serves as Anchin's partner-in-charge as part of the AICPA Employee Benefit Plan Audit Quality Center.

LYNNE DOUGHTIE
Chairman and CEO
KPMG



After joining KPMG's audit practice in 1985, Lynne Doughtie rose to become chairman and chief executive officer of the company in 2015. Since taking over, Doughtie has helped develop an inclusive and purpose-driven culture among the firm's more than 31,000 partners and professionals across the U.S. Previously, she oversaw the expansion of KPMG's services to include information security, strategy and digital fields, turning the advisory practice into KPMG's fastest-growing business. Doughtie has been included among Fortune's Most Powerful Women in Business, New York Business's 50 Most Powerful Women in New York and Accounting Today's Top 100 Most Influential People. She donates much of her free time to organizations including the Center for Audit Quality, the Committee Encouraging Corporate Philanthropy and NAF.

66% of accounting firms offer telecommuting as a formal practice*

CATHY ENGELBERT
CEO
DELOITTE



As CEO of Deloitte, Cathy Engelbert leads one of the largest professional services organizations in the United States. For more than 30 years, Engelbert has made her name serving large, complex global clients, and has served as a specialist in financial instruments. She previously led Deloitte's U.S. audit practice and is a current member of its board of directors. Engelbert chairs the Center for Audit Quality Governing Board as well as the board of directors of Catalyst, a global nonprofit that promotes a more inclusive workplace for women. She is a founding member of the CEO Action for Diversity and Inclusion. Engelbert has been included on lists including Fortune's Most Powerful Women and Working Mother's Most Powerful Moms. She is ranked among the 100 Highest-Rated CEOs honored by Glassdoor's 2018 Employees' Choice Awards.

PATRICIA ETZOLD
Partner, international investigation and litigation
PWC



Patricia Etzold is a certified financial crime specialist who handles complex international financial investigations and litigation support for boards of directors, audit committees and counsel for multinational corporations. She has helped the Department of Justice root out international fraud and corruption and regularly assists companies in responding to SEC and DOJ inquiries. Etzold's 25 years of experience in accounting and forensic and advisory services makes her a go-to speaker on financial forensics. She co-edits her firm's Annual Securities Litigation Study and serves as vice chair for the AICPA Volunteer Judiciary Sub-Committee while also being a member of the AICPA faculty. In recognition of her achievements in client service, Consulting Magazine included Etzold on its list of Women Leaders in Consulting in 2012.

CHRISTINE FENSKE
Managing partner, financial services
BAKER TILLY VIRCHOW KRAUSE



In addition to her role as managing partner of Baker Tilly Virchow Krause's New York office, Christine Fenske is also a member of the firm's board of partners and a founding member of its GROW (Growth and Retention of Women) initiative. The program helps the firm's female professionals to network and acquire the skills necessary to advance to leadership positions. Fenske also serves on the boards of the United Way New York City and the American Heart Association, as well as the committees of Milwaukee Women Inc. and the Milwaukee Art Museum. She is a campaign cabinet member of the United Way of Greater Milwaukee and Waukesha County. Waukesha Women's Fund named her one of its 2017 Women of Distinction.

DEBORAH FRIEDLAND
Managing director
EISNERAMPER



As part of her role as managing director for EisnerAmper's Corporate Finance Group, Deborah Friedland specializes in feasibility and benchmarking studies, operational analysis and transactional due diligence for investors and lenders. She has more than 25 years of experience assisting clients in financing, acquisition, conversion and operation of real estate assets. Friedland has put her experience to work in helping turn around numerous hotels, resorts and restaurants as head of the firm's Hospitality Advisory Services. She is also active in her community through her participation on Cornell University's School of Hotel Administration Career Advisory Board, and the New York City chapter of the university's Real Estate Council Board. She is also active with the International Society of Hospitality Consultants and the Webster Apartment Board of Directors.

MAZARS CAN SEE AROUND CORNER OFFICES.

MeetMazars.com

Congratulations to Wendy Stevens and Tifphani White-King for being recognized as Notable Women in Accounting and Consulting.

You both embody Mazars' core values and principles by demonstrating leadership while empowering the people you work with every day.

You are Notable Women at Mazars and we are very proud of your accomplishments.



Wendy Stevens, CPA
Partner, Quality & Risk
Management Practice Leader



Tifphani White-King, JD, EA
Principal, International Tax
Service Leader



MAZARS

ACCOUNTING | TAX | CONSULTING

Mazars USA LLP is an independent member firm of Mazars Group.

2018 NOTABLE WOMEN IN ACCOUNTING & CONSULTING

CELESTE FRYE

Principal and CEO
PUBLIC WORKS
PARTNERS

...

Celeste Frye co-founded the planning and consulting firm Public Works



Partners to satisfy her passion for helping New York City nonprofits increase the positive impact they have on their communities. Frye helps her clients develop programs based on data analysis and supports them in creating the tools to improve their existing programs and better measure their success. Supporting a healthy work-life balance is central to her management philosophy, and Frye encourages her employees to take time off to pursue their passions. She previously worked in the New York City government, leading budget and human resources teams and launching large-scale, business-based hiring and training initiatives. Today, Frye also works at the stakeholder level, bringing together and engaging community groups to develop community-level goals. Frye sits on the alumni advisory board of the Coro New York Leadership Center.

MELA GARBER

Tax principal
ANCHIN BLOCK
& ANCHIN

...

As the head of Anchin's Matrimonial Advisory Group and Trust & Estates



Services Group, Mela Garber handles all aspects of taxation and planning for high-net-worth families, including their trusts and estates. She educates divorced and widowed clients on tax planning and financial independence. She also advises clients on complex tax laws, tax-efficient methods for distributing assets, maximizing savings and achieving philanthropic goals. Garber has helped many clients through IRS tax and gift audits and provided support and preparation for litigation and judicial accountings. Garber often speaks publicly on avoiding income taxes on trusts and issues related to tax planning for women. She's a member of the New York State Society of Certified Public Accountants, the Estate Planning Council of New York City Inc., the Association of Divorce Financial Planners and 100 Women in Finance.

Companies in the top quartile for gender diversity are 15% more likely to have financial returns above their respective national industry medians*

MARISA GARCIA

Managing director
COHNREZNICK

...

Marisa Garcia has more than 20 years of experience in a range of financial areas, including accounting, auditing, risk management and financial management. In her current position as managing director of CohnReznick's advisory practice, she specializes in media, communications, technology and retail industries. Garcia supports the office of the CFO with planned IPOs, IFRS, complex accounting topics, financial due diligence and corporate performance management. Before joining CohnReznick, Garcia was senior vice president of finance at EMI Music Publishing, North America, where she was responsible for the global financial strategy, financial analysis and projections for the region. Before that, she was an audit partner with one of the Big Four accounting firms working with publicly held companies on stock offerings and ongoing SEC filings.



LISA GOLDMAN

Tax partner
BERDON

...

Lisa Goldman uses her 20 years of experience in accounting to help high-net-worth foreign nationals and corporate clients wade through difficult tax rules. She structures their international assets and transactions to minimize their tax liability while avoiding the pitfalls inherent in such complex holdings. Goldman believes the complexity of U.S. tax laws puts foreign individuals at a disadvantage. She regularly offers consultations to this growing New York demographic on avoiding punitive fees and inefficiencies. Goldman is a sought-after speaker at universities and has co-authored the book "Guide to International Taxation," published by the New York State Society of Certified Public Accountants. She serves on the Hospital for Special Surgery's Wilson Society Advisory Council in Manhattan and judges speech and debate tournaments at her high school alma mater on Long Island.



Women make up only 24% of partners and principals at accounting firms. Women are better represented at smaller firms: 43% of partners at firms with up to 10 CPAs but just 20% of those at firms with 100-plus CPAs.†

HOPE GOLDSTEIN

Co-partner-in-charge, nonprofit,
government &
healthcare group
MARKS PANETH

...

Hope Goldstein has been provid-



ing accounting and auditing services to nonprofit, education and public sector clients for nearly 30 years. She leads more than 60 professionals specializing in these industries' unique accounting, tax filing and auditing needs. Goldstein has decades of experience with mergers, initial bond offerings, governance structures, forecasts, internal control systems studies, risk assessments and assurance activities. Previously, Goldstein was a director at Deloitte, where she handled accounting and auditing for its largest clients: public charities, private foundations, universities and major cultural institutions. Goldstein helps lead Marks Paneth's Women's Initiative, which creates networking opportunities to support its female employees' career advancement.

HARRIET GREENBERG

Co-managing
partner
FRIEDMAN

...

Harriet Greenberg has provided consulting ser-



vices to the distribution and manufacturing industries for more than 30 years. Now a co-managing partner at Friedman, she leads the firm's fashion practice and diamond and jewelry practice, whose clients include both privately and publicly held companies. Greenberg helps her clients form professional relationships, negotiate financing alternatives, perform due diligence audits, handle litigation and navigate bankruptcy laws. At Friedman, Greenberg has worked on initial public offerings, reverse mergers, ESOP transactions and significant acquisitions. She also leads Friedman's Women's Development Network, which encourages and mentors women at the firm. In 2016, she received the Leadership in Credit Education award from the New York Institute of Credit.

RORRIE GREGORIO

Family office leader
MARCUM

...

Named one of the 50 Most Influential Women in Private Wealth in 2015 by Private Asset Management, Rorrie Gregorio counsels her clients on a variety of issues including tax planning and wealth management. Gregorio draws on her more than 25 years of experience working with high-net-worth individuals to lead the Marcum's Family Office Practice. Gregorio is an active member of the larger New York City business community and a champion of female empowerment. She spearheads educational seminars for women on topics related to wealth-building and she founded Wealth Dimensions, a networking group serving high-net-worth individuals. Gregorio currently co-chairs the annual Marcum Women's Forum in New York and serves on the board of Breast Cancer Prevention Partners.



KELLY GRIER

U.S. chairman and
managing partner,
Americas managing
partner
EY

...

In her multiple roles at EY, Kelly Grier oversees 72,000 employees across 31 countries, representing \$15.6 billion in annual revenue. Grier has been with the firm for 28 years, traversing the globe and overseeing assets in Europe, the Middle East and Africa as a client service partner and senior adviser to Fortune 500 companies. She has served on Council of Foreign Relations, the U.S. Department of Commerce's National Advisory Council on Innovation and Entrepreneurship and the Partnership for New York City, among other community-minded organizations. Grier has been recognized as a Woman of Achievement by the Anti-Defamation League, a Woman to Watch by the Illinois CPA Society, and as a Young Global Leader by the World Economic Forum.





CONGRATULATIONS!

PAT MILLIGAN, GLOBAL LEADER —
MULTINATIONAL CLIENT GROUP, MERCER


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Congratulations to Mercer's Pat Milligan for being one of *Crain's New York Business's Notable Women in Accounting and Consulting*. We celebrate Pat's distinguished career, focus on innovation and unwavering commitment to putting people first.

Mercer helps advance the health, wealth and careers of more than 115 million people worldwide. [mercer.com](https://www.mercer.com)

2018 NOTABLE WOMEN IN ACCOUNTING & CONSULTING

NANCY GRIMALDI
Partner
EISNERAMPER
...




Over the past 30 years, Nancy Grimaldi has developed an in-depth understanding of the regulations that impact broker-dealers and investment advisers. As an audit partner with EisnerAmper, she provides consulting services to brokerage operations, including recommendations for how clients can operate more efficiently and improve their internal controls. She also provides guidance to partners and staff at EisnerAmper, where she co-chairs the firm's broker-dealer practice. Grimaldi has served as the firm's go-to person when it comes to technical and historical information regarding industry regulations and operations. She has served on the American Institute of Certified Public Accountants expert panel for Stockbrokerage Investment Banking and serves on the sub-committee for the AICPA/Financial Management Society National Conference on the Securities Industry.

JEAN HAN
Partner
BAKER TILLY VIRCHOW KRAUSE
...



Jean Han has worked in public accounting for more than 20 years. As a partner in the New York City office of Baker Tilly Virchow Krause, she provides litigation support and consulting services in connection with matrimonial matters and business disputes. Han began her career as an auditor for a large international accounting firm in New York City. Prior to joining Baker Tilly Virchow Krause, she was a senior manager at a regional firm, performing valuation and consulting services in connection with complex tax, matrimonial, corporate and commercial litigation. She's provided expert witness testimony in New York courts and has assisted counsel in financial depositions, mediations and settlement negotiations. Han is also a regular speaker in front of organizations such as the New York State Society of Certified Public Accountants and the National Association of Certified Valuators and Analysts.

LIZ HILTON SEGEL
Managing partner
MCKINSEY & COMPANY
...



Liz Hilton Segel joined McKinsey in 1992. Since then, she's served clients in the media, telecommunications, travel and entertainment, retail, financial services and automotive sectors. Her work has centered on consumer marketing, growth strategy and performance improvement. Currently, she is the firm's managing partner in North America and serves on its board of directors, known as the Shareholders Council. Before taking this role, Hilton Segel led the firm's Marketing & Sales Practice in the Americas and the New York office. Hilton Segel is a founding member of the Harvard Business School Women's Club of New York and previously served on the board of ClickFox, a customer analytics technology company. She has also served on the board of the education nonprofit Prep for Prep.

AMY JOYCE
Partner
MARGOLIN WINER & EVENS
...



In her role as partner at Margolin Winer & Evens, Amy Joyce assists high-net-worth clients with their income and transfer tax compliance needs, harnessing her extensive technical knowledge in fiduciary income tax, estate tax, gift tax and generation-skipping transfer tax. She also partners with clients to plan lifetime wealth transfers and estate distributions with an eye toward tax efficiency. Joyce started her career with KPMG before spending nine years at a boutique CPA firm. She is a member of the American Institute of Certified Public Accountants, the Trusts and Estates Section of the New York State Bar Association and the American Academy of Attorney-Certified Public Accountants. Joyce received a B.S. in Accountancy from Long Island University before earning her law degree at St. John's University.



LEADERSHIP. INTEGRITY. VISION.

CohnReznick congratulates our colleagues Mary Amato, Claudine Cohen, Marisa Garcia, and all of the talented women recognized by Crain's as Notable Women in Accounting & Consulting.

We salute you for your achievements and this well-deserved recognition.



Mary Amato
CPA, Partner
Tax Practice Leader –
White Plains



Claudine Cohen
Principal
Transactional Advisory Services



Marisa Garcia
CPA, Managing Director
CohnReznick Advisory



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MINDY KAMEN

Principal
JANOVER

...

Mindy Kamen launched her accounting career with Janover more than 13 years ago and became a principal in 2017. In her current role, Kamen offers tax, accounting and advisory services to individuals within a diverse range of industries, including closely held businesses—a key practice area for Janover; investment companies, an area in which many firms need to deal with complex regulations; retail, where the firm focuses on strategic planning and financial guidance; wholesale and private foundations, where the firm serves both community-focused and family foundations dedicated to philanthropy. She serves on the firm's Partner Transition Committee and its Tax Practice Committee. Kamen earned an associate's degree from Nassau Community College and a bachelor's degree from Long Island University.



KATHY KARICH

Principal
DELOITTE
CONSULTING

...

For more than 20 years, Kathy Karich has been helping public sector organizations improve performance through operational and technological improvements and has served over 50 education, state and local government clients at home and abroad. Involved in research and thought leadership, she regularly presents at industry conferences, and recently authored a paper on "Lessons Learned from Deploying Cloud Systems in Higher Education." Before joining Deloitte, Karich was vice president and managing director at KPMG/BearingPoint, where she led the state and local government practice for the northern half of the U.S. and Canada. Earlier in her career, she served as a fundraiser and administrator for the Children's Health Fund, and as a senior financial analyst for the New York City Office of Management and Budget where she focused on affordable housing and homeless policy issues.



LISA KNEE

Partner
EISNERAMPER

...

Lisa Knee brings more than 25 years of experience to her role as a partner with EisnerAmper, where she serves as National Leader for the Real Estate Private Equity Group. Through her work at the firm, Knee has facilitated highly complex transactions for clients and used her legal background to provide litigation services for partnership disputes. She also provides consulting services for acquisitions, joint venture agreements and like-kind exchanges for a variety of clients, including world-renowned restaurant groups and hospitality companies. She has co-written multiple articles for Nassau Lawyer and regularly develops and facilitates panel presentations with some of the biggest names in commercial real estate. Knee volunteers for Sunrise Day Camp in New York, which provides free day camp experiences for children with cancer and their siblings.



JAYME KOSZYN

Principal and
founder
KOSZYN
& COMPANY

...

Jayne Koszyn has spent the last 15 years raising hundreds of millions of dollars for nonprofits and for-profit businesses, earning Koszyn & Company a reputation as one of the top five fundraising firms in New York City. Before founding her own firm, Koszyn designed, fundraised for and led the Brooklyn Academy of Music's first Department of Education and Humanities. She also co-wrote *BAM: The Complete Works*, which won the Special Jury Prize from the Theater Library Association. She has served on the faculties of Boston University and Boston College, and has led seminars around the world on the art of fundraising. Koszyn received the Award for Services to Our Youth from the Bedford Stuyvesant Restoration Corporation, a Brooklyn-based community development organization.



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Congratulations to **Jayne Koszyn**, Founder, for being named one of **Crain's New York Notable Women in Consulting**

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a copy of our 15-Year Report

www.koszynandco.com

2018 NOTABLE WOMEN IN ACCOUNTING & CONSULTING

NATALIE KOTLYAR

Assurance partner
BDO

...

A certified public accountant, Natalie Kotlyar leads BDO's Retail and Consumer Products Industry Group, working with consumer products across a wide range of industries, including food and beverage and skin care and cosmetics. She works with clients' luxury and mid-tier apparel, home goods and other consumer products in licensing, as well as on audits of financial statements and internal controls; she also serves as a business adviser and provides attestation services for both public and private companies. Over the course of her more than 20-year career, she has worked with both privately held and SEC reporting companies. Kotlyar has participated in more than 20 mergers and acquisitions, working on both the purchase transactions and the due diligence process. Kotlyar is a member of the American Institute of Certified Public Accountants and the New York State Society of Certified Public Accountants.



KAREN KOWGIOS

Partner
WITHUMSMITH+
BROWN

...

With more than 30 years of experience, Karen Kowgios specializes in providing accounting services to nonprofit organizations. A partner at WithumSmith+Brown, Kowgios has worked on all financial aspects of charitable organizations and foundations. She works closely with organizations' managers to ensure they're in compliance with all required regulations. Kowgios has also organized many projects between nonprofit and for-profit ventures, including transactions with nonprofit theaters and commercial producers. She lectures on accounting and tax issues related to the nonprofit industry with the New York State Society of Certified Public Accountants, the Nonprofit Coordinating Committee of New York and the Alliance for Resident Theatres in New York. Kowgios also serves on the audit committee of a school board in Westchester County.



LAURA LAFORGIA

Partner, business
management &
family office group
MARKS PANETH

...

Laura LaForgia specializes in the tax issues faced by high-net-worth individuals and families. As a partner at Marks Paneth, she guides her clients on income, estate and gift tax; foreign transaction reporting; multistate taxation and financial planning. She's developed a wealth of experience advising legal and financial service industry executives. Prior to her partnership at Marks Paneth, she co-administered the tax department and managed the high-net-worth practice and recruitment at a boutique accounting firm. LaForgia serves on the board of directors for the Estate Planning Council of New York City and is a member of the National Association of Female Executives. LaForgia earned her bachelor's in accounting from Adelphi University, graduating cum laude. She holds a master of science in taxation from Long Island University.



CAROL LAPIDUS

Partner
RSM US

...

In 1994, Carol Lapidus became the first female partner in the history of her firm, Goldstein Golub Kessler & Company, P.C. Today, as national leader of RSM US's consumer products industry practice, Lapidus functions as an accountant and consultant, advising her clients on organizational structure, licensing, mergers and acquisitions, cost containment, inventory management and long-term planning. She also serves as a board member for Delivering Good, a charity that distributes more than \$200 million in new apparel and home furnishings to community partners throughout the U.S. and abroad. Lapidus is also a frequent speaker, and has given talks before the New York State Society of Certified Public Accountants, the Financial Management Association and the American Society of Women Accountants, among others.





Congratulations

Friedman LLP proudly applauds our Co-Managing Partner, Harriet Greenberg, for being honored among Crain's Notable Women in Accounting and Consulting. We celebrate Harriet's outstanding leadership and her commitment to the advancement of women throughout our firm and the accounting industry.

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GEMMA LEDDY

Partner-in-charge,
family office
PKF O'CONNOR
DAVIES

...

Gemma Leddy has more than 25 years of experience working with high profile and ultra-high-net-worth clients, multigenerational families, CEOs, executives, entrepreneurs and owners of closely held businesses. She serves as partner-in-charge in the PKF O'Connor Davies Family Office, which offers comprehensive financial management and CFO services including investment and partnership accounting and reporting, administration, tax planning and compliance, cash and financial management, insurance oversight, advanced planning and business advisory consulting services. Prior to joining PKF O'Connor Davies, Leddy was the chief financial officer and controller of a private family investment firm headquartered in New York City. Private Asset Management magazine named Leddy one of its 50 Most Influential Women in Private Wealth in 2016.

**PAULA LOOP**

Partner
PwC

...

For more than 20 years, Paula Loop has served PwC with her extensive knowledge of governance, technical accounting and SEC and financial reporting matters. She now leads PwC's Governance Insights Center, which strives to strengthen relationships among directors, executive teams and investors by helping them navigate the evolving governance landscape. She is also a member of the PwC Board of Partners. Loop is a widely recognized speaker on a variety of governance topics and has been quoted in publications such as the Wall Street Journal and Financial Times. In 2017, NACD Directorship magazine named her one of the 100 most influential people in corporate governance in the nation, for the third year in a row.

**NADIA-MARIA MATTHIE**

Partner
WITHUMSMITH+
BROWN

...

Nadia-Maria Matthie brings more than 20 years of audit and advisory experience to her role as an audit partner in the New York City office of WithumSmith+Brown. She works with Fortune 100 clients in industries ranging from manufacturing to retail, as well as with nonprofit agencies and government programs. An active community member, Matthie serves as chairperson for the Pace University COAP program sponsored by the New York State Society of Certified Public Accountants. Matthie also leads initiatives to support and counsel African-American professionals in their careers. She is an active member of the New York chapter of the National Association of Black Accountants and received that organization's Presidential Award for Leadership and Excellence in 2017.

**CANDICE METH**

Partner
EISNERAMPER

...

As the national leader of Eisner-Amper's Not-for-Profit Services Practice, Candice Meth oversees audits of independent schools, private foundations, religious organizations and social service agencies, among other not-for-profit entities. She also leads EisnerAmper's Not-for-Profit webinar series, which helps nonprofit executives navigate the challenges of the marketplace. Meth is a frequent public speaker, regularly presenting at a range of organizations including the National Association of Attorneys General, the New York City Mayor's Office on Contract Services and the Better Business Bureau. She is the chair of the National Governmental and Not-for-Profit Training Conference of the AICPA and the former chair of the Public Sector Oversight Committee of the New York State Society of Certified Public Accountants.



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leaders activate and empower others knowing that success is not only measured by what you accomplish but what you inspire in others. Withum's Nadia Matthie and Karen Kowgios make their imprint everyday — influencing today's women professionals to lead through action and passion.

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Nadia Matthie, CPA
Partner

Karen Kowgios, CPA
Partner

2018 NOTABLE WOMEN IN ACCOUNTING & CONSULTING

CHRISTINE MILLER
Partner
JANOVER

Christine Miller has more than 20 years of public accounting experience with a focus on financial statements and tax issues. In her role as partner, she provides clients guidance on their day-to-day accounting, while helping them construct financial statements and administer their accounts. Miller was the first female partner at Janover and now serves on the firm's quality control committee overseeing engagement training. She prioritizes mentoring and training junior staff to help them succeed and ensure the firm's strong future growth. Miller is a frequent speaker at conferences and seminars on topics from auditing to financial statement reporting. She is a member of the American Institute of Certified Public Accountants, the New York State Society of Certified Public Accountants and the Financial Women's Association, where she serves on the Long Island committee.



PAT MILLIGAN
Senior partner
MERCER

Pat Milligan is the global leader of Mercer's multinational client group. During her 12-year tenure with Mercer, she has held multiple leadership roles, including president of the North America region, president of Mercer's global talent business, and chief marketing and sales officer. Throughout her career, she's done innovative work on talent management and workforce engagement. She is also an active mentor who is passionate about advancing progress for women at work. Her work and thought leadership focus on leading through disruption and workplace gender equity. At Mercer, she is the architect of the When Women Thrive program. Outside of the firm, Milligan is an adviser to the World Economic Forum and sits on the board of EDGE, the leading global assessment methodology and business certification standard for gender equality.



YASMINE MISURACA
Partner-in-charge
of forensic and
dispute advisory
services
RAICH ENDE
MALTER & CO.

Yasmine Misuraca brings 20 years of experience working as a forensic accountant in both the public and private sectors to her role leading Raich Ende Malter's forensic and dispute advisory services. Misuraca uses her broad experience and varied background to advise and support clients in business transactions and in securities litigation. Her specialties include economic damages, fraud, special investigation and securities litigation, as well as accounting and auditing standards. In addition to consulting for law firms and publicly held companies as a forensic accountant, she is often called upon to serve as an expert witness in high-profile cases. Misuraca wrote about her storied career for The CPA Journal's May 2018 issue.



MARIA CASTAÑÓN MOATS
U.S. vice chairman
and U.S. assurance
leader
PWC

Maria Castañón Moats is a vice chair at PwC as well as the firm's assurance leader for the U.S. and Mexico. She focuses on business strategy, quality and regulatory relations, innovation, risk management, portfolio strategy and business development. Moats' professional experience spans accounting, financial reporting, investigations and mergers and acquisitions. She has led audits of public and private entities, initial and secondary public offerings, and private placement and public debt registrations. From 2011 to early 2016, Moats was PwC's chief diversity officer, leading the firm's diversity and inclusion efforts. During that time, PwC was ranked number one on DiversityInc's list of 50 Best Companies to Work For. In 2018, Fortune named Moats number three on its inaugural 50 Most Powerful Latina's list.



CRAIN'S NEW YORK BUSINESS 2018 Notable Women in Accounting and Consulting



Congratulations!
Jenny Chen, CFA, CPA
Principal

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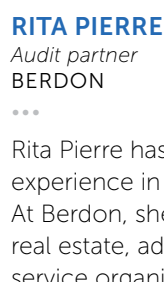
ELIZABETH MULLEN
Partner
MARCUM

Elizabeth Mullen has more than 25 years of tax experience, with specific expertise in corporate tax planning. As a partner in Marcum's New York City-based tax department, she assists clients with accounting for income taxes, mergers and acquisitions, consolidated returns, transfer pricing, tax controversy, executive compensation and bankruptcy. Her work spans industries including financial services, luxury retail and consumer products. Before joining Marcum in 2007, Mullen served as the vice president of tax for an international luxury goods group. She also worked within the Big Four public accounting firms for 12 years. A frequent presenter, she has been published in the Journal of Taxation and has presented on the work-product doctrine for the New York City Bar Association.



RITA PIERRE
Audit partner
BERDON

Rita Pierre has more than 25 years of experience in accounting and auditing. At Berdon, she specializes in guiding real estate, advertising and professional service organizations in preparing and analyzing special purpose financial statements. She advises a wide variety of clients on internal controls and particularly the requirements of Section 404 of the Sarbanes-Oxley Act. She advises a wide variety of clients on internal controls, helping them to identify weaknesses, areas of noncompliance and risk exposure. Pierre was interviewed by Bisnow National on the topic of fraud and risk management in the commercial real estate industry. She received the Galaxy Award from the New York Women's Agenda, a nonprofit coalition of New York City women's organizations and individuals. She is a member of the American Institute of Certified Public Accountants and the Institute of Internal Auditors, and was named one of the Top 50 Women in the Industry by the Association of Real Estate Women.



DEBBIE POLISHOOK
Group chief executive
ACCENTURE OPERATIONS

Debbie Polishook has been with Accenture Operations since 1985. She became a partner in 1997 before ascending to group operating executive and finally group chief executive, overseeing all of Accenture's services. She leads a team that welcomes clients to the brave new world of intelligent infrastructure and cloud computing, allowing businesses to take advantage of the latest information technology and outsourcing opportunities to increase productivity. Polishook sits on Accenture's Global Management and Capital committees, and was appointed to the board of directors at Avanade Inc., an Accenture unit, in 2017. An avid runner, Polishook also serves on the board of the New York City nonprofit Back on My Feet, which combats homelessness through physical training and job training programs.



TAMI RADINSKY
Partner, Northeast
healthcare leader
GRANT THORNTON

Tami Radinsky has more than 17 years of experience in external and internal audits, including supervising and managing audits for museums, universities and academic medical centers, among other nonprofit institutions. She's worked on compliance audits, developed and conducted risk assessments, and assessed internal controls in accounting and financial reporting. Before joining Grant Thornton's New York health care practice, Radinsky worked for a Big Four firm. She is a member of the American Institute of Certified Public Accountants and the Healthcare Financial Management Association, and is a lead instructor for health care and education nonprofit courses. Outside of work, Radinsky is an active volunteer in local schools and charities.



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2018 NOTABLE WOMEN IN ACCOUNTING & CONSULTING

MARY ROPES
Partner, audit
GRANT THORNTON
...

Mary Ropes is the partner-in-charge of the National Professional Practice Director group at Grant Thornton. With more than 30 years of accounting experience, Ropes deals with professional standards, auditing and risk management issues. She has extensive experience serving consumer and industrial product companies, from automotive and metal fabrication companies to apparel and publishing companies. She consults with businesses nationwide on complex accounting and auditing matters, including business combinations, revenue recognition, equity instruments and long-lived assets. Over the course of her career, Ropes has held numerous leadership positions at the firm, including serving as the New York office's assistant managing partner responsible for quality, people and client service. Ropes is a member of the Accounting Advisory Board at the State University of New York at Albany.



CINDY ROSENBERG
Managing director
CBIZ MHM
...

As the local attest practice leader for CBIZ in New York, Cindy Rosenberg advises public and privately held companies across a wide swath of industries. She helps public companies ensure they're complying with financial reporting requirements, including registration statements and reverse mergers. With more than 20 years of experience and a background in managing complex audits, Rosenberg also serves as the engagement quality review partner for many of her clients, as well as consulting on corporate acquisitions and finance transactions. In addition, Rosenberg has significant experience in auditing employee benefit plans and leads the New York office's Employee Benefits Group. She is a member of the American Institute of Certified Public Accountants, the New York State Society of Certified Public Accountants and the NYSSCPA Auditing Standards Board.



BARBARA ROTHENSTEIN
Executive vice president for global finance & operations
PROTIVITI
...

Barbara Rothenstein has been with Protiviti since its founding in 2002. In addition to leading the firm's finance team, she acts as an information technology with its parent company, Robert Half. One of her areas of focus is streamlining business processes through technology. With an educational background in comparative literature, Rothenstein started her career as a performing arts administrator before joining the audit staff at Arthur Andersen. She then worked her way up to an operations role handling finance and organizational infrastructure. Rothenstein serves on Protiviti's Diversity and Inclusion Steering Committee as well as the firm's sustainability team. She is also an active participant in New York City nonprofits.



FASIKA SAHLU
Managing Director
CBIZ MHM
...

Fasika Sahlu is a managing director in the Accounting Services practice of the New York office of CBIZ MHM. A certified public accountant with more than 16 years of technical accounting and auditing experience for public and private companies in various industries, Sahlu manages multiple client service engagements and their respective teams. Sahlu joined CBIZ in 1998 at the start of her career. Throughout her career, she has developed productive and lasting professional relationships with clients. She is a proven leader who has the ability to research technical issues on complex transactions and provide guidance with decision-making matters. Sahlu is an executive board member of CBIZ Women's Advantage and is active in her community as treasurer of the Northside Elementary School Parent Teacher Association.



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Cindy Rosenberg & Fasika Sahlu

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MHM (Mayer Hoffman McCann P.C.) is an independent CPA firm that provides audit, review and attest services, and works closely with CBIZ, a business consulting, tax and financial services provider. CBIZ and MHM are members of Kreston International Limited, a global network of independent accounting firms.

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ERIN SCANLON

Partner
DELOITTE

As the firm's audit and assurance partner, Erin Scanlon leads the firm's telecommunications, media and entertainment (TM&E) audit and assurance practice. She has led engagements for Deloitte's largest and most complex clients and serves as a national industry resource to other Deloitte practitioners in the TM&E industry. Her management style focuses on early identification and management of issues. She also devotes significant time to recruiting, hiring and training the firm's top professionals. Scanlon has held various leadership positions in Deloitte's Women's Initiative Network, and she is currently WIN champion for Villanova University, where she is a frequent guest speaker. Scanlon sits on the board of the Deloitte Foundation, serves as board president of Big Brothers Big Sisters of New York City and is a member of Women in Cable Telecommunications.

**YESENIA SCHEKER-IZQUIERDO**

Tax partner, financial
services
KPMG

Yesenia Scheker-Izquierdo has provided tax services to asset managers for nearly 20 years. Her clients have included global asset managers, real estate fund managers, and foreign investors with both domestic and overseas investments. In her current role, she leads roughly 150 partners, managing directors, professionals and staff across KPMG's real estate practice in New York. Scheker-Izquierdo also serves as New York market development leader for KPMG's Alternative Investments Real Estate Practice, overseeing the practice's strategy and growth. Scheker-Izquierdo, an advocate for women's advancement both within the firm and in the community, has participated in KPMG's Network of Women's Leadership Council. She helped found the Women's Executive Circle of New York, a nonprofit organization that works to advance women executives.

**RANDI SCHUSTER**

Principal
BAKER TILLY
VIRCHOW
KRAUSE

For more than 30 years, Randi Schuster has worked on estate planning for people with inherited wealth and owners of closely held businesses, as well as the taxation of individuals, trusts and estates. She has also focused on the organization and taxation of private foundations and public charities. Through her work with the Trust and Estate Group, Schuster has helped clients with complex cross-border estate planning issues, as well as international estate and trust issues. Schuster has strong ties to broader industry through her involvement with the Association of the Bar of the City of New York, the American Bar Association, the U.S. Tax Court and her previous role on the editorial advisory board for Tax Adviser magazine.

**CRISTIN SINGER**

Partner
RSM US

This spring, Cristin Singer became the first woman to lead RSM's New York Metro Audit Practice. She oversees roughly 300 staff members in New York and New Jersey, focusing on client-service, growth, leadership and staff development. As a member of RSM's National Consumer Products Industry Team, Singer also heads the firm's National Food and Beverage Practice. She contributes as a writer and editor to RSM's videos, articles and reports on food, beverage and other consumer products. Singer devotes time to RSM's Culture, Diversity & Inclusion Program and the firm's National Volunteer Day activities, which involves RSM personnel volunteering time at local nonprofits. Passionate about coaching her staff, Singer also volunteers with her alma mater, Binghamton University, for the School of Management's annual alumni mentoring event.



Congratulations

KPMG congratulates all of the outstanding leaders named to Crain's inaugural Notable Women in Accounting & Consulting List.

We are proud to recognize three of our many accomplished women leaders:



Lynne Doughtie
Chairman and CEO



Tracy Benard
National Managing Partner,
Advisory



Yesenia Scheker
Tax Partner,
Financial Services

kpmg.com



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2018 NOTABLE WOMEN IN ACCOUNTING & CONSULTING

GRACE SINGER

Partner-in-charge,
quality control
department
BERDON

With more than 30 years of experience in public accounting, Grace Singer helps ensure Berdon's accounting and auditing services meet the most current accepted standards and practices. She also keeps them in line with professional and regulatory quality control standards. She conducts technical reviews of attest engagements and consults and trains staff on issues such as new technical pronouncements. Singer also assists on litigation support and research assignments. Over the course of her career, she has worked with clients in real estate, hospitality, nonprofits, retail, distribution and publishing. Singer belongs to the American Institute of Certified Public Accountants and the New York Society of Certified Public Accountants.



JILL STANDISH

Senior managing
director, global
retail consulting
practice
ACCENTURE

Jill Standish's role at Accenture involves defining retail clients' portfolios, offerings and strategic alliances with software providers. Standish has more than two decades of experience in sales, marketing and retail consulting. Retail Leader placed her on its list of Women to Watch in Retail last year, and she was named one of Women's Wear Daily's 2017 Women Leaders in Business. Standish serves on the Board of Directors for the Retail Industry Leaders Association and the Advisory Board for the Council of Fashion Designers of America's Retail Lab in New York City. Previously, she served on the board of directors for the Women's Center of Greater Danbury, an organization that supports women and teens.



WENDY

Partner
MAZARS USA

Wendy Stevens founded and chairs Women@Mazars USA, a long-term effort that supports women leaders at the company through education, awareness and access to role models. Stevens brings more than 30 years of experience to her current position as a partner at Mazars. She leads the firm's Quality and Risk Management practice, which is responsible for the firm's compliance with professional standards, risk management, independence and ethics. Voted one of the 50 Most Influential Businesswomen of 2015 by Long Island Business Magazine, Stevens provides advisory services on accounting, auditing and compliance matters, including SEC rules, PCAOB standards and ethical compliance. In addition to her work with Women@Mazars, Stevens serves on the firm's Partner Performance Committee and the Mazars Group Quality and Risk Management Board.



MAGDA SZABO

Partner
JANOVER

In her role as a tax partner, Magda Szabo specializes in domestic and international taxation. She assists Janover clients with a variety of tax-related issues, including transfer tax matters, transactional tax planning, estate and succession tax planning and complex tax controversy matters. Szabo practices as both a certified public accountant and an attorney and has been admitted to the bar in four states. Over the course of her career, Szabo has lent her expertise in tax planning, wealth advisory services, structuring and financial planning to companies in a variety of industries, ranging from real estate and construction to professional and financial services. She is also a prolific writer and lecturer, with articles appearing in prominent financial publications including *Tax Notes Today*, *Practical Tax Strategies*, *The Journal of Tax Exempts* and the *CPA Journal* and *Wealth Management*.



ERICA VOLINI
U.S. human capital leader
DELOITTE CONSULTING
...



Erica Volini leads more than 5,000 professionals dedicated to helping organizations get the most out of their workforce. In her role as U.S. Human Capital leader for Deloitte, she works on issues that include adapting to the digital paradigm, reducing labor costs, improving the employee experience and asking difficult questions about the future of work in a world of constant disruption. In her 20-year career, Volini has served on the advisory council to Deloitte's board of directors, as well as the firm's consulting management committee. She is a primary author of Deloitte's Human Capital Trends report, the longest such longitudinal study. Volini is in demand as a speaker on the impact of market trends on the human resources profession.

TIFPHANI WHITE-KING
Principal
MAZARS USA
...



As international tax services leader at Mazars USA, Tifphani White-King leads global tax teams in support of emerging and multinational corporations across a variety of sectors and industries. Her nearly 20 years of experience includes her role as a tax principal for Deloitte Tax, where she made history as the firm's first African-American female tax partner. White-King served as an international tax subject matter expert for Deloitte's National Private Equity Steering Committee. White-King holds a B.A. in economics from Columbia University and a law degree from St. John's University. She serves on the executive leadership team for the American Heart Association's Go Red for Women NYC Campaign and is chairperson and commissioner of the State of New Jersey's Union City Parking Authority.

HYO YEON
Digital partner
MCKINSEY & COMPANY
...



Hyo Yeon is the builder behind McKinsey's global Experience Design practice, which consists of designers from digital behemoths such as Apple, Google, Facebook and Amazon, as well as other prestigious design studios. Recently, she and her team completed the end-to-end reimagination of a top North American telecommunication company's omni-channel customer experience, leading to a five to sevenfold increase in online sales. She's also carried one of the world's largest banks safely into the digital paradigm. The depth of Yeon's experience in digital commerce (she was employee no. 51 at Razorfish at the height of the internet boom) has made her the go-to designer for companies such as VEVO, Motorola and Coca Cola. Yeon gives back to the community through her volunteer work for the National Autism Association.

In 2015, two of the "Big Four" accounting firms named women as their CEOs. Deloitte named Cathy Engelbert as its CEO in February of 2015 and KPMG named Lynne Doughtie in April of 2015.*

Source: *Wall Street Journal



Notable Women in Law

RECOGNIZE A WOMAN LEADING THE LEGAL INDUSTRY

Crain's New York Business invites you to submit your nomination for the 2019 Notable Women in Law special section. Don't miss the deadline, and nominate by **Friday, October 26!**

Join us in honoring the women in law who have achieved success in their professions, demonstrate exemplary leadership skills and make an impact on the local community. The honorees will be showcased in the Book of Lists issue of *Crain's New York Business* delivered on Dec. 31 and on crainsnewyork.com. Nominate today at:

www.crainsnewyork.com/NotableWomenLaw

For more information, contact Danielle Brody at dbrody@crainsnewyork.com or 212-210-0765.

CRAIN'S
NEW YORK BUSINESS

Leading women share the unwritten rules of getting to the top

In the China group at UHY Advisors, the majority of the partners are working mothers. The firm is in the midst of a large engagement for which it needs partners in China for three weeks at a time, and two women in the group are breastfeeding, making travel difficult. So the women realized they needed a creative solution.

Their answer was to divide up the work among several of the partners, so a different woman could fly to China every week, and the women who couldn't make the trip could assist from the local office.

"We all found a way to support each other to get this done," says Melanie Chen, the managing director who leads the China group at UHY Advisors.

In fields such as accounting and consulting, where women have not been well represented in the top leadership tiers, many women have found their own unofficial strategies for getting ahead. Often they are juggling demanding work assignments with a "second shift" of family responsibilities.

So what has enabled some of the New York metro area's top female accountants to ascend to high-ranking positions?

It starts for many with choosing the right firm. Lisa Goldman, CPA, a partner in the international tax practice at Berdon, found that the firm's culture allowed her to achieve the things she wanted to accomplish.

"It's a very collaborative place," Goldman says. "We're always looking to others for what is the best answer. The competition isn't there. We want to do what's great for the client."

Focusing on building strong relationships, both inside the firm and out, has been essential for Mary Amato, CPA, a partner at CohnReznik.

"Everyone is human," Amato says. "Any time you can do something to make someone's day a little easier, or anything you can handle that someone else doesn't have to worry about, that's what makes a difference in a relationship and strengthens you as a public accountant."

"Those relationships are everywhere," she adds. "It's with my clients in understanding their stresses and anxieties about the IRS. Then it's with my partners in knowing how we can grow the firm together."

Knowing how to identify and cultivate a mentor is important, too. Tifphani White-King, a principal at Mazars who is the international tax services leader there, found a strong mentor early in her career who advised her at every step. "Every milestone in my career, I really attribute to how he educated me and brought me along in this field," says White-King. "At every level there was something he would tell me or show me that really helped to morph me into the professional I am today."

One thing that helped her was joining her mentor on lunches with his biggest client so she could observe and participate. While she wasn't always familiar with the intricacies of the tax topics that came up at first, she learned how to prepare for the next lunch, so she could contribute her knowledge. Over time, she says, that helped her get comfortable in such business situations.

"I came away growing into a manager who was quite confident," she says. "I'm not afraid to show I know my way."

White-King recommends that women in the field seek out someone they consider successful, according to how they define success.

"Don't be afraid to talk to that person and start asking questions," White-King says. "Ask them for coffee. Ask them for breakfast or lunch."

Taking time to train and mentor others is important, too. Jayme Koszyn, founder of Koszyn & Company, which runs fundraising campaigns for nonprofits and for-profit companies, among other services, is a big believer in that.

Paula Loop, CPA, a partner at PwC and leader of its governance insights center, took eight years off to be a stay-at-home mom to her three children, then returned to work, part time at first. "I left the office every day at 3 p.m. to meet the school bus," she says. "I was part time for several years until it made sense for me to be full time."

Finding the right professional focus created opportunities for some of the women on this year's Crain's list. Take Gemma Leddy, CPA, partner-in-charge of the PKF O'Connor Davies family office. She started out as a CPA in a traditional accounting firm, then branched out into the family office area, where she has excelled. "It was a great challenge and a great opportunity," Leddy says.

"I love that my children get to see their mom running a company. They love to come to the office with me. And I love that they see this as a possibility for their own lives."

CELESTE FRYE

CEO and Principal

PUBLIC WORKS PARTNERS

"Koszyn & Company has a responsibility to train young women professionals to raise money and have the vision and strategy for building institutions and companies," Koszyn says. "We support this training by providing them with fundraising resources, as well as more seasoned professionals who may be pivoting into nonprofit fundraising and corporate equity raises."

Smart logistical planning has played a role for many top women in accounting and consulting. Koszyn started her firm when her son, now starting college, was a toddler. "Fifteen years ago when I started Koszyn & Company, I only managed the number of clients I felt would align with having an appropriate amount of time to have with a child that young," she says. "As my son grew, so did the client base."

Celeste Frye, CEO and principal of the nonprofit and public sector management consultancy Public Works Partners, a firm she founded, found that involving her daughter, age 12, and son, age nine, in the business helped reinforce her decision to follow her path.

"I love that my children get to see their mom running a company," she says. "They love to come to the office with me. And I love that they see this as a possibility for their own lives."

For women who do not own their own firm, making the most of flexible arrangements is often pivotal, given the long hours many accountants and consultants work.

Fasika Sahlu, CPA, managing director and shareholder of CBIZ MHM, for instance, works from home two days a week so she's more available to her three children, ages 5 to 11. If your firm offers such an option, take advantage of it, Sahlu recommends.

And the opportunities have continued to grow, she says, thanks to a family-office technology platform the firm uses. "It's been one of the centerpieces of what we've done to make our practice successful and what differentiates us from other firms," she says.

Encouraged by a mentor, Yesenia Scheker-Izquierdo, CPA, partner at KPMG, found that she loved working in real estate early on. "That's where my career has been headed, because of that," Scheker-Izquierdo says. Sticking with her interest has enabled her to become the New York real estate tax leader and global real estate tax leader at the firm.

Nadia-Maria Matthie, CPA, a partner at Withum, found that when the practice she worked in shifted its focus from auditing commercial companies to working with financial services companies like banks, she had a great opportunity to stretch her knowledge and skills. "Moving into financial services afforded me an opportunity to learn a new industry," she says.

Similarly, Jenny Chen, CPA, a principal at Prager Metis, found the firm's international focus gave her opportunities to expand her horizons in international auditing and taxation. "If I were not in this firm, I am not sure I would have such wide exposure," she says.

The bottom line for getting ahead, say many, is delivering results.

"For me it was always about working hard, doing what I do and doing it well in terms of client service and technical knowledge," says Goldman. "My approach has always been to work hard and do my best and success will follow." ■

A bright future for women in accounting

For generations, women in the accounting profession, as in many other fields, have been fighting for equal opportunity, equal pay and an equal voice.

To get a sense of where things are now, and where they're headed, Crain's Custom turned to women at accounting and advisory firm Citrin Cooperman, which has implemented a multi-pronged Women's Initiative aimed at recruiting, retaining and developing women for leadership roles. We spoke with Alyson Caligore, tax manager; Nichol Chiarella, tax director; and Patricia Cummings, co-managing partner of the New York City office.

Q Crain's: What was it like being a woman in accounting at the start of your career—and is it different now?

A Cummings: One vivid (and unfortunate) memory is when I told my boss in 1991 that I was having a child. He quickly informed me that he would not guarantee my position if I was out on maternity for more than six weeks. I also experienced my share of "workplace bullies" along the way. Today, maternity and paternity policies are much more liberal. In addition, labor laws provide employees with job-protected and unpaid leave for qualified medical and family reasons. Thankfully, the culture of most firms has evolved, with harassment of any kind now being viewed as unacceptable.

Chiarella: When I started in public accounting in 2001, we were not yet a paperless profession, and work included long hours in the office—seven days per week, in a business suit during tax season. By the time I had my first child (10 years later), many mid-to-large firms had become completely paperless, making it possible to work from home. I remained full-time but began a flexible work arrangement, which allowed me to enjoy being present as a mother, as well as continue to focus on the upward trajectory of my career.

Q Crain's: Looking back, what helped you most in advancing in your career? Did you have a great mentor or sponsor?

A Caligore: I was fortunate enough to have two very loving, dedicated parents who reminded me throughout my formative years that "you can do anything you set your mind to." What has helped me advance most in the past seven years is my ability to set out to ask for what I want, and not to shy away from the challenges that may crop up along the way. Nobody does it alone, no matter who you are—so I am grateful that I have

spent my career at a firm that retains countless mentors and sponsors (both male and female) in leadership positions who continue to listen, understand, and help me achieve my goals.

Chiarella: I have had two incredible mentors in my career. One came to me about four or five years into my career. He emphasized a focus on becoming a well-respected technician in the industry, as well as developing an emotional intelligence that led to a greater self and social awareness. My other mentor was a woman I met during her tenure as the president of our local NYSSCPA chapter. She encouraged me to leave a small firm and move to a mid-sized firm in order to become more challenged technically. She continued to encourage me as I became a mother, showing me that it was possible to have a family and a career with the proper support at home and the right culture at the office.

Q Crain's: Many accounting firms are looking to attract more talented women. Based on your own experience, what would you advise them to do?

A Cummings: Firms should focus on creating a culture where their women can thrive. I would eventually like to see a time when "women's initiatives" are not required—but for the moment, gender diversity is a true business imperative. Firms should embrace the difference in styles between the genders, and accept and embrace women's differences and celebrate their successes.

Caligore: Attracting more talented women starts with retaining the talented women the firm already has, especially those below partner. Have candid discussions with transparency and mutual respect. Find out what the specific issues are that women are facing under your own roof. The feedback from your staff may very well be your firm's best asset. By tapping into their ideas and incorporating them into a collaborative, strategic, and actionable vision, an accounting firm will gain a competitive edge.

Q Crain's: Some firms that succeed in recruiting women are finding they cannot retain them and, as a result, don't have a large pipeline of women on the partner track. How can they improve their retention rates, based on what you have seen in your own career?

A Cummings, Chiarella and Caligore: Firm leadership must buy into the need for change and sponsor diversity and inclusion initiatives, including a women's initiative.

Having qualified women in leadership roles is imperative. Women need role models and mentors.

Advocates within the firm can offer promising female employees valuable insights, help them gain visibility with firm leadership and advise them to take on assignments that enhance their skills and experiences.

Firms must foster the type of work environment where women thrive, including:

- Offering flexible work schedules where professionals who take advantage of such arrangements are equally eligible for leadership positions
- Equipping staff with technology that allows working from home
- Developing leadership training and mentoring programs
- Allowing staff access to firm leaders
- Providing equal pay for equal work

Q Crain's: How do you think the experience of millennial and Gen Z women will be different from earlier generations of women in accounting? What forces are driving the change?

A Chiarella: Millennial and Gen Z women differ from earlier generations because they are unafraid to challenge the status quo. They demand transparency. Many of these millennial and Gen Z women were raised in dual-income households, watching their working mothers shatter glass ceilings and share household and parental duties with their partners. They expect no less from their careers and employers.

A Caligore: Millennial and Gen Z women have more allies in the industry than women in earlier generations. Terms like "women's initiative" and "sponsorship" didn't exist 30 years ago. Dialogue and action surrounding these issues is taking place within the accounting industry, whereas before, perhaps the norms were "unwritten rules" that many women were afraid to push back on, for fear of losing their jobs. Millennial and Gen Z women know their worth, and the value they bring to the table. ■



ALYSON CALIGORE, CPA, MST
Tax Manager



NICHOL CHIARELLA, CPA
Tax Director



PATRICIA CUMMINGS, CPA, MBA
Co-Managing Partner, New York Office and Managing Partner, Industries



PATRICIA A. CUMMINGS, CPA, MBA

Co-Managing Partner · New York City Office
Managing Partner, Industries
Women's Initiative Leader

347.505.6307 | pcummings@citrincooperman.com

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