

CUSTOM CONTENT

OCTOBER 31, 2022

WOMEN OF INFLUENCE: ACCOUNTING



Women of Influence: Accounting

According to the U.S. Bureau of Labor Statistics, women made up 62% of employees working in accounting services, such as payroll processing and auditing, in 2021. This number suggests the field is filled with robust potential for women interested in an accounting career.

On a national level, there is still progress to be made in terms of leadership equity. According to the 2019 CPA Firm Gender Survey, which was the last survey that the American Institute of Certified Public Accountants conducted before the pandemic, women made up just 23% of partners in CPA firms.

One thing that is certain is that accounting firms nationwide are growing in multiple directions. Women lead much of that growth with combinations of experience, skills and aptitude. Nowhere is that more true than here in the Los Angeles region.

Los Angeles is truly a national leader when it comes to influential women in business – and the field of accounting is no exception. There are some particularly stellar accounting professionals in the LA region who happen to be women and we've alphabetically listed some of the very best of them here, along with information about their careers, practice and some relevant recent accomplishments they've achieved.

Congratulations to the accountants who made this list and thank you for working to keep the people and businesses of Los Angeles on the right fiscal track.

Methodology: The professionals featured in these pages did not pay to be included. Their profiles were drawn from nomination materials submitted to the Los Angeles Business Journal. Those selected for inclusion were reviewed by the editorial department and chosen based on a demonstration of impact made on the profession and on the Los Angeles community.



Proud supporter of those who reach higher

KPMG is proud to support Nicole Galil and Kristin Ridgway for their important achievements in accounting. Your commitment, determination and insight will have a powerful impact for years to come.

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WOMEN OF INFLUENCE: ACCOUNTING



SALLY AUBURY
Partner
SingerLewak

Sally Aubury has been in public accounting for more than 30 years and currently heads up SingerLewak’s Business Solutions Group, which provides outsource accounting and consulting services to growing companies in the private and nonprofit sectors. As a former audit partner, she has extensive experience in performing audits, reviews, and mergers and acquisitions for both public and private companies in addition to consulting engagements on a variety of business matters.

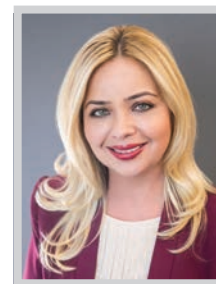
Aubury has previously been recognized as one of the Top 25 CPAs in the Valley by the San Fernando Valley Business Journal, as well as one of SFVBJ’s “40 under 40” which recognizes significant business achievements by Valley-based professionals. Prior to joining SingerLewak in 2000, she worked in private practice in the United Kingdom and performed audits of UK resident companies and UK subsidiaries of US companies, primarily in the high-tech and manufacturing fields.



DENISE BALCAZAR
Senior Manager
Miller Kaplan

Denise Balcazar, a Certified Fraud Examiner (CFE), has worked in public accounting for 27 years. With a focus on licensing, royalty compliance, and production cost inspections, Balcazar provides expert data analytics to film and television content financiers, entertainment labor unions, and copyright owners in recorded music, music publishing, and sports.

A member of Women in Toys, a global licensing and entertainment community dedicated to the advancement of women through leadership, networking, and educational opportunities, Balcazar offers consulting and career advice to its members. Balcazar is also an active member of Miller Kaplan’s Training Committee which works to provide staff with technical training materials for career development. She earned her degree in Accounting and Business Administration from California State University, Northridge, where she was involved in various associations such as the University’s Accounting Association, Minority Business Program, and the Latino Business Association.



SASHA BALUKA
Partner
Bessolo Haworth CPAs LLP

Sasha Baluka moved to the United States at 17 years of age with no English skills and with limited personal contacts outside of her family. As she was learning English and acclimating to life in a new country, she was promoted to a bookkeeper and ultimately was promoted to lead the company’s accounting department. She had started attending community college and eventually transferred to the accounting and finance programs at California State University, Northridge.

Baluka landed a position at a mid-size regional accounting firm but realized her own entrepreneurial spirit and started her own firm which she led for 10 years. She came to Bessolo Haworth with the desire to manage complex client engagements and is currently leading the audit of a client with more than \$1 billion in annual revenue. Since her arrival at Bessolo Haworth, Baluka has successfully started a new international tax practice at the firm.



CONGRATULATIONS
**BETTY LIU &
CHERYL CALHOUN**

on being recognized as two of the
**2022 Women of Influence:
Accountants**

Your CBIZ & MHM team provides guidance on complex new accounting standards, assists with tax plays, and delivers advisory services to help you make the most of your unique environment.

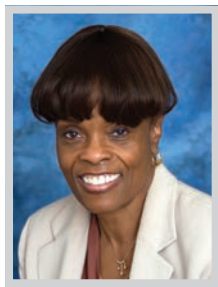


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Betty Liu, Director & Cheryl Calhoun, Managing Director

MHM (Mayer Hoffman McCann P.C.) is an independent CPA firm that provides audit, review and other attest services, and works closely with CBIZ, a business consulting, tax and financial services provider.

WOMEN OF INFLUENCE: ACCOUNTING

**CHERYL CALHOUN**

*Managing Director
CBIZ & MHM*

As managing director at CBIZ & MHM Los Angeles, Cheryl Calhoun brings more than 30 years of experience and expertise to all facets of the entertainment industry. She represents talent, production companies, entertainment service companies, media service companies, publishing companies and executives in varied tax and business matters. Calhoun is also a co-leader of CBIZ's Multi-Family Office and Virtual Family Office Practices.

This year in an effort to support and grow the future leaders of CBIZ & MHM, Calhoun has signed on as a coach of the 2024 class of the Emerging Managing Directors Academy. She also champions the mission of organizations she supports by building strategic relationships and ensuring that the partnerships are in the best interest of each organization. In the last year, she was named chair elect of the board of the American Lung Association, with whom she has worked for more than 10 years.

**CATHERINE CATHERINE**

*Director, Business Management
Armanino LLP*

As a business manager/CPA, Catherine Catherine serves as her clients' personal CFO, helping manage their day-to-day financial operations and providing an oversight function for their financial universe. Catherine provides family office and business management services to high net worth individuals and families as well as entertainment professionals.

Catherine's specialties include business management, entertainment accounting, family office services, cash management and financial planning, tax planning, bookkeeping/check writing, payroll, budgeting, business entity formation, estate planning and general ledger software consulting. Catherine previously spent 11 years at RBZ, LLP, which merged with Armanino. Now a leader within Armanino, Catherine joined the firm as the second employee working in the Business Management practice after it was founded and remains a critical team member. Catherine has specifically taken on a leadership role to drive digital transformation of the Business Management practice and Family Office group at Armanino.

**VIVIAN S. CHA**

*Tax Director
BPM LLP*

BPM's Vivian Cha is a crucial asset to her clients. With nearly 13 years of public accounting experience, she is routinely called upon to help develop tax strategies and defend against income tax audits. A director in the Private Client Services practice, Cha provides a full range of tax services to closely held businesses in the retail, real estate, entertainment and professional services industries, as well as to high-net-worth individuals. She immigrated to the United States in 2003 and worked as a controller in private industry before finding her niche in public accounting.

Some Cha's recent business achievements include defending a high-net-worth client from IRS and CA Franchise Tax Board audits, which took two years due to the volume and complexity. Cha secured a victory for the taxpayer and both audits closed in Dec. 2021 without audit adjustments, an incredibly rare accomplishment.



Congratulations Lori A. Roth!

We are so proud of your
Los Angeles Business Journal
Women of Influence: Accounting
Spotlight!



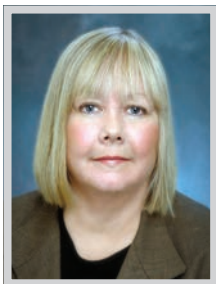
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WOMEN OF INFLUENCE: ACCOUNTING



PEGGY CLARK

Partner

Bessolo Haworth CPAs LLP

Peggy Clark has more than 30-years of experience as a public accountant. She is a founding partner of Sherman Oaks-based CPA firm, Bessolo Haworth LLP, which formed in 2007. Prior to forming Bessolo Haworth in 2007, Clark, John Bessolo and Larry Haworth were first colleagues in a local accounting firm and then worked together in a large regional firm. As a partner with Bessolo Haworth, Clark is responsible for leading the firm’s operations, administration, staff recruitment and firm growth and is also responsible for managing her own audit and tax clients.

Clark has numerous unique qualities. She has a passion for the profession and is client centric. As a founding partner of Bessolo Haworth, her banking experience proved invaluable as the firm planned the start-up of the firm and the many operational considerations. While still managing her own clients, she was instrumental in setting up the firm’s administration and operational functions.

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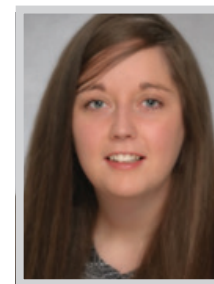
NICOLE D’ARCY

Partner

Crowe LLP

Nicole D’Arcy has over 14 years of experience in public accounting providing audit, assurance and consulting services to clients in a variety of industries. D’Arcy specializes in public company audits while still managing a significant portfolio of private clients with an emphasis on technology and media companies ranging from start-up to mature operating companies. She is a hands-on partner who understands the need for prompt and effective resolution of issues and the importance of forthright and frequent communication with senior management and the board of directors.

D’Arcy was instrumental in the development of Crowe LLP’s audit practice on the West Coast, being among the first to relocate to the market and build the practice. With her contribution to the market through thought leadership and client service, she has helped to drive consistent double-digit growth for Crowe’s audit practice.



ALANNA DIBLE

Partner

Mazars USA LLP

Alanna Dible launched her career in accounting with Mazars in Edinburgh, Scotland, where she grew up. After four years, she decided to take her skills and make a life change by transferring to a Mazars member firm in Los Angeles. Dible is a chartered accountant with the Institute of Chartered Accountants Scotland, and a CPA in California.

Dible has significant experience in financial statement preparation and audits and reviews for both public and private companies in multiple industries including technology, media, consumer products, health and beauty, among many others. Her professional skills, combined with strong operational skills were called in when Mazars in US decided to open up an office in Los Angeles. She was one of a founding group of four who opened up the first West Coast office in late 2017, recruiting to build the practice from four to over 50 today.

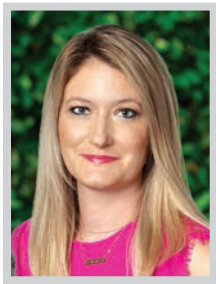


CONGRATULATIONS
DENISE BALCAZAR, CFE

**ON BEING RECOGNIZED AMONG
THE *LOS ANGELES BUSINESS JOURNAL*’S
WOMEN OF INFLUENCE: ACCOUNTING**

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**AMY EYBSEN**

Senior Manager
GHJ

Amy Eybsen is an audit and advisory senior manager at GHJ. She is a champion of women in the workplace, a business development powerhouse and a forward-thinking leader dedicated to introducing new technology to enact positive change. Her impactful work at GHJ and in the community inspires those around her to embrace new ideas.

As an expert auditor, Eybsen provides accounting, auditing and transaction services to clients in the Los Angeles area. She also serves high profile private foundations, many of which are in the top 25 Private Foundations in LA. Prior to joining GHJ in 2015, Eybsen worked at a Big Four firm and managed audits involving international business combinations and purchase accounting. Through her seven years at GHJ, Eybsen has continued to elevate the accounting profession and lift up those around her with her valuable insights and mentorship.

**DONNA FEDER**

Partner in Charge, Los Angeles
Duffy Kruspodin, LLP

Donna Feder is a partner in the Woodland Hills office of Duffy Kruspodin, with over 20 years of experience in public accounting. She has worked with a variety of industries including restaurants, franchises, real estate and business management. She graduated from California State University Northridge in 1989 and was licensed as an enrolled agent in 1996 and a CPA in 2000. As a mentor, Feder has helped multiple staff members earn a CPA license and thousands of businesses and individuals with tax or accounting services. She has been instrumental in growing the firm from a small team of 10 to over 200.

Feder is passionate about public accounting and enjoys being able to help clients and mentor staff. In her role as a mentor, she has helped many of the staff at Duffy Kruspodin develop leadership and management skills while also empowering them to give back to the community.

**NICOLE GALIL**

Partner
KPMG LLP

Nicole Galil is an audit partner in KPMG's Los Angeles office. She has 16 years of experience serving several public and private companies within the property and casualty insurance, banking, healthcare, and travel sectors. She has led engagements for large public company audits which include complex accounting issues such as CECL, actuarial reserving, capitation agreements, accounting for income taxes, reinsurance, derivatives and stock compensation. Additionally, she has worked on transitioning new large public company audit clients, including those in the financial services market.

Galil serves as a subject matter expert on advisory projects related to the banking and insurance industry in corporate finance and tax. She was nominated and participated as a reviewer in KPMG's Quality Performance and Compliance Program. She is an industry and SEC instructor including developing materials and providing training to staff through partner level professionals.



Proactive. Solutions Based. Client Serving.

Congratulations to Sally Aubury and Amanda Schlank for being named Women of Influence: Accounting by the LABJ.

A well-earned recognition. We are proud of your triumphs. Your continued commitment to our Firm and clients is inspiring.

**Sally Aubury**

Partner, Assurance & Advisory
SAubury@SingerLewak.com

**Amanda Schlank**

Partner, Assurance & Advisory
ASchlank@SingerLewak.com

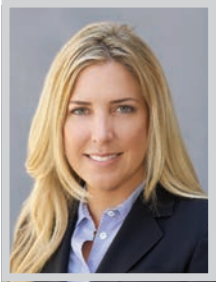


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WOMEN OF INFLUENCE: ACCOUNTING

**KELLEY GASTINEAU**

Director, Advisory Services
B. Riley

Kelley Gastineau has specialized in forensic accounting for over 20 years, working with both public and private companies, government agencies and individuals on a variety of litigation and financial matters. She currently serves as a director within the Forensic Accounting & Litigation Support practice at B. Riley Advisory Services.

Over the course of her career, Gastineau has advised clients across a variety of industries including finance/banking, high-tech, biotechnology, construction, real estate, apparel, entertainment. Her business and commercial litigation and consulting experience includes lost profits and commercial damages analysis, fraud investigations, Ponzi scheme analysis, asset tracing, shareholder and partnership disputes, assessment of accounting and contract compliance, conducting late fee studies, quantifying business interruption losses, conducting royalty audits, performing business valuations, and intellectual property damages analysis. In addition, she has experience quantifying labor and employment damages, specifically, economic damages in wrongful termination cases.

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**AZA GHAZARYAN**

Tax Partner
Withum

Aza Ghazaryan is an entrepreneur, a business leader and an exceptional CPA. She started as a junior accountant, then morphed into the tax partner role, heading up Withum's Merger and Acquisition Tax practice, before starting to develop into a business development partner.

Ghazaryan has taken responsibility for leading the team through the implications of tax regulation changes. Over the last few years, she has guided Withum's accountants through numerous complex transformations, including the Tax Cuts & Jobs Act and several COVID-19 relief programs. As a result of her research, training and determination, all of the firm's clients were consulted about the wide variety of implications and, where applicable, received the maximum level of relief from schemes such as the Paycheck Protection Program and the Main Street Lending Program. Ghazaryan cares deeply about her clients and strives for optimal outcomes when providing tax compliance and consulting services.

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**CORAL HANSEN**

Managing Director
B. Riley

Coral Hansen is a CPA with over 30 years' experience of combined public accounting and private industry experience. Hansen is experienced in consulting with clients and counsel in regard to complex business disputes involving the investigation, evaluation and quantification of economic damages. She has served as financial advisor to Unsecured Creditors Committees and has performed hundreds of analyses involving fraud investigation, accounting malpractice, contract analysis, business valuation, breach of contract, shareholder and partnership disputes and account tracings. Further, Hansen advises her clients on the proper accounting treatment of complex transactions.

Notable recent cases include serving as the financial advisor to the Unsecured Creditors' Committee in re Easterday Ranches, Inc. chapter 11, the largest cattle fraud case in U.S. history. She is a recognized industry thought leader, and has been qualified as an expert and testified in Superior, Federal and U.S. Bankruptcy court cases.

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Congratulations Nicole D'Arcy

for being named to the Los Angeles Business Journal's 2022 "Leaders of Influence: Women in Accounting" list.

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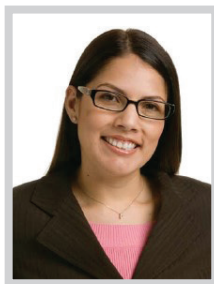
WOMEN OF INFLUENCE: ACCOUNTING

**CATHY HYODO**

Office Managing Partner and Member of Partnership Board
Grant Thornton LLP

A skilled accountant with over 20 years of leadership experience, Cathy Hyodo is a member of Grant Thornton's Partnership Board and the office managing partner for the firm's Los Angeles office. She has also led Grant Thornton's Los Angeles Technology Industry Practice (TIP) and served as a member of the firm's national TIP leadership team.

In addition to overseeing hundreds of staff members, Hyodo supports clients in the digital media, e-commerce, telecommunications and software industries. Over the course of a 27-year accounting career, Hyodo has helped tech start-ups and Fortune 100 companies achieve widespread success by knowing how to navigate current and future challenges. She is also deeply invested in helping the next generation of accountants do the exact same thing. She is a member of several professional organizations, including the American Institute of Certified Public Accountants and the California Society of CPAs.

**VENISA IBARRA**

Managing Director
Deloitte & Touche LLP

Venisa Ibarra is a managing director in the Los Angeles practice of Deloitte & Touche LLP. She has over 25 years of audit experience in the aerospace & defense, technology and manufacturing industries, serving both public and private companies, including emerging growth companies.

Ibarra also has extensive experience in dealing with internal control matters and complex accounting issues, particularly relating to revenue recognition, purchase accounting, benefits accounting, stock-based compensation and other equity matters, as well as assisting clients with issues such as positioning for private and public debt financing, mergers and acquisitions, SEC registration statements and related compliance matters. Ibarra currently serves on the Board of Trustees for Turning Point School.

**BETTY LIU**

Director
CBIZ & MHM

Betty Liu, CPA, is a director at CBIZ MHM, LLC, a national accounting and financial services provider, and a key member of the Los Angeles tax department. With more than 20 years of experience, Liu's expertise is providing tax and consulting services to both private and public companies. She specializes in tax minimization, planning, and compliance for companies in a variety of industries, including real estate, manufacturing, construction, retail, and professional services.

Especially in the last year, Liu has taken great strides to reach outside of her comfort zone to engage with other aspects of the business. She completed and graduated from the CBIZ Emerging Managing Director program in 2021, which helped develop her skillsets to become a more well-round business leader. In January 2022, she was promoted to director. Even with a busy workload, Liu stays consistently available to her clients and colleagues as a trusted advisor.



The Partners & Associates of Bessolo Haworth CPAs are honored and proud to congratulate our partners,

PEGGY CLARK & SASHA BALUKA

On being named among the Los Angeles Business Journal's Influential Women in Accounting of 2022.



PEGGY CLARK



SASHA BALUKA

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**PATRICIA J. O'CONNELL**

Partner and Chief Operating Officer
HCVT

Patricia (Patty) O'Connell has over 30 years of public accounting experience. For the majority of her career, she has provided tax consulting and compliance services to high net worth individuals and closely held businesses. She serves clients in the real estate and professional services industry sectors. She keeps her clients up to date on tax law changes to address potential tax consequences with the goal of providing planning opportunities that achieve tax savings.

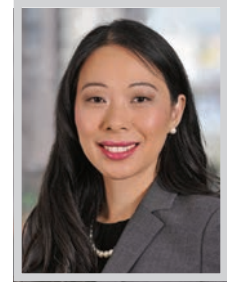
For over 30 years, she has helped define the firm's culture, respond to the changes and challenges of public accounting, and has been a role model for the women of the firm. As a member of the firm's executive committee, O'Connell is helping to shape the future of HCVT, addressing technology, virtual/remote work arrangements, privacy, security, attracting, developing, and retaining the right people, continuing to provide value to clients and providing a work environment where all can thrive.

**BECKY YANG O'MALLEY**

Managing Director, Advisory Services
B. Riley

Becky Yang O'Malley is a managing director with B. Riley Advisory Services and a certified fraud examiner with 20 years of consulting experience in providing forensic accounting, finance and economic analyses for civil and criminal litigation matters and fraud investigations, including breach of contract, class actions, partnership disputes, fraudulent conveyances, alter-ego issues, and misappropriation of assets.

As a senior member of B. Riley Advisory Services, O'Malley is the ultimate dedicated employee that wears multiple hats and gets things done. In addition to serving clients and mentoring staff members, she is also responsible for contributing to B. Riley's growth and success through her active participation in speaking engagements, industry conferences, and professional organizations to develop new business. She has extensive experience conducting reactive investigations, proactive compliance engagements, and shadow investigations for public and private companies and not-for-profit entities, involving issues such as allegations of financial fraud, corruption, misappropriation, and employee misconduct.

**WENDY ON**

Co-Managing Partner
Fineman West & Company

Wendy On has more than 20 years of experience serving clients in the consumer products, real estate, manufacturing, biotech, technology and entertainment industries. From inbound and outbound logistics to manufacturing and import/export processes, On provides business and tax planning strategies and share best practices in the industry to help companies achieve their financial goals.

On is fluent in Mandarin and Cantonese Chinese and leads the firm's Chinese practice group. Prior to joining Fineman West, On was with Deloitte for over 10 years where she served as the trusted tax advisor for her clients – both public and privately held. She has deep experience advising clients on business formation and growth strategies; tax structuring and planning; business succession planning; financial planning; obtaining financing; strategic planning; and M&A structuring and due diligence. On has recently performed significant work to expand Fineman West's bookkeeping service.



Deloitte.

Congratulations

We are proud to recognize our accomplished leader, Venisa Ibarra.

Deloitte congratulates Venisa and all outstanding leaders named as Leaders of Influence: Women in Accounting by the *Los Angeles Business Journal*.

**Venisa Ibarra**

Audit & Assurance Managing Director
Deloitte & Touche LLP

WOMEN OF INFLUENCE: ACCOUNTING

**PARNIA PANDKHOU**

*Director, Consulting
Armanino LLP*

Parnia Pandkhou is a director in Armanino LLP's Outsourcing practice. A former CFO and controller, Pandkhou has over 15 years of public and private accounting experience. She serves clients in a wide range of industries, including retail, entertainment, bioplastics, technology and real estate. Taking a comprehensive approach, inclusive of operational aspects, she provides expertise in financial planning and analysis driven by KPIs.

Pandkhou is an industry leader for Armanino in the outsourced accounting world in both the cannabis and real estate industries. She is a significant, respected leader within the firm who has made numerous contributions to the firm through hard work, taking on responsibility and leading with professionalism and unmatched positivity. Pandkhou has helped launch cannabis and real estate industry practices within the Consulting group. Her leadership in the real estate and cannabis industries has resulted in significant growth of those practices within Armanino.

**MARIA PEARMAN**

*Principal and Beverage Practice Leader
GHJ*

Maria Pearman, CPA, CGMA, is GHJ's Beverage Practice leader. In her 15 years in accounting, Pearman built a successful accounting firm specializing in client accounting services, wrote two books and has become an in-demand expert on the Beverage Alcohol business.

Pearman's accounting career started in an unexpected place – beginning with a career in arts management and radio before she realized her passion would be applicable in public accounting. After preparing tax returns for several breweries, she realized her clients spent more money getting their books clean at the end of the year than they spent on tax returns. Inspired by this need in the marketplace, she started an accounting firm offering contract controller services for breweries. Now at GHJ she has expanded her reach in the food and beverage space and is helping develop GHJ's Client Accounting and Advisory Services Practice.

**KRISTIN RIDGWAY**

*Partner
KPMG LLP*

Kristin Ridgway is a partner in KPMG's Business Tax Services practice in Los Angeles. With more than 18 years of experience at KPMG providing tax and business advisory services to both public and privately held companies, Ridgway exemplifies firm priorities and has achieved much success in her tenure. She specializes in tax compliance and tax provision issues and has worked in a broad range of industries, including consumer markets, healthcare, aircraft leasing and entertainment.

Ridgway currently serves as the consumer & retail tax lead for the Pacific Southwest and is the tax lead for expanding the Las Vegas Market. She recognizes that the best culture is the best people and is highly involved in recruiting efforts, committing significant time identifying, hiring and retaining diverse talent. She serves as the overall lead tax recruiter for UCLA, performs on-campus and in-office interviews and frequently speaks on recruiting panels.



Move forward with Mazars



Congratulations to Mazars' own Alanna Dible on being named one of the **Los Angeles Business Journal's 2022 Women of Influence in Accounting.**

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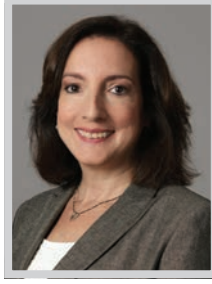
WOMEN OF INFLUENCE: ACCOUNTING

**LORI ROCK**

Partner
Marcum LLP

Lori Rock is the partner in charge of tax services for Marcum LLP's Los Angeles office. Rock made partner in September 2017 and has been a mentor and role model for young accounting professionals at the firm. She is a frequent presenter at Marcum's annual tax updates which are put on for clients and service providers. She is often called upon to speak on various tax issues and has become the go-to partner for clients and colleagues with complex questions.

A key to her success has been Rock's ability to balance a heavy workload and still find time to develop business and bring in major clients – all while raising two young children at home. Rock's success in her professional career while also balancing her personal life is a true inspiration for our younger female staff members and shows that it is possible to "have it all."

**LORI ROTH**

Co-Managing Partner
Prager Metis

Lori A. Roth is the co-managing partner of Prager Metis, a member of Prager Metis International Group. Additionally, she is a partner in the Audit and Accounting, and Advisory Services Departments of the firm. She specializes in audit and assurance services, litigation support, and business valuations. She works with clients in a variety of industries including closely held businesses, real estate, and the U.S. subsidiaries of foreign banks and corporations.

Roth works as a business valuator and also as an impartial financial consultant when issues pertain to support and equitable distribution. She has been involved in matrimonial cases, as a certified divorce mediator, as well as shareholder disputes, corporate dissolutions, estate situations, and business acquisitions. As co-managing partner, Roth provides leadership and guidance to partners and team members across all 23 of Prager Metis' offices, which she has grown tremendously in the last five years.

**AMANDA SCHLANK**

Partner
SingerLewak

Amanda Schlank is a dynamic leader within SingerLewak. She has consistently delivered results to clients that are above and beyond the scope of her work. Schlank prides herself in always finding solutions and advising clients on areas of growth, technical issues and compliance. She takes a wide-lens approach to her clients' business issues and pinpoints areas where efficiencies and best practices can be implemented, which translates to superior client satisfaction.

Schlank started her career at SingerLewak as a staff member, and in her close to 16 year career has worked her way up the ranks to partner at the firm by demonstrating sound leadership skills, technical abilities and staff development. She is also heavily involved with various firm initiatives related to sales and marketing, business development and recruiting efforts.



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lead others higher

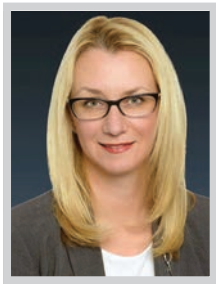
Great leaders continue to raise the bar — inspiring and empowering others to push to new heights. Aza Ghazaryan, Withum Partner and 2022 *Leaders of Influence* "Women in Accounting" honoree, is an avid advocate for all aspiring leaders at our firm — supporting their continued growth and success.

CONGRATULATIONS TO ALL OF THE HONOREES OF THE 2022 "LEADERS OF INFLUENCE" PROGRAM.

withum.com/women-of-withum



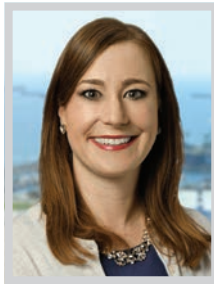
WOMEN OF INFLUENCE: ACCOUNTING

**NATALIE TRONKINA**

Partner
CohnReznick

Leveraging valuable wisdom and experience from her time with several firms, Natalie Tronkina has spent the last eight years working for CohnReznick and is a partner and member of the firm's Transactional Advisory Services practice, in Los Angeles. In her role, Tronkina works closely with PE firms helping them evaluate and navigate portfolio company acquisitions.

Tronkina has experience assisting client with engagements of various sizes and in multiple industries. Regardless of size or industry, she uncovers and identifies key matters for consideration and helps her clients negotiate accordingly. Tronkina has long-term relationships with private equity firms, investment bankers and business owners, who go back to her time and again with new due diligence projects. She has also been an advisor on many transactions during the past year. Her clients have provided feedback that she is available to support them at all hours of the day.

**CHRISTY WOODS**

Partner-in-Charge, Tax - Long Beach
Windes Audit | Tax | Advisory

Christy Woods began her public accounting career in 2006 after graduating Cum Laude from The University of Arizona with a Bachelor of Science in Accounting. She joined Windes in 2011, earning her Master of Science in Taxation from Golden Gate University while working full-time. In 2018, Woods was promoted to partner in the firm's Tax & Accounting Services Department and is currently the partner-in-charge of tax and accounting operations for the firm's Long Beach headquarters. She is also the practice leader of the firm's robust real estate group.

Woods serves various clients in the real estate, construction, and professional services sectors and high-net-worth individuals. Her practice focus is tax planning, consulting for large, mid-size, and small businesses, as well as tax compliance for corporations, partnerships, and LLCs. She has extensive expertise with Opportunity Zone programs, 199A Rental Income Deduction, and cost segregation.



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Women Thrive at CPA Firms Despite Pandemic

2021 Accounting MOVE Project report reveals that flexible work programs designed mainly for women propelled firm growth throughout the pandemic. Renergized and new programs align diversity, equity and inclusion with sustained firm growth.

Firms that entered the 2020 COVID-19 pandemic with established modes of remote work intended primarily to benefit women had a compelling advantage in the abrupt shift to remote work, according to last year's Accounting MOVE Project report. With women leading many aspects of virtual business development, firms continued to promote women to senior leadership: this year, women comprise 32% of partners and principals at the firms that participate in the Accounting MOVE Project, up from 29% in 2020. Women continue to be just over half of total firm employees, at 55%.

"Women's traditional strengths – communication, collaboration and consensus – carried firms through the turmoil and distress of the COVID-19 pandemic. Now, women are positioned to lead profound transitions to fully remote career tracks, greater accountability for pay and power equity," said Joanne Cleaver, president of Wilson-Taylor Associates, Inc., the content strategy firm that manages the Accounting MOVE Project.

"The pandemic and the demand for racial justice accelerated inclusion and diversity efforts and tested the effectiveness of strategies that were previously put in place. Firms that have made a long-standing commitment were able to build on proven strategies to take faster action," said Tricia Benich, inclusion &



social responsibility associate director for Moss Adams, founding sponsor of the Accounting MOVE Project.

"The findings of this year's report reveals that in spite of overwhelming uncertainty and change in the workforce that collaboration, diverse perspectives, and the ability to embrace change has given women leverage in creating new opportunities in a challenging professional landscape," said Cindy Stanley, executive director for the Accounting & Financial Women's Alliance (AFWA), the association partner for the Accounting MOVE Project. "Firms realized that by providing the opportunity for women to work in a remote and hybrid work

environment that they were able to cultivate a diverse and expanding pool of talented professionals."

Since 2010, the Accounting MOVE Project has measured and supported the advancement of women at accounting and consulting firms. MOVE is the only annual benchmarking project that both counts and advocates for women in the profession.

The MOVE Project advisory board includes leaders from association partner the Accounting and Financial Women's Alliance; founding sponsor Moss Adams; and national sponsor CohnReznick.

MOVE is made possible by support from

its sponsors and by administrative fees paid by participating firms. Firms receive benchmarking reports based on the MOVE Project.

The Accounting & Financial Women's Alliance promotes the professional growth of women in accounting and finance. Members of the association benefit from opportunities to connect with colleagues, advance their careers, and become industry leaders. For 80 years, the organization has proudly upheld its mission to enable women in all accounting and related fields to achieve their full potential and to contribute to their profession.

Visit afwa.org for more information.

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Windes is proud to celebrate the recognition of **Christy Woods** a valued colleague and dedicated leader in our profession.

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