

Robert Albrecht Art Auerbach Robert Baldassari Leonard Block Janette Burke Alex Castelli Hillary Coley Michael Condro David Cotton S. Vincent Crescenzi

SmartCPAs

Green eyeshades cover the forehead as the clock strikes 1 a.m. Fingertips are callused from pushing buttons on a calculator as the heat from a desk lamp beats down over a never-ending cluster of numbers.

Accountants are often stereotyped as individuals who crunch numbers into the wee hours of the morning to meet one of many never-ending deadlines. But over time, accountants have become much more than the stereotype gives them credit. *SmartCEO*, the Maryland Association of CPAs (MACPA), Virginia Society of CPAs (VSCPA) and Greater Washington Society of CPAs (GWSCPA) wanted to create a program that gives accountants a platform to be recognized for their successes, a program that pays tribute to accountants who do much more than sit behind a desk and play with numbers. This section honors 44 CPAs who are **accomplishers** in their industry, **experts** in their practice areas, **innovators** in their company, **leaders** in the community and **relationship developers** to new and existing clients.

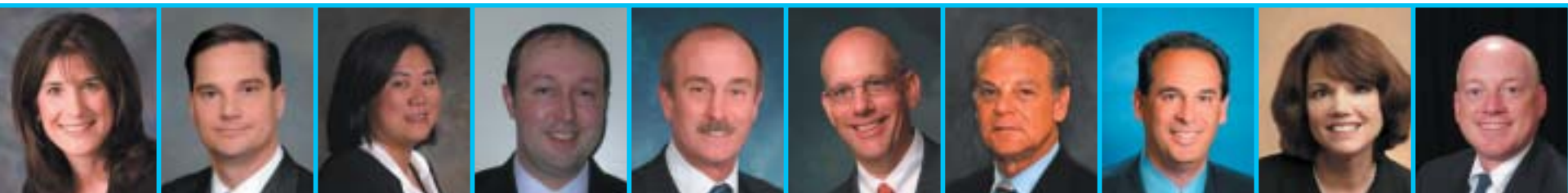
SmartCEO asked the winners a variety of questions and selected answers are included in the pages that follow, along with a highlight from the winner's nomination form. Winners were also recognized as being an accomplisher, expert, innovator, leader or relationship developer. Winners were selected based on the information provided on their nomination forms and input from the SmartCPA committee. Members of the committee were asked to excuse themselves from voting on individuals from their own company. Winners appearing on this list for the third consecutive year are asked to step down for the 2008 program and are encouraged to participate again in 2009.

SmartCEO thanks the MACPA, VSCPA and GWSCPA and for their support in making this program a success, and the SmartCPA committee for their efforts in driving the nomination and selection processes.



2008 COMMITTEE MEMBERS

Harry Ballman
Harry Ballman CPA Christine Colburn
Payroll Network Nancy Greenebaum
MRI of
Baltimore-Timonium John Keenan
John Hancock Financial Mark Lobato
Chevy Chase Bank



Gabrielle Kaufman Robert Keehan Mia Leswing John McCourt Kenneth Miller Tom Miller Leslie Mostow Donald Paris Joyce Robinson Edward Rose



Denise Dombay William Duvall David Dyer Mark Edward Jina Etienne Joseph Freidburger Stephanie Gerard Jean Gilbert John Griffin Mark Hansen

ACCOMPLISHERS

Charlie Bish, Owner

BISH & HAFFEY, PC
www.bishandhaffey.com

Number of years as a CPA: 25
Specialization individual and business tax planning and preparation
First-time winner

Nomination highlight: Bish specializes in high net worth individuals and small businesses. The recognition he has received is from his employees. The average tenure of all his employees is five to 15 years. He has developed a business model that provides challenging work and a high quality of life.

Who has been your biggest mentor in your career?

Do you see yourself as a mentor? "The biggest influence on my professional career was Sam Rollins, a sole proprietor CPA in Alexandria, VA. In 1978, when I was thinking of starting my own CPA firm, Sam provided support, advice and counsel. Once I decided to start my practice, Sam unselfishly provided me free office space, phone and use of his library for six months, in addition to sending me new clients that he couldn't service. As a result, I have always tried to assist other CPAs when possible by providing advice and research materials or 'temporary housing.' Sam taught me that there is plenty of work for everyone, so there is no reason not to be helpful to others."

Michael C. Condro, Partner

DELOITTE & TOUCHE LLP
www.deloitte.com

Number of years as a CPA: 12
Specialization: aerospace and defense contractors
First-time winner

Nomination highlight: In the last year, Condro brought in \$3 million in new business, was involved in a successful public offering and debt offering, as well as several acquisitions totaling close to \$2 billion. Condro also led the Deloitte United Way campaign for the last two years, raising \$1 million.

Who has been your biggest mentor in your career?

Do you see yourself as a mentor? "One person in particular who took me under his wing very early in my career is Gary Tabach, the Greater Washington office managing partner. Gary has not only taught me a great deal about how to be a good auditor, but also how to become an even better client service professional by listening and being responsive to client needs. I have tried to emulate that mentorship with the five managers for which I serve as an advisor. My goal with these high-performing individuals is to actively assist them in their professional development, but even more importantly, in their personal development."

David Dyer, Assistant Controller

GTSI
www.gtsi.com

Number of years as a CPA: 7
Specialization: technical accounting, reporting
First-time winner

Nomination highlight: Dyer drove the restatement of the financial statements (15 quarters) and transitioned from one Big Four audit firm to another over the past year. The transition was flawless. He improved the transparency of the SEC filings significantly and added value to all of the company's documents for the shareholders.

Who has been your biggest mentor in your career?

Do you see yourself as a mentor? "The person who has done the most to develop and advance my career is Joe Ragan, CFO of GTSI. Joe has always entrusted and empowered me and developed me to handle any challenge; he always instilled trust in me to get things done. Joe is the consummate professional and I have been able to gain invaluable experience and learned from how he approaches business situations. I am also blessed with an elite cross-functional executive team at GTSI that has provided me with the opportunity to perform and enabled me to further develop my career. I have tried to instill the same spirit in mentoring my staff."

Jina Etienne, CPA

ETIENNE & ASSOCIATES, LLC
www.etiennecpas.com

Number of years as a CPA: 15
Specialization: small business tax and accounting
Two-time winner

Nomination highlight: Etienne sat on the board of the Tahirih Justice Center, which offers legal and social services for women who have been abused, raped or tormented because of their visa status, and offers them a safe asylum in this country. She has also been a public speaker since 1995 and has traveled the country offering workshops and training in all areas of accounting and finance.

Where do you see the state of the accounting industry in 10 to 15 years?

"Public awareness is very high and people have a new respect for the value of the services we provide. Over the next 10 to 15 years, the Baby Boomers will move into retirement, which will have a significant impact on our industry. There will be more consolidation of practices as CPAs retire and sell/merge their businesses. As more women become practice leaders, there will be more fluidity in the work force. There are more women and minority students seeking degrees in accounting, which will bring increased diversity to CPA firms. All of these changes will result in a greater understanding of our clients and their businesses."

Gabrielle Kaufman, Managing Director

RSM MCGGLADREY, INC.
www.mcgladrey.com

Number of years as a CPA: 23
Specialization: taxation
Two-time winner

Nomination highlight: Kaufman was one of only two women partners in her region when she was promoted to partner. Not only has she been a key advisor to her clients, but she also has been a leader and mentor to others in her organization by assisting in key growth initiatives. She has mentored several employees in the past year who sought work-life balance or flexible schedules and has helped them to achieve recognition and promotions for their efforts. She helped build her firm's government contract practice and has a leadership role in the tax function of that practice.

What is one thing that differentiates you professionally or personally?

"My passion for helping others to be successful. Many of my clients are fast-growing entrepreneurial companies. Companies such as these require a lot of hand holding and extra attention to help build a strong foundation for their future growth. I also take an interest in bringing together the personal goals of the owner and how it relates to the company's success. Staying in frequent touch, following up and being proactive with my clients enables me to develop long-term relationships."

Lawrence Schwartz, Partner-in-Charge

PBGH, LLP
www.pbgh.com

Number of years as a CPA: 30
Specialization: business valuation, litigation support, mergers and acquisitions
First-time winner

Nomination highlight: Schwartz successfully helped to orchestrate a merger between his seven-person firm – Schwartz, Weissman, & Co. – and PBGH, LLP. The growth he has overseen is extraordinary for a firm that has only recently gone through a merger involving new personnel, a new partner in the office, and three offices with 14 other partners to whom it is responsible. Also in the past year, Schwartz co-founded First Virginia Community Bank, which opened in December 2007. It was originally capitalized at \$23 million and has since grown.

What one thing differentiates you from others professionally or personally?

"Both personally and professionally, energy and directness set me apart from others. If one thing's for sure, it's that I am energetic. On most days – the days when I get to use these powers for good – there is a force within powering a fierce desire to be helpful. I learned from an early mentor never to let clients leave your office in worse shape than when they came in. While plan A is to

always seek the best possible outcome, plan B is to help somehow. Often that happens just by being sure the client has a thorough and organized understanding of the decision options available."

Marc Sherman, Managing Director

HURON CONSULTING GROUP
www.huronconsultinggroup.com

Number of years as a CPA: 30
Specialization: forensic accounting
First-time winner

Nomination highlight: Sherman was one of the founders of the MACPA/MICPEL Advanced Tax Institute and co-chaired the event in its early years. He has assisted in industry gatherings related to fraud investigations and has developed and run several forensic accounting practices where he has mentored dozens of young accountants. In addition, he teaches young MBA and law students forensic accounting to help develop their skills in the area.

Where do you see the state of the accounting industry in 10 to 15 years?

"I see the accounting industry growing and diversifying, while at the same time becoming more specialized. One of the constants over the years for the CPA designation is the public's and businesses' view of the CPA as a business savvy financial professional, not just an expert in auditing or accounting principles. More and more demand will arise for CPAs and the skills they bring to the community, not only be in accounting functions, but in business and financial functions, as well."

Manjit Singh CPA PC

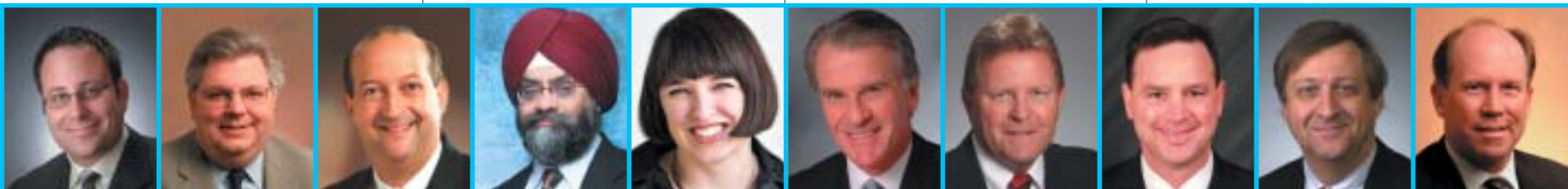
Manjit Singh CPA PC
Number of years as a CPA: 23

Specialization: tax
Three-time winner

Nomination highlight: Singh encounters the same challenges that every small business faces. He has employed non-accountants and taught and trained them so thoroughly that one passed the CPA exam each time. Another individual with hotel management experience has built his life around the accounting profession. Singh appears regularly on television to advise people on tax-related issues.

Where do you see the state of the accounting industry in 10 to 15 years?

"As advances in technology continues, even small businesses will be able to take advantage of real-time accounting services. Major banks currently are offering transactional information that can be easily downloaded into the accounting software. The value of the future CPA (ultimately the accounting profession) will be in the ability of the accountant to comprehend the full business cycle and be the 'go-to' person for solutions to the daily challenges faced by small businesses."



George Saitta Jeffrey Schragg Marc Sherman Manjit Singh Raina Tagle Charles Tate Craig Wagner Mark Watts Don Williamson Steve Wiltse