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human capital model from recruit experienced hire to grow our own.

**To what extent have you and your practice/company embraced cloud computing?**

We are currently transitioning all of our direct operations into the cloud. There are certain things due to for example the volume of data, that is stopping us from being 100% cloud, but everything that can go cloud we are going to try and move to the cloud.

**In what ways have you contributed to your firm/company to make it a better place?**

I have worked to establish a corporate culture that embraces diversity not only in ethnicity, age, and gender, but also in personality, communication style, and sexual orientation.

**In what ways do you participate in either the professional community or your local community to help others?**

I believe it is my duty to be a role model and inspiration for other young CPAs. So I am active in multiple professional organizations and contribute my time via speaking engagements and mentoring for young professionals.

**What major changes do you foresee in the accounting profession of the near future (3-5 years)?**

I expect to see a shift finally made to balance more between compliance to advisory—both in public practice and in internal accounting departments.

**How do you see yourself participating in shaping the future of the accounting profession?**

I consider myself one of the leaders in the niche-advisory services practice area both

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the same organization or at another one.

**Not including your current employer, what company do you most admire and why?**

Good question, not sure. I'm pretty disenchanted with a majority of the corporate world right now.

**Describe one person who has been an important mentor to you and how that person helped change your life.**

Ernie Almonte. It was the AICPA's Leadership Academy (his brain child) that helped me to see how majestic of an institution the CPA profession is, and it was through his mentorship that I was inspired to make a real impact by helping to move the profession forward.

**[Read more about this year's 40 Under 40 Honorees.](#)**

Advisory

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