

ERNST & YOUNG

Strong, flexible leadership and the freedom to create your own space



GLENN CARRINGTON

Title: National Tax Director
for Client Services

Education, Honors:

J.D., University of
Virginia School of Law;
B.S., Norfolk State University;
Attorney-Advisor, Treasury
Department's Honors Program

With company since:
2004

Career goal:

True success is being in a
position to help others.

Advice for new graduates:

Seek out people whose style
you like and who have been
successful, and see what you
can learn from them.

Ernst & Young, a global leader in professional services, is committed to restoring the public's trust in professional services firms and in the quality of financial reporting. Its people pursue the highest levels of integrity, quality, and professionalism in Ernst & Young's core services of audit, tax, and transaction advisory services.

EMPLOYEES: With 107,000 people in more than 140 countries, Ernst & Young is committed to an inclusive culture that leverages the differences of our people to create diversity of thought and quality service to the marketplace.

MASTER'S OF ACCOUNTANCY PROGRAM: EY's Your Master Plan is a unique program offering primarily non-accounting business majors the opportunity to earn their masters of accountancy degree from the University of Notre Dame or the University of Virginia while working for EY. For more information visit www.ey.com/us/ymp or contact Tekla Thornton: (216) 583-1551.

WEBSITE: www.ey.com/us/careers

Why did you choose to join Ernst & Young?

Considering my options between several law firms and accounting firms, I chose Ernst & Young for several reasons. I saw numerous opportunities for me, and I believe in the leaders here, especially the tax leaders and Mark Weinberger in particular. I have a lot of respect for him; I also believe in the strategy he laid out for the tax practice and his ability to execute on it. I came here during a time of great transition for tax departments, when the advent of Sarbanes-Oxley significantly impacted the level of tax services rendered to public accounting firms' audit and other attest clients. I think Mark knew that I am not only very good technically, but also very good with clients, and that's why he pursued me to win in the market shift.

What is special about the firm?

I've been very happy with the leadership, the flexibility they give, and the support they give you to reach your potential. The flexibility embedded in the Ernst & Young culture gave me the ability to help finish a new book, *Tax Accounting Issues in Mergers and Acquisitions*, for CCH, Inc. I think Ernst & Young is also very good at allowing people to create their own space. The firm strives to provide an inclusive environment that allows its people to best contribute to the

mission and the strategy. There are many ways you can contribute, and this has allowed me much freedom to play to my strengths—and to add tremendous value.

Why is Ernst & Young ranked as a top diversity employer?

We are a leader in setting up programs and reaching out to minorities across the board, including our annual Minority Leadership Conference. We were the first and only firm among the Big Four to have such a conference, where our minority partners, principals, directors, and other leaders of the firm gather to discuss ideas to make sure ours is an inclusive environment, and that we are building a solid pipeline of qualified minority candidates to be our leaders of tomorrow. I think the opportunities here are endless. Leaders here are very conscious about that, and about making sure people have a fair opportunity.

What does it take to succeed there?

It takes a collegial attitude, dedication, and a strong interest in teaming. By being collegial, I mean approachable and willing to help others and work with them. By teaming I mean doing things for the betterment of the team and not primarily for yourself. I think that's critical. ○