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Richard Groover, CPA, MSA

Shareholder

Wall, Einhorn & Chernitzer, P.C.

Norfolk, Virginia

www.wec-cpa.com

Social Media:

- **Instagram:** @walleinhornchernitzer

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Career highlights:

I am the youngest person to be named Shareholder/Partner in the history of the firm, an achievement which came as a result of intense dual focus on developing individual expertise and serving as a mentor to a team of professionals within the firm. Over a span of 10 years, I joined the firm as an entry-level Staff Accountant and earned five promotions, culminating in my being named one of the firm's 9 Shareholders.

A few years ago, I noticed room for improvement in the firm's audit procedure, so I led the selection and implementation teams for a complete overhaul of audit software and methodology.

What are you doing to make a difference in the profession, your community, the world?

I regularly meet one-on-one with lower-level staff in the firm as a part of our formal mentorship program, encouraging and empowering them to develop the accounting and leadership skills that will equip them to take on higher-level roles within the firm. I was part of the development of VSCPA's "Vision 2025," a strategic vision that includes facilitating CPA community involvement and improving access to financial education across Virginia. I am also a member of the United Way of South Hampton Roads Young Philanthropists and also serve as an adjunct professor in the accounting department of Old Dominion University.

Favorite books/websites/speakers:

In general Jim Collins is a fantastic author and the studies and research in his work really make me reflect on my own choices.

What do you see yourself doing professionally in 10 years?

I see myself continuing to grow with WEC, this is an exciting time in the industry

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What websites/magazines do you use to keep up on news of the accounting profession? *Accounting Today*, *The Journal of Accountancy* and *The Wall Street Journal* are all great sources.

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