

ERNST & YOUNG –

What Makes a Workplace Great: Your Voice is Valued

Ernst & Young

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Your Master Plan is a unique program offering primarily non-accounting business majors the opportunity to earn their master's of accountancy degree from the University of Notre Dame or the University of Virginia while working for Ernst & Young. For more information visit the Ernst & Young Web site, or contact Tekla Thornton, (216) 583-1551.

Website:
www.ey.com/us/careers

What do you think the opportunities are like at Ernst & Young?

Ernst & Young can be what you make it. If you bring energy, enthusiasm, and flexibility to grow and learn, this culture allows you to reach your highest potential. Someone once said to me ... is partner "it"? Making partner is a major accomplishment, but I think my journey has just started; my opportunities here are limitless. Every student should come here with the belief that they can make this the best experience ever, and have a fulfilled professional and personal life.

What makes you look forward to coming to work each day?

When you come straight from college and spend your career here like I have, you realize you've grown so much as a person. The people I work with look up to me, so I think about who I'm working with, and how do I help them reach their potential? If I'm successful at helping our people realize their aspirations, then we win at employee satisfaction. I realize I'm only as successful as the people who work with me, so I focus on making sure they're successful.

Why do you think minority students have ranked Ernst & Young as a top employer?

I'm proud to say that during my time here I've seen Ernst & Young's inclusiveness focus become an embedded part of the culture. Inclusiveness now is just something that happens as we bring more and more people from campus into an environment where they feel like they belong, like they have a voice, and like they're making a contribution. I think that's where we all want to be.

What has been the proudest moment of your career?

My greatest moment of pride came when I had the chance to meet with leadership and discuss topics that interested me, including being a woman and a person of color in our organization. To get the response and the commitment that I received—it was my proudest moment because I realized that I was speaking on



Gracelyn Hodge

Title: Partner, Assurance and Advisory Services in Retail and Consumer Products

Education: B.S., Accounting, University of Southern California
M.S., Global Management, University of Phoenix

Professional/Community Affiliations:

- Ernst & Young Women's Leadership Steering Committee
- Executive Sponsor, Ernst & Young Professional Women's Network
- National Association of Black Accountants
- Local Middle School Advisory Council Member
- Executive Women of the Palm Beaches
- Various church organizations

behalf of so many people who I'd talked to over the years. I think what we all want in life is to influence change, and at that moment, I felt I'd had the biggest opportunity to date to make a difference.

What kind of progress have you seen?

Shortly after meeting with leadership, the managing partner called and said "I want to let you know that we are rolling out inclusiveness training within the next several months." That personal call reaffirmed for me that I'm working at the right place.