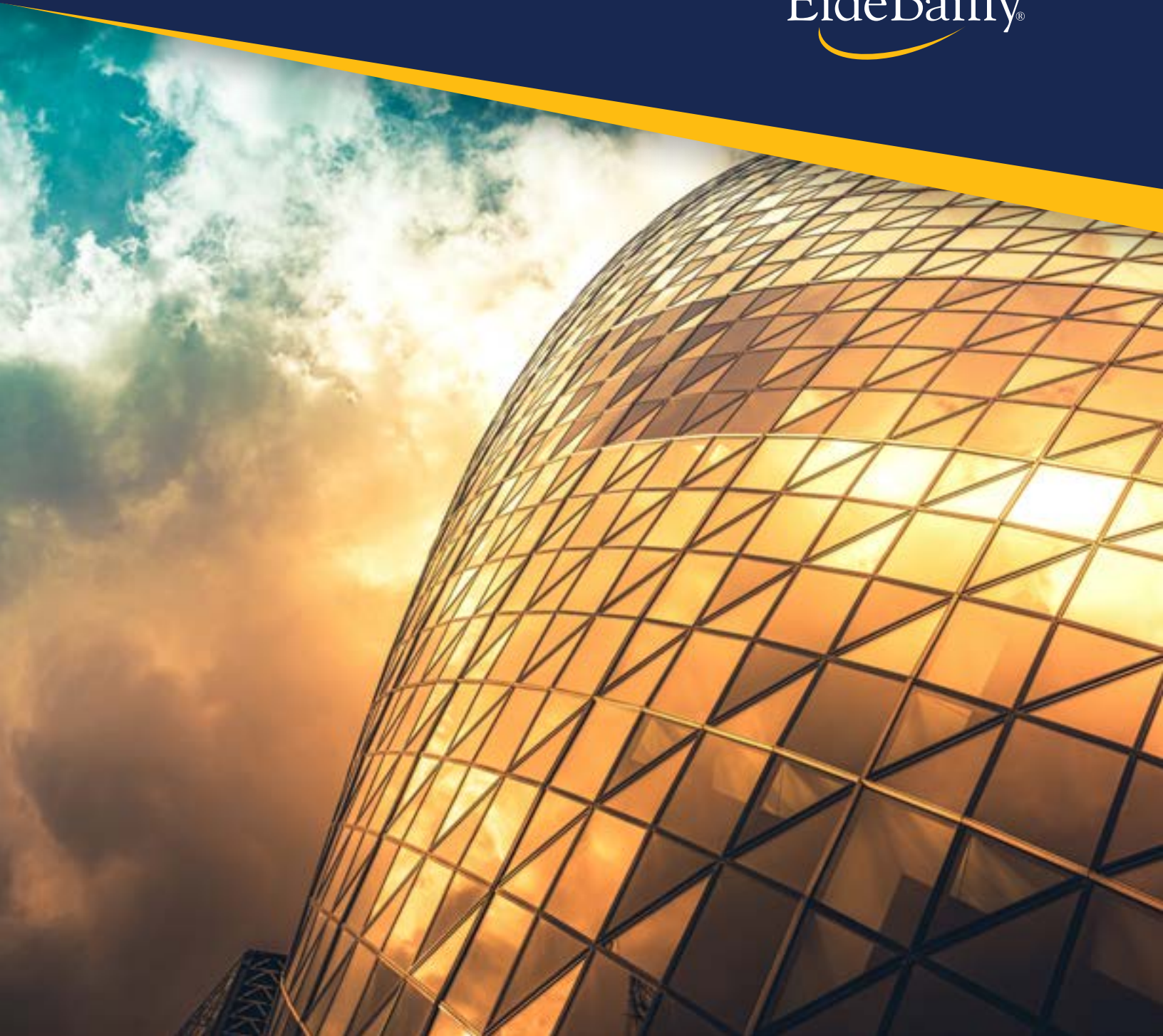


# IMPACT REPORT

FISCAL YEAR 2023



As part of the future vision for our firm, all of us at Eide Bailly will be asking ourselves several critical questions: What does the power of purpose mean to us? What are we doing to make a difference? How can we achieve impactful doing?

Growing our people and strengthening our communities are at the heart of answering these questions, and our Impact Report is one way we measure these efforts. We remain committed to creating a culture where our people are free to be their authentic selves, investing in our Diversity, Equity, and Inclusion (DEI) initiative and expanding our Employee Resource Groups (ERGs). And we continue to encourage our staff members to give back to their communities with volunteer hours and matching funds for donations to the causes they care deeply about.

“

We are committed to growth and improving the lives of the people our firm touches. We share our annual Impact Report as a way to hold ourselves accountable to our goals and the vision of the firm we want to be.

”

Jeremy Hauk, Managing Partner/CEO

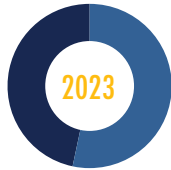
# BY THE NUMBERS

AS OF APRIL 30, 2023



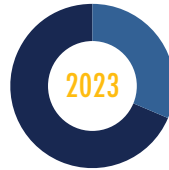
## PEOPLE

### GENDER ALL STAFF



Female 56% ↑ 3% from 2022  
Male 44% ↓ 3% from 2022

### PARTNERS



Female 31% ↓ 1% from 2022  
Male 69% ↑ 1% from 2022

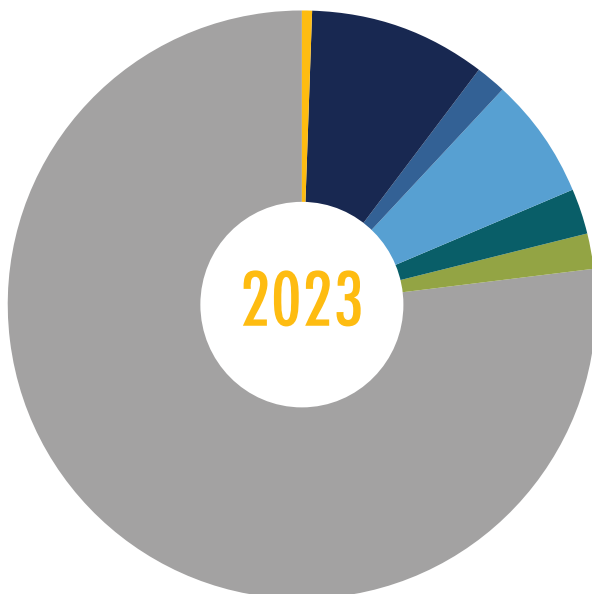
### RETENTION



↑ 2% from 2022

% of staff were retained as of fiscal year-end on April 30.

### RACE OR ETHNICITY



0.77%	American Indian/Alaska Native	↑ 0.2% from 2022
9.95%	Asian	↑ 1.3% from 2022
1.66%	Black/African American	↑ 0.1% from 2022
6.83%	Hispanic/Latino	↑ 0.2% from 2022
2.60%	Native Hawaiian/Pacific Islander	↑ 0.2% from 2022
1.79%	2 or more	→ No Change
78.76%	White	↓ 1.9% from 2022

### FIRM STATS

3,000+

Partners & Staff

40+

Offices in U.S. & India

# BY THE NUMBERS



## COMMUNITY

### VOLUNTEERISM – INDIVIDUAL



HOURS

Staff who used all or a portion of their volunteer time.

2023	36%
2022	23%

### MATCHING DONATIONS



Staff who used all or a portion of their corporate matching dollars available for 501(c)(3) organizations.

2023	20%
2022	20%

The Eide Bailly

## RESOURCEfullNESS AWARD

Eide Bailly's Resourcefullness Award is our way to support the financial health of the nonprofit sector while recognizing and celebrating nonprofits in select states for their creative and sustainable revenue-generating initiatives. In FY2022 we awarded \$10,000 prizes to 501(c)(3) organizations in select states, with winners chosen by a panel of external judges. Beginning in FY2023 we transitioned to awarding one \$50,000 prize nationwide, providing an opportunity for any 501(c)(3) organization within the U.S. to apply.

- **FY2023:** (1) \$50,000 prize
- **FY2022:** (5) \$10,000 prizes
- **Total donated since inception:** \$581,000

# BY THE NUMBERS



## RECOGNITIONS

At Eide Bailly we take great pride in the culture we've built - one that reflects our mission, purpose and values. We are proud to be continuously recognized as a top place to work by many organizations within the communities we serve.

We ranked #12 in the most recent [Vault](#) Top Accounting Firms list and the top 20 in several other categories, including:

- **Top 3: Internal Mobility**
- **Top 5: Informal Training**
- **Top 5: Diversity for Women**
- **Top 15: Racial & Ethnic Diversity**
- **Top 20: LGBTQ Diversity**
- **Top 24: Best Accounting Internships**

For three consecutive years, Eide Bailly has been named the [Accounting MOVE Project's](#) Best CPA Firm for Women.

Recognized as a [RippleMatch Campus Forward Award](#) winner for our commitment to seeking out and hiring early career talent, our emphasis on diversity and inclusion and investments in nurturing and retaining the next generation of talent.



# DIVERSITY, EQUITY & INCLUSION INITIATIVE



DIVERSITY EQUITY INCLUSION

Our initiative is managed by a Diversity, Equity & Inclusion Council made up of staff and partners from across the firm who implement, discuss and evaluate our efforts as a firm.

## OUR MISSION

To create a diverse, equitable and inclusive organization where we reflect the communities we serve and where everyone belongs. Different people and different perspectives help us to provide innovative solutions for our clients, opportunities for our people and successes for the firm.

## OUR PURPOSE

To create a professional workplace where our people can be their full authentic selves.

## PILLARS OF OUR MISSION

We understand that words don't mean much without action behind them. Here are the ways we are working to advance our mission:

### Commitment From Leadership

Our commitment to diversity, equity and inclusion starts with our CEO and firm leaders and is driven by our belief that a diverse workforce is the best workforce and will enhance our future readiness.

### Recruitment and Retention Efforts

We focus on recruiting, developing and retaining professionals who are reflective of the communities we serve.

### Engaging Staff

We empower all employees to contribute to an inclusive culture by participating in ERGs, attending DEI events and giving back to the community.

### Continuous Education and Development

We offer ongoing training, education and resources to foster a culture of diverse thoughts and perspectives.

# DIVERSITY, EQUITY & INCLUSION INITIATIVE



## YEAR IN REVIEW

### Commitment from Leadership

- Held a strategy session with our DEI consulting firm and DEI Council to create a roadmap for the year
- Shared quarterly DEI updates with leadership and the firm, providing transparency into the progress we've made and the actions we're taking to further our DEI mission and goals
- Held a DEI education session for our board of directors and management team to equip them with resources and skills to deepen their understanding of DEI and take meaningful action to drive change
- Explored efforts to integrate DEI into leader expectations

### Continuous Education and Development

- Held our third annual firmwide DEI forum with keynote speakers focusing on workplace belonging and allyship
- Offered a three-part optional allyship session for staff to continue their DEI journey after the forum
- Created a DEI Resources application that is accessible to all staff
- Launched an internal quarterly DEI newsletter to provide progress updates on our DEI initiative and opportunities for staff to engage

### Recruitment and Retention Efforts

- Started tracking representation progress and analyzing demographic data
- Reviewed Affirmative Action data with our offices and created action plans for identified areas of improvement
- Implemented a tool to distribute job openings to numerous local and diverse job posting sites, expanding our outreach to a broader and more diverse pool of candidates
- Explored efforts to create and maintain equity in hiring
- Surveyed staff on our DEI efforts and shared results to show our progress and areas of opportunity
- Added surrogacy to our adoption assistance policy and increased the amount eligible for reimbursement
- Expanded our funeral leave policy coverage
- Joined Accounting+ as an official partner to further our efforts in spreading awareness about the accounting profession among diverse communities and students

### Engaging Staff

- Launched two new ERGs, Veterans and Women Empowered
- Created a rotation schedule for ERG leads to join our monthly DEI Council meetings, creating a space to collaborate and provide input on important topics related to our DEI initiative
- Highlighted staff experiences related to identity-specific holidays in both internal and external communications

# DIVERSITY, EQUITY & INCLUSION INITIATIVE

## ▶▶ WHAT'S NEXT

### Commitment from Leadership

- Continue working with our DEI consulting firm and schedule a strategy session to create our roadmap for this year
- Integrate DEI into leader expectations through our annual Partner Planning Assessment, providing resources and tools to establish personal goals to support the firm's DEI mission

### Continuous Education and Development

- Plan our fourth annual firmwide DEI forum
- Continue training and educating our management team, partners, hiring managers and staff

### Recruitment and Retention Efforts

- Continue tracking representation progress and analyzing demographic data
- Continue surveying our staff annually on our DEI efforts and share results
- Continue exploring efforts to create and maintain equity in hiring

### Engaging Staff

- Continue collaborating and providing support to our ERGs
- Continue partnering with our ERGs to provide staff opportunities to participate in community events and further their individual DEI journey





# EMPLOYEE RESOURCE GROUPS



## **DIVERSIFEIDE** AT EIDE BAILLY

### **MISSION**

To create a mindful and inclusive space for Staff of Color and allies to connect

### **MEMBERS AND ALLIES**

130+

### **FY2023 HIGHLIGHTS:**

- Participated in Eide Bailly 360, a virtual recruiting event, to connect with more than 850 students and share our DEI initiative
- Honored dates and holidays that are important to our members by sharing their personal experiences through storytelling
- Welcomed allies into our membership and hosted a guest speaker on the importance of allyship



## **MYEIDEPRIDE** AT EIDE BAILLY

### **MISSION**

To create a safe space for LGBTQIA+ staff and allies

### **MEMBERS AND ALLIES**

130+

### **FY2023 HIGHLIGHTS:**

- Increased total membership by more than double from the previous year
- Participated in Eide Bailly 360, a virtual recruiting event, to connect with more than 850 students and share our DEI initiative
- Honored LGBTQIA+ awareness dates by inviting members of the community to share their personal stories, encouraging members to participate in community events and bringing members and allies together to celebrate during LGBTQIA+ history and cultural trivia socials

# EMPLOYEE RESOURCE GROUPS



## VETERANS AT EIDE BAILLY

### MISSION

To support and create a sense of community for Veterans and current military service members

### MEMBERS AND ALLIES

30+

### FY2023 HIGHLIGHTS:

- Established the Veterans ERG in August 2022
- Introduced quarterly care package distributions for active-duty service members
- Hosted our first ERG meeting and created an online community for connection



## WOMEN EMPOWERED AT EIDE BAILLY

### MISSION

To create a supportive and collaborative community for women to connect, grow and thrive

### MEMBERS AND ALLIES

240+

### FY2023 HIGHLIGHTS:

- Established the Women Empowered ERG in August 2022
- Introduced a learning series to provide members with resources and tools for managing stress and reconnecting to their purpose
- Provided educational resources and actionable ways for staff to further their personal DEI journey in support of gender equality



**CPAs & BUSINESS ADVISORS**

**[eidebailly.com](http://eidebailly.com)**