

Impact Report

Fiscal Year 2024

May 1, 2023 – April 30, 2024



Contents

| | |
|---|----|
| Leadership Commitment | 3 |
| Firm Highlights | 5 |
| Engaging Staff | 7 |
| Continous Education & Development | 10 |
| Recruitment & Retention Efforts | 11 |
| Community Impact | 12 |

Leadership Commitment



A Message from Jeremy Hauk

Our purpose is fueled by our mission to be One Connected Firm and is defined by our commitment to foster impactful doing by growing our people, elevating our clients, and strengthening our communities.

At the heart of our purpose are our people. Our 3,300+ staff members and partners, who identify with many different races, ethnicities, genders, beliefs, and backgrounds, are committed to bringing our purpose to life. Together, we are inspired to create positive change by giving back to the communities we call home, improving the lives of those our firm touches, and creating a culture where everyone belongs.

We remain steadfast in advancing our diversity, equity, and inclusion (DEI) efforts to create a workplace that reflects different perspectives and people. We achieve this by leveraging recruiting programs designed to ensure a diverse talent pipeline, developing processes and programs to equip managers with the tools necessary to promote inclusion in the workplace, working alongside our DEI Council, and bringing staff together through our Employee Resource Groups.

We take pride in providing our staff opportunities to grow and develop throughout every stage of their career. Through continuous feedback, role-specific training, eLearning opportunities, and self-led learning programs and resources, we're committed to building a high-performing workforce that provides best-in-class service to meet our clients' unique needs.

While we're proud of our progress, we know there is still work to be done to achieve our vision. Our annual Impact Report provides the opportunity to share our accomplishments and progress over the past year, while holding us accountable to the commitments we've set forward as a firm.

A handwritten signature in black ink that reads "Jeremy Hauk". The signature is written in a cursive, flowing style.

Jeremy Hauk
Managing Partner/CEO

Creating a Workplace Where Everyone Belongs



At our firm, true success is built on a foundation of inclusivity and belonging. Our commitment to diversity, equity, and inclusion goes beyond policies and initiatives; it's about creating a workplace where everyone feels valued and empowered to contribute their unique perspectives.

In 2018, we embarked on our Diversity, Equity & Inclusion (DEI) Initiative, led by our DEI Council, to create a workplace where our people can be their whole authentic selves.

Four pillars drive our DEI initiative:



Commitment from Leadership



Engaging Staff



Continuous Education & Development



Recruitment & Retention Efforts

The diverse experiences and talents of our people drive our innovation and growth. We are dedicated to fostering an environment where every individual can thrive, knowing they are integral to our collective success.

Lisa Fitzgerald
Chief Human Resources Officer

Firm Highlights

As of April 30, 2024

Firm Stats



Offices in U.S. & India



Partners & Staff

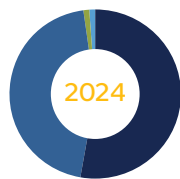


Acquisitions

May 1, 2023 – April 30, 2024

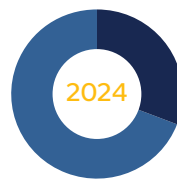
People

Gender



All Staff

Female 54% ↓ 2% from 2023
Male 46% ↑ 2% from 2023
Non-Binary* 0.06%
Not Specified* 0.06%



Partners

Female 31%
Male 69%

no change from 2023

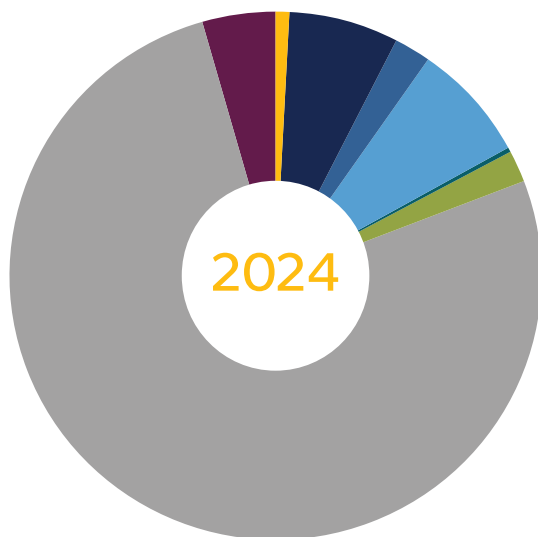
Retention



↑ 0.56% from 2023

Race or Ethnicity

Based on voluntary self-reported data.



| | |
|--------|----------------------------------|
| 0.95% | American Indian/Alaska Native |
| 6.67% | Asian |
| 2.03% | Black/African American |
| 7.21% | Hispanic/Latino |
| 0.27% | Native Hawaiian/Pacific Islander |
| 1.82% | 2 or more |
| 75.61% | White |
| 4.14% | Non-U.S. Office* |

*Started tracking in fiscal year (FY) 2024

About Us

Our History

Our Presence

Awards & Recognitions

Many organizations within the local communities we serve continuously recognize Eide Baily as a top place to work, community partner, and industry leader.

Below are a few awards and recognitions we have received, further demonstrating our dedication to building an inclusive workplace.

2023 Accounting MOVE Project Best CPA Firms for Women and Best CPA Firms for Equity Leadership lists

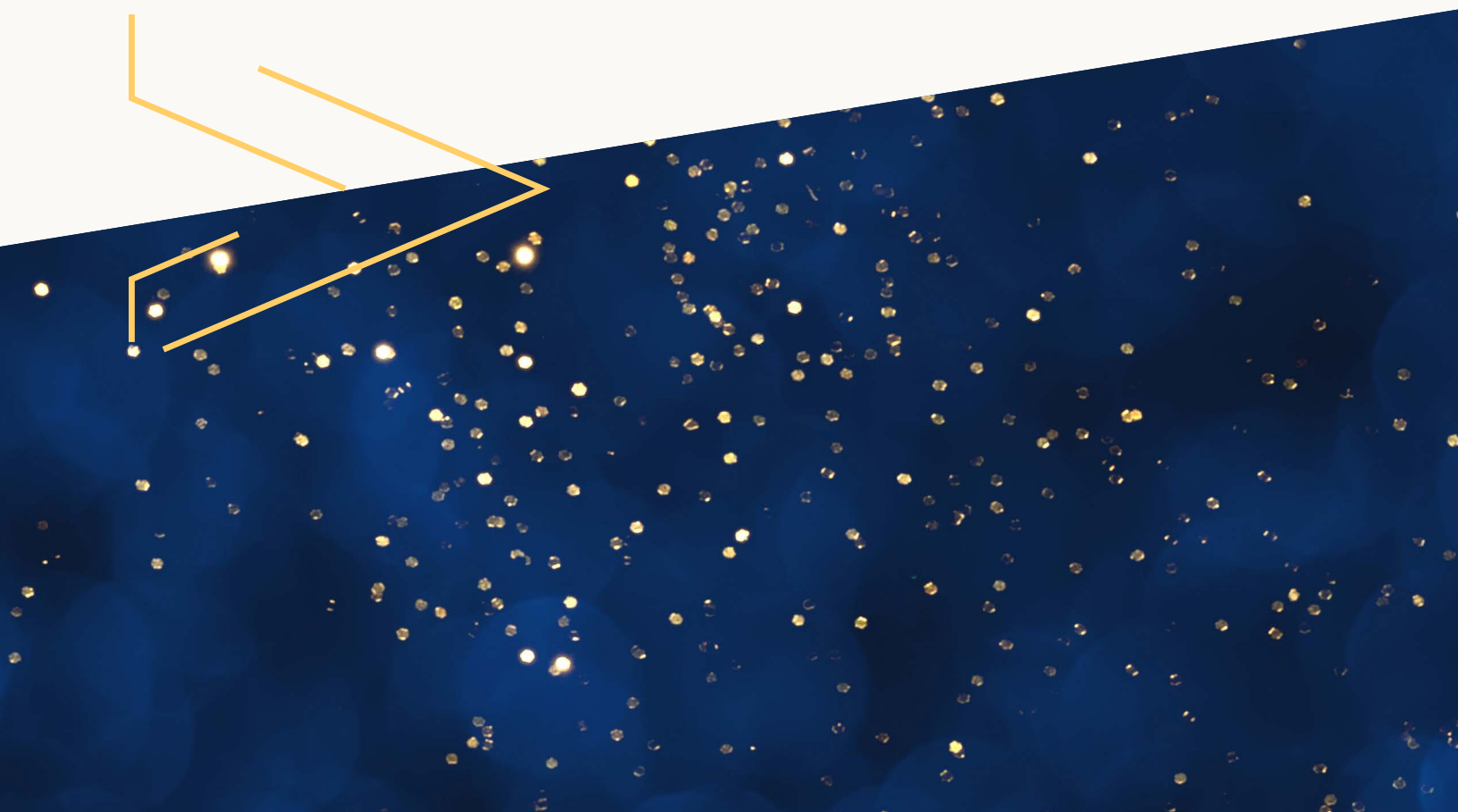
2023 Utah Business Magazine Living Color Award: Corporation

2023 Orange County Business Journal Embracing Diversity, Equity, and Inclusion Award

2024 Denver Business Journal Leaders in Diversity Award

2024 Ripple Match Campus Forward Award: Large Early Career Programs

2025 Vault 25 Top Accounting Firm: Ranked #14



Engaging Staff

At Eide Bailly, our people are our most valuable asset, and our firm's success depends on our people's strength. We value enriching experiences and flexibility, caring for one another, and supporting each other's passions.



To foster belonging as One Connected Firm, we launched Name Pronounce Pro. This name pronunciation tool makes it easier for our staff to address one another using their preferred name pronunciation. Since introducing this tool, more than 1,100 active users have been using the platform. We recognize that a person's name is a fundamental part of their identity, reflecting their culture, heritage, and individuality.



DIVERSITY EQUITY INCLUSION

We also held our fourth annual DEI forum, a firmwide virtual event focused on creating a sense of belonging at work and the personal role each of our staff plays in creating an inclusive workplace. More than 2,200 staff attended the event led by our Managing Partner and CEO, Jeremy Hauk. The forum also featured guest speakers, including Eide Bailly staff, who shared their personal experiences about creating belonging at work and actionable ways their colleagues can foster belonging within their teams.



Employee Resource Groups

We have four established Employee Resource Groups (ERGs) with more than 600 total members:



DIVERSIFEIDE
AT EIDE BAILLY



MYEIDEPRIDE
AT EIDE BAILLY



WOMEN EMPOWERED
AT EIDE BAILLY



VETERANS
AT EIDE BAILLY

Our ERGs are voluntary, employee-led groups that foster inclusivity in the workplace by creating a welcoming space for members to connect. Research by DEI expert Robert Rodriguez, Ph.D. (2014) suggests that ERGs have the greatest potential impact in four key areas: community, culture, career, and commerce. These areas guide our ERGs' ongoing efforts. In February 2024, we announced the addition of an accessibility-focused ERG. We plan to open it to staff in the fall of FY 2025.

DEI Initiative and ERGs

Supporting the Total Wellbeing of Our Staff

Happy, healthy staff are critical to a strong firm and culture. **Our benefits are designed to support the total wellbeing of our staff and address four key areas:**

- **Physical**
- **Financial**
- **Emotional/Social**
- **Career**

We offer various benefits and policies to foster an inclusive workplace that encourages a healthy work-life balance and meets the diverse needs of our staff. We continuously look for opportunities to enhance our benefit offerings to support our staff, personally and professionally. Enhancements for fiscal year 2024 include:

Expanded Mental Health Resources

Our Mental Health Resources Guide is designed to equip staff with tools and information to support their mental well-being. We recognize Mental Health Awareness Month annually by partnering with organizations such as Caredon, our Employee Assistance Provider, to offer free webinars and events to address mental health concerns. Additionally, we increased our free Calm subscription benefit to include staff and their families and continue highlighting their mental health series.

Through our partnership with Blue Cross Blue Shield of North Dakota, we expanded our mental health benefits to include Live to Learn, a Cognitive Behavioral Therapy Program, available to staff and their family members at no additional cost.

Added Surrogacy Assistance

We extended our adoption assistance policy to include surrogacy-related expenses, increased the total amount staff can be reimbursed to help ease the financial burden, and redefined eligibility requirements.

Extended Funeral Leave Eligibility

Our funeral leave policy was updated to support staff who are grieving the loss of a loved one. We expanded who qualifies as a covered immediate family member and broadened our definition of extended family.



Continuous Education & Development

Fostering Inclusive Leadership

Building a high-performing workforce starts with attracting a diverse talent pipeline and continues by offering staff opportunities to engage in development and training programs that help them grow and thrive throughout their careers.

We continuously offer staff training, education, and resources to foster a culture of diverse thoughts and perspectives. **We're committed to equipping managers with the necessary education and tools to promote inclusive leadership through programs such as:**

NextGen IMPACT

A series focused on our firm's IMPACT (Integrity, Meaningful Relationships, People, Authenticity, Culture, and Trust) values. Management has an opportunity to hear from leaders across the firm while engaging in open discussion about key topics that help build trust and support among their teams.

Interview Training for Hiring Managers

A program designed to provide hiring managers with the tools necessary to conduct a successful interview while mitigating unconscious bias.

NextGen Training for New Managers

An annual in-person or virtual training focused on developing people skills for new managers using the Six Critical Practices for Leading a Team™.



FY24 Course Completions

2,400+

NextGen IMPACT

880+

Interview Training for Hiring Managers

60+

NextGen New Manager Training

Recruitment & Retention Efforts

We've implemented several programs and processes to recruit, develop, and retain staff who reflect the communities we serve. **Our efforts include:**

- Posting open positions on more diverse job boards and sharing open positions within community organizations
- Promoting internships with more diverse populations, colleges, and universities
- Hosting virtual and in-person campus recruiting events
- Creating a standardized interview process and training for hiring managers
- Developing learning outcomes for interns to ensure clear expectations
- Providing equal access to resources through EB Career Resources, a free and confidential tool designed to help interested and potential candidates prepare for career opportunities at Eide Bailly

Highlights

Sent job postings to **950+** community organizations across the U.S.

Hosted or attended **480+** campus recruiting events

Hired **330+** interns and **60+** entry-level associates

Partnering with organizations specialized in recruiting diverse talent and providing DEI education is essential for our success.

Our key partnerships include:

Accounting+: a nationwide campaign to attract diverse students to the talent pipeline.

Circa: provides diversity recruiting, community outreach, and compliance management solutions.

Paradigm: offers DEI training, strategy, and analytics for organizations.

Careers at Eide Bailly

Community IMPACT

Giving back to our communities is important to being a good citizen. Staff are encouraged to give back to the organizations and causes they care deeply about using our paid volunteer time and corporate charitable match benefits. These benefits provide staff with the opportunity to give back to the organization(s) of their choice—when and how they want.

Giving Highlights

Volunteer Hours

Eligible staff receive up to eight hours annually.

More than **16,000** volunteer hours recorded for individual and office volunteer events and staff serving in board positions and on charitable organization committees.

Charitable Match Donations

Eligible staff receive \$200 annually.

More than **\$107,000** donated to nonprofit organizations through our corporate charitable match.

Employee Resource Groups Charitable Giving

Eide Bailly's Employee Resource Groups (ERGs) are pivotal in driving positive change within the communities we serve. In FY24, each ERG selected organizations that align with and advance their missions to receive a monetary donation. The organizations were thoughtfully chosen by members and leaders of our ERGs, ensuring the contributions were meaningful and impactful while reinforcing their commitment to social responsibility.



The Eide Bailly

RESOURCE *full*NESS AWARD

Eide Bailly's Resourcefulness Award supports the financial health of the nonprofit sector by recognizing and celebrating nonprofit organizations for their creative, revenue-generating initiatives. In FY22, we awarded five \$10,000 prizes to 501(c)(3) organizations in select states, with winners chosen by a panel of external judges. Beginning in FY23, we transitioned to awarding one \$50,000 prize nationwide, providing an opportunity for any 501(c)(3) organization within the U.S. to apply.

11 Years of Impact

\$630,000 Awarded in Total

Resourcefulness Award





EideBailly®

CPAs & BUSINESS ADVISORS

eidebailly.com