



Impact Report

Fiscal Year 2025



Impact Report

May 1, 2024 – April 30, 2025

- Leadership Commitment 3
- Firm Highlights 4
- Awards & Recognitions..... 5
- Engaging Staff 6
- Supporting the Total Wellbeing of Our Staff..... 8
- Continuous Education & Development 9
- Recruitment & Retention Efforts..... 10
- Community IMPACT 11
- Resourcefulness Award..... 13

Measuring our progress
as a future-focused firm
committed to our people
and communities.

Leadership Commitment

Our Commitment to Our People

At Eide Bailly, our mission to be One Connected Firm is more than a statement — it's the foundation for how we work. When we are connected, we share knowledge, open doors to new opportunities, and ensure every person has the support they need to reach their potential.

That connection is what enables us to bring the full strength of Eide Bailly to every client, in every community. It's how we create new pathways for our people, drive firm growth, and strengthen our operational excellence. Our collective success is built on the success of each individual.

As you read this year's Impact Report, you'll see how this mission comes to life. I hope you'll take pride in what we've achieved together and share in the optimism I feel for what's ahead.



Jeremy Hauk

Jeremy Hauk | Managing Partner/CEO

Uplifting Our People and Our Communities

We have come together from around the world to work here. Each one of us is unique — with our own background, history, career path, and personal goals. We bring differing skillsets and strengths that contribute to our rich and diverse firm culture. We see the world differently depending on the paths we have walked in life. But no matter who you are or where you come from, one thing rings true:

When one of us succeeds, we all succeed.

Our unwavering commitment to our people is what makes our work possible and steers our path to firmwide growth, innovation, and success. As you review the impact we've made throughout 2025, I invite you to celebrate in our group victories and look for ways to continue to support one another in the years ahead. Together, we are headed toward amazing things.



Wendy DeFeo

Wendy DeFeo | Chief People Officer

Firm Highlights

As of April 30, 2025

About Us

Our History

Our Presence

Firm Stats:

50+

Offices in
U.S. & India

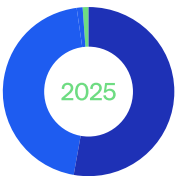
3,500

Partners
& Staff

\$761M

Fiscal Year
2025 Revenue

Our People:



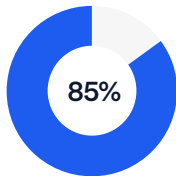
■ Female 53.76%
■ Male 46.18%
■ Non-Binary 0.06%

All Staff



■ Female 31%
■ Male 69%

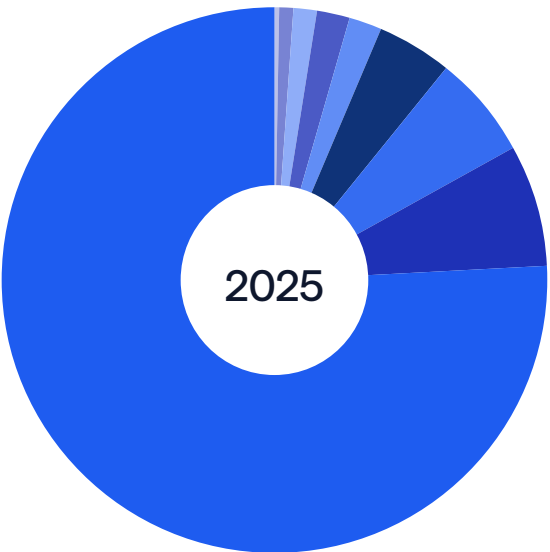
Partners



Retention

Race or Ethnicity:

Based on voluntary self-reported data.



75.91%	White
7.20%	Hispanic/Latino
6.32%	Asian
4.22%	Non-U.S. Office*
2.16%	Black/African American
1.77%	Multiracial and/or Multiethnic
1.42%	Not Specified
0.74%	American Indian/Alaska Native
0.27%	Native Hawaiian/Pacific Islander

Awards & Recognitions

Our ongoing dedication to the growth of our people and our communities is reflected in our recent awards and recognitions. In Fiscal Year 2025, Eide Bailly continues to be recognized as a great place to work, a strong community partner, and a respected leader in our field.

[2024 Accounting MOVE Project Best CPA Firms for Women and Best CPA Firms for Equity Leadership Lists](#)

[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 #11](#)

[Los Angeles Business Journal 2024 Diversity, Equity, & Inclusion Leaders of Influence Honoree](#)

[2024 Prairie Business Magazine's Top 50 Best Places to Work](#)

[2024 Crain Cleveland Business Best Employers in Ohio](#)

[2024 Medium Business Workplace of the Year Award from the Abilene Chamber](#)

[2024 #1 Accounting Firm from the Mankato Free Press](#)

[2024 Greater Mankato Growth Talent Innovation Award](#)

Top Workplaces Awards

[Inland Empire News Group: Ranked #3](#)

[Orange County Register: Ranked #10](#)

[Las Vegas Review Journal: Ranked #2](#)

[Billings Gazette: Ranked #2](#)

[Minneapolis Star Tribune: Ranked #37](#)

[Des Moines Register: Ranked #48](#)

[Great Plains: Ranked #4](#)

Engaging Staff

Our staff are skillful and motivated team players, committed to engaging with one another as One Connected Firm so we can achieve our firmwide goals. Over the past year, our engagement endeavors have continued to grow and evolve alongside our people.

NEW Accessibility Employee Resource Group

Employee Resource Groups (ERGs) are voluntary, employee-led groups that foster inclusivity in the workplace by creating a welcoming space for employees who share a common identity to support one another. Through regular meetings, discussion series, coffee chats, and educational activities, ERGs help us to foster a sense of togetherness in our workplace.

Accessibility at Eide Bailly is Eide Bailly's newest ERG. This group is for staff members who identify as disabled and their supporters and allies. Together, they seek to educate and raise awareness about disabilities in a respectful and productive environment. The group has grown to include over **50 members** since launching. [Explore all our ERGs](#) on our website, including DiversifEIDE, MyEidePride, Women Empowered, and Veterans ERGs.

One Connected Firm Series

Leadership team members hosted One Connected Firm all-staff meetings designed to intentionally share Eide Bailly's strategy, direction, and plans for the future. The quarterly calls included service line news, Partner updates, firmwide change announcements, and more topics catered to staff interests.

In October, staff members heard from Transformational Keynote Speaker Joey Avilés, who shared expert strategies for fostering connection and inclusivity in the workplace. *"It was an honor to connect with such a high performing group,"* said Avilés. *"Eide Bailly truly represents what it means to be One Connected Firm: focused, forward-thinking, and built for success."*

ERG Open House

We helped our staff understand what ERGs can do for them with an ERG Open House Session in January 2025. Senior Employee Experience Specialist Anna Priore introduced attendees to the ERG Program's overview, history, and purpose, and explained how staff members can get involved. *"Our ERGs are centered around different identities that typically have less opportunities to build communities in the workplace,"* said Priore. *"These groups present a space for folks to come together, develop relationships, and support causes they care about."*

Engaging Staff



EB Xchange Program

In 2025, **25 of our top-performing staff** took part in the annual **EB Xchange Program**, working with different teams to develop new skills and gain a deeper understanding of our specialty services. This experience opened doors for professional growth, strengthened problem-solving abilities, and enhanced the value we deliver to both clients and colleagues.

Voice Your Vibes 2024 Employee Engagement Survey

Our annual “Voice Your Vibes” employee engagement survey is one of the most important ways we hear directly from our staff on how we can improve interconnectedness within the firm and support our people in their work.

*I would recommend Eide Bailly as a great place to work: **4.5/5***

*I feel like I belong at Eide Bailly: **4.2/5***

*I am proud to work for Eide Bailly: **4.5/5***

*Eide Bailly allows me to make a positive difference in our communities: **4.2/5***

Supporting the Total Wellbeing of Our Staff

We prioritize the overall wellbeing of our people by offering benefits and resources that support them **physically, financially, emotionally, socially, and professionally.**

Our efforts include:

- Expanding family planning support, including fertility treatment, pregnancy and postpartum care, menopause and midlife resources, surrogacy and adoption assistance, breast milk shipment services, and paid parental leave
- Offering caregiving support through full-service caregiving solutions, companionship and task assistance, and legal document creation services
- Providing generous PTO, paid holidays, and parental leave, and telehealth benefits
- Offering funeral leave to include a broader definition of immediate and extended family
- Enhancing mental health resources through tools, educational events, and expanded access to mindfulness and wellness apps



Continuous Education & Development

We invest in our people by offering ongoing learning opportunities, training programs, and engagement experiences that help them grow, lead, and excel in their careers. These initiatives cover a wide range of topics, from professional skills and leadership development to wellness and community involvement.

Topics

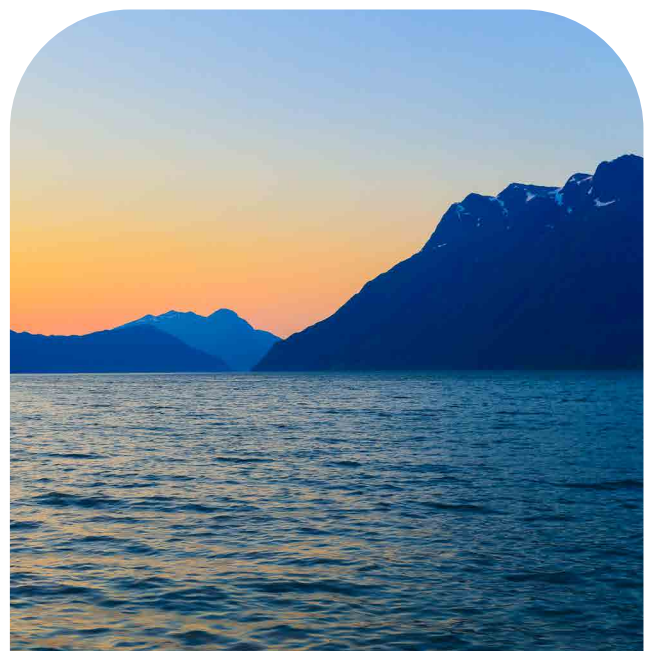
To strengthen engagement and connection, our Employee Resource Groups (ERG) hosted a variety of learning sessions and events, including:

- **Suicide Prevention:** The American Foundation for Suicide Prevention presented “Talk Saves Lives,” an informational session covering the latest suicide data and research, prevention strategies, and practical guidance for supporting someone in crisis.
- **American Sign Language Classes:** Our Accessibility ERG hosted a session to teach participants how to sign the alphabet, greetings, common phrases, and farewells. The class was so popular that a second session was added!
- **Imposter Syndrome and Confidence:** Executive Leadership Coach Jason Miller partnered with the DiversifEIDE ERG to lead an insightful session on Imposter Syndrome, exploring common characteristics of the experience and practical strategies to build confidence.
- **Toys for Tots Campaign:** The Veterans ERG organized a Toys for Tots holiday campaign that raised \$2,704 and collected 320 toys, benefiting an estimated 455 children nationwide.
- **Allyship & Intersectionality Discussions:** The MyEidePride and Women Empowered ERGs co-hosted multiple conversations on allyship, emphasizing the presence of intersectionality and shared experiences across identities.

Mental Health & Wellness Sessions

For Mental Health Awareness Month, staff had access to multiple webinars hosted by Calm and Caredon Behavioral Health, focusing on stress management, anxiety, and science-based approaches to self-care. These sessions encouraged participants to reflect on their own mental health journeys and explore the resources available to them.

Year-round, employees have free access to mindfulness and wellness tools, including guided courses, counseling sessions, and on-demand resources to support both everyday wellbeing and major life challenges.



Recruitment & Retention Efforts

We use several programs and processes to recruit, develop, and retain staff who reflect the communities we serve.

Our efforts include:

- Posting open positions on a variety of job boards and sharing open positions within community organizations
- Promoting internships across numerous 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 **890+** community organizations across the U.S.

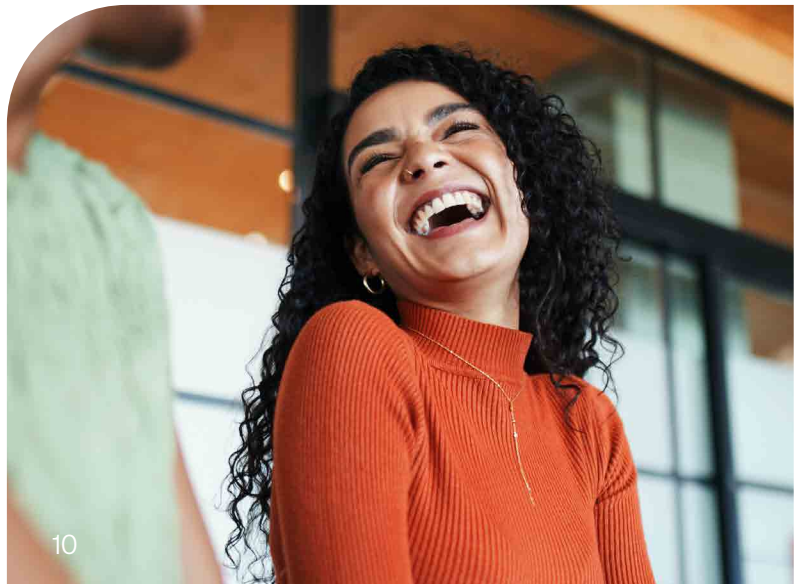
Hosted or attended **530+** campus recruiting events.

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

390+ experienced & India hires.

Total hires of **840+** for FY25.

[Careers at Eide Bailly](#)



Community IMPACT

We are proud to give back to the communities in which we live and work. Our staff can get involved with causes and organizations they care about through benefits like paid volunteer time and corporate donation match benefits.



Habitat for Humanity-Spokane has been building houses for low-income families in the Deer Park, WA area for years, completing nearly 80 houses in total. In November, 22 staff from our Spokane office joined the effort by working on one of the final two homes in this neighborhood. Volunteers pitched in on a variety of tasks — including laying roof underlayment, installing blocking, prepping the interior for insulation and wiring, and installing the soffit — along with general site setup and cleanup. The day ended with a shared meal and plenty of camaraderie, celebrating both the hard work and the meaningful impact made together.

In November 2024, staff from Eide Bailly's Tulsa office participated in the Oklahoma Society of CPAs Day of Service event by volunteering at the Oklahoma Food Bank. Together, the team helped sort and package food for programs that support local and surrounding communities.



Community IMPACT



Members of our Boulder office volunteered with A Precious Child by organizing donations, checking clothing for stains and rips, and sorting items by gender, size, and function in the organization's warehouse. A Precious Child provides children and families with free clothing and quality food, free of charge. All donations are filtered to ensure recipients receive top quality resources.



Our India office partnered with the Umang Foundation in 2024 and 2025 to support the redevelopment of a small village school near Nashik. Located in a forested area, the Zilla Parishad School was vulnerable to snakes, rodents, and insects, and during the monsoon season, classrooms often flooded due to open plastic-sheet roofs. With the help of our volunteers, the school now has waterproof roofing, new doors, and a fresh coat of paint — creating a safer, welcoming, and more hygienic environment for students and staff alike.

Resourcefulness Award

Giving Back with the Eide Bailly Resourcefulness 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. Through this program, any 501(c)(3) organization within the U.S. can apply to win \$50,000 if selected by our panel of external judges.

Stats:

11 Years of Impact

\$681,000 Awarded in Total

87 Organizations Awarded

64 Causes Supported*

**including human services, children's and youth services, homeless services, housing development, arts and culture, and more.*

[Learn More About Our Nonprofit Involvement](#)





eidebailly.com