#EBDOINGGOOD

We believe in taking care of our people, supporting our communities and respecting the environment. These tenets shape our culture, and we want to do more as good corporate citizens. In our fourth Corporate Responsibility Report, you’ll see our actions, internally and externally. Our goals are listed, too, so we challenge ourselves to be better. Piece by piece, our small acts make a big difference.

## PEOPLE

We promise our staff a different experience, one that is caring and supportive, one where they play an active role in their careers and where they have the opportunity to make a difference.

### WOMEN IN BUSINESS

31% of our partners are women. This number is up from 20% in 2009, exceeding the industry average of 17%.

We began our First Focus initiative in 2010. Female senior managers have increased from 22 in 2009 to 113 in 2020. During the same timeframe, male senior managers increased from 44 to 165.

### HOURS OF TRAINING

43 HOURS

of continuing professional education, on average, were earned by staff in accounting services, audit, tax, financial services and specialty services. The industry average is 40 hours.

- GOAL: 45 hours annually

## WELLNESS

87% of our staff utilize a $300/$600 reimbursement for wellness-related expenses. This is a $768,640 firm commitment.

- GOAL: 85% participation

## WORK ENVIRONMENT

69% of our staff completed an annual survey to help us improve our work environment.

## RETENTION

86% of staff were retained as of fiscal year-end on April 30. This exceeds the industry average of 85%.

- GOAL: exceed industry average
We match up to $200 of a staff contribution to a 501(c)(3) organization. On average, staff contributed $160, and 25% of staff requested matches to the organizations of their choice.

We want to keep the environment top of mind, so we’re implementing the following initiatives.

- Firm/Office Initiatives:
  - Firm completes client work electronically.
  - Firm delivers Firmwide administrative items electronically.
  - Firm donates/recycles all computers.
  - Firm delivers all reports electronically, unless a client requests otherwise.
  - Implement office standards.
  - Encourage double side printing.

- REDUCE. REUSE. RECYCLE.
  - GOAL: 50% utilization

- GREEN INITIATIVES
  - GOAL: 50% utilization

- ENVIRONMENT
  - As good corporate citizens, we know we must take care of our environment—protecting and preserving it for future generations.

- VOLUNTEERISM – INDIVIDUAL
  - 8 HOURS
  - GOAL: 50% utilization

- VOLUNTEERISM – TEAM (OFFICE/DEPT)
  - ONE
  - GOAL: 100% office participation

- VOLUNTEERISM – BOARDS/COMMITTEES/PROFESSIONAL ORGANIZATIONS
  - We encourage managers and partners to serve on boards, committees and professional organizations. Combined, they spent 13,743 hours working with boards, committees and professional organizations.
  - GOAL: 15,000 hours

- MATCHING DONATIONS
  - $200
  - We match up to $200 of a staff contribution to a 501(c)(3) organization. On average, staff contributed $160, and 25% of staff requested matches to the organizations of their choice.
  - GOAL: 50% utilization