



2020 FYE REPORT

CORPORATE RESPONSIBILITY

#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

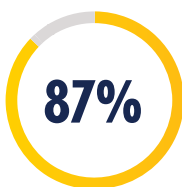


HOURS

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

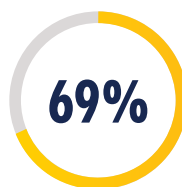
WELLNESS



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

GOAL: 85% participation

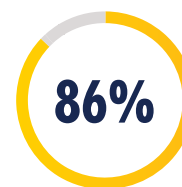
WORK ENVIRONMENT



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

GOAL: 85% completion rate

RETENTION



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

GOAL: exceed industry average

COMMUNITY

Eide Bailly actively promotes and encourages members of the firm to give back to communities by sharing their knowledge, time and resources.

VOLUNTEERISM – INDIVIDUAL



HOURS

of time to all partners and staff, so they can give back to their communities—27% of partners and staff reported their individual volunteer hours.

GOAL: 50% utilization

VOLUNTEERISM – TEAM (OFFICE/DEPT)



ONE

team activity is a formal goal at Eide Bailly, which can be completed by an office, or a department. 80% of offices achieved this goal, with an average of 4.8 hours per person.

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



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

ENVIRONMENT

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

REDUCE. REUSE. RECYCLE.



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.

GREEN INITIATIVES



If everyone does just a little more, a little extra, we can make a big difference.

We encourage our staff to:

- ✓ Reduce internal business travel by using video conferencing and screen share capabilities.
- ✓ Use reusable hot and cold drinkware; chose one provided by the firm.
- ✓ Use glassware in the office, provided by the firm.