



2021

IMPACT REPORT

Our mission statement is to serve passionately and intelligently, add value to our stakeholders, and grow our firm. We understand this mission means much more than just numbers on a revenue sheet. We strive to be good a corporate citizen in the world, do right by our people and communities, and be a firm that attracts the best and the brightest. And in order to do that, we need to be clear in both our intent and our results in these areas.

Our annual FYE Impact Report measures our success in these efforts across our communities and within our organization. We share these numbers as a commitment to progress and a reminder of the work that still has to be done.

BY THE NUMBERS



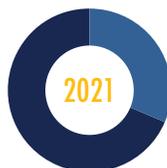
PEOPLE

GENDER* ALL STAFF



Female 53.5% ↑ 1% from 2020
Male 46.5% ↓ 1% from 2020

PARTNERS



Female 31.5% ↑ 0.5% from 2020
Male 68.4% ↓ 0.5% from 2020

RETENTION

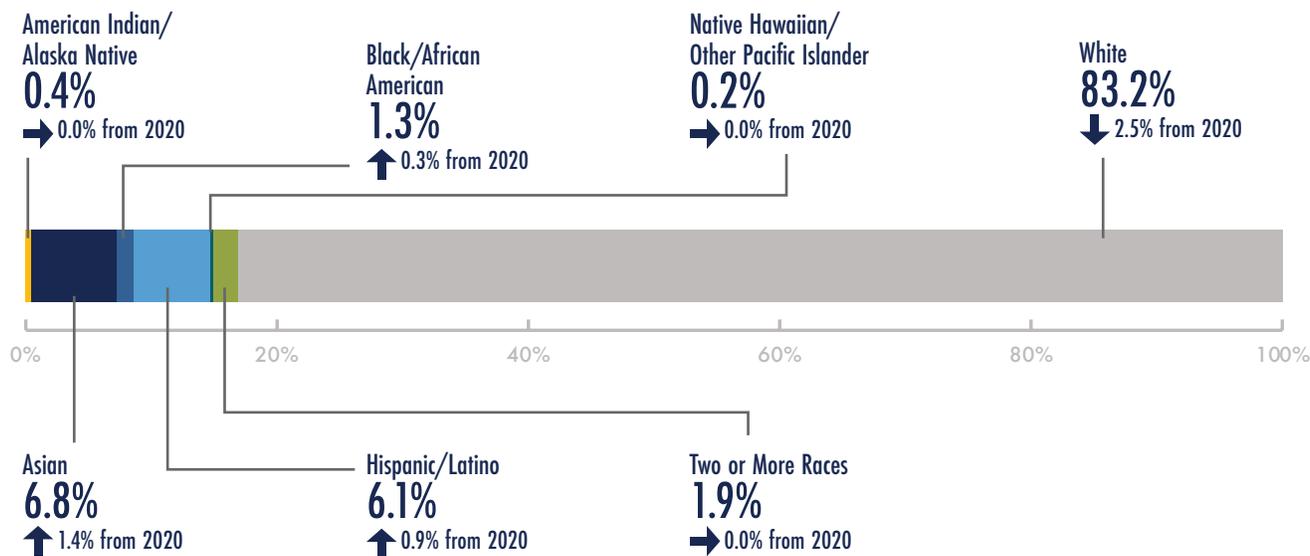


↓ 1% from 2020

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

*Our current software system only allows male and female as gender choices.

RACE OR ETHNICITY



FIRM STATS

2,500+

Partners & Staff



42 offices in U.S. & India



COMMUNITY

VOLUNTEERISM – INDIVIDUAL



HOURS

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

2021	22%
2020	27%

MATCHING DONATIONS



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

2021	22%
2020	25%

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. Through an application process, we give a \$10,000 prize to one 501(c)(3) organization in each selected state, with our winners being chosen by a panel of external judges.

- FY2021 \$40,000
- FY2020 \$50,000



ENVIRONMENT

We believe good corporate citizens work to protect and preserve the environment. We continually look at ways to reduce our negative impact on the environment and encourage better practices, whether that is something small like offering standard kitchenware in break rooms to reduce paper and plastic waste or a firmwide practice of donating or recycling all computers. If everyone does a little more, we can make a big difference.



RECOGNITIONS

- [Ranked #10 for Best Internships for Diversity with Respect to Women by Vault, 2020](#)
- [Named to the Accounting Move Projects Best CPA Firms for Women AND Best CPA Firms for Equity Leadership, 2020](#)
- [Named to the Accounting Move Projects Best CPA Firms for Women, 2019](#)

INCLUSION & DIVERSITY INITIATIVE



MISSION

To create an inclusive, diverse and equitable environment where we build a workforce that is reflective of the communities in which we serve. Different people and different perspectives help us to provide innovative solutions for our clients, opportunities for our people and successes for the firm.

VISION

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 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.

CONTINUOUS EDUCATION AND DEVELOPMENT

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

RECRUITMENT AND RETENTION EFFORTS

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

ENGAGING STAFF

We empower our Employee Resource Groups to help build an authentic, connected and engaged workplace.

INCLUSION & DIVERSITY COUNCIL

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

INCLUSION & DIVERSITY INITIATIVE



YEAR IN REVIEW

- Created five task forces (communications, corporate responsibility, education and development, recruitment, staff involvement) to help accomplish different goals of the initiative.
- Held a Firmwide Inclusion & Diversity Forum with guest speakers who spoke on inclusion and allyship.
- Organized a firmwide book study based on the book What If by Steve Robbins with over 300 participants.
- Hired a Diversity Recruiter.
- Hosted a recruiting webinar, “**Eide Bailly 360: An Inside Look at Our Culture**,” for more than 250 college and university students.
- Revised our women’s initiative, First Focus, to now include a virtual format with over 150 participants (all genders and all levels welcomed).
- Created a firmwide Inclusion & Diversity internal Teams channel to share communications and updates.
- Hired a DEI Consulting Firm to assist us with our initiative.
- Created and launched a firmwide Inclusion & Diversity survey for staff and to share and track our progress.
- Added an Inclusion & Diversity question to our annual Partner Assessment form to hold all Partners accountable in developing and mentoring staff whose perspective and experience is different from their own.
- Signed the CEO ACTION for Diversity & Inclusion.



WHAT'S NEXT

- Our firmwide Inclusion & Diversity Forum will be scheduled as an annual event.
- Continue to survey our staff and share the results of our annual firmwide Inclusion & Diversity Survey.
- Launch and expand employee resource groups.
- Continue to train and educate hiring managers and staff.
- Implement a firmwide application to promote volunteer and giving opportunities.
- Build and implement diverse recruitment strategies.