



2022

# IMPACT REPORT

As part of the future vision for our firm, all of us at Eide Bailly will be asking ourselves several critical questions: *What does the power of purpose mean to us? What are we doing to make a difference? How can we achieve impactful doing?*

Growing our people and strengthening our communities are at the heart of answering these questions, and our Impact Report is one way we measure these efforts. We've made a commitment to being a firm where our people can be free to be their authentic selves, and we've made great strides in our Diversity, Equity & Inclusion (DEI) Initiative this past year, including creating our first Employee Resource Groups. And we continue to encourage our staff members to give back to their communities with volunteer hours and matching funds for donations to the causes they care deeply about.

"We are committed to growth and improving the lives of the people our firm touches. We share our annual Impact Report as a way to hold ourselves accountable to our goals and the vision of the firm we want to be."

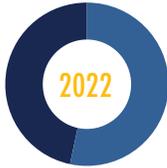
**Jeremy Hauk**  
Managing Partner/CEO

# BY THE NUMBERS



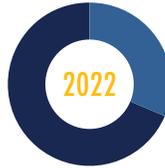
## PEOPLE

### GENDER\* ALL STAFF



Female 53% ↓ 0.5% from 2021  
Male 47% ↑ 0.5% from 2021

### PARTNERS



Female 32% ↑ 0.5% from 2021  
Male 68% ↓ 0.5% from 2021

### RETENTION

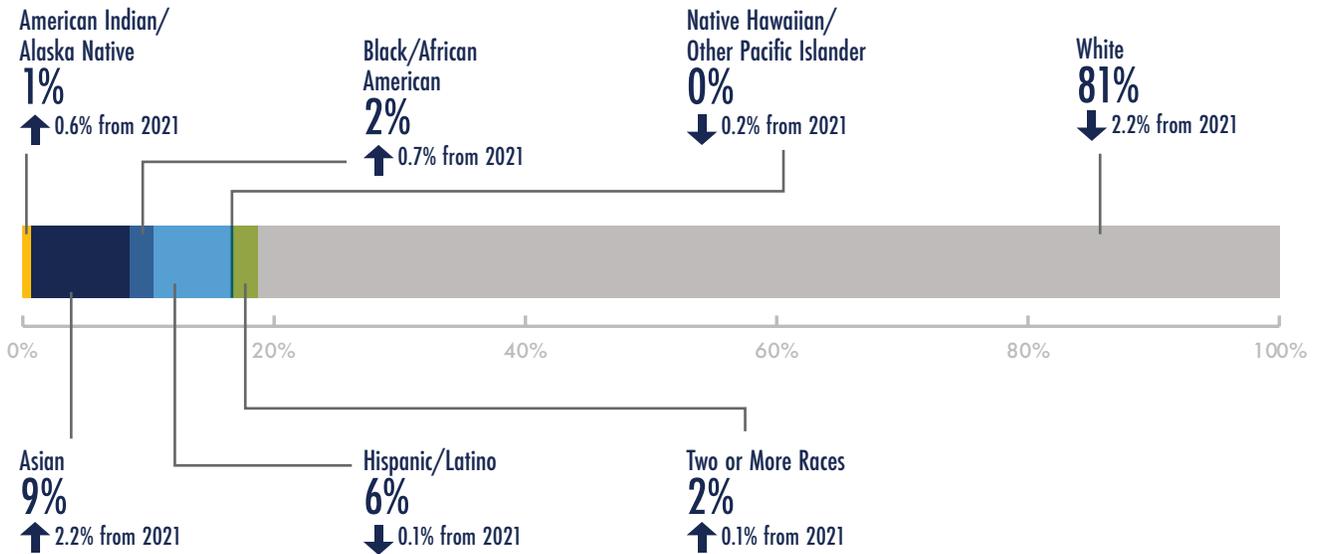


↓ 2% from 2021

% 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

3,000+

Partners & Staff

42

Offices in U.S. & India



# COMMUNITY

## VOLUNTEERISM – INDIVIDUAL



HOURS

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

2022	23%
2021	22%

## MATCHING DONATIONS



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

2022	20%
2021	22%

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. In FY2022 we gave away \$10,000 prizes to 501(c)(3) organizations in select states, with winners chosen by a panel of external judges. Beginning in FY2023 we will transition to one \$50,000 prize nationwide.

- **FY2022** \$50,000
- **FY2021** \$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

We take a lot of pride in the culture we’ve built at Eide Bailly, and we are continually recognized as a top place to work in many of the communities we serve. We are ranked #15 in the most recent Vault Top Accounting Firms list. [Read more from Vault’s report.](#)

# DIVERSITY, EQUITY & INCLUSION INITIATIVE

To create a diverse, equitable and inclusive 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.

## DIVERSITY, EQUITY & INCLUSION COUNCIL

Our initiative is managed by a Diversity, Equity & Inclusion Council made up of staff and partners from across the firm who implement, discuss and evaluate our efforts as a 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, equity 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, education and resources to foster a culture of diverse thoughts and perspectives.

### Recruitment and Retention Efforts

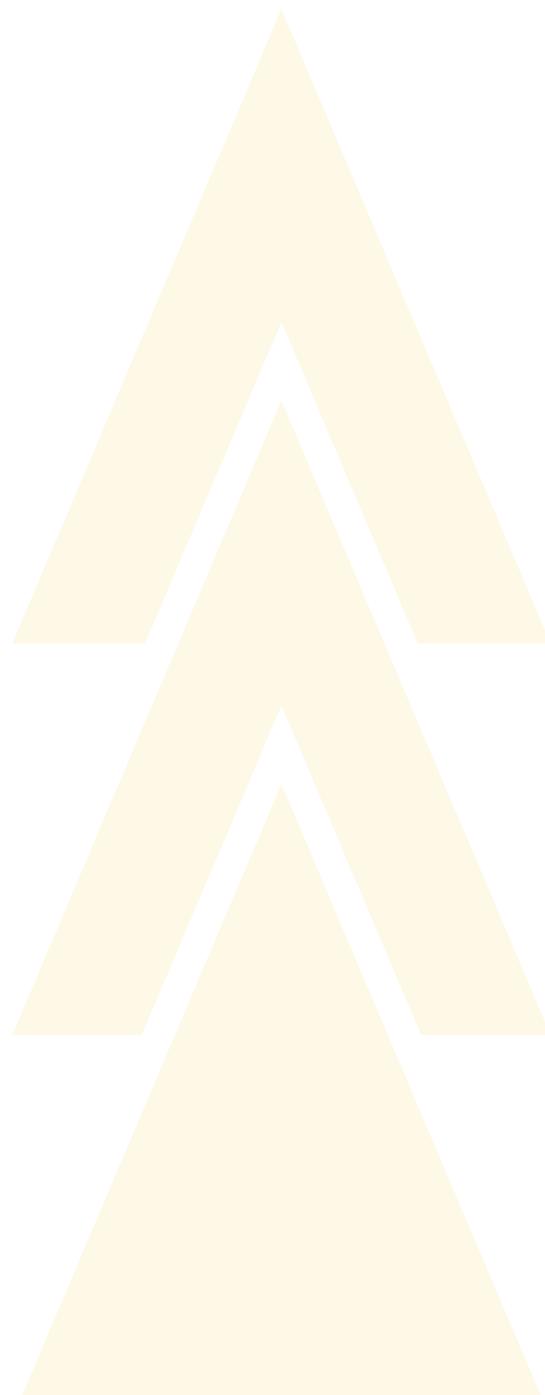
We focus on recruiting, developing and retaining professionals who are reflective of the communities we serve.

### Engaging Staff

We empower our Employee Resource Groups (ERGs) to help build an authentic, connected and engaged workplace and survey our people annually to gauge our efforts.



DIVERSITY EQUITY INCLUSION



# DIVERSITY, EQUITY & INCLUSION INITIATIVE



## YEAR IN REVIEW

### Commitment from Leadership

- Added Equity as part of our initiative
- New Managing Partner/CEO Jeremy Hauk signed the CEO Act!on for Diversity & Inclusion

### Continuous Education and Development

- Staff and partners completed two required training programs: Unconscious Bias and Microaggression
- Held our second annual Firmwide DEI Forum
- Created and shared our first updated Impact Report, which will now be published annually

### Recruitment and Retention Efforts

- Hosted a recruiting webinar with approximately 200 students as part of our efforts to reach students in colleges and universities we have not recruited from before
- Reviewed Affirmative Action data with our offices and created action plans for identified areas of improvement

### Engaging Staff

- Launched two new ERGs, MyEidePride and DiversifEIDE, with more than 100 total members (and growing)
- Continued with First Focus, our women's initiative
- Added two new firm holidays, Martin Luther King Jr. Day and the Friday before Memorial Day
- Increased our paid parental leave benefits



## WHAT'S NEXT

### Commitment from Leadership

- Continue to work with our DEI consulting firm and meet for a strategy session with our DEI Council

### Continuous Education and Development

- Utilize a DEI tool to build, analyze and manage our DEI efforts and initiative
- Continue to train and educate our management team, hiring managers and staff

### Recruitment and Retention Efforts

- Continue to survey our staff on our DEI efforts and share results

### Engaging Staff

- Launch two additional ERGs for veterans and women

# EMPLOYEE RESOURCE GROUPS



Our DiversifEIDE ERG is a members-only group for staff who identify as People of Color (POC). It is a group that includes people who may identify as American Indian, Alaskan Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian or Other Pacific Islander, Two or More Races or other Non-White racial/ethnic identities.

## MISSION

The mission of DiversifEIDE is to be a resource for our members to express themselves and the challenges or successes that they may face in the workplace. We believe in diversity, equity, inclusion, and increasing understanding among ourselves and others.

## VISION

To create a mindful and inclusive workplace culture that encourages and enhances awareness, increases diversity through recruiting, advances the firm's community involvement with minority nonprofits and serves as a resource for POC.

## ERG LEADS

**Lindsey Dickerson**, Senior Associate, Abilene

**Brandon Harrison**, Partner, Rancho Cucamonga

**Khalil Williams**, Senior Associate, Spokane

## FY2023 GOALS

- 20% increase in membership
- Participate in public outreach by speaking at colleges in local regions
- Serve as a resource for the Diversity Recruiting Advisor

# EMPLOYEE RESOURCE GROUPS



The MyEidePride ERG is for members and allies of our LGBTQIA+ community, which stands for lesbian, gay, bisexual, transgender, queer, intersex, asexual and the plus covering all different subsections such as pansexual, androgynous, polyamorous and allies. A member is someone who identifies as a member of the LGBTQIA+ community. An ally is someone who doesn't identify but is actively supportive of the LGBTQIA+ community and its members.

## MISSION

The mission of MyEidePride is to create opportunities for members of the LGBTQIA+ and allies to connect professionally and socially in order to develop strong support systems within the workplace. MyEidePride is an open space for LGBTQIA+ topics, advancing firm culture, and a resource for members and discussion. We welcome membership and contribution to all Eide Bailly employees who support the goals and missions of the ERG.

## VISION

To create an open space for members of the LGBTQIA+ community and allies to meet and contribute to strengthening the inclusiveness of workplace culture.

## ERG LEADS

**Liz Kinzer**, Senior Associate, Fargo

**Alissa Qassam Ali**, Manager, Las Vegas

**James Ramsey**, Partner, Sacramento

## FY2023 GOALS

- Provide educational content for internal Eide Bailly newsletters
- Bring in guest speakers to talk to our community about inclusiveness
- Increase membership