



Leading with Inclusion

At Moss Adams, we're committed to fostering an inclusive and diverse culture that welcomes and celebrates each person's individuality. Difference isn't merely acknowledged—it's expected.

Chris Schmidt
CHAIRMAN AND CEO

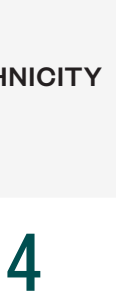
Honoring our differences is essential to building a sustainable firm that is more dynamic, agile, and better reflects the communities in which we live and work. Cultivating an inclusive culture requires a thoughtful, proactive approach and a strong commitment to creating a sense of belonging for all.

Dave Follett
PRESIDENT AND COO

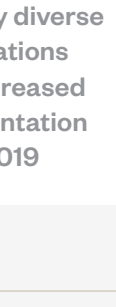
We're proud of our accomplishments so far and look forward to our continued progress in 2020.

Jen Wyne
EXECUTIVE DIRECTOR OF HUMAN RESOURCES

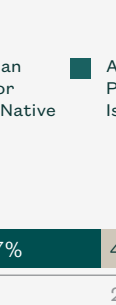
2019 ACCOMPLISHMENTS



Increased the number and visibility of our Business Resource Groups (BRGs)



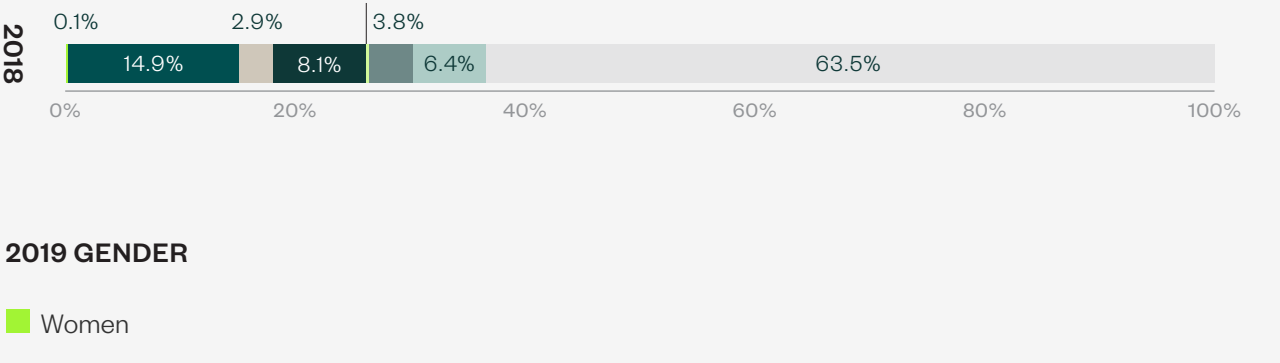
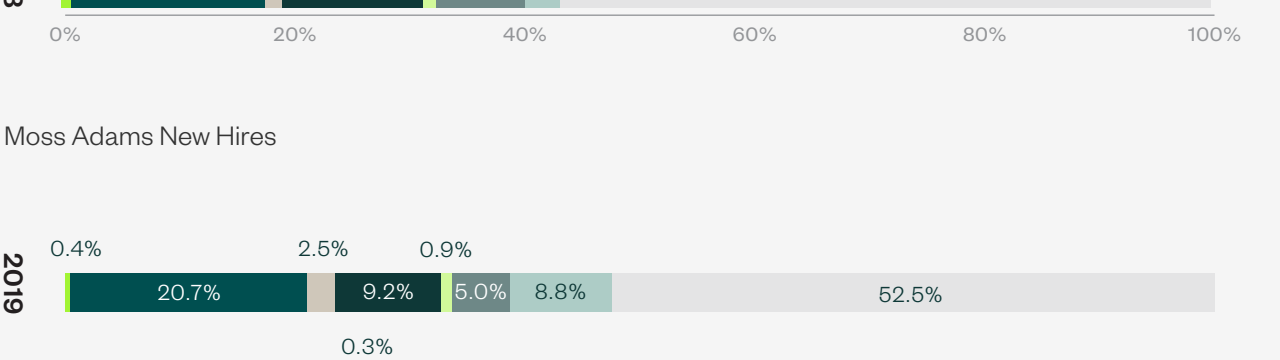
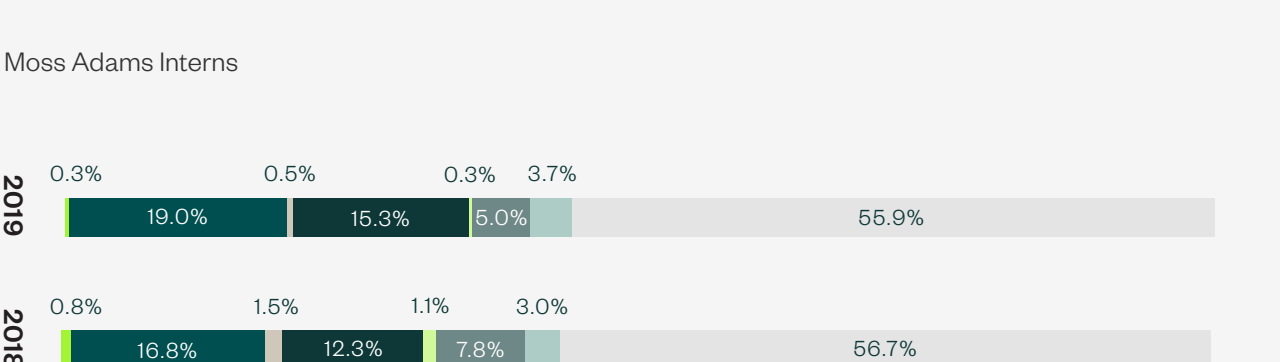
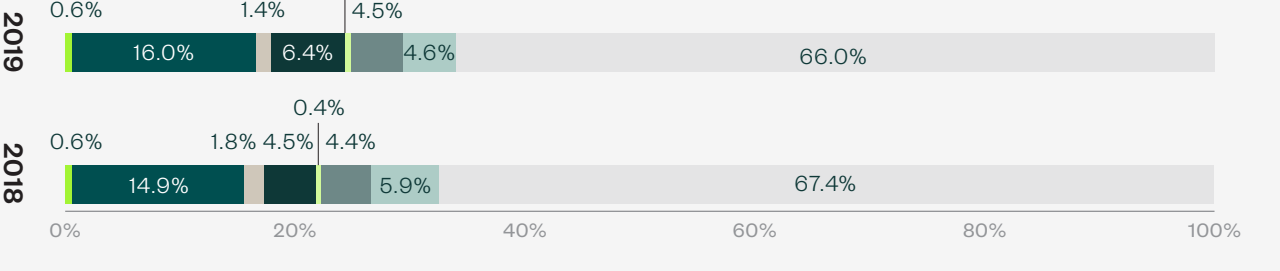
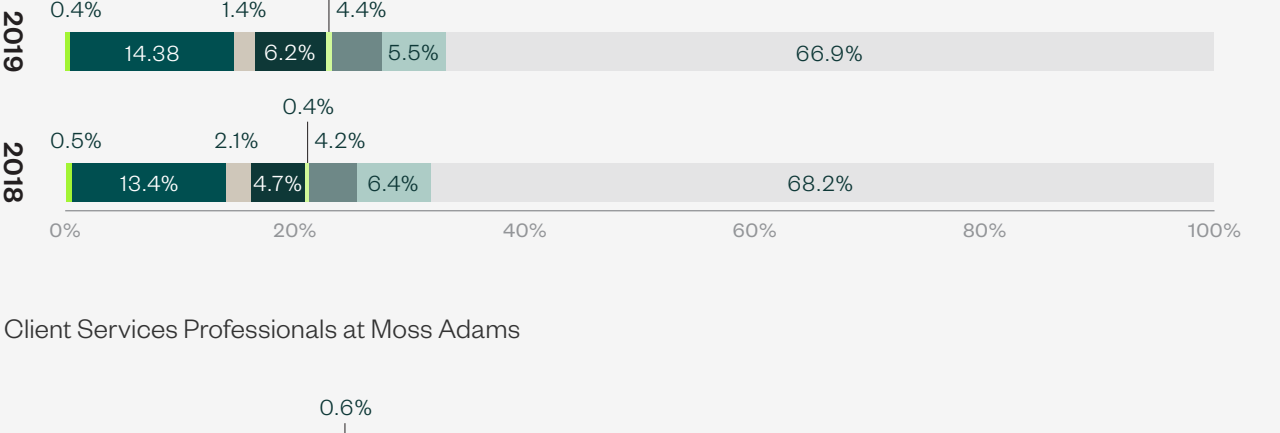
Continued to attract diverse candidates with new and enhanced programming



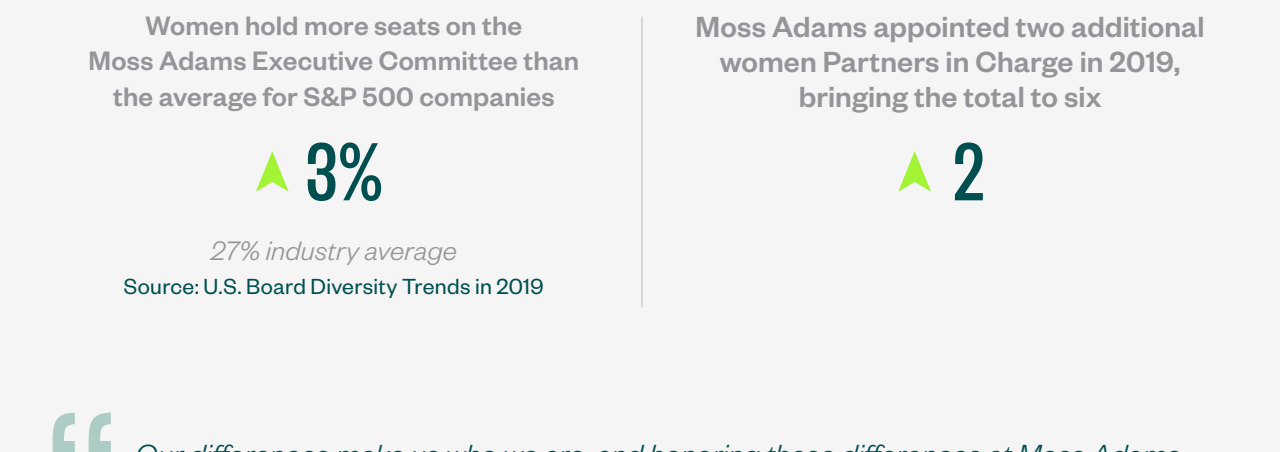
Forged new strategic partnerships with organizations dedicated to increasing inclusion

Representation at Moss Adams

RACE & ETHNICITY



2019 GENDER



Women hold more seats on the Moss Adams Executive Committee than the average for S&P 500 companies

Moss Adams appointed two additional women Partners in Charge in 2019, bringing the total to six

Our differences make us who we are, and honoring these differences at Moss Adams creates a culture where people can bring their authentic selves to work. It's our strength, and we will continue to nurture our diversity and drive our inclusive culture forward.

— Chris Schmidt, Moss Adams Chairman and CEO

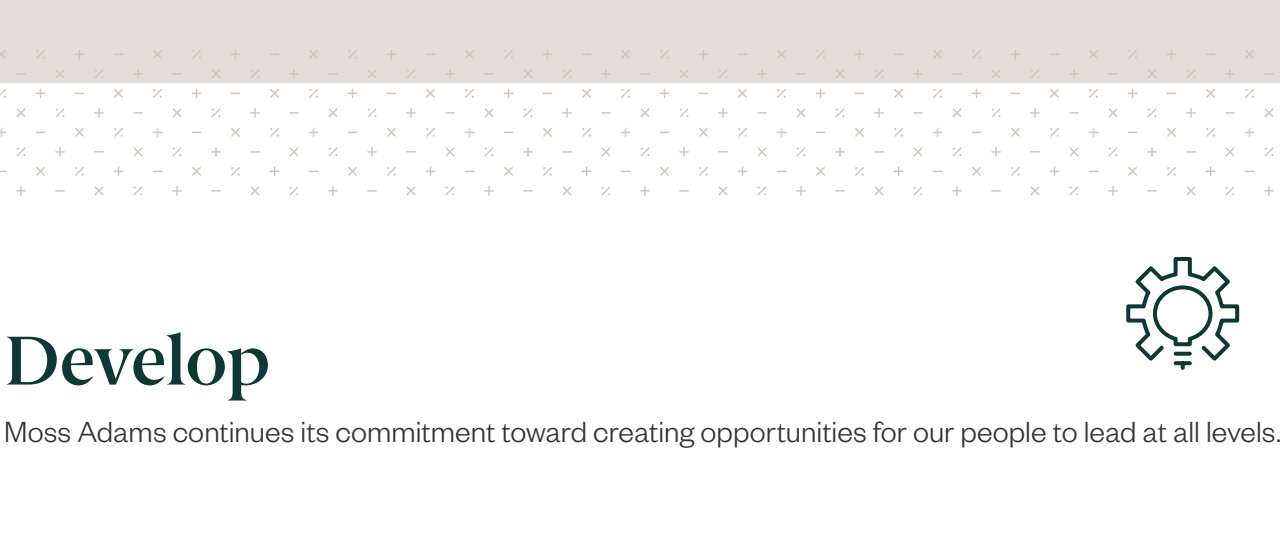
Attract

Our internships and other recruitment programs offer education, opportunity, and experience to students from diverse racial and ethnic backgrounds, women, LGBTQ individuals, military veterans, and people with disabilities.



IGNITE SCHOLARSHIPS

This \$2,500 scholarship is awarded to college freshmen and sophomores from diverse backgrounds who are pursuing a bachelor's degree in accounting or a related field.

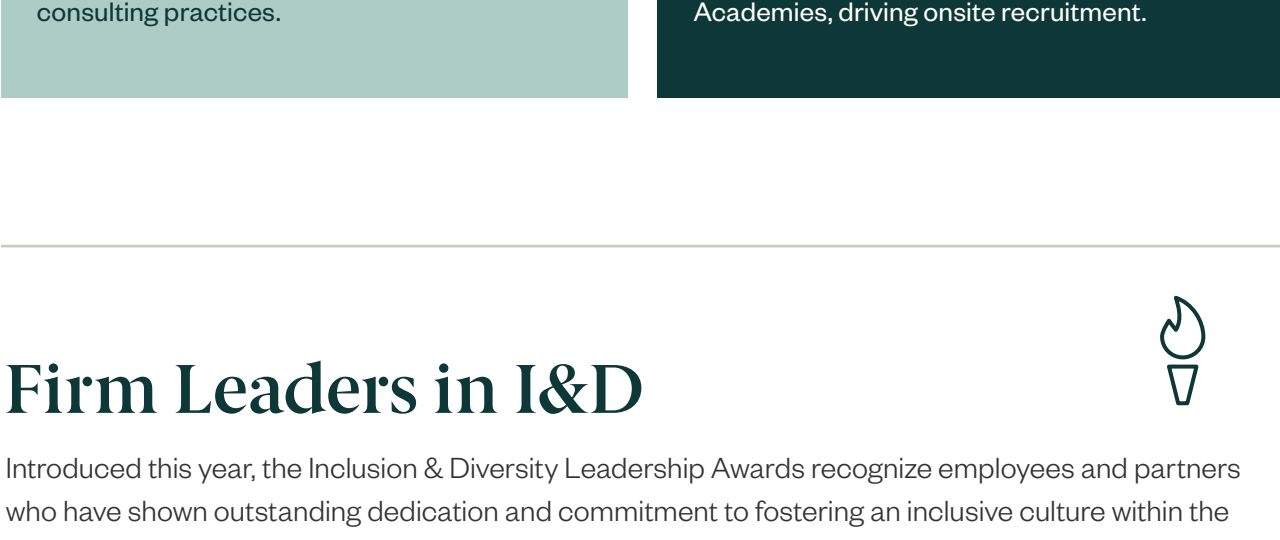


LIFTOFF WEBINAR

Our Recruiting team shared their second annual webinar for underrepresented college freshman and sophomores highlighting the benefits of a career in public accounting. We hosted 70 attendees, including students, university contacts, and Guide Pilot Steer (GPS) interns.

GUIDE PILOT & STEER (GPS) INTERNSHIP

This precursor to our traditional accounting and consulting internship is designed to provide an inside look at the firm's operational functions, with the hopes of converting them to full-time hires. It's available to freshmen, sophomores, or juniors pursuing a bachelor's degree program.



PHD PROJECT

The PhD Project's mission is "to increase workforce diversity by increasing the diversity of business school faculty who encourage, mentor, support and enhance the preparation of tomorrow's leaders." The mission of the nonprofit aligns with our commitment to attracting underrepresented professionals to our industry. The Moss Adams Foundation has pledged to donate \$75,000 over three years, and also sits on the organization's board.

Faculty diversity today equals workforce diversity tomorrow.

— PhD Project

Develop

Moss Adams continues its commitment toward creating opportunities for our people to lead at all levels.

BUSINESS RESOURCE GROUPS HIGHLIGHTS

Our Business Resource Groups (BRGs) are led at the local level to create community, camaraderie, and connection while contributing to the firm's business objectives.

LATINX BRG
Sponsored Association of Latino Professionals for America (ALPFA) National Convention, driving onsite recruitment and professional development.

ASIAN BRG
Launched in NorCal with a kick-off mixer for members and sponsors.

PRIDE BRG
Amplified Pride Month celebration firmwide through networking events, Pride Parade viewing parties, and allyship workshops.

BLACK BRG
Served as a lead sponsor for the National Association of Black Accountants (NABA) Western Region Conference, driving onsite recruitment and awarding \$7,000 in scholarships.

WA RACIAL EQUITY BRG
Recognized with an Innovations in Diversity Award of Excellence for their commitment to imagination, hard work, and I&D progress.

FORUM W BRG
Founded the new CLIMB_W Program for Women in Consulting, designed to empower and develop women leaders across our consulting practices.

VETERANS BRG
Attended Veterans Service Academy Career Conference (SAOC), the only job fair exclusively for alumni of combined US Services Academies, driving onsite recruitment.

Firm Leaders in I&D

Introduced this year, the Inclusion & Diversity Awarding Committee recognize employees and partners who have shown outstanding dedication and commitment to fostering an inclusive culture within the firm and in the profession. We've recognized individuals in three categories: employee, partner, and BRG leader.

Employee Winners
Terry Pierce, Regional Campus Recruiting Manager, Central / Dallas
Paul Wright, Assurance Senior, Washington / Seattle

Partner Winner
Kim Koch, MAASIT Consulting Partner / Spokane

BRG Leader
Kinman Tong, Assurance Partner, NorCal / San Francisco

Retain

Not only do we care about the importance of inclusion and diversity in the daily experience of our people—we're committed to it.

BENEFITS SUPPORTING A DIVERSE WORKFORCE

INCLUSIVE HEALTHCARE
We offer transgender surgery benefits through our medical insurer, Aetna.

PARENTAL LEAVE
Our gender-neutral paid parental leave policy offers new parents up to four weeks of paid time off within the first 12 months of the birth or adoption of a child.

MAVEN MATERNITY PROGRAM
The Maven program provides 24/7 on-demand maternity, postpartum, and return-to-work support.

AWARDS

We're honored to have our culture and workplace practices recognized with the following awards.

TOP COMPANIES FOR EXECUTIVE WOMEN
National Association for Female Executives

100 BEST COMPANIES
Working Mother magazine

INNOVATIONS IN DIVERSITY & INCLUSION
Diversity Journal

BEST ACCOUNTING FIRMS FOR WOMEN
Accounting MOVE Project

INCLUSION INDEX COMPANY
Diversity Best Practices

BEST ACCOUNTING FIRMS FOR DIVERSITY
Vault Accounting 50 (ranked No. 13)

TOP COMPANY FOR WORKING MOTHERS AND WORKING DADS
Working Mother Magazine

Justin Fisher – Working Dad of the year
Jennie Ly – Working Mother of the year

EMPLOYEE ENGAGEMENT SURVEY

Our employees see our commitment. When compared to companies from all industries nationwide, our employee engagement scores in the area of inclusion and diversity exceed the benchmark.

We scored 3 points above the external benchmark

We scored 10 points above the external benchmark

Advance

Diversifying our workforce means hiring professionals from underrepresented communities and accelerating their advancement as minority leaders.

SUCCESSION PLANNING PLAYBOOK

This playbook provides insight and strategies on increasing the representation of women in leadership roles and at the partner level. While it was originally designed to support women at the highest levels, we're now in the position to start using its principles across the firm and are excited to see how it impacts our culture.

PATH TO SUCCESS SERIES

To help women build and maintain successful mentoring relationships and build external connections, we created a series of mentoring guides:

- A Guide for Mentors and Protégés
- A Guide to Building and Leveraging Your Network
- Investing in Your Career by Helping Others

GroWth SERIES

In June, we welcomed 14 women to our fourth cohort of the GroWth series, a year-long leadership program targeting high-potential, women senior managers.

Three of our new 2019 partners are GroWth graduates. To date, five graduates of the GroWth Series have become partners.

ABOUT MOSS ADAMS

With more than 2,900 professionals across 25-plus locations in the West and beyond, Moss Adams provides the world's most innovative companies with specialized accounting, consulting, and wealth management services to help them embrace emerging opportunity. Discover how Moss Adams is bringing more West to business.

Assurance, tax, and consulting offered through Moss Adams LLP. Investment advisory services offered through Moss Adams Wealth Advisors LLC. Investment banking offered through Moss Adams Capital LLC.

Inclusion & Diversity Advisory Board

- TONY ANDRADE, Partner
- ALISON DUNNEBECKE, Partner
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- MARCUS BOYD, Partner
- LETIZIA BRENTANO, Partner
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- DAVE FOLLETT, President and Chief Operating Officer
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- GERARDO GODINEZ, Partner
- BERTHA MINNIHAN, Partner
- DHAVAL PATEL, Partner
- TERRY PIERCE, Regional Campus Recruiting Manager
- TASHA REPP, Partner
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- LISA TODD, Partner
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