



Inclusion & Diversity

2021 ANNUAL REPORT

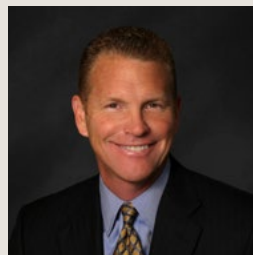
FAREWELL FROM CHRIS SCHMIDT

Moss Adams has a long history of striving for a truly inclusive workplace. The tragic murder of George Floyd in the summer of 2020 pushed me, alongside our leadership team, to reconsider many issues related to inclusion and diversity: racism, bias, privilege, and discrimination. From that moment on, Moss Adams committed to being an anti-racist firm and recognized that we need to take explicit action to effect positive change in our communities.

In 2021, we committed to **5 Bold Actions** in pursuit of this goal. In this report, you'll find stories and data on the progress we made against these efforts, organized in our framework of awareness, action, and accountability. You'll note a few highlights in particular:

- Our 2021 Inclusion Series covered anti-racism, unconscious bias, belonging, and allyship.
- In the spirit of **inclusion**, our 2021 Word of the Year, we focused our fourth annual Giving Tuesday campaign on business resource group (BRG)-selected organizations. It was our biggest giving event to date, setting new records for participation and donations.
- We redefined partner expectations to include active engagement in our inclusion & diversity (I&D) initiatives, charging our leaders with the responsibility to reinforce our inclusive culture.

It's been my honor to lead a firm that embraces our I&D goals and understands the importance of living our values. I'm proud of all that we accomplished at Moss Adams, both in 2021 and during my nine-year term, and I'm optimistic about our opportunities to improve as we look to the future.



Chris Schmidt
CHAIRMAN AND CEO

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OUR 2025 STRATEGY

We recognize racial injustice is all around us, and the roots go deep. Moss Adams is committed to being part of the solution as an anti-racist firm.

To achieve our goal, our I&D board introduced our 2025 Inclusion & Diversity Strategy to drive decision making, goal setting, and accountability for our I&D efforts. This includes our 5 Bold Actions for 2021.

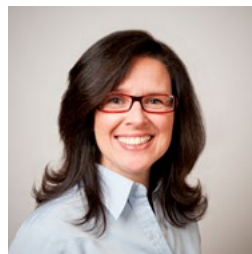
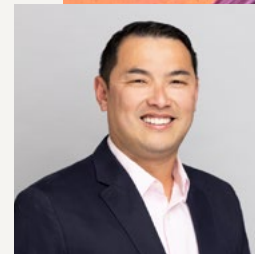
2021 INCLUSION & DIVERSITY BOARD

The I&D board formulates and executes our I&D strategy while overseeing efforts to promote belonging at the firm through programs that include our BRGs, recruiting, and training. The board promotes accountability for I&D efforts at all levels of the firm, and ensures stakeholders stay connected for effective collaboration.

In 2020, CEO Chris Schmidt joined as the board chair to accelerate change by connecting intentional action with the firm's strategy.

“The firm’s I&D board keeps Moss Adams accountable to everything we develop on racial equity—within our firm and our communities. We continue to be laser-focused on enhancing our efforts to create a culture of belonging in our work and across the firm.”

Kinman Tong, partner and I&D board member, San Francisco



“The steps we take now will help create a place where everyone feels welcome and valued. Moss Adams will be a place where all team members feel supported with opportunities to advance their careers. There’s no question in my mind that we’ll achieve our mission to create a culture of belonging.”

Jen Wyne, HR executive director, Seattle

5 BOLD ACTIONS

In 2020, we applied our learnings around inclusion and diversity to create a strategic plan to accelerate our activities. This led to our five-year I&D roadmap and the creation of our 5 Bold Actions for 2021.

As the year progressed, we made updates to better define our efforts and strengthen our delivery. Below, you'll see how we performed at a glance. More detailed information is available on pages 7 and 19.



“Moss Adams really takes steps to drive conversations about diversity and its impact on our firm’s future. Things won’t change overnight, but the firm is true to their word to make sure inclusion and diversity is on everyone’s mind.”

Maria Reyes, senior, Fresno



1 BE A MORE INCLUSIVE FIRM

CEO Chris Schmidt’s 2021 Word of the Year was *inclusion*. This set a tone from the top, guiding how we interact with each other and approach our work.

2 ENHANCE PROGRAMMING & TRAININGS

We updated required learning like our Moss Adams University programs to help eliminate bias and promote equity for underrepresented communities. We also hosted firmwide inclusion trainings throughout the year.

3 HOST LISTENING SESSIONS

We hosted several listening sessions with our underrepresented team members to better understand their experiences. The feedback and insights shared will inform our I&D strategy.

4 HOLD OUR PARTNERS ACCOUNTABLE

Firm leaders must live within our values. We updated our evaluation process and introduced the Partner Inclusion & Diversity Framework to hold partners accountable.

5 HOLD OUR PEOPLE ACCOUNTABLE

All employees share the responsibility of creating an inclusive culture. Work is underway to revise the Career Development Framework (CDF) and competencies to identify inclusive behavior expectations at each level.

Awareness

What we know.

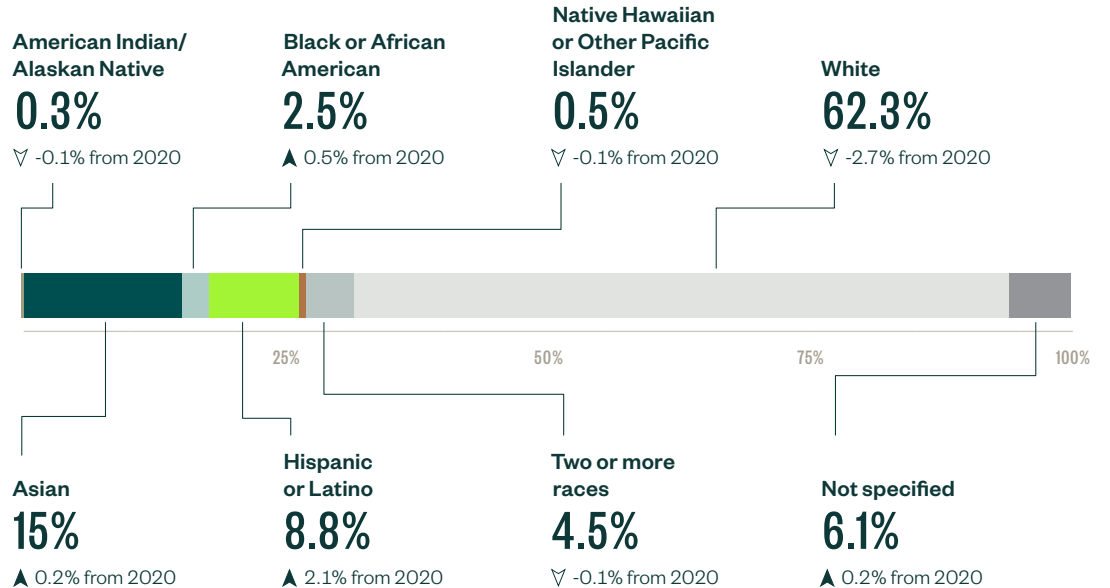
Being open to learning and growth is the foundation for an inclusive culture. Doing the work to build awareness individually and as a firm was a major focus in 2021, and it's an important step in cultural change.

OUR PEOPLE

We believe representation matters. Bringing together people with different backgrounds and perspectives fosters a culture of inclusion. We must continue to increase representation at all levels.

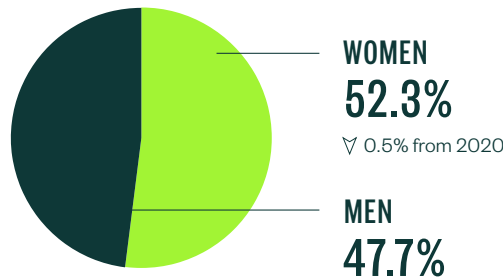
In 2021, we continued to add team members from underrepresented groups. Here's an overview of our demographics at the firm.

RACE AND ETHNICITY



Our inclusive recruiting and retention efforts drove a 4% increase in racially and ethnically diverse team members since our first I&D Annual Report in 2017.

GENDER



Please refer to the appendix for our full demographic data.

VETERANS

2% of our people self-identified as US military veterans

INDIVIDUALS WITH DISABILITIES

2% of our people self-identified as living with a disability

DEVELOPING TALENT

We must provide learning and growth opportunities to develop inclusive and diverse leaders at all levels.

In 2021, we expanded our internal programming to spread awareness for the unique experiences of underrepresented talent and how we can actively create a culture of belonging in our workplace.

We'll apply our learnings to inclusion and diversity initiatives in 2022 and beyond. Listening sessions are now a permanent part of our I&D strategy.

INCLUSION SERIES

There's always more to learn. We hosted four firmwide trainings, facilitated by external experts at Diversity University, to increase our awareness for actionable ways to foster an inclusive culture.

Available trainings:

- Anti-Racism: Taking an Active Stance
- Unconscious Bias: Moving to Conscious Awareness
- Creating Inclusion: Building Belonging
- Allyship and Upstanders: Showing Up for Others

MOSS ADAMS UNIVERSITY: LEADERSHIP DEVELOPMENT PROGRAMS

It's important that our people become inclusion leaders while progressing their careers.

We prioritized nine leadership programs that train team members on topics that drive belonging in the workplace, including unconscious bias. All live learning sessions are also available on-demand.

Available trainings:

- Diversity, Inclusion, and Belonging
- Confronting Bias: Thriving Across Our Differences
- Inclusive Leadership
- Overcoming Imposter Syndrome

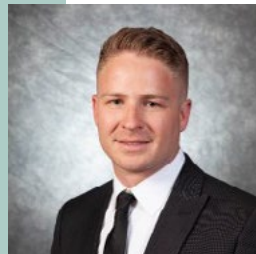
LISTENING SESSIONS

We hosted 15 listening sessions to learn about the experiences of our historically underrepresented team members. Three rounds of sessions were held throughout the year to better understand how our diverse group of employees and partners navigate their time at Moss Adams. Sessions were incredibly informative. During the sessions, we heard:

- Our partners and firm leaders should be held accountable for progress against our I&D goals
- Our BRGs and regions need support to make firmwide I&D strategy actionable at all levels
- The role of our I&D board should be better socialized and understood
- Our focus on inclusive recruiting must continue
- I&D training and awareness must be our priority
- We must improve retention of our underrepresented team members

“The firm’s commitment to inclusion and diversity is probably the most important thing to me. When I talk about Moss Adams with my family, I mention the business resource groups. We really seem to care about people.”

Daniel Solomon, staff, San Diego



SHARING WHAT WE LEARNED

Our I&D efforts began in 2008 with the formation of Forum W, our first BRG. Since then, we committed to sharing what we learned with our community along the way.

ACCOUNTING MOVE PROJECT

As a founding sponsor of the Accounting MOVE Project since 2010, we're uncovering strategies to develop and advance women in public accounting. This national study provides insight by measuring four factors essential to women's advancement: money, opportunity, vital work-life resources, and entrepreneurship.

[View the project's 2021 report.](#)

BUSINESS IMPERATIVE OF INCLUSION & DIVERSITY

We invited our clients to a webcast to learn how leading an organization with an inclusive mindset can boost innovation, attract and retain top talent, and enable an organization to better serve the growing diversity of clients and communities.

External panelists led the webcast with insight on I&D as a key business strategy and competitive advantage. They also provided actions for organizations to foster inclusion and belonging to sustain long-term business success.



“The firm has created a platform for all of us to gather and think deeper. We’re raising awareness and distributing resources to our employees. To me, that’s the first step towards setting a tone at the top that this is our firm’s culture.”

Annie Yuan Norviel, partner, San Diego

Action

What we do.

Actions speak louder than words, so we're proud to share our strategic efforts to attract and retain talent from various backgrounds. In 2021, we continued to grow our partnerships and scholarship opportunities available to students from diverse backgrounds to encourage them to pursue a career in public accounting.

ATTRACTING DIVERSE TALENT

We recognize reaching the right talent means cultivating the next generation now. We're committed to finding talent with diverse backgrounds and experiences that reflect our communities and the clients we serve.

Here's how we invest in our future by strengthening our pipeline of diverse talent.

BEFORE COLLEGE

Partnership with Junior Achievement

In 2021, our \$25,000 donation helped secure a User Testing Annual license, providing a panel of teens from diverse backgrounds the opportunity to provide feedback on their online learning experiences.

COLLEGE

FRESHMEN

Ignite Scholarships

Each year, this \$2,500 scholarship is awarded to 20 college freshmen and sophomores from diverse backgrounds pursuing a bachelor's degree in accounting or a related field. Five scholarships are earmarked for students at historically Black colleges and universities (HBCU). Every scholarship recipient will receive an invitation to attend TakeOff!, our leadership program established in 2021 to encourage students from underrepresented backgrounds to pursue a career in public accounting.

SOPHOMORES

Private Companies Practice Section (PCPS) Ethnically Diverse Scholarship and Internship

In 2021, we were selected as a cosponsor of the PCPS George Willie Ethnically Diverse Student Scholarship & Internship Program. A student then received the American Institute of Certified Public Accountants (AICPA) \$10,000 scholarship and a summer internship at Moss Adams.

JUNIORS

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 participants to full-time hires. It's available to freshmen, sophomores, or juniors pursuing a bachelor's degree.

POST-GRAD & EXPERIENCED

The PhD Project

The PhD Project helps reach talent that graduated and now has experience in the industry. 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 aligns with our commitment to attracting underrepresented professionals to our industry. The Moss Adams Foundation pledged to donate \$75,000 over three years, and one foundation board member sits on the PhD Project's board.

PARTNERSHIPS WE VALUE

Outreach at HBCUs

In 2021, we began hosting **Tuesdays with Moss Adams**, a series of virtual sessions for faculty and students at HBCUs to connect with our recruiters and team members.

Professional Organizations

Moss Adams continues to support both the National Association of Black Accountants (NABA) and the Association of Latin Professionals for America (ALPFA), annually.

In 2021, we virtually networked with a diverse pool of candidates at three national recruiting conventions:

- NABA Student Conference
- ALPFA Student Symposium
- Service Academy Career Conference (SACC)

OUR RESULTS

In 2021, our recruiting efforts helped provide opportunities to underrepresented communities.

Here are some* of our successes:

▲ 2%

increase in our

Women
EXPERIENCED
HIRES

▲ 5.1%

increase in our

Hispanic or Latino
EXPERIENCED
HIRES

▲ 6.8%

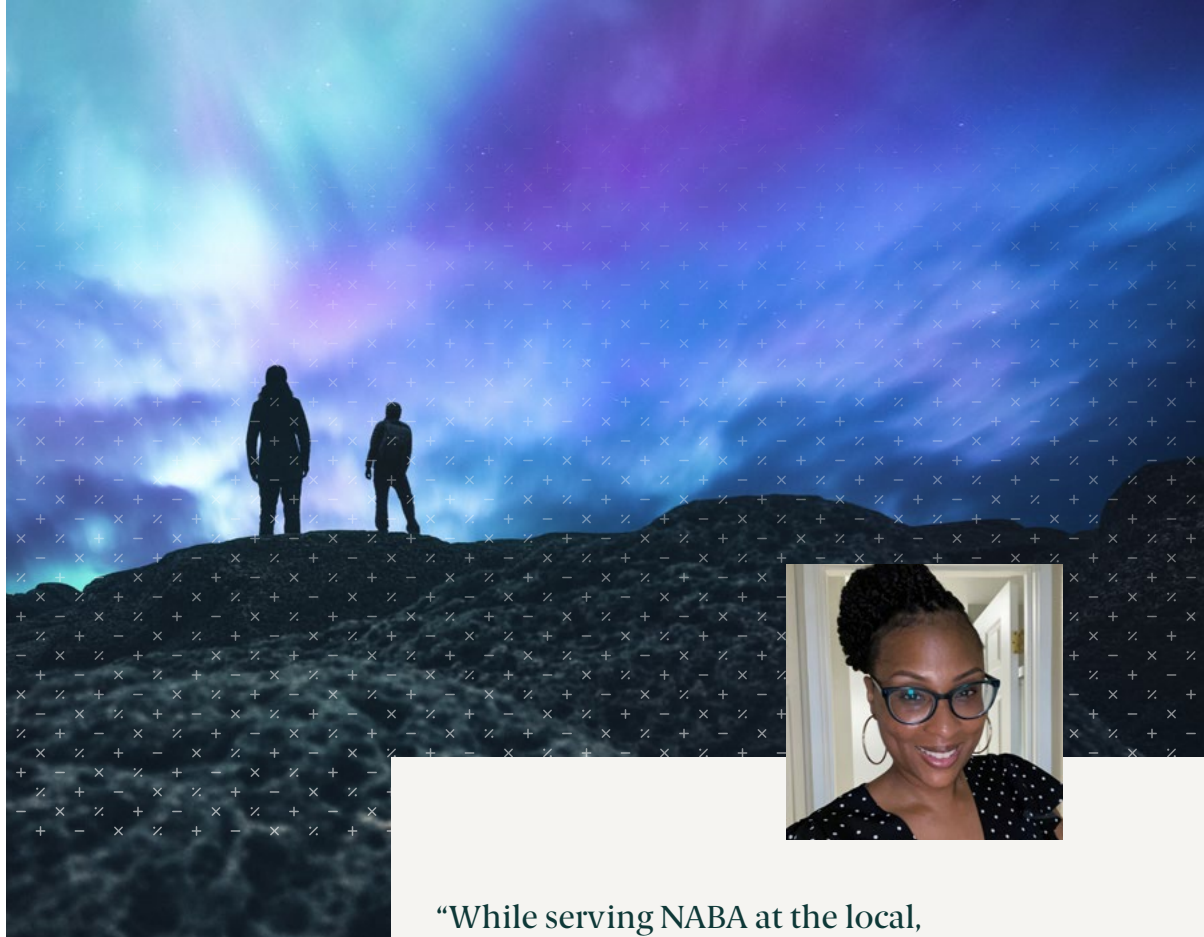
increase in our

Asian
FIRST-YEAR STAFF
HIRES

▲ 10.4%

increase in our

Asian
INTERN HIRES



“While serving NABA at the local, regional, and national level, I met three Moss Adams team members whose support of our mission influenced my decision to apply here. Partnerships with external affinity groups like NABA and ALPFA offer professional development opportunities and resources that create a diverse pipeline for firms like ours.”

Revé Doss, firm accounting senior, Seattle

*Full figures are available in the appendix at the end of the report

RETAINING TALENT

We must cultivate community for the diverse talent we attract, and that means supporting a culture where everyone feels connected, respected, and valued.

RETENTION METRICS

The firm saw a small increase in attrition by the end of 2021, but there was improvement in representation for some communities. Here are some of the key retention metrics for the year at a glance*:

▲ 6.7%

improvement for

Black or African American PROFESSIONALS

▲ 3.1%

improvement for

Veterans

▼ 8%

turnover increase

Asian PROFESSIONALS

▼ 20.5%

turnover increase

Native Hawaiian or Other Pacific Islander PROFESSIONALS

**Full figures are available in the appendix at the end of the report*

BENEFITS SUPPORTING A DIVERSE WORKFORCE

We can support our diverse workforce by recognizing each individual's unique needs, especially during a pandemic, and accommodating our people so they can bring their whole selves to work.



INCLUSIVE HEALTH CARE

We offer transgender surgery benefits through our medical insurance provider, Aetna.



PARENTAL LEAVE

Our gender-neutral paid parental leave offers new parents paid time off in the first 12 months following birth, adoption, or new placement of a foster child.



BACKUP CHILDCARE

Parents can receive 20 subsidized backup childcare days for use in the child's first year.



MAVEN NEW PARENT SUPPORT PROGRAM

The Maven program provides 24/7 on-demand support for new or expecting parents, including milk shipping.

BUSINESS RESOURCE GROUPS

Our business resource groups (BRGs) are crucial to achieving our I&D mission and the firm’s business objectives. They strengthen our culture of inclusion and increase belonging by creating community, camaraderie, and connection. They’re also a venue for members of their community and allies to support each other.

In 2021, the BRGs created shared resources and hosted events to deepen awareness around the issues facing underrepresented communities, drive connection, and educate our people.

They include:

- Asian BRG
- Black BRG
- Disability BRG
- Forum W
- LatinX BRG
- Pride BRG
- Racial Equity BRG
- Veterans BRG



We currently have over

40 BRG CHAPTERS



We currently have over

70 BRG LEADERS



“Our BRGs reinforce why I&D is important. We want to help the existing leadership structure be more supportive, and make sure the next generation of Moss Adams leaders are diverse.”

Koen Alberts, assurance senior, Albuquerque

Koen (R) with husband, David

GIVING TUESDAY

During our fourth annual Giving Tuesday campaign, we supported organizations chosen by our BRGs for their work to improve the lives of underrepresented communities. The Moss Adams Foundation offered unlimited matching on donations from our people and partners to organizations sponsored by our BRGs.

OUR RESULTS

The campaign was our biggest to date, and we set new participation and donation records at our firm. We tracked:

- ▲ **150% increase in total donors** over 2020
- ▲ **81% increase in total donations** over 2020
- ▲ Approximately **200 more charities supported** over 2020



751
DONORS



\$69,942
EMPLOYEE
& PARTNER
DONATIONS



\$61,859
FOUNDATION
MATCH



\$131,992
Total Impact

ADVANCING TALENT

To invest in our people and their growth, we offer advancement opportunities at all levels. We're deliberate in advancing people from all backgrounds to leadership because it's important our firm represents the communities we're a part of—it drives innovation and growth opportunities.

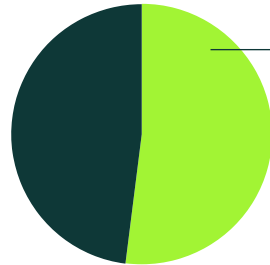
GroWth Series

In 2021, we completed our fifth offering of the GroWth Series, a year-long leadership program targeting high-potential, women managers. Participants develop skills that enable them to be more effective managers and help equip them to step into larger leadership roles at the firm.

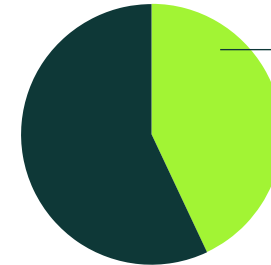
To date, 15 graduates are now partners.

FIRM LEADERSHIP

Firm leadership includes C Suite, executive committee, and National Office department leaders.

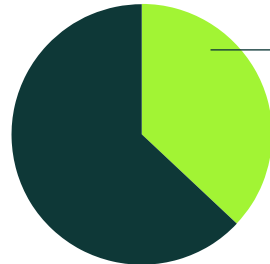


52%
of firm leadership identifies as **a member of an underrepresented group**
▲ 5% from 2020

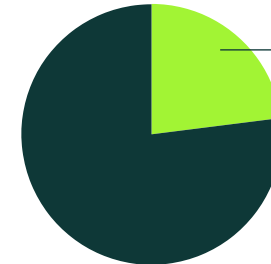


43%
of firm leadership are **WOMEN**
▲ 1% from 2020

PARTNERS-IN-CHARGE (PIC)



37%
of PICs identify as **a member of an underrepresented group**
▲ 5% from 2020



23%
of PICs are **WOMEN**
No change from 2020

PROMOTION RATE

Hispanic or Latino
PROFESSIONALS

▲ **4.5%**
from 2020

Asian
PROFESSIONALS

▲ **8.4%**
from 2020

Black or African American
PROFESSIONALS

▼ **8.8%**
from 2020

WOMEN
▲ **5.2%**
from 2020

*Full figures are available in the appendix at the end of the report

Accountability

What we deliver.

Moss Adams started publicly sharing our diversity data with the first Forum W report in 2008, and we expanded our scope in 2017 with our first Inclusion & Diversity Annual Report. In 2021, we improved our data management processes, executed on our 5 Bold Actions, and initiated formal structures to keep us accountable and transparent in our inclusion and diversity goals.

We're proud of how far we've come, and grateful our work has been recognized by our people and within the industry.

ACCOUNTABLE TO OUR PEOPLE

PULSE SURVEYS

Our firm is at its best when our people are happy, and inclusion plays a large role in our team members' well-being. We regularly check in with our people with pulse surveys to better understand how we can improve their experience at the firm. We align our questions to our firm's priorities to hold ourselves accountable—this includes learning about our people's perspectives on our I&D efforts.

Here's a look at what we learned in 2021.

Anti-Racist Firm

"Moss Adams is taking action to become an anti-racist firm"



70% of our people agree or strongly agree

Belonging

"I feel a sense of belonging at Moss Adams"



▲ 2 POINTS since 2020

Psychological Safety

"Moss Adams fosters an environment where everyone can be themselves"



▲ 3 POINTS since 2020

EXTERNAL BENCHMARKS

We want Moss Adams to be the best place to build a career. That's why we compare our pulse survey results against Glint's national external benchmark. The benchmark includes the results of a broader set of companies, which contextualizes our results and identifies opportunities for improvement.

Here's how the results of one survey question compare against the benchmark:

Career Goals

"My career goals can be met at Moss Adams"



5 POINTS

above the benchmark for **racially and ethnically diverse employees** AND **both men and women**



"I'm so proud of Moss Adams. There are so many wonderful women leaders that influence the firm and keep us focused on our people. I truly believe Moss Adams provides what they can to make sure women succeed."

Carol Suruki-Carmany, partner, Los Angeles

AWARDS

The best outcome of our I&D efforts is a true evolution of Moss Adams culture towards belonging, but the wins our firm and people earn along the way are worth celebration. We're honored to have our people, culture, and workplace practices recognized with the following awards.

“When I heard about the Disability BRG, I reached out. I've previously felt shame around my anxiety and depression, and I haven't always felt comfortable speaking about it. We need things like this, and I'm excited we can have these conversations in the workplace.”

Kate Coogle,
HR senior manager,
Consulting



EMPLOYEE AWARDS

MOSS ADAMS I&D LEADER AWARDS

The I&D Leadership Awards recognize employees and partners who show outstanding dedication and commitment to fostering a culture of belonging within the firm.

- Partner: **Darci Boyle**, partner, Portland
- Employee: **Janay Davis**, manager, Tacoma
- BRG Leader: **Kate Coogle**, HR senior manager, Consulting

PROFILES IN DIVERSITY JOURNAL

Black Leaders Worth Watching

Tiffany Coln Smith, HR senior manager, San Francisco

Asian Leaders Worth Watching

Annie Norviel, partner, San Diego

Native American and Indigenous Leaders Worth Watching

Tasha Repp, partner, Bellingham

Latino Leaders Worth Watching

Yenifer Origel Hernandez, senior, San Francisco

Women Worth Watching

Dena Herbolich, partner, Seattle

TOP COMPANY FOR WORKING MOTHERS AND WORKING DADS: SERAMOUNT

Working Dad of the Year

Justin Ksen, manager, Tacoma

Working Mother of the Year

Erika Williams, senior manager, Portland

FIRMWIDE AWARDS

Top Companies for Working Mothers

2021 Seramount 100 Best Companies

Top Companies for Working Dads

2021 Seramount 100 Best Companies

Best Adoption-Friendly Workplaces, Adoption Advocates of 2021

Dave Thomas Foundation for Adoption

Best CPA Firms for Women

Accounting MOVE Project

Vault Accounting 50 Survey

Ranked #8



LEADING BY EXAMPLE

We know an inclusive culture starts at the top—that’s why it’s important our leaders actively contribute to making Moss Adams an anti-racist firm.

In 2021, all partners attended a training focused on teaching the importance of a growth mindset that includes inclusivity. During the training, they learned what it means to be anti-racist, how to be accountable to our I&D efforts, and how each leader has a role in actively building a culture of belonging.

We also introduced updates to our partner evaluation process. The updated process includes assessing partners’ personal contributions to our firm’s I&D efforts. During their year-end coaching conversations, partners engaged in meaningful discussions with their coach on how they actively contribute to fostering an inclusive culture using the Partner Inclusion & Diversity Framework that outlines partner expectations with examples for active I&D engagement.

I&D GOVERNANCE PROJECT

In December 2021, the executive committee approved a proposal supported by the I&D board to update our firmwide I&D structure, ensuring our efforts are consistently delivered across locations, business units, and BRGs. The proposal includes new roles and responsibilities for key I&D positions and stakeholder groups and instills higher levels of accountability for all stakeholders.

I&D DASHBOARD

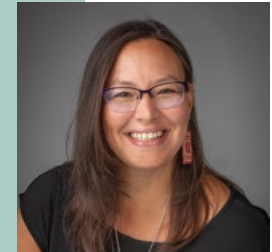
The I&D board and the executive committee prioritized creating an interactive dashboard for transparent reporting of metrics, goals,

and progress to promote awareness and accountability. The I&D dashboard will play a role in understanding how we can better attract, develop, retain, and advance underrepresented team members, and introduce new, dynamic variables missing from historical I&D analysis.

Leaders at the firm will be able to view I&D metrics by region, service line, industry groups, and other meaningful sectors. That dashboard will play a key role in collecting, organizing, and synthesizing our I&D data, driving our strategic planning. We expect to launch the tool in 2022.

“The governance project refreshes our previous model to ensure our people can contribute and advance the firm’s mission to foster an inclusive and diverse culture where everyone feels like they belong.”

Tasha Repp; partner, national practice leader, and I&D board member; Bellingham



FROM CEO ERIC MILES

As of April 1, 2022, I step into my new role as CEO of Moss Adams. This change in leadership won't mean a change in focus when it comes to inclusion and diversity. Being an anti-racist firm and explicitly living our core values will continue to be cornerstones of our firm strategy moving forward.

Accomplishing this means we're deliberate and explicit both internally and externally as to our values and our anti-racist stance. We also need to take substantive action to address systemic racism within the firm and work to influence the broader communities in which we live.

We've been a leader in working towards gender equality, with many firms seeking our advice on making similar progress, and now we'll strive to recreate this success on behalf of all historically underrepresented communities.

I don't see us as ever truly arriving at an end to our efforts, but rather continuing to evolve alongside our communities and our people. We'll listen, assess, and pivot as needed to foster an inclusive and diverse culture where everyone feels like they belong. We have a great foundation to work from, and I look forward to what we'll accomplish in the years ahead.



A handwritten signature in dark ink, appearing to read 'Eric Miles'.

Eric Miles
CEO-ELECT

2021 I&D BOARD MEMBERS

BOARD MEMBERS

Marcy Boyd, partner, Portland

Letizia Brentano, partner, Phoenix

Cheri Burnham, partner, Spokane

Lillian Chen, partner, San Francisco

Alison Dunnebecke, partner, Denver

Steve Fineberg, partner, Portland

Star Fischer, partner, Everett

Lewis R. Fisher, partner, Orange County

Jens Furbach, partner, Portland

Dena Herbolich, partner, Seattle

Kinman Tong, partner, San Francisco

Jordan Whitten, partner, Dallas

STANDING MEMBERS

Tricia Bencich; associate director, inclusion and social responsibility; Seattle

Dave Follett, president and COO, Seattle

Jana Peterock; program manager, inclusion and social responsibility; Seattle

Tasha Repp, partner, Bellingham

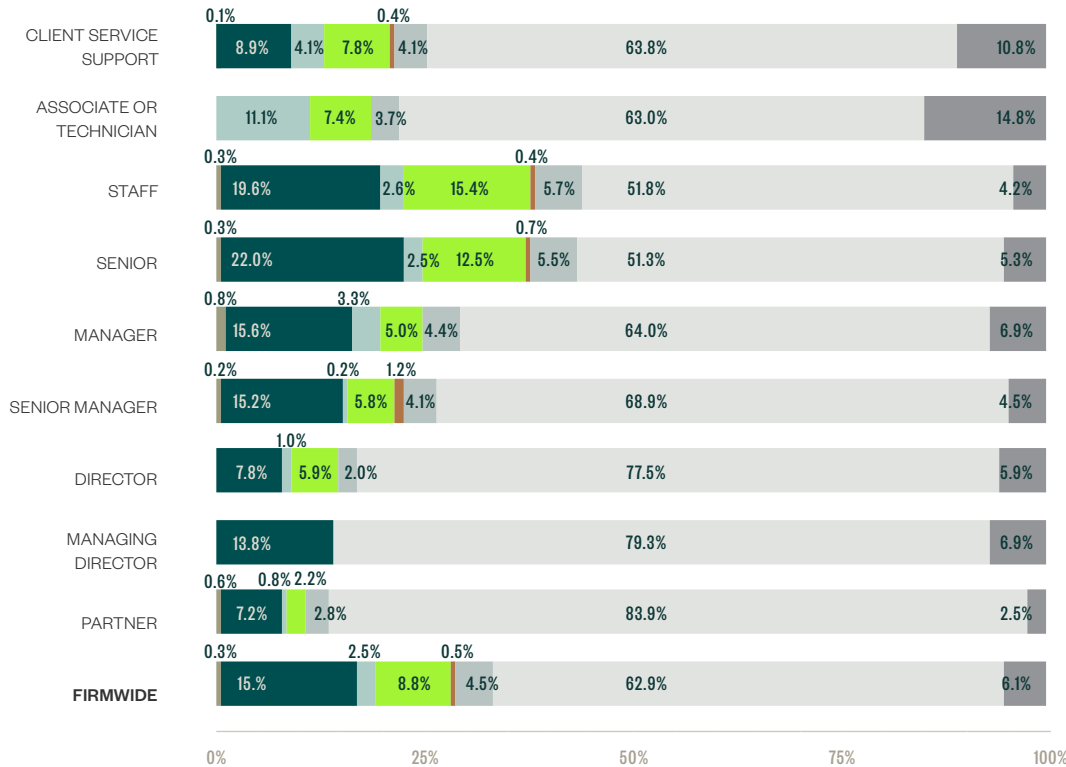
Jen Wyne; executive director, HR; Seattle

Appendix

**All numbers represented in this report reflect our US-based employee population*

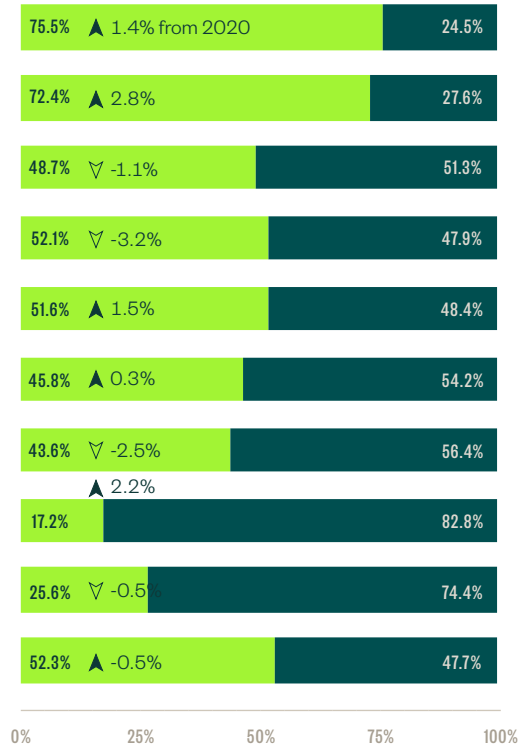
OUR PEOPLE

RACE OR ETHNICITY BY POSITION



	2021 FIRMWIDE RATE	CHANGE FROM 2020
American Indian/Alaskan Native	0.3%	▼ -0.1%
Asian	15.0%	▲ 0.2%
Black or African American	2.5%	▲ 0.5%
Hispanic or Latino	8.8%	▲ 2.1%
Native Hawaiian or Other Pacific Islander	0.5%	▼ -0.1%
Two or more races	4.5%	▼ -0.1%
White	62.3%	▼ -2.7%
Not specified	6.1%	▲ 0.2%

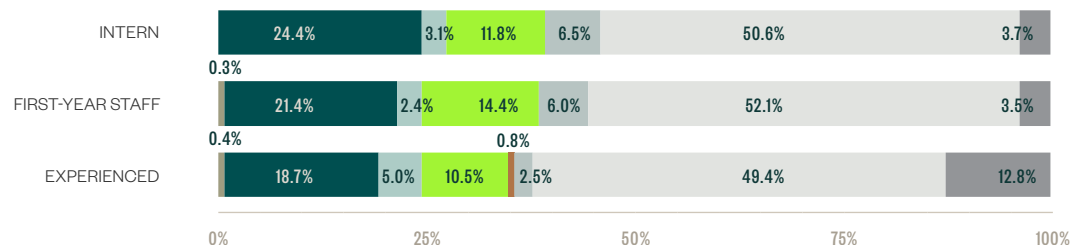
GENDER BY POSITION



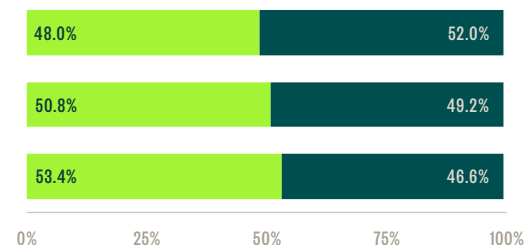
	2021 FIRMWIDE RATE	CHANGE FROM 2020
Women	52.3%	▼ -0.5%
Men	47.7%	▲ 0.5%

ATTRACTING TALENT

RACE OR ETHNICITY BY POSITION



GENDER BY POSITION



INTERN

RACE & ETHNICITY	2021 RATE	CHANGE FROM 2020
American Indian/Alaskan Native	0.0%	▼ -0.3%
Asian	24.4%	▲ 10.4%
Black or African American	3.1%	▼ -0.2%
Hispanic or Latino	11.8%	▼ -3.4%
Native Hawaiian or Other Pacific Islander	0.0%	▼ -0.3%
Two or more races	6.5%	▲ 0.2%
White	50.6%	▼ -7.8%
Not specified	3.7%	▲ 1.4%

FIRST-YEAR STAFF

RACE & ETHNICITY	2021 RATE	CHANGE FROM 2020
American Indian/Alaskan Native	0.3%	▼ -0.1%
Asian	21.4%	▲ 6.8%
Black or African American	2.4%	▼ -0.2%
Hispanic or Latino	14.4%	▼ -0.9%
Native Hawaiian or Other Pacific Islander	0.0%	▼ -0.4%
Two or more races	6.0%	▼ -0.4%
White	52.1%	▼ -5.2%
Not specified	3.5%	▲ 0.4%

EXPERIENCED

RACE & ETHNICITY	2021 RATE	CHANGE FROM 2020
American Indian/Alaskan Native	0.4%	▲ 0.4%
Asian	18.7%	▼ -4.3%
Black or African American	5.0%	▼ -0.1%
Hispanic or Latino	10.5%	▲ 5.1%
Native Hawaiian or Other Pacific Islander	0.8%	▼ -0.4%
Two or more races	2.5%	▼ -2.9%
White	49.4%	▲ 3.5%
Not specified	12.8%	▼ -1.2%

GENDER

GENDER	2021 RATE	CHANGE FROM 2020
Women	48.0%	▼ -4.3%
Men	52.0%	▲ 4.3%

FIRST-YEAR STAFF

GENDER	2021 RATE	CHANGE FROM 2020
Women	50.8%	▼ -0.6%
Men	49.2%	▲ 0.6%

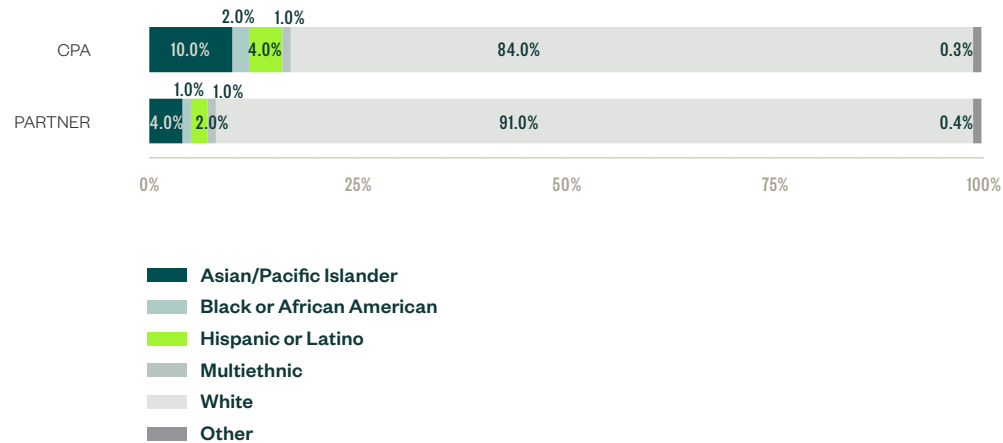
EXPERIENCED

GENDER	2021 RATE	CHANGE FROM 2020
Women	53.4%	▲ 2.0%
Men	46.6%	▼ -2.0%

PUBLIC ACCOUNTING: EXTERNAL DATA FROM THE AICPA

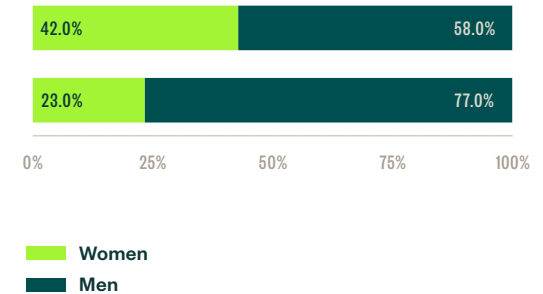
RACE OR ETHNICITY BY POSITION

in accounting or finance functions at US CPA firms



GENDER BY POSITION

in accounting or finance functions at US CPA firms











Source: AICPA's 2019 Trends in the Supply of Accounting Graduates and the Demand for Public Accounting Recruits

PROMOTION & TURNOVER

PROMOTION RATE

GENDER	2021 RATE	CHANGE FROM 2020
Women	23.0%	▲ 5.6%
Men	20.4%	▼ -2.5%
Firmwide	21.8%	▲ 2.0%

RACE & ETHNICITY	2021 RATE	CHANGE FROM 2020
 American Indian/Alaskan Native	50.0%	▲ 21.4%
 Asian	23.2%	▲ 8.4%
 Black or African American	7.7%	▼ -8.8%
 Hispanic or Latino	24.4%	▲ 4.5%
 Native Hawaiian or Other Pacific Islander	11.1%	▼ -12.4%
 Two or more races	26.3%	▲ 6.7%
 White	23.2%	▲ 3.7%
 Not specified	9.0%	▼ -7.7%
Firmwide	21.8%	▲ 3.1%

	2021 RATE	CHANGE FROM 2020
Veteran	6.9%	▼ -3.7%
Individuals with disabilities	16.0%	▼ -3.3%

TURNOVER METRICS

	2021 RATE	CHANGE FROM 2020
	19.3%	▲ 1.9%
	21.8%	▼ -1.1%
Firmwide	20.4%	▲ 0.6%

	2021 RATE	CHANGE FROM 2020
	30.0%	▲ 20.5%
	27.5%	▲ 8.0%
	18.1%	▼ -6.7%
	16.8%	▲ 1.3%
	27.8%	▲ 4.3%
	22.6%	▲ 4.5%
	19.7%	▼ -0.1%
	14.6%	▼ -11.7%
Firmwide	20.4%	▲ 0.6%

	2021 RATE	CHANGE FROM 2020
	22.4%	▼ -3.1%
	30.4%	▼ -0.9%

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