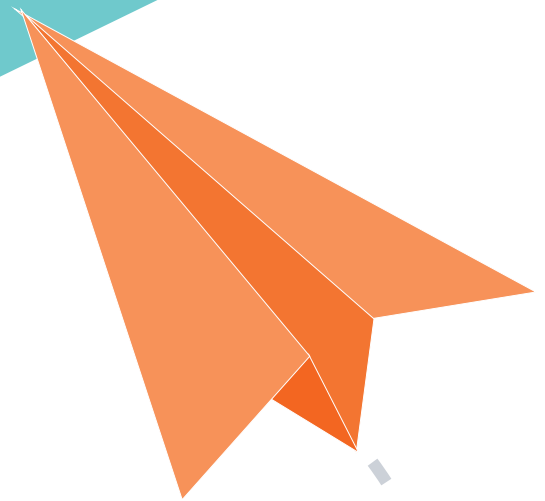


Diversity and Inclusion

2019 Accomplishments
By the Numbers
win! to IN!



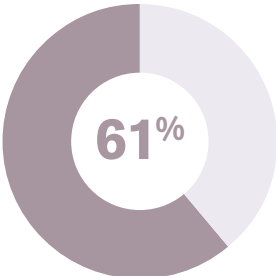
2019 Accomplishments

In 2017, we launched our first annual win! Women's Initiative Now! Report, where we held ourselves accountable against the goals we set to advance women leaders. Through education and training, we're proud to report our key accomplishments:

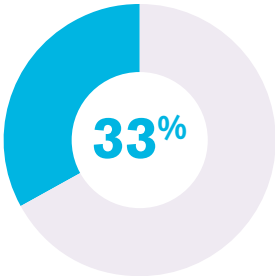


- Increased funding by 50% for Urban Sitter, a BPM subscription-based service that gives parents access to short-term, longterm and emergency sitters and nannies.
- Launched *Cleo*, a service app that pairs personal technology with a global network of certified care practitioners to guide parents on their journey from considering, to pregnancy, to parenthood and back to work again. Since the Firm launched the program in 2018, 85% of new parents at BPM used the app.
- Collaborated with the AICPA's Women's Initiatives Executive Committee to develop the AICPA's "*CPA Firm Sponsorship Success Toolkit*."
- Implemented Board-supported Unconscious Bias Training for all managers, directors and partners, in addition to 100% partner participation in an advocacy pledge to advance diversity and inclusion in the workplace.
- Participated in the AICPA's Women's Global Leadership Summit in NYC with the highest number of representatives across any attending CPA firm. We were also proud to attend and speak at the San Diego Summit earlier this year.
- Sole CPA participant of KRON-TV's Women in Business Leaders Series.
- Named as one of the "*Best CPA Firms for Women and Leadership Equity*" by the Accounting and Financial Women's Alliance (AFWA), for the fifth consecutive year.
- Launched client campaign to promote diverse and female led companies, such as *Karen Diepholz* (CFO) at Crimson Wine Group.
- Hosted second annual "The Sh-t No One Tells You About Making Partner" roundtable to address current questions around managing a family and a demanding career, leadership and embracing a culture of support, flexibility and empowerment to make it all happen.
- Ranked the number one accounting firm for women and the second best accounting firm for promotion policies by *Vault Accounting 50*.
- Raised more than 300 items for Dress for Success, in honor of International Women's Day.

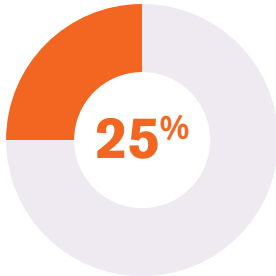
By the Numbers



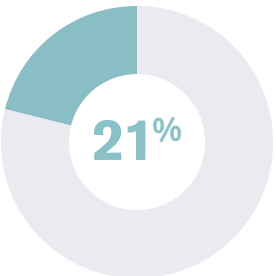
of our workforce is made up of women



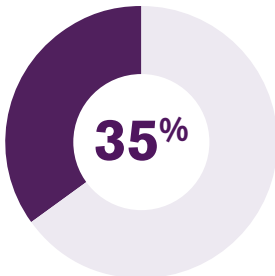
of our Board is made up of diverse backgrounds



of our women partners identify as minorities



of our partners are made up of diverse backgrounds



of our Management Committee is made up of women

win! to IN!

100% Committed—Introducing Inclusion Now! (IN!)

BPM's commitment to empowering our people and helping them reach their goals at work and in life is stronger than ever before.

Through Women's Initiative Now!, or win!, we have supported hardworking BPM women by implementing leadership programs and mentorship opportunities, because we know the Firm performs better when women are encouraged and enabled to reach their goals.

As we continue to grow, both geographically and in size, it's time for our diversity and inclusion efforts to expand as well. While we have made wonderful strides in supporting the growth of women leadership both in and out of the office, we continue to focus our efforts on programs that reinforce a culture of belonging, where unique experiences, ideas, knowledge and perspectives can be shared openly and respectfully.

For these reasons and more, we are excited to announce the transition of our diversity and inclusion initiative from Women's Initiative Now! (win!) to Inclusion Now (IN!).

Inclusion Now (IN!) supports and encourages colleagues of all genders, ethnicities and those who identify as LGBTQIA+ to feel safe to be their authentic self. By creating a safe space for people to share their honest opinions, our goal is to ensure all employees feel valued and heard. In turn, we hope to see an increase in collaboration, problem solving, customer satisfaction and diverse leadership roles.

We have hit the ground running preparing for IN!. Recently, Jim Wallace signed the CEO Action for Diversity and Inclusion pledge, promising to work with other CEOs to develop and implement inclusion programs that promote a diverse workplace. By signing the pledge, we continue to position the Firm as a safe environment to have complex conversations about diversity, to implement and expand unconscious bias conversations and to share best practices with other pledgers.

Over the past 18 months, we have already expanded our initiatives to help further promote inclusion and diversity in our growing number of offices, and through IN! we will continue to put our people first.

In 2020, we continue our commitment to creating strong support systems, to providing the trainings needed to advance in work and in life, and to instilling a sense of belonging for everyone at BPM.

