



**MOVING**  
**FORWARD**  
**TOGETHER**

**20**  
**20**  
ANNUAL  
REPORT

# IN THIS TOGETHER



“ It is our responsibility to continue serving our clients with **innovative, technology-enabled solutions** they can trust.”

**CHRIS GEIER**  
CEO AND MANAGING PARTNER



READ MORE FROM CHRIS IN HIS BLOG,  
LESSONS FROM LEADERSHIP  
[Sikich.com/lessons-from-leadership](https://sikich.com/lessons-from-leadership)

**Sikich has always been an agile, forward-thinking and technology-focused organization that helps clients grow and thrive.** While 2020 challenged us all, we stood strong. As many people look to 2021 as an opportunity to reset and restart, we'll be building on the momentum we created in 2020, a year like no other.

To the Sikich team, I'm utterly impressed with your resilience and adaptability in the face of adversity. You've all helped guide us through this time of uncertainty and worked tirelessly to make sure our clients' businesses and organizations could thrive.

To our clients who weathered the storm this past year with us, we owe a debt of gratitude to your flexibility and for placing your trust in our team to support you through a tumultuous year.

You'll see in this report that our organization is built on values of innovation, trust, growth and diversity. We will continue in 2021 to not only serve our clients with strategic counsel and innovative solutions but will collectively push forward to what we see as a bright future.

Best regards,

**CHRIS GEIER**  
CEO AND MANAGING PARTNER  
**SIKICH LLP**



# SETTING THE STAGE FOR 2021

# 2020

## SIKICH EXPERTS LAUNCH RESOURCES FOR CLIENTS

The **Coronavirus Resource Center** provides clients timely tools, content and programming to help address the evolving COVID-19 landscape.



## DIVERSITY AND INCLUSION PLEDGE SIGNED BY EXECUTIVE BOARD AND CORPORATE LEADERSHIP TEAM

The **Diversity & Inclusion Council** will identify ways and opportunities to learn, grow and unify our organization.

PLEDGING TO CREATE A  
MORE DIVERSE AND  
INCLUSIVE WORKPLACE.



## HEINOLD BANWART JOINS SIKICH

The addition of Heinold Banwart expedites our growth in the **Central Illinois** market and strengthens our accounting, tax and audit services.



## SIKICH OFFERS REMOTE WORK BEYOND THE PANDEMIC

Nearly **50% of our employees** opted to become fully remote. With a diverse and geographically dispersed team, we are well-positioned to serve our clients while supporting our employees' work preferences.



## SIKICH ACQUIRES HOCHSCHILD, BLOOM & COMPANY

The addition of Hochschild, Bloom & Company advances our growth in the **St. Louis** market and expands our accounting, tax and audit services.



## ANNOUNCED EXPANSION OF THE AGENCY

Our **full-service, tech-enabled marketing communications agency** helping companies across industries define and design their brands, promote their products and services, and engage with key audiences.



[SIKICH.COM/THE-AGENCY](https://www.sikich.com/the-agency)

## EXPANDED EFFORTS TO DEVELOP AND EMPOWER OUR WOMEN LEADERS

We grew our **Women's Leadership Circles** to 12 across the country, hosted our first Women's Leadership Conference, and made a contribution to STEM for Her to help create awareness, excitement and opportunities among girls and young women to launch successful STEM-related careers.





# SIKICH CARES



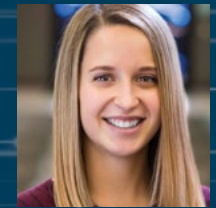
**Every year, we serve the communities where we live and work.** In 2020, the pandemic presented new challenges for these communities. We put the call out to our people - for every act of kindness they shared, we would make a contribution. Our employees responded with an outpouring of generosity. We were thoroughly impressed by their efforts to support their communities and those in need during these challenging times.



**KARA HAMSTRA**  
DIRECTOR

“**My family and I have been supporting a local charitable organization that provides diapers, wipes, formula and other essentials to families in need.** During the pandemic, many families were out of work or couldn't find these important supplies, so the organization received a huge influx in requests from families throughout the city. One of our generous PR clients graciously donated some bottles and sippy cups to support the organization as well. I was also able to secure an interview on the local morning news and I'm working with local social media influencers to promote the organization and need for donations.”

“ With the increase in patients needing care and related coverage needed by nurses, my mother, who is an ER nurse at one hospital and an Invasive Cardiology nurse at another, is always first to volunteer for extra shifts and on-call hours. She works long shifts wearing layers of PPE, and her passion to help people is truly inspirational!”



**MEGAN WEBER**  
MARKETING COORDINATOR

“ **With all the Memorial Day parades canceled this year, we borrowed a trailer and made our own float with the kids.** We visited a few veterans' homes to talk with them and hear their stories, and the kids played God Bless America and America the Beautiful on their instruments. Our veterans thought it was great, and it was a neat way to spend some time together remembering and honoring those that gave the ultimate sacrifice for our country.”



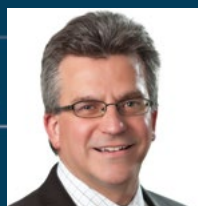
**BROOKS WALKER**  
SENIOR MANAGER

“ It's inspiring watching my wife, who is an elementary school teacher, skillfully adjust to the virtual classroom model. She supports her students in more than just schoolwork, but with life in general and proving time and time again she is there for her students. To teachers everywhere, we thank you!”



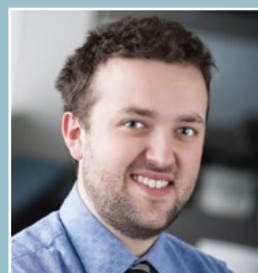
**DAVID LEE**  
MANAGER

“ Small businesses are at the heart of all our communities. Aware of the pandemic's impact on small businesses, we learned of a local campground that has lost substantial revenues from paying visitors enjoying family reunions. This summer, we were able to take the opportunity to camp there and also make a donation.”



**BRIAN KELLEY**  
DIRECTOR

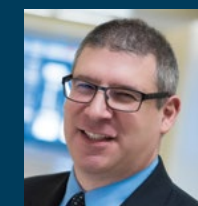
“ **As a decade-long volunteer for a charitable organization that offers a year-round support system for children living with cancer and their families, the organization's CEO asked me to serve on the communications, media and marketing committee.** Suddenly, their landmark summer event, a week-long camping experience for the kids, full of activities, fun, and free from chemo treatments, needles and medical visits, needed to transition to a virtual setting. I was heavily involved in creating the event website along with social media plans, virtual security guidelines, multiple blogs and contacting media outlets for PR exposure. It was so humbling being able to lend my marketing skills to this worthy organization.”



**MICHAEL DEGEETER**  
MARKETING MANAGER



“ Seeing how the pandemic has affected families, we have increased our donations to organizations that provide housing, education, services and advocacy to end domestic violence.”



**BARRY STARK**  
CHIEF COMPLIANCE  
OFFICER



**DEBBIE OLIVER**  
SALES OPERATIONS  
SUPERVISOR

“ We owe all the frontline workers a debt of gratitude. My sister is a deli manager at a large local grocery store. She has worked extra hours to pull online grocery orders for the the surging demand in curbside pick-up, helping keep us all safe and moving forward.”

**Through this Sikich Cares campaign and on behalf of our employees, their families and our clients, we donated \$50,000 to Feeding America.** We were excited to partner with an organization that makes a meaningful difference in the lives of children, seniors and their families who are facing hunger and food insecurity. The Feeding America network is the nation's largest domestic hunger-relief organization, working to connect people with food and end hunger.



# OUR PEOPLE AND OUR BUSINESS

▲ 10%  
REVENUE  
GROWTH

The successful transition to a remote work model has reimagined how and where work gets done. Experiencing these benefits, 450 workers have elected fully remote status.

 **450**  
TOTAL REMOTE  
WORKERS



## EMPLOYEE ENGAGEMENT SURVEY

Our greatest asset is our people. A highly engaged workforce benefits our company as well as the clients we serve. Building upon momentum from 2019, we continued to collect feedback from our people in 2020 to pinpoint areas where we can improve engagement levels. In this unique and challenging year, our employee satisfaction continued to increase and to exceed industry benchmarks. Sikich is committed to remaining agile and receptive to how the needs of our employees and our surrounding environment continue to change. We will continue to pulse our people, analyze trends and never stop working to make Sikich a sought-after place to work.

**11%**  
RECEIVED  
PROMOTIONS 

In an unprecedented year, our people continued to demonstrate excellence in technical ability and client service and have served as role models by living our core values.

**1,000+**  
EMPLOYEES

 49%  
 51%

## COVID-19 RESPONSE TEAM

Mobilized early to provide employees with support and answers to the most frequently asked questions. The **COVID-19 Resource Guide** covered topics such as benefits, human capital, learning and development, internal IT, communications & marketing.



- TELEHEALTH ACCESS
- COVID-19 TESTING
- ACCESS TO SIKICH ADVISORS FOR QUESTIONS
- FINANCIAL RESOURCES
- REMOTE WORK TIPS
- MENTAL AND BEHAVIORAL HEALTH RESOURCES

## NOW OFFERING GINGER WELLNESS SERVICES

To support the ongoing mental well-being of our employees, this new benefit offers on-demand, confidential emotional support, including coaching, therapy, and psychiatry services from the privacy of a smartphone.

Continued to strengthen back-office capabilities in **robotic process automation** with a dedicated team and multiple RPA bots in place.

SAVED NEARLY  
**1,900**  
HOURS IN Q3/4 



# ABOUT SIKICH

Sikich LLP is a global company specializing in technology-enabled professional services. With more than 1,000 employees, Sikich draws on a diverse portfolio of technology solutions to deliver transformative digital strategies and ranks as one of the largest CPA firms in the United States. From corporations and not-for-profits to state and local governments, Sikich clients utilize a broad spectrum of services\* and products to help them improve performance and achieve long-term, strategic goals.

*\*Securities offered through Sikich Corporate Finance LLC, member FINRA/SIPC. Investment advisory services offered through Sikich Financial, an SEC Registered Investment Advisor.*

DESIGNED AND PRODUCED BY:

THE *Agency*  SIKICH.



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