



CORPORATE DEVELOPMENT

BUILDING A
FUTURE-READY COMPANY

GROWTH WITHOUT BOUNDARIES

Sikich has a long history of growth – both organic and through acquisition.

The infrastructure built over the last 40+ years enables companies that join Sikich to focus on client development, service delivery and accelerating their growth. As a result, the company's revenue has **increased an average of 20% over the last five years**. With a recent minority investment from Bain Capital, Sikich intends to rapidly accelerate expansion efforts.



AN ENTREPRENEURIAL MINDSET

Many of the company's leaders have started or have run businesses, and Sikich encourages that entrepreneurial spirit. Sikich listens to its business leaders and supports them in managing and growing their practices. Further, as a meritocracy, the company rewards individuals for winning new business through cash bonuses and participation in a Management Incentive Equity Program (MIP).



ACCELERATE SUCCESS

Companies that join Sikich receive the support they need to accelerate their growth, backed by our extensive experience in acquisitions. Our vision is to build a first-class, future-ready professional services company. By integrating our resources with talent and expertise from companies joining Sikich, we bring this vision to life.

“When we went to market, we were looking for a true growth partner. We wanted a company that understood our culture, valued our expertise, and would enable and support our lofty growth ambitions. Sikich has been all that and more. Not only is our expertise valued, but we’ve almost tripled in size since joining the company. Sikich has far exceeded our expectations in every area that matters to us.”

BOBBY ROY

Sikich Principal, Former CEO at Process Stream

PREPPED TO SCALE

Sikich removes the confusion and guesswork that comes with mergers and acquisitions.

Every company that joins Sikich is heavily involved throughout the integration process. By combining resources, the ability to strategically grow the business and reach revenue and profitability goals is enhanced. Some of the resources provided by the Sikich platform include:



FORMALIZED ONBOARDING AND INTEGRATION PLAYBOOK

Help team members get acclimated



TALENT RECRUITERS

Simplify the hiring and transition processes



SIKICH UNIVERSITY

Thousands of courses offered, many CPE eligible



24/7 TECH SUPPORT

Including industry-leading cybersecurity



INTERNAL GENERAL COUNSEL

Streamline client contracts while providing exceptional legal protection



STRATEGIC MARKETING & BUSINESS DEVELOPMENT SUPPORT

Help develop communication efforts and reach new clients



“We were delivering award-winning projects on a big stage – but only for a small number of clients. We needed to reinvest in additional resources to help scale. Sikich provided us these resources and more to boost our success at this critical juncture.”

ERIC SCULLY

Sikich Principal, Former Founder and CEO at Four Leaf



BOLD MOVES, BOLD CULTURE – THAT’S SIKICH

Sikich believes in putting employees first.

Sikich has numerous programs to enhance employee engagement, including philanthropic events, health and fitness challenges, and regular town hall meetings with employees. The Sikich culture **fosters employee engagement, drives innovation, enhances collaboration, and ensures a supportive environment** where individuals can thrive and contribute to the organization’s success.

THIS UNIQUE CULTURE FOSTERS:

- Critical thinking and problem solving
- Collaboration across networks and leading by example
- Vision, agility and adaptability
- Initiative/ambition and entrepreneurship
- Effective communications and messaging
- Ability to access and analyze information
- Curiosity, imagination and innovation

“Becoming part of Sikich meant our employees were provided opportunities they wouldn’t have had access to beforehand. Being under the umbrella of a larger, global company exposes our team to more diverse clients and projects and offers the opportunity to collaborate with colleagues in different services and skillsets.”

STEVE RANDALL

Sikich Principal, Former Managing Partner at Vonya Global

SIKICH HAS WON NUMEROUS AWARDS FOR BEING A GREAT PLACE TO WORK

"Sikich afforded us the tools to help our business grow; but above all else, it allowed our individual team members to vastly accelerate their careers.

We have incredibly passionate people who thrive in complex, high-stakes projects – being part of Sikich meant our talent could pursue bigger initiatives, more responsibility and greater opportunities to grow."

ERIC SCULLY
Sikich Principal,
Former Founder and
CEO at Four Leaf

- IPA Best of the Best Firms
- Great Place to Work® US and India
- Crain's Best Places to Work in Chicago
- 2024 MP Elite by Accounting Today: Sikich CEO Chris Geier
- 2024 Healthiest Employers® in Illinois, Indiana, New Jersey, Ohio, Virginia and Wisconsin
- 2024 Ranked #8 Best Workplace in Chicago by Fortune magazine
- 2024 Financial Advisor Magazine's Top 50 Fast Growing RIA
- 2024 INSIDE Public Accounting Names Sikich as a 2024 IPA Top 100 Company - Sikich



"We wanted to join forces with a larger company that would offer us structural support to continue to scale – but more than that, we sought an organization that embodied our values for high-quality client services and a strong cultural fit. It was clear that Sikich not only shared these beliefs but maintained a reputable legacy with a promising future ahead of them. Joining Sikich afforded us the opportunity to bolster the solutions we provided to existing clients and align our expertise to a network of global clients."

MELINDA DECORTE
Sikich Principal, Former Partner at Cotton & Company

EXCEEDING EXPECTATIONS. EVERY TIME.

Sikich has cultivated a work environment and benefits package that reflects the core value that people are a company's most valuable asset.

Our organization approaches corporate development with a holistic perspective, ensuring that values seamlessly blend across businesses and become integral to all major pillars. This commitment is why Sikich prioritizes offering attractive benefits to both principals and employees. By valuing and supporting our people, we create a **thriving, cohesive, and successful organization**.



SELLERS BENEFIT FROM:

- Ability to accelerate the growth of their business by leveraging Sikich's platform
- Allowing top leaders the freedom to focus on high value activities
- A succession strategy
- Access to Sikich's strong capitalization
- Continued participation in the growth of the company through equity ownership and discretionary bonuses



ATTRACTIVE EMPLOYEE BENEFITS:

- Management Incentive Program (MIP)
 - Health, dental and vision insurance
 - Life insurance
 - Parental leave
 - 401(k) plans
 - Health Savings Accounts (HSA)
 - Flexible time off
 - Paid holidays
 - Career advancement opportunities
- ...and more

TOGETHER, WE GROW FASTER

"Joining Sikich allowed our company to accelerate growth and reach new clients. This partnership presented the opportunity to collaborate with experts across broad solutions to fuel growth in our market. Moreover, we immediately realized there was an authentic cultural alignment between our legacy team and that of Sikich."

STEVE KOONS

Sikich Principal, Former Managing Partner at Cotton & Company

WHY WE GROW: SCALE MATTERS

WHY FOCUS ON AGGRESSIVE REVENUE GROWTH?

We are poised for significant growth due to our aggressive focus on revenue expansion. With a **nationwide presence, international capabilities, and the benefits of economies of scale**, we are well-positioned to seize more opportunities, attract and retain top talent, and capitalize on industry consolidation driven by private equity's entrance into the CPA market.

We've created a strategic blueprint to acquire top industry talent, expand our cutting-edge services and cement our leadership position amidst industry disruption.

“We were at a point, as an organization, where we wanted access to fresh ideas and enhanced resources. We were ready to grow, as were our clients, and decided we couldn't go at it alone anymore. When we met Sikich leadership, it was an instant cultural fit. Their team, much like ours, was devoid of ego and eager and willing to lend a hand. Sikich stood out to us among other companies looking to acquire our organization, as others didn't demonstrate this same authentic drive for success and collaboration.”

STEVE RANDALL

Sikich Principal,
Former Managing Partner
at Vonya Global





CAPITAL TO ENHANCE OUR SCALE

Many other professional services companies have evolved to a traditional private equity model or given up majority control of their businesses to outside investors. This has started to change the landscape, and the professional services middle market is undergoing consolidation. Now is the time for bold moves.

As a highly acquisitive company, Sikich needed deep capital resources for more dry powder to accelerate our growth strategy. **Bain Capital made a \$250M minority equity investment to allow us to make larger acquisitions.** But this wasn't a typical private equity deal. Our leaders retained majority control.



While private equity acquires our rivals and weighs them down with financial mandates, Sikich is staying nimble. We're focused on our people and delivering innovative services to clients.

CORPORATE DEVELOPMENT **LEADERS**

Streamline your operations and focus on delivering excellent returns with Sikich.

CONTACT SIKICH TO LEARN MORE ABOUT JOINING FORCES WITH US



KURT ESTES

PRINCIPAL, HEAD OF CORPORATE DEVELOPMENT

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Kurt is responsible for corporate development for Sikich as a whole. He has over 20 years of transaction experience and has conducted well over 100 transactions of various types, including venture investments, buy-outs, recapitalizations, technology licensing, joint ventures, and debt acquisition. Kurt's experience includes working with companies at every stage of their lifecycle – from start-ups to publicly traded companies. Kurt also leads the technology and professional services practices within Sikich's investment bank.



MOLLY BOOI, CPA, CEPA

VICE PRESIDENT

E: molly.booi@sikich.com

Molly supports every stage of Sikich's acquisition activities, from initial introductions through transaction completion. She began her career in public accounting at PricewaterhouseCoopers before moving into mergers and acquisitions in 2019. A Certified Public Accountant and Certified Exit Planning Advisor, Molly also assists Sikich clients with buy-side and sell-side needs on the investment banking team.

ABOUT SIKICH

Sikich is a global company specializing in technology-enabled professional services. For over 40 years, Sikich has been helping clients focus on overall business growth and the components that result in building the bottom line. With more than 1,900 team members across the U.S., Canada, U.K. and India, Sikich has been ranked as one of the top 30 CPA firms in the United States and is among the top one percent of all enterprise resource planning solution partners in the world.

Sikich practices in an alternative practice structure in accordance with the AICPA Professional Code of Conduct and applicable law, regulations, and professional standards. Sikich CPA LLC is a licensed CPA firm that provides audit and attest services to its clients, and Sikich LLC and its subsidiaries provide tax and business advisory services to its clients. Sikich CPA LLC has a contractual arrangement with Sikich LLC under which Sikich LLC supports Sikich CPA LLC's performance of its professional services. Sikich LLC and its subsidiaries are not licensed CPA firms.

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