



Since 2010 the Accounting MOVE Project has measured and supported the advancement of women at accounting & advisory firms. In partnership with the Accounting & Financial Women’s Alliance, the Accounting MOVE Project challenges and equips firms and women to identify and address barriers to women’s advancement and to cultivate fresh strategies for retaining, developing and advancing women and diverse talent.

### Armanino LLP 2020 Accounting MOVE Project Benchmarks

<b>Women Of Color</b> As a Proportion of Women Employees & Managers	<b>Armanino 2020</b>	<b>All MOVE Firms</b>	<b>Armanino Peer Firms</b>	<b>MOVE Best Firms*</b>
% Women Full-Time U.S. Employees	49%	26%	25%	25%
% Women New Hires	49%	38%	38%	40%
% Women Associates	56%	34%	34%	34%
% Women Supervisors/Senior Staff	51%	31%	30%	29%
% Women Managers	48%	22%	22%	19%
% Women Senior Managers	45%	19%	19%	16%
% Women Directors	33%	29%	17%	24%
% Women Partners & Principals	22%	11%	12%	9%
% Women on Management Committee	29%	16%	9%	4%
% Women Information Technology Employees	80%	34%	33%	33%
% Women Information Technology Project Managers & Team Managers	80%	34%	28%	25%
% Women Information Technology Principals/Partners Corp. Dept	0%	0%	0%	0%

<b>Racial Employee Breakout - Percent of All Employees</b>	<b>Armanino 2020</b>	<b>All MOVE Firms</b>	<b>Armanino Peer Firms</b>	<b>MOVE Best Firms*</b>
% White (non-Hispanic)	56%	77%	77%	78%
% Black	3%	3%	3%	3%
% Hispanic	11%	6%	6%	5%
% Asian	27%	11%	10%	11%

% Native American / Pacific Islander	0%	0%	0%	0%
% Biracial / Other	2%	4%	4%	3%
<b>Racial Employee Breakout</b> - Percent non-White to total employees	<b>Armanino 2020</b>	<b>All MOVE Firms</b>	<b>Armanino Peer Firms</b>	<b>MOVE Best Firms*</b>
% Full-Time U.S. Employees	44%	23%	23%	22%
% New Hires	48%	35%	35%	36%
% Associates	57%	30%	31%	30%
% Supervisors/Senior Staff	47%	28%	27%	27%
% Managers	43%	21%	21%	18%
% Senior Managers	40%	17%	16%	14%
% Directors	24%	22%	14%	20%
% Partners & Principals	14%	8%	9%	7%
% on Management Committee	16%	8%	4%	2%
% Information Technology Employees	57%	29%	30%	30%
% Information Technology Project Managers & Team Managers	50%	28%	25%	24%
% Information Technology Principals/Partners Corp. Dept	0%	17%	16%	21%

\*Participation in the Accounting MOVE Project is voluntary and, annually, 47 to 50 firms pay a modest administration fee to support the cost of research and their own confidential benchmarking reports. Founding sponsor Moss Adams and national sponsor CohnReznick support the ongoing cost of research and report production. The Accounting & Financial Women's Alliance provides guidance and input to the Accounting MOVE Project team to ensure that the research is relevant to the profession's ongoing and urgent talent and growth concerns. The Accounting MOVE Project was designed and is managed by Wilson-Taylor Associates, Inc., an independent, certified woman-owned research and communication firm.