



*...empower staff,
foster belonging,
drive progress.*

Diversity, Equity, & Inclusion

Annual Report 2025



Audit. Tax. Consulting. Wealth Management.

Our DEI efforts in 2024 can be summed up with two words: *Together, we.*

That's because together, we continue to empower staff to use their voice and impact to foster a sense of belonging at all levels, with all teams, and in all of our offices — and it's driving progress across the firm.

For example, we're having more open conversations. Our staff are speaking up about our commonalities and our differences, leading to a better understanding and appreciation of each other. This openness is a reflection of our commitment to be an inclusive environment where everyone feels valued.

Speaking of inclusivity, in September, we launched our Belonging Series (which you'll read about later in this report). Element No. 1 kicked off with "belonging boards" in each office where we asked staff to respond to a prompt — "What does belonging look and feel like to you?" — and post their answers to the boards. Here are a few of my favorite responses:

- "Popping in from another office and feeling right at home."
- "Feeling comfortable being my true self, and not feeling the need or desire to be someone I'm not."
- "People knowing my name and pronouncing it correctly."

Personally, I've seen that all attempts to include — and understand — others have a big impact. Whether it's asking to sit with someone who's alone at lunch or saying "hi" with a smile, these connections help foster a sense of belonging.

In this report, you'll read more about our belonging initiative. You'll also read about the incredible work of our DEI leaders and recruiters. Their efforts in engaging with universities and community colleges to help us broaden our pipeline and recruit more diverse talent are paying off! One exciting stat: For students participating in our traditional internship program, from calendar year 2023–2024, the percentage of racially diverse interns increased by 5%. This figure is proof that we're driving progress.

As you read this report, you'll come to learn more about the people and the initiatives that sustain our momentum. The work we do is possible because we're standing on a foundation — and a set of principles — that was built on a century of empowerment, support, and trust. I'm excited for what Plante Moraners will accomplish in 2025!

Jason Drake | Managing partner



What does diversity, equity, and inclusion mean at Plante Moran?

D **DIVERSITY:**
We value the unique identities and experiences of our staff.

E **EQUITY:**
Everyone has an equitable and fair opportunity to succeed.

I **INCLUSION:**
Each staff member can proudly say, "I know I belong here."

We strive to create a culture where each person feels accepted and valued. We believe that each person's ultimate potential begins with first acknowledging their inherent dignity. When we can recognize – and celebrate – our many human differences, we're able to create a workplace where all staff feel a sense of belonging and an opportunity to succeed. This allows us to attract and retain the best talent, serve clients through diverse thinking, and better represent and support the various communities in which we live and work.



Community

Community engagement and impact

Our staff actively engage with and contribute to the communities where we work and live, demonstrating our collective commitment to making a positive impact wherever we go. Through these efforts, rooted in our “We Care” culture, we continue to build a culture of inclusivity and support that extends far beyond our firm.

Hawzien Gebremedhin shows students how to align values with careers



In February, [University of Colorado Denver’s First Generation and Multicultural Program](#) offered students an opportunity to see what careers in corporate social responsibility look like. The event, “Business for Good,” was a panel discussion featuring local professionals, including Plante Moran DEI Leader Hawzien Gebremedhin (pictured far left). The event was attended by dozens of students as well as community leaders seeking guidance on how to join diverse workforces or how to diversify their own.



COMMUNITY

Plante Moraners show up in color



In June, Plante Moran sponsored the Denver Pride parade to celebrate love, equality, and diversity. Excited staff in Plante Moran swag and rainbow colors marched proudly behind the firm's "Love=Love" banner.

Unidos members make connections at ALPFA event



The [Association of Latino Professionals for America](#) (ALPFA) National Convention was an opportunity for members of Unidos, our SRG that supports our Hispanic staff and allies, to explore ALPFA's goals, recruiting focus, and networking. The event was marked by vibrant energy, flair, and a strong sense of camaraderie, making it a must-attend for all involved.

Jimmy Mahoney champions a college for those with different needs



Jimmy Mahoney, an assurance senior, is committed to supporting the neurodiverse community, so much so that he co-founded our Minds of All Kinds staff resource group (SRG) in 2021. When he learned about [Shepherds College](#), which focuses on students with intellectual and developmental disabilities, he arranged a visit to tour the campus. Jimmy met with students, volunteered at a mock interview fair, organized a fundraiser for the program and, perhaps most importantly, showed students that people with neurodiversity can be successful in the workplace.

Here's what he had to say about working with the college to help neurodiverse students reach their full potential:

"I'm neurodiverse myself – I have autism – and I understand it can be challenging to have high self-esteem. I've had moments where I doubted I would make it this far in public accounting. However, I've overcome those obstacles to be the professional I am today."

From Track intern to flourishing professional: Hope Jefferson is making moves



Hope Jefferson was featured in a profile for HBCU Lifestyle, a magazine for students and supporters of historically Black colleges and universities. Her career moves are proof that an accounting degree can unlock many opportunities.

Hope was first introduced to Plante Moran as a Track intern ([learn more about Track](#) later in this report), and has since become a healthcare reimbursement specialist, a leader in the community, and a business owner with her own fashion line. She's proof that when you mix an accounting degree with passion and determination, anything is possible.

[Read more here.](#)



COMMUNITY

How our staff resource groups make an impact



AA SRG shines through service

In honor of Martin Luther King Jr., our African American SRG held a volunteer day at Leo High School in Chicago, where they rolled up their sleeves to help improve the campus and make a difference in the students' lives.



Unidos brings resources and fun to schools

Members of Unidos volunteered with **Bridgepointe**, a nonprofit that provides educational and social support to children at all grade levels. SRG members spent a day at Neinas Dual Language Learning Academy in Southwest Detroit, helping out with the end-of-the-year/Christmas day for middle school students who also got to pick out gifts donated through Unidos's charity partner, Bridgepointe.



PM Pride proves love overcomes hate

Members of PM Pride attended the Bear to Make a Difference Gala in Denver. The fundraiser brings together movers and shakers determined to erase hate and support the work of the Matthew Shepard Foundation.



AAPI knows inspiration has no age limits

Members of the Asian American and Pacific Islander (AAPI) SRG from Chicagoland and Ohio attended **ASCEND's** 2024 Midwest Conference: Inspiring Across Generations. With the theme, "Lead Together from Any Seat," attendees heard from influential AAPI-identifying leaders from various industries across Chicago.



MOAK isn't afraid to get their hands dirty

Our Minds of All Kinds SRG (MOAK), dedicated to bringing awareness to neurodivergence and providing staff with resources to thrive professionally and socially, volunteered to help enhance the campus at Wisconsin's Shepherd's College.



COMMUNITY



Fortune's "100 Best Companies to Work For" in America

Best Workplaces for Parents

People magazine's "100 Companies that Care"

Best Workplaces for Millennials

Best Workplaces for Women

Best Workplaces in Consulting & Professional Services

LinkedIn Top Company

[Read more about our other firm awards here.](#)

We're making a difference



Felicia Donaldson receives Crain's Chicago Business Notable Black Leaders award

Plante Moran Partner Felicia Donaldson was recognized on Crain's Chicago Business' list of Notable Black Leaders for the class of 2024. This list honors Chicago-based professionals for their achievements in leadership roles and their significant contributions to their communities. Felicia was previously honored by Crain's Chicago Business in 2019, when she was included on their list of Notable Minorities in Accounting, Consulting, and Law.



Plante Moran receives the Diversity Enhancement Award

This award from The Ohio State University is a testament to our commitment to fostering an inclusive workplace where every voice is valued and celebrated. It's a reflection of the work of Plante Moran's recruiting team in supporting diverse students as well as creating an accounting pipeline. (DEI Senior Consultant Ashley Parker-Ozier accepted this award on behalf of the firm.)



Belonging

Cultivating belonging and deepening connections

Cultivating belonging and deepening connections.” Our commitment to creating an environment where everyone feels accepted, valued, and included is embedded in our firm’s foundational principles. At the heart of this is the concept of belonging, which we recognize with our ongoing Belonging series. We know that when staff feel more connected to those they work with, it strengthens their sense of belonging and enhances our collective ability to thrive





Belonging

Plante Moran’s belonging strategy: A checkpoint on the way to inclusion

To better understand staff experiences through a DEI lens, in August 2023, our firm collaborated with [The Equity Project](#) to launch our first firmwide DEI survey. With nearly 1,600 participants, we were able to gauge how staff felt about our DEI efforts.

91.2%

My organization is an inclusive environment where individual differences and various attributes of diversity are respected and supported.

88.2%

My organization has systems, policies and practices that enable everyone to thrive.

87.4%

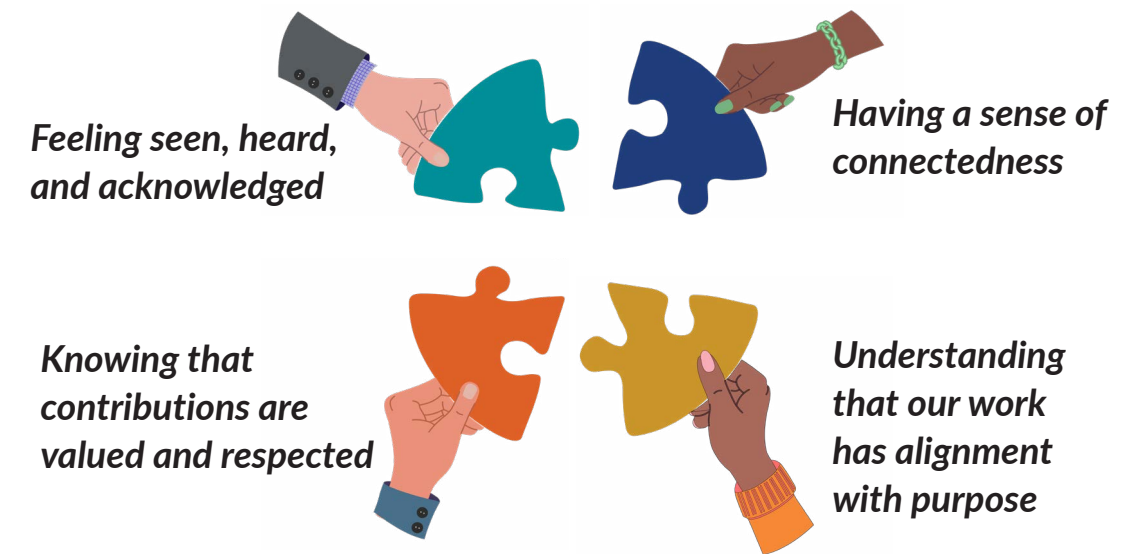
Leadership consistently communicates and demonstrates that everyone’s perspective is valued.

94.1%

At my organization, staff of every background and sexual orientation are able to contribute.

Our biggest takeaway from the survey is that people across our firm, regardless of their identities, are looking for ways to deepen their sense of belonging. We think of it like this: inclusion is what we strive for (that’s the “I” in DEI), and belonging is a checkpoint along the way to see if what we’re doing is resonating with people – which is really based on how staff feel. And we need everyone’s involvement to achieve our goals.

This is why we developed our “belonging strategy,” which consists of four elements that we believe are crucial to fostering belonging and creating an inclusive workplace:



We then created a yearlong, four-part series for in-office and remote staff to enhance our sense of belonging and inclusion across the firm. Element 1, featuring our “belonging boards” (which Managing Partner Jason Drake discussed on [page 1](#)) wrapped up in late September. In 2025, we’ll finish out the series with the remaining elements.



BELONGING

“Whole person” spotlight



Cole Weinman

I enjoy my job as a manager on the business analytics team, and yet, my life is much more than my career. That's what Plante Moran's concept of “the whole person comes to work” means to me. It's having the firm understand my life is more than just me — it's my family and the impactful work I get to do and the intersection of those things. It's being able to share my personal experiences, values, and passions.



For example, my colleagues know I love to foster dogs (my wife and I have soft spot for Boston terriers and older dogs who need to be nursed back to health). My team knows I enjoy playing hockey as much as watching Avalanche games. I've been very open with them about the highs and lows in my life—and, through it all, they've supported me. I feel lucky to have landed here, and I'm grateful for all of it.



[View a video of Cole sharing more about his “whole person” experience here.](#)



BELONGING

Empowering voices: The impact of staff resource groups

You're probably more familiar with "employee resource groups," but at Plante Moran, we use the term "staff resource groups" (SRGs) because we don't use the word "employee." We call each other "staff member" or "Plante Moraner" to identify that we work with one another as opposed to for one another. It's another small distinction that makes a big difference.

Our SRGs are essential for building a deeper sense of belonging and inclusion throughout our firm. Though they operate independently, they all have a similar vision: to help our staff be seen, heard, and supported.



Staff resource groups

Hear from SRG members



Ayumi Sasaki

Asian-American & Pacific Islanders SRG

The AAPI SRG is more than a celebration of our cultures; it's about our members' experiences and successes. Our community is one of the largest minority groups in the firm, and the SRG is a great resource for AAPI staff and allies to develop meaningful connections. Joining Plante Moran and meeting such a diverse group of AAPI role models who are succeeding, overcoming challenges, and climbing the career ladder is inspiring.



Alex Diep

Asian-American & Pacific Islanders SRG

Two of the most important core values I have are to teach and to learn from my peers. The AAPI SRG allows me to do just that – between learning about all the other colorful concepts that the AAPI community brings to the table to being able to share about what's important to me, including my favorite Chinese and Vietnamese dishes, I couldn't have asked for a better platform to enrich myself.



Alejandro Rodriguez

Unidos SRG

I'm excited to build on what I've already seen happening – that is, the excitement and smiles on people's faces when we meet each month. The opportunities are endless. We're creating a sense of community that allows staff to come together ("Unidos" literally translates to "together"), and we're inviting allies who want to understand and learn about our cultures. I see a huge potential for Unidos to grow, be a home for our Latino and Hispanic community, allow us to reach new candidates from a recruiting perspective, expand on business opportunities, and give back to our local communities.



BELONGING



**Stacey
Mansker-
Young**

African American SRG

From day one, I was greeted with open arms. I've met some dynamic "family members" and have been provided with wonderful opportunities, both career and personally.

I appreciate the culture and the importance of creating an inclusive environment. This is the top reason why I wanted to join the firm.



Bailey Wu

Pride SRG

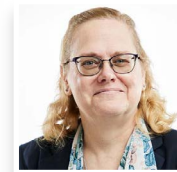
I staunchly advocate for open-mindedness and refrain from passing judgments on those whose experiences may differ from my own. And that's partly why I joined the SRG; I was in pursuit of a sense of belonging, a community that resonated with me and mentorship/guidance from individuals who shared a similar background. I'm excited to grow our efforts to educate the firm about significant issues impacting our community, how to effectively serve as an ally, and how to foster an inclusive environment that nurtures diversity.



Cait Hooper

Veterans SRG

I joined to expand my network and meet other veterans — and I have! Two values that I personally share with the SRG are hard work and inclusivity. Those qualities tie into having a diverse group that includes veterans, family members of veterans, and allies to the veteran community. Looking ahead, I'm most excited for us to explore how we can recruit more veterans to the firm. I never imagined an accounting firm having the wide variety of career opportunities it does. Many other military members have this same thought, and I want to be someone who can show them the potential we have to offer.



Tracy Wadle

Satellite SRG

In the beginning of the year when I celebrated my birthday, I received a birthday card and small gift from the Satellite leaders. It was nice to be celebrated, especially by people I'm only connected to virtually. Each month, I appreciate seeing the office birthday/anniversary lists. It inspires me to reach out and recognize the staff in the office who I'm closest to. I know it's not a big thing, but then again, an email acknowledging your birthday or anniversary can brighten a person's day. It does mine when I get those messages from others.



BELONGING



Meet Michelle St. Ours, *Chicago DEI champion*

I'm a firm believer that words need to be backed by action — and that's why the firm's commitment to DEI resonates so deeply with me. The firm doesn't just make statements about DEI; we live by them. We've seen this with our Belonging Series, where we take concrete steps to not only discuss the importance of belonging but also to create an environment where everyone feels included. The actions match the words.

I've been passionate about female empowerment for my entire career, so previous to this role, I was a Women in Leadership Champion. This naturally led to a commitment to broader diversity, which brought me to the DEI Champion position. In this role, my goal is to be a sounding board to staff in the Chicago office, offering support and elevating concerns when necessary.

Anyone can get involved with DEI efforts at the firm. Even small actions, like being mindful of pronouns or ensuring everyone has a voice, make a big difference. Right now, when many organizations are scaling back or even dropping their DEI initiatives, I'm proud that Plante Moran has remained firm. I'm excited to see what innovative and impactful steps we take next.

DEI Champions are partners/principals who help advance DEI throughout the firm by providing a positive and equitable workplace experience.



Action & accountability

We're committed to driving progress through proactive measures and transparency in our programs.

*Our diversity recruiting efforts, strategic engagement with future candidates, and involvement in state and national accounting organizations underscore our dedication to our **Principle of Diversity, Equity, and Inclusion**. This section highlights the action steps we're taking and the ongoing efforts we're invested in to ensure accountability. Our commitment to DEI isn't just a statement but a sustained and measurable reality.*





ACTION & ACCOUNTABILITY



An update from Paul Bryant,
partner of advocacy, equity,
and engagement

The next generation should know, “Accounting can be fun”

Students don’t always realize that accounting is a career where you can travel, work with different industries, or specialize in sports or in organizations that love animals. They might have heard that accountants are boring or sit at a desk all day, but I’m out there with practice staff and the recruiting team, and we’re saying, “You can have fun here! You can grow here.”

As part of our high school programming strategy, we aim to introduce students to careers in public accounting and professional services by hosting office visits, class presentations, and internship opportunities. For example, with “High School Leadership Days,” that we co-host with the [Michigan CPA Society](#), we bring high school students to college campuses. They hear from current college students on why they chose accounting, and they hear from us about the profession, focus areas beyond audit and tax, and how it’s more exciting than they think. We want to empower high school students from all backgrounds to explore new career paths and build strong foundations for their future careers.

We continuously review where we recruit top talent and, over the years, we’ve expanded what used to be a regionally centric university engagement approach to encompass historically Black colleges and universities (HBCUs) in the South,

Hispanic serving institutes (HSIs), and we’re showing up at community colleges across our footprint. We also recognize that the profile of the modern student has changed, and we’re seeing more students working full-time and taking classes part-time, or post-high school deciding to work before pursuing their degree, or individuals reinventing themselves through accounting as a second career, all of whom we want to learn about us and how we align with their career aspirations.

We also partner with the [American Accounting Association](#) to better engage talent early on. This means that I, and other leaders here, collaborate with other firms, college faculty, and state societies to try to understand the factors influencing interest in the accounting profession. Together, we seek solutions and resources for college accounting programs.

When I look back on what we’ve accomplished in the last year, I feel proud. Our continued efforts to expand our recruitment strategies have not only broadened our reach but also highlighted the rewarding opportunities within professional services. By partnering with educational institutions and professional organizations, we’re committed to supporting a new generation of accountants who are excited about their future careers.



ACTION & ACCOUNTABILITY

Cultivating future leaders: Plante Moran's Track program

Plante Moran's Track program is a multiyear leadership and internship program designed for racially diverse freshman and sophomores. Freshmen Track participants attend a three-day summer leadership program, while sophomore Track participants dive into a six-week summer internship. Optimally, freshmen will transition into sophomore Track interns before progressing into our traditional internship program and, ultimately, securing entry-level positions with us.

The 2024 Track Leadership program targeted racially diverse students interested in future opportunities in audit, tax, financial advising, IT consulting, or cybersecurity. Of the students, 60% were offered a future internship. While the majority of those are Track internships, a handful were future traditional audit/tax internships.

More than 50 sophomores participated in the 2024 Track Internship at a variety of Plante Moran offices. Students participated in hands-on engagement work where they were exposed to many of the people and experiences that they'd encounter as full-time staff.

"My favorite event throughout the three-day program was the partner dinner. It was fascinating and meaningful to hear everyone's unique story about how they made it to the role they're in now and to experience Plante Moran's culture firsthand."

— 2024 Track leadership attendee

72%
offer acceptance

We're thrilled that we received a 72% offer acceptance rate, including future internships and a few offers for full-time positions, too.

Where are they now? Pavani Pennathur, former Track intern



As a general business major, I didn't know what I wanted to specialize in. That's why I was drawn to the Track internship. Because it was rotational, it allowed me to explore different service areas and see what's out there. Spending a week in each service area was eye-opening, especially since I initially associated Plante Moran with just accounting. The Track internship showed me the diverse opportunities within the firm, and I realized I could stay with the same company and pursue what truly interests me.

Ultimately, I chose Plante Moran for full-time work because of the supportive and inclusive culture I experienced during my internships. Even though I had a buddy and a team partner in audit, I never felt trapped. The firm encouraged me to find where I fit best and where I'd be excited to work. I love finance and talking to people, which led me to wealth management. The flexibility and the genuine investment from the people I worked with made it clear that Plante Moran was the right fit for me.



ACTION & ACCOUNTABILITY

Engaging future talent.

Our firm is committed to fostering diversity, equity, and inclusion by actively engaging with university and college students through targeted recruiting opportunities and touchpoints. These initiatives are designed to cultivate a diverse talent pipeline for the profession and uphold our commitment to attracting and retaining outstanding candidates.

Out for Business

Members of our recruiting team as well as practice staff (who are PM Pride SRG members) attended “Out for Business,” a student conference for LGBTQ+ business students. Held in New York City in March of 2023, Plante Moran was a first-time corporate sponsor of this national student recruiting event.

Community College Connect: Opening more doors for more students

“Community College Connect was our first national, virtual program focused exclusively on students in community colleges,” said Kathleen Boeve, campus recruiting manager. “We focused on showcasing our engagement support services team, the audit field, and tax work so they could learn what it’s like to work here. I love how we highlighted the fun and unexpected opportunities in the world of accounting. Next year, we hope to broaden this event and reach even more of these students.”

“Women in Business” event helps students jumpstart their careers



Our recruiting team hosted students identifying as female or nonbinary from various universities and colleges in Michigan for our first “Women in Business” event. Those attending were excited to learn more about how Plante Moran can create a career path for them.

The day included a partner welcome; a tour of the Southfield office; sessions on professional values, personal brands, and finding balance; as well as a community service activity where students stuffed small toy animals that were then gifted to local foster care centers.

What’s exciting is that a third of the attendees interviewed for future internships with us and have accepted those offers. Other candidates are under consideration, and we’re hopeful that more will follow!



ACTION & ACCOUNTABILITY



Meet **Ebonni Barfield**, *DEI recruiter*

"I manage our DEI-related recruiting efforts, including overseeing the Track Leadership and Track Internship programs. Helping students start their careers here, especially those who are first-generation college students, is incredibly rewarding. And, because we prioritize inclusion and belonging, I enjoy helping them continue to navigate their careers."

"I've seen firsthand how we put significant effort into DEI initiatives. It's because we believe that bringing diverse perspectives enhances our culture and effectiveness. The more outside points of view we can bring together, the better."

"Creating a diverse workplace means ensuring everyone feels included, which is why building relationships with different campuses and our SRGs is so important to me."



ACTION & ACCOUNTABILITY

Allyship in action: Building bridges

Allyship in the workplace involves actively supporting colleagues with different backgrounds or experiences. It often means strengthening connections through moments such as listening to understand before sharing your thoughts and/or making space for people in meetings/rooms where they may not have been invited (and should have been) or speaking up when that “one voice” can pivot the dynamic of a conversation or situation. We’re proud to have staff members who – even without having lived the same experiences – actively show up for people and, often, show up even without their knowledge.

Here are stories from two of those allies.



Lauren Goebel

“I strive to find meaning in my career beyond my client engagements, which is why I’m involved with DEI. Knowing people can be treated differently by the world depending on how others see them is what motivates me to care and show up.”

No one should inherently feel they don’t belong. It’s one thing to say you’re passionate about something and see yourself as an ally, but it’s another to follow through. I’ve realized you can’t be a safe space for others if you don’t demonstrate that you are a safe space. To be an effective ally, you have to show up, listen first to understand, and put forth effort to cultivate mutual trust.”



Sarah Triezenberg

“My journey with the Veterans SRG began with a personal connection. As a former Navy wife, I understood the sacrifices and challenges faced by military families. This experience left a lasting impression on me, fostering a deep respect for their selflessness. I already had a desire to engage in DEI initiatives, so when I learned about the Veterans SRG, it felt like a natural fit. I started attending meetings and, pretty soon, I noticed that with my administrative expertise, I could help out. So now I’m their admin lead, which is how I feel good supporting this remarkable group.”

“Supporting DEI work resonates with me because I believe in creating spaces where everyone feels they belong. My background allowed me to offer genuine allyship to the Veterans SRG, and as an office manager, I strive to lead by example. I hope everyone at the firm can find a way to engage in DEI efforts.”

We know our staff are feeling the compassion and commitment of our allies. As one staff member noted, “We can always count on them, no matter what. We don’t see them as allies because of their dedication to the group. We see them as one of us – as family.”



ACTION & ACCOUNTABILITY

Sharing experiences: “Together We” champion workplace belonging

As a clear demonstration of our firm’s commitment to action, we were excited to present a live firmwide session that would generate discussion, help dispel misconceptions, and allow us all to learn more about some of our colleagues. So, in November, the DEI team hosted, “Together We, A Belonging Event,” as part of the firm’s yearlong Belonging Series. The event, the highest attended in firm history, featured a montage of videos and a live panel, hosted by Partner Alejandro Rodriguez from our Monterrey office, where personal stories highlighting the four critical elements of belonging ([detailed on page 8](#)) were shared.

Audience members observed the profound impact that our approaches to differences can have on individuals. For example, one staff member, whose family is from Hong Kong, shared an experience where one of her favorite foods was disparaged in a group discussion. “My family loves this food, and it has special meaning to us,” she noted. “Of course everyone doesn’t have the same tastes, but I think we’re doing many cultures a disservice if we’re telling people to never try something for themselves.” She then went on to say how this experience became a powerful example of belonging because so many staff members reached out to her in support of her perspective.

Another more recent hire, who identifies as nonbinary, discussed the freedom in being able to self-identify at Plante Moran. The participant expressed gratitude for the ability to list their chosen name and pronouns as a part of the onboarding process.

Participants also learned effective ways to enhance belonging – for example, embracing inclusivity in everyday interactions. This can be as simple as asking thoughtful questions about each other’s cultures, holidays, and personal preferences. “If you know someone celebrates the Lunar New Year and you want to acknowledge it but are unsure of how to approach this, just ask!” said one panelist. Such questions show genuine interest and respect, empowering colleagues to bring their true selves to work. This helps build a more welcoming environment.

Post-session feedback demonstrated that staff members came to understand that enhancing a sense of belonging is a collective responsibility.

It’s up to each of us. With intentionality and sincerity in our words and actions, we can make a difference.



ACTION & ACCOUNTABILITY



Meet **Johnny Humphrey** DEI team senior consultant (he/him/his)

I'm excited to be the DEI team's newest member. I work to promote our DEI initiatives across the firm by facilitating DEI trainings, collaborating with DEI and firm leadership, and advocating for our staff.

My passion for DEI has been foundational in my career for nearly two decades. I've learned to leverage my various forms of privilege to advocate for diverse communities, meet people where they are, and engage in meaningful conversations to build coalitions and foster greater understanding. As a gay man, this commitment is deeply personal to me and extends to all aspects of my life.

It's incredibly exciting to work at a firm so committed to DEI. I'm immensely proud of the leadership support for DEI at every level of our firm. Plante Moran's unwavering dedication to DEI helps us advance our staff, deliver the best service to our clients, and serve our communities effectively. While there is still much work to be done, I look forward to contributing to our firm's DEI goals with enthusiasm and conviction.

"It's incredibly exciting to work at a firm so committed to DEI. I'm immensely proud of the leadership support for DEI at every level of our firm."



Progress

We're making progress.

Here are a few of the results from our most recent Great Place to Work® survey, which led to our inclusion on Fortune magazine's "100 Best Companies to Work For" list for the 26th consecutive year!

98% *When you join the company, you are made to feel welcome.*

96% *People care about each other here.*

96% *I'm proud to tell others I work here.*

95% *Taking everything into account, I would say this is a great place to work.*

94% *I feel a sense of belonging with my immediate team.*

93% *I can be myself around here.*



34 languages spoken by our staff



PROGRESS

An update on

WOMEN in Leadership

from **Karla Whittenburg**, *partner, WIL leader*



I like to remind staff that the objective of Women in Leadership (WIL) is really about how we can retain, develop, and promote women to the partner level while also helping all women drive their careers. Our WIL office champions lead local efforts, spearhead events, and are best situated to understand the unique needs of the women in their offices. Our WIL leadership team works closely with the office champions and office managing partners to identify and implement areas for improvement that will move the needle on supporting all women in the firm, as well as the partners and other team members working with those women.

Over the past year, WIL has been very active:

- WIL hosted several WIL Talks, including our most recent session, “Managing (self-imposed) expectations,” attended by more than 400 staff members.
- To celebrate our centennial anniversary, our December WIL Talks offering was “WIL Trailblazers,” highlighting the achievements of several pioneering women at Plante Moran.

- During our WIL annual conference, our guest speaker Rachel DeAlto shared her insights on “The Power of Connection,” which resonated deeply with our attendees. Her insights on building meaningful relationships and fostering authentic connections were inspiring and relatable.
- Our WIL office champions organized various networking events and golf outings across different regions, fostering camaraderie and connection, and are hosting “WIL new hire breakfasts,” providing WIL office champions and female partners the opportunity to meet our new female hires.
- Operationally, the team developed a WIL office champion dashboard to ensure direction and consistency across all regions.

I’m proud that our WIL initiative continues to make significant strides in supporting and advancing women at the firm. Through consistent engagement, we’re passionate about fostering an environment where women can thrive and achieve their highest career aspirations.

[Learn more about Karla and what she envisions for WIL.](#)

In 2024, we promoted: 2 female directors, 9 female partners, and 14 female principals.



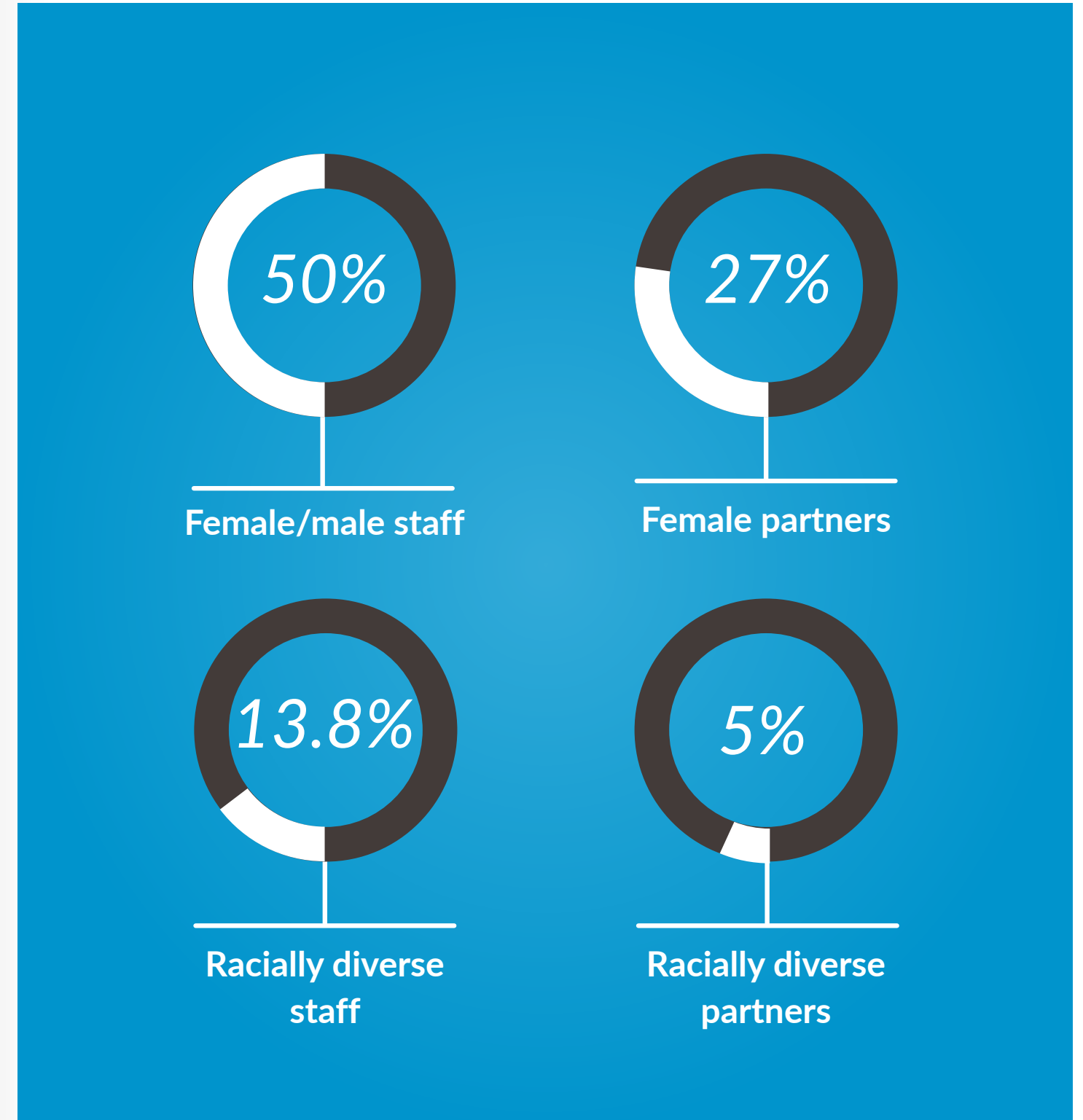
PROGRESS

From FY23 to FY24, we increased the representation numbers of our racially diverse staff by nearly 20%.

FIRM DIVERSITY

All staff racial diversity as of July 31, 2024	Admin	Practice includes para prof	Firm total	% of total staff population
White	700	2,389	3,089	85.54%
Asian	24	156	180	4.98%
Hispanic/Latino	31	97	128	3.54%
Black or African American	60	56	116	3.21%
Other	23	50	73	1.9%
I do not wish to answer	10	15	25	0.69%
Grand total	816		3,447	100%

Staff data excludes interns, temporary, contract, and international staff





PROGRESS

DEI governance

Elevating our firmwide DEI initiatives is a team effort, driven by the ongoing passion of our staff. Creating a lasting impact hinges on their engagement at every level and role within our organization. For more than 20 years, we've expanded our influence and scope in countless ways and are continuing to embed DEI into the fabric of our firm.

1,300+
people involved
in our SRG network.

55+
people leading
our DEI initiatives.

Ensuring an inclusive and equitable experience begins with firm leadership and extends to nearly 400 partners and nearly 4,000 staff members across the firm.

Together, we're committed to fostering a culture where everyone thrives.

Here's a snapshot of the groups that help us execute on our DEI strategy.

- ▶ **DEI CORE TEAM**
Staff members who are fully dedicated to DEI.
- ▶ **DEI STEERING COMMITTEE**
Leadership team that sets and approves DEI initiatives and activities.
- ▶ **DEI COUNCIL**
Established to guide the firm toward long-term success and growth in diversity practices.
- ▶ **DEI CHAMPIONS**
Office or regional partners that lead DEI efforts in their respective areas.
- ▶ **SRG LEADERSHIP**
Ensure that their SRGs' activities are meaningful, educational, and geared toward success — for both the SRG and the firm's overall DEI objectives.
- ▶ **INTERNAL DEI COMMITTEES**
Dedicated to accelerating DEI goals at the office, team, or industry level.



PROGRESS

International offices

Plante Moran around the world

DEI isn't only about creating a more welcoming workplace in our U.S. offices. It means creating a sense of belonging for our staff around the globe. We have four international offices in Shanghai, China; Mumbai, India; Tokyo, Japan; and Monterrey, Mexico. Just like in our U.S.-based offices, creating a deeper sense of belonging is central to fostering an inclusive culture in our international offices.



Shanghai, China: Opened in 2004



Mumbai, India: Opened in 2010



Monterrey, Mexico: Opened in 2008



Tokyo, Japan: Opened in 2017



Future

Using their own words, our staff completed the statement when it comes to your experience with DEI:

“Together, we ...”

do better build a better future
 are more efficient have limitless potential
 Support each other
 can accomplish greatness win
 pave the future are unstoppable
 Are stronger Work better
 Belong Care

2025 DEI goals:

- ✓ Create deeper sense of belonging and inclusion through the firm.
- ✓ Improve pipeline of diverse talent.
- ✓ Increase retention rates for diverse staff.
- ✓ Improve how DEI data is collected and benchmarked.



FUTURE



Hawzien Gebremedhin,
DEI leader (she/her)

Together, we are stronger

We understand that it takes all of us working together to make Plante Moran a more diverse, equitable, and inclusive firm — and a firm where we all feel a sense of belonging, which is why our theme of “Together, We” has been crucial to the foundation of our 2024 DEI year in review.

From activities like our belonging boards, our firmwide DEI event where we heard from staff and partners across the globe, and in-office celebrations of our diverse and rich cultures, this year we demonstrated what it means to not only “bring your whole self to work,” but to belong while doing it.

We’ve learned that we need to actively hear from our staff, make adjustments where needed, and invest into a culture where we all can thrive.

And as the new year progresses, we plan to continue on this journey — a journey toward a workplace where each person feels accepted and valued, where we can recognize and celebrate our many human differences, and where all staff feel a sense of belonging — because together, we are stronger. We look forward to you joining us.