



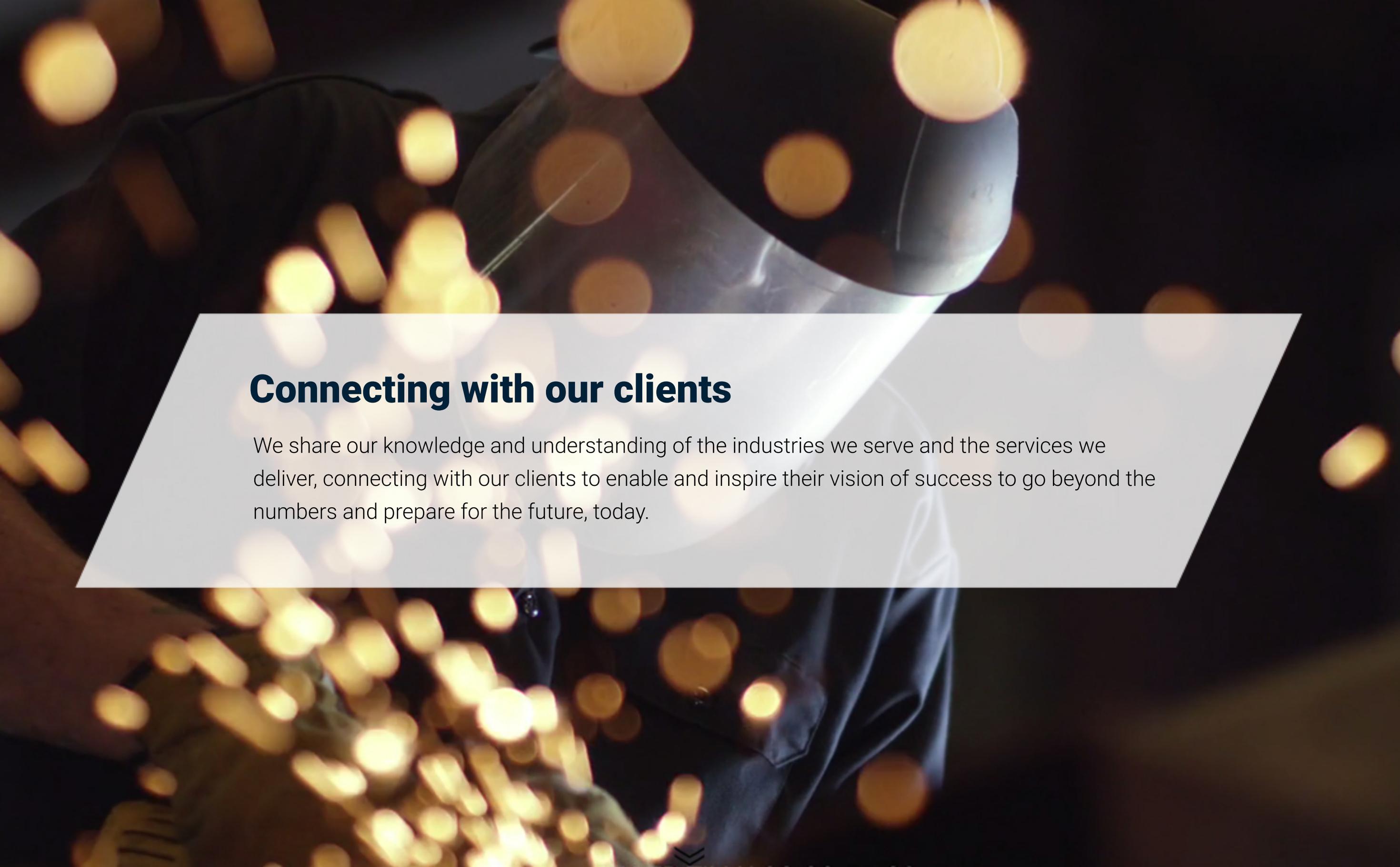
Baker Tilly Annual Report 2017

Without question, 2017 was an outstanding year for Baker Tilly. It was a year in which we shared who we are and what we have to offer by connecting with our clients in meaningful ways to prepare for the future, collaborating with our people to achieve common goals and serving organizations to strengthen our communities. **In 2018, we will remain focused on making a difference for our clients, our people and our communities.** Because that's what matters.



Alan D. Whitman
Chairman and CEO



A person in a dark suit is shown from the chest up, holding a glowing, translucent orb. The background is dark with numerous out-of-focus, warm-toned bokeh lights. A white, trapezoidal text box is overlaid on the image.

Connecting with our clients

We share our knowledge and understanding of the industries we serve and the services we deliver, connecting with our clients to enable and inspire their vision of success to go beyond the numbers and prepare for the future, today.



We are proud that **80 percent** of respondents to our client survey gave at least **9 out of 10** for their likelihood to recommend Baker Tilly.

Voice of our clients

“Always solution oriented!”

“Brings a level of excellence that is unbeatable.”

“It is clearly a business partnership that has assisted us in growing our business and obtaining significant tax planning savings.”

“The level of expertise delivered and general business advice are well worth the fees.”

“Always on the ball with communication, requests, timely follow-up and appointments. Very professional.”

\$3.2B

COMBINED REVENUE (U.S.)

769

OFFICES

126

MEMBER
FIRMS

30,000

PEOPLE

147

COUNTRIES

Expanding our reach

We are proud to be an independent member of Baker Tilly International, the world's ninth largest accounting and consulting network, whose member firms share Baker Tilly's dedication to Exceptional Client Service.

Our membership – and leadership – in the network gives us significant global reach in addition to our substantial national presence. ***We collaborate to leverage our skills, resources and local expertise to help our clients wherever they do business.***

Leading the profession

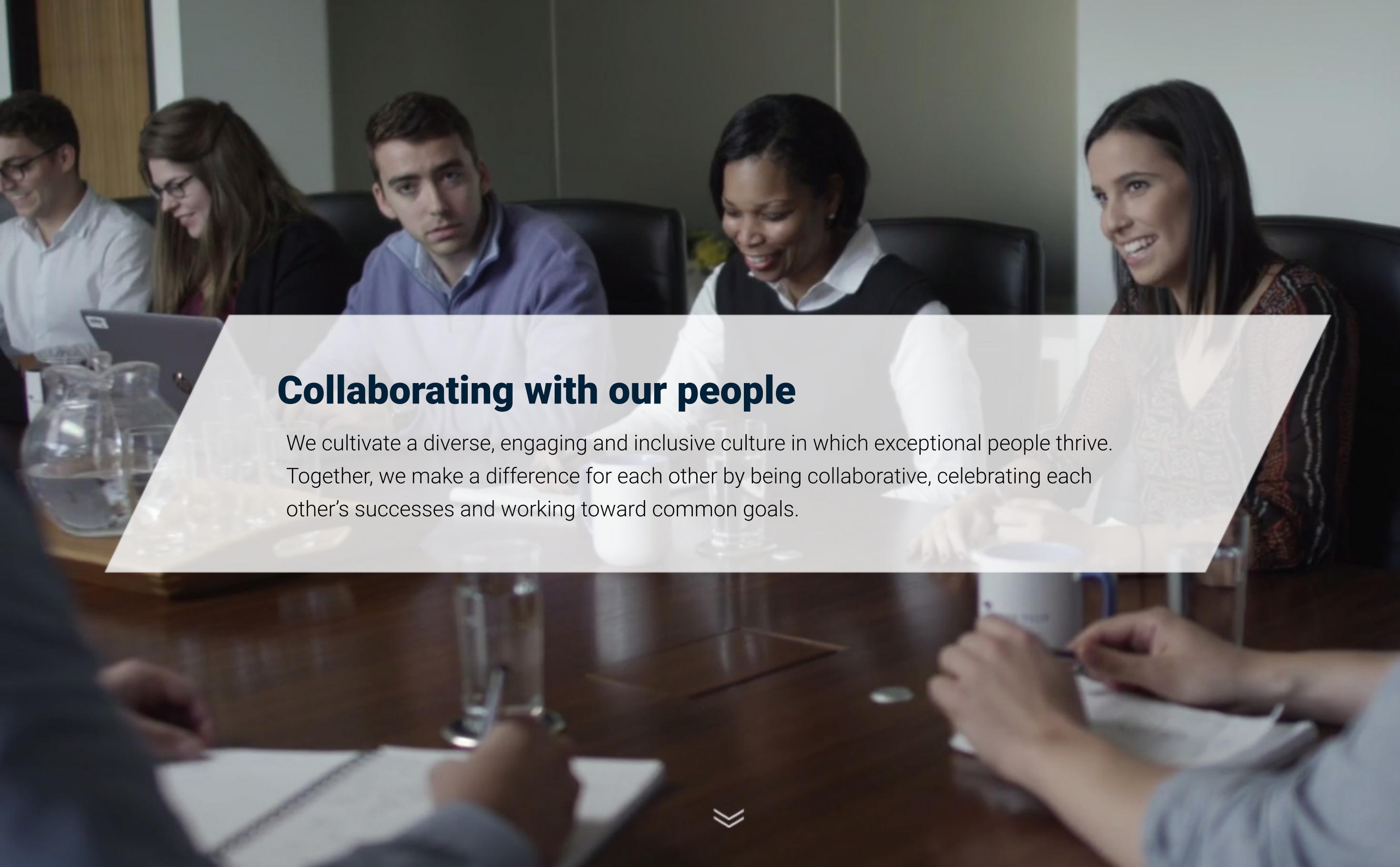
We are a top 15 firm* with deep connections in the American institute of Certified Public Accountants. This position of leadership in our profession makes us outstanding advocates for our clients.



- Assurance Services Executive Committee
- Auditing Standards Board
- Governing Council
- Governmental Accounting Expert Panel
- Health Care Expert Panel
- Major Firms Group
- National Peer Review Committee
- Not-for-Profit Experts Panel
- Technical Standards Subcommittee
- Women's Initiative Executive Committee

*According to *Accounting Today's* "Top 100 Firms"





Collaborating with our people

We cultivate a diverse, engaging and inclusive culture in which exceptional people thrive. Together, we make a difference for each other by being collaborative, celebrating each other's successes and working toward common goals.



Fostering diversity and inclusion

Our SOAR (Supporting Opportunity, Advancement and Recognition for all) and GROW (Growth and Retention Of Women) initiatives work to ensure all team members are supported, valued and respected – and that we provide the best opportunities for everyone through a diverse, inclusive workplace. We are committed to cultural initiatives that make Baker Tilly a more dynamic, collaborative and innovative organization.



Encouraging growth and balance

Our professional development programs focus on developing skills and training talented professionals to become Valued Business Advisors. We embrace flexibility and encourage balance in all of life's priorities.



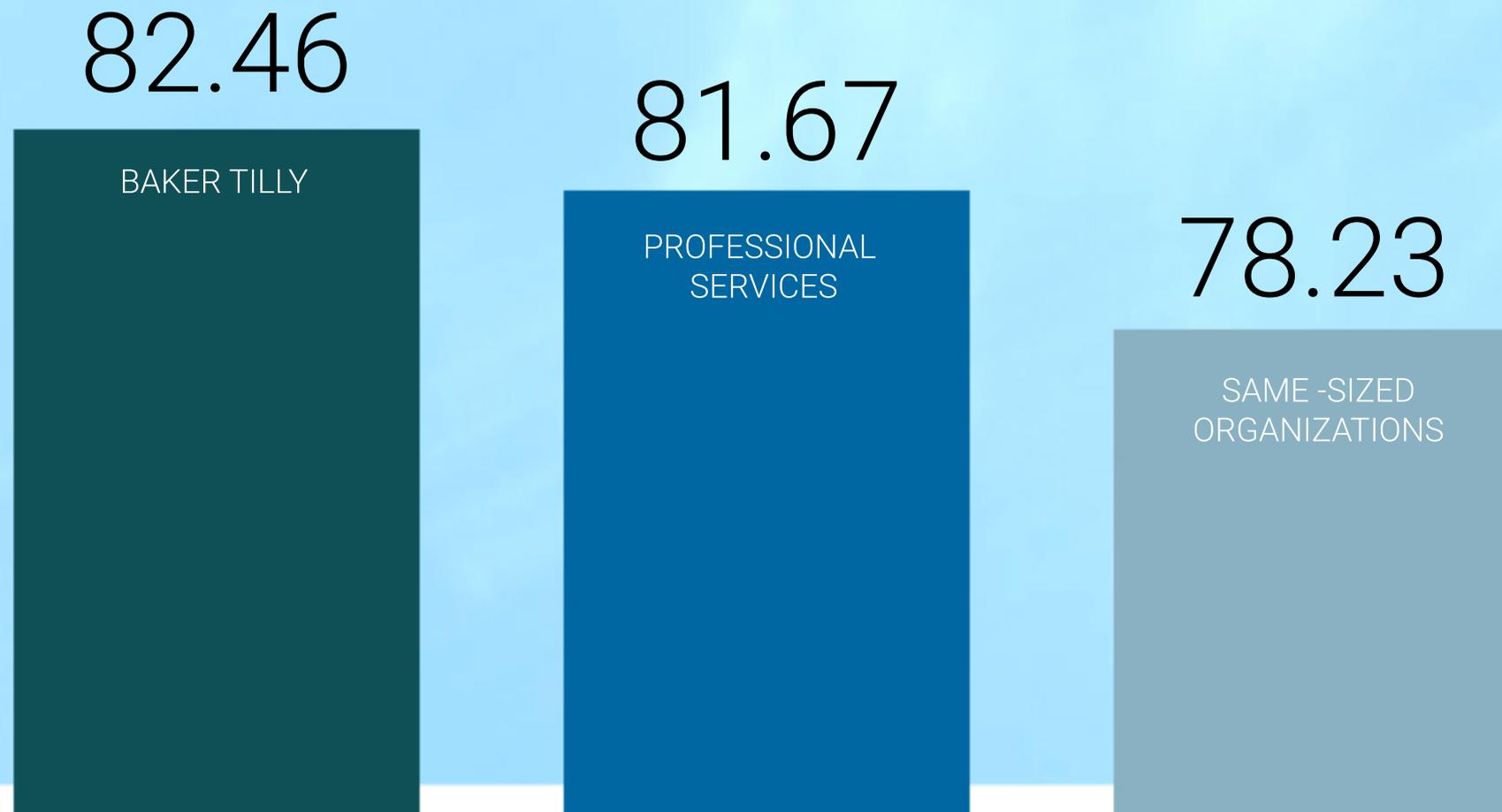
2,700 team members

Average tenure **7+** years

More than 4,100 hours of training offered by Baker Tilly Learning & Development

1 in 3 new hires from
employee referrals

89,000+ CPE credits awarded

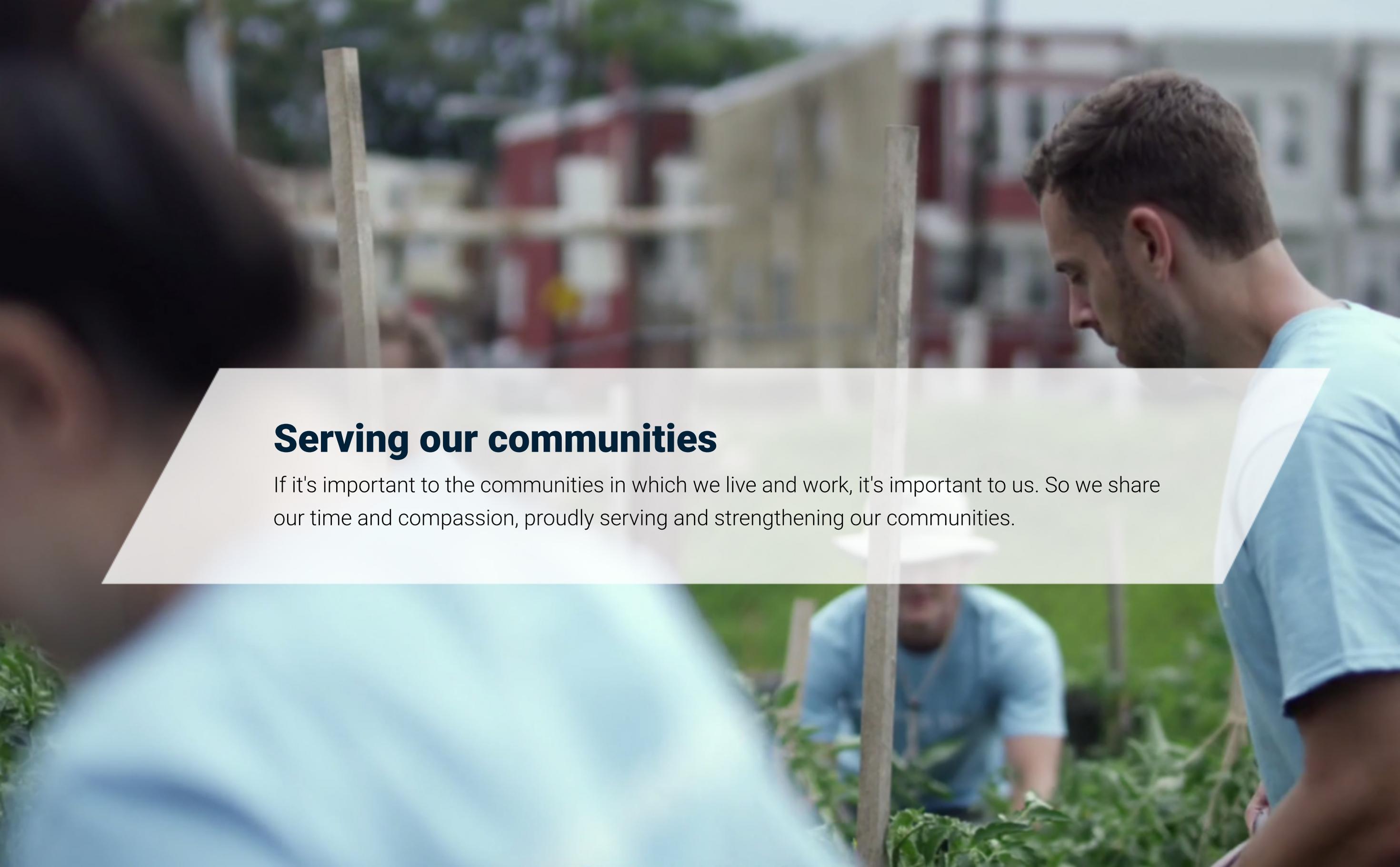


Through our **engagement survey**, our people give feedback that provides an invaluable snapshot of our level of team member engagement and satisfaction – and leads directly to measurable actions to address key findings. Our overall engagement score **is 82.46 percent** – the highest measurement since our first survey in 2014 and solidly above industry norms.



Enjoying recognition

Again this year, we are honored to receive best places to work awards as acknowledgment of our employee-focused culture and our firm's commitment to core values of integrity, passion, collaboration and stewardship.

A man in a light blue shirt is shown in profile, looking down at a plant in a garden. The background is a blurred residential area with multi-story buildings. A white text box is overlaid on the image, containing the title and a paragraph of text.

Serving our communities

If it's important to the communities in which we live and work, it's important to us. So we share our time and compassion, proudly serving and strengthening our communities.

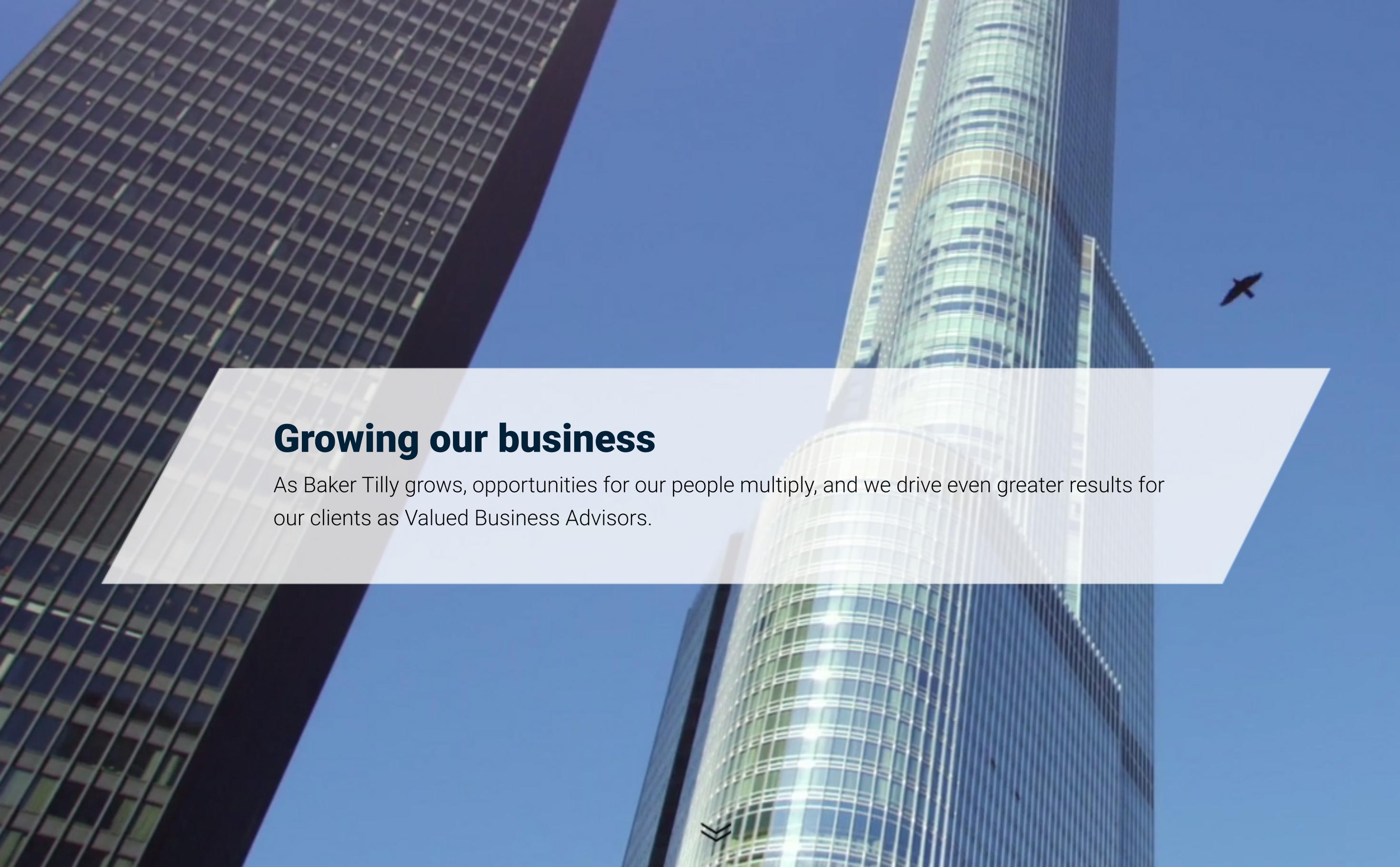
Celebrating Stewardship Day

In 2017, team members at every Baker Tilly office took part in our annual Stewardship Day, volunteering at charitable organizations in one special day of service. Baker Tilly team members in 30 cities dedicated an entire workday to serving more than 70 not-for-profit organizations.

Advancing our H.E.R.O. program

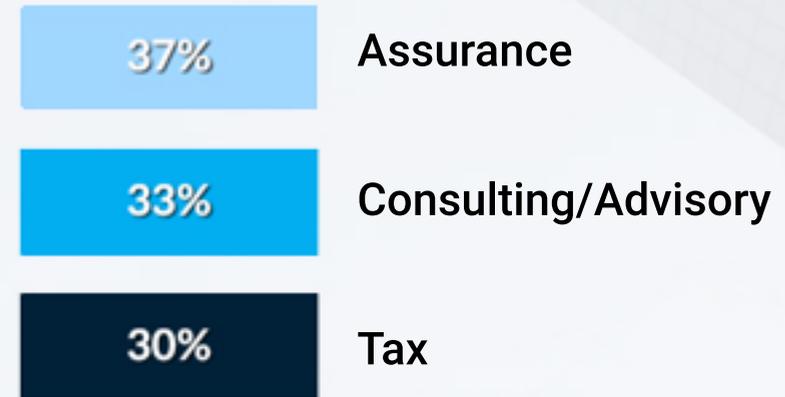
Every year, we also provide team members with an additional eight hours of paid H.E.R.O. (Helping Enrich Relationships through Outreach) time to support causes THEY care about and make a difference in their communities.





Growing our business

As Baker Tilly grows, opportunities for our people multiply, and we drive even greater results for our clients as Valued Business Advisors.



As you have seen, we measure our success by more than numbers alone. Our growth tells us we continue to move in the right direction, and our commitment to making a difference is strong.



Thank you for another great year.