

CORPORATE SOCIAL RESPONSIBILITY 2014 PROGRESS UPDATE

OUR PEOPLE

People are the core of Moss Adams. That's why we strive to build meaningful relationships within our firm and hire, train, and retain our best.

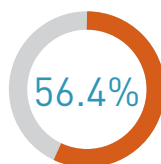


ABOUT THIS REPORT

For more than 100 years, Moss Adams has been committed to supporting the vitality and health of our communities. Since we published our inaugural [Corporate Social Responsibility report](#) in 2012, we've continued to track and improve our benchmarks with the aim of reaching our goals sooner. In keeping with our firm's desire for transparency, this update helps us stay accountable to our stakeholders—both internal and external—on issues important to them and to us: our people, our communities, and our environment.

CREATING OPPORTUNITY

EC7



of positions for partners and senior managers were filled from within our firm.
Our goal: 75%

We work hard to give our people the opportunity to grow and learn—and career development is woven into our culture.

LIFELONG LEARNING

LA10

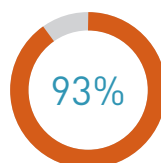
76

average hours of training each of our client service personnel received.
Our goal: 50 hours for CPAs and 40 hours for nonlicensed professionals

We offer a robust curriculum of development training to help our employees create meaningful career paths.

LISTENING UP

LA12

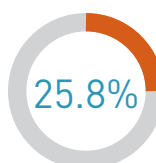


of employees participated in our firm survey.
In 2013: 95%

Employee feedback is of utmost importance to our leaders—it helps direct firm initiatives and best practices.

CULTIVATING DIVERSITY

LA13



of our partners are women.
2022 goal: 30%

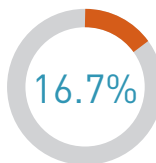
Through Forum W, we're working to help more women reach top levels within our firm.

FINDING WHAT RESONATES

LA2

493

new employees hired.
*In 2013: 592
Includes combination with Mohler, Nixon & Williams in Silicon Valley.*



turnover.
*In 2013: 16.2%
Our goal: under 18%*

As we learn what's meaningful to our employees, we're growing, attracting new talent, and retaining our people.

OUR COMMUNITIES

We encourage our employees to give back to the communities that have supported their success and ours.

81.25%

of our employees participated in our 2014 Moss Adams 401(k) program.

Industry average: 80.7%

OUR ENVIRONMENT

We're committed to minimizing our environmental impact—and to do this we've developed specific goals and policies related to the materials, supplies, water, and indirect energy we consume.

To view a progress report of all our key performance indicators, visit www.mossadams.com/csr2014. For more information about our sustainability services, visit www.mossadams.com/sustainability.

Moss Adams is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability status, protected veteran status, or any other characteristics protected by law.

44%

of our leased space is in LEED-certified buildings
This represents a 4 percent increase over 2013.

EN3

ENERGY USE

Per employee, we increased electricity use by **less than 1 gigajoule**. Natural gas usage remained the same.*

EN4
EN3

WATER

More people means more water. But per employee, we've reduced our use by **1.4 cubic meters a year**.

In 2014	In 2013		In 2014	In 2013	
23,389	31,097	total cubic meters consumed	13.6	15	cubic meters per employee

**A joule is a unit for measuring energy, physical work, or heat. One gigajoule is one billion joules; one terajoule is one trillion joules.*