



ABOUT THIS REPORT

For more than 100 years, Moss Adams LLP 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.

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.

CREATING OPPORTUNITY

EC7



76% of positions were filled from within our firm
In 2012: 73%

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

LIFELONG LEARNING

LA10



54 average hours of training each of our client service personnel received
In 2012: 49 hours
Industry standard: 40 hours

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

GUIDING GROWTH

LA12



99% of employees received regular performance feedback and career development reviews
Our Goal: 100%

Clear expectations and meaningful feedback are the foundation for strong performance.

LISTENING UP

LA12



95% of employees participated in our firm survey
In 2012: 93%

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

CULTIVATING DIVERSITY

LA13



24% 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



592 new employees hired
In 2012: 486
Includes combination with Mohler, Nixon & Williams in Silicon Valley.



16.2% turnover
In 2012: 20.8%
Average: 18.0%

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.

\$1.5 million

That's how much our partners and employees donated in 2013 through the Moss Adams Foundation (up from \$1.1 million in 2012).

3,195

EC1

The number of community service hours our partners and employees logged to celebrate our centennial in 2013.

Organizations Served: Habitat for Humanity, Second Harvest Food Bank, Donate Life, Ronald McDonald House

2016 Goal: Offer employees 12 hours of paid volunteer time annually

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.

40%

EN3

of our leased space is in LEED-certified buildings

Our square footage dropped 6% from 2012, but not the number of LEED-certified buildings we occupy. As leases expire—such as the 39,770 square feet we added in our 2013 Mohler, Nixon & Williams combination, which expires in December—we'll look to move to certified buildings.

WATER

EN8

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

In 2013

In 2012

31,097

30,339

total cubic meters consumed

In 2013

In 2012

15

17

cubic meters per employee

ENERGY USE

EN4

EN3

Per employee, we reduced our electricity use by **2.5 gigajoules** but increased natural gas use by **1.2 gigajoules**.*

CONSUMPTION

EN4

Though our direct energy use decreased, our materials use (indirect consumption) increased **3.1 terajoules**.

WHAT WE'RE DOING TO IMPROVE

In early 2013 we asked employees to **Do One Thing**: change one daily habit to benefit our communities' health and well-being. **355** signed up to make a change.

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

To view a progress report of all our key performance indicators, visit www.mossadams.com/csr2013. For more information about our sustainability services, visit www.mossadams.com/sustainability.

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