

## FOR IMMEDIATE RELEASE

### Kaiser Consulting Tops List for Equity Leadership for Women in Accounting

COLUMBUS, OH – June 11, 2019 – Kaiser Consulting, LLC has been awarded the #1 spot on the 2019 Accounting MOVE Project’s Best Firms for Equity Leadership List released last week by the Accounting & Financial Women’s Alliance. The project showcases top firms throughout the United States that are actively lifting women into leadership roles within their firms. Kaiser Consulting was named the best overall firm out of twenty firms nationwide for women’s equity leadership.

While the accounting profession often overlooks the strategic advantage of advancing women to the highest levels of leadership, Kaiser Consulting has a dynamic culture of providing extensive resources and diverse opportunities for women employees to become business owners and management leaders. As a result, the firm is an industry leader with 100% women equity shareholders and 100% women management committee members. Additionally, women represent over 83% of its 75+ employees.

Women’s leadership roles at Kaiser Consulting are much higher than the averages of the participating firms in the 2019 Accounting MOVE Project, where women comprise just 27% of partners and principals and only 33% of management committees. Women in these roles have advanced from 24% and 25%, respectively, in 2018.

“When I started my firm as a sole proprietor in 1992, I was a senior manager at a Big-4 accounting firm facing the same problem faced by women everywhere – how to balance the long hours and travel schedules demanded by my career with my desire for more time to raise my family. My solution was to give up my dream of being a partner at a Big-4 and set out on a purposeful path of pioneering a unique workplace for employees, who like me, were seeking better work-life balance,” said Lori Kaiser, CPA, CGMA, Founder and CEO of Kaiser Consulting.



*Kaiser Consulting Equity Shareholders (l-to-r, back) Tracey Holecek, CPA, Michelle Martin, CPA, CGMA, Lori Kaiser, CPA, CGMA, Michele Himes, CPA, CGMA, Angela McDermott, (l-to-r, front) Hilary Dodson, CPA, and Jill Kerns, CISA.*

Kaiser Consulting’s innovative part-time, flexible business model takes public accounting’s positives like diverse projects, eliminates its negatives like excessive overtime, and gives seasoned professionals desiring to work less than 40-hours per week the ability to scale their schedules up-or-down to accommodate their circumstances.

“Employees appreciate having flexible work arrangements while enjoying an alternative to the up-or-out culture present at many traditional accounting firms,” adds Kaiser. “Our firm leaders have a determined dedication to cultivating multiple paths and a supportive network to help each employee, both women and men, achieve the level of professional leadership they envision for their definition of career success. I am extremely proud to be a champion for women leaders in this highly male-dominated field.”

The Equity Leadership List recognizes firms with at least 50 employees where women comprise at least 33% of partners and principals, as 33% is widely recognized as the tipping point for members of any identity group to have individual impact.

The 2019 Accounting MOVE Project explores the tactics women, women's advocates, and firm leaders can take to ensure all women accountants can fully achieve their career aspirations and drive firm growth in the process. This year, the project found that innovative firms work with women early and often to merge career opportunities with the right training, relationships, and development opportunities.

Hilary Dodson, CPA, benefited from Kaiser Consulting embracing women's advocacy efforts. Eleven years ago, after taking time off from her career to raise her family, Hilary reentered the workforce and became a part-time employee at Kaiser Consulting. In 2015, as part of Kaiser's multiyear planned transition from an owner-centric to a management-centric business model, Hilary was promoted to Director of Client Service and given the opportunity to begin the firm's Small Business Practice. In 2018, she became an Equity Shareholder, and today she continues to lead the rapidly growing line of business she pioneered, creating opportunities for other women in the process.

"As our leader, Lori has an unwavering commitment to preserving our firm's unique culture and ensuring its long-term growth, while also furthering women's initiatives. During the first phase of Lori's planned succession, I was one of six women employees, all promoted from within, to manage the firm's daily operations. Now, all six management team members, as well as Lori, are Equity Shareholders," said Dodson. "Our firm's succession plan has evolved into a detailed plan with opportunities for employees to be promoted into management and eventually to Equity Shareholder. Our leadership team is continually communicating with and supporting employees with the next step in their career path to ensure they achieve their goals."

### **About Kaiser Consulting**

Kaiser Consulting offers a full suite of accounting, finance, and information technology solutions and industry-specific expertise to help organizations navigate the complexities of growth and change. Our services include US-SOX/J-SOX and regulatory compliance audits, outsourced and interim accounting, internal control assessments, process improvement solutions, and controller and business analyst functions. A trusted advisor for 27+ years, we provide solutions to enterprises ranging from small privately held businesses to multinational Fortune 500 companies, as well as fast-growing startups and nonprofit organizations. Our 75+ experienced professionals serve clients throughout Ohio from our Columbus headquarters. Kaiser Consulting is currently the 7th largest accounting firm in Central Ohio according to research conducted by *Columbus CEO Magazine*. To learn more, please visit <https://kaiserconsulting.com>.

### **About Accounting MOVE Project**

For more information about the Accounting MOVE Project, please visit the Accounting & Financial Women's Alliance at <https://www.afwa.org/move-project/> and Wilson-Taylor Associates, Inc. at <https://www.wilson-taylorassoc.com/move/accounting>.

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