



COMMUNITY

2023 LIFE AT YHB





elevating

To our YHB Community,

This letter has become a tradition each year for me. Typically, I start my first draft around Thanksgiving, which always seems like a fitting time of year to be writing such a letter. I believe this is often when we take stock to reflect on the previous year and make plans for the future. Each year I have the privilege of sharing the theme of our newsletter. In processing where the year started and where we are going, the word "elevating" seems to fit.

2022 was another transformational year for YHB. We welcomed two new offices to YHB in Owings Mills and Rockville, had over 30 leaders complete an intensive two-year long leadership program, onboarded over 100 new YHB team members, and launched our new five-year strategic plan, just to name a few highlights. As part of our strategic plan, we realigned our mission and vision statement (which we have shared in this newsletter), to better capture where we are going as an organization. This is also where this year's theme comes into play.

I'm pleased to share our new vision statement: To be a people-first firm elevating our communities through connection and innovation. As we live this vision out, we hope to grow and lift up those around us, our community, which includes you, and our team members. We believe in community and fostering environments where people can thrive. Whether it is bringing innovative accounting technology to your business, helping you make critical life decisions, or providing up-to-date education, we want to be your trusted partner.

Throughout this year's newsletter, I am proud to share examples of our team members starting to live this out already. We have an incredible team, and I am so proud of what they do to elevate our communities each year.

Before I conclude, you may have noticed this section is a bit longer than normal. This year will be the last letter you will receive from me as YHB's CEO. Starting in April, I will begin the process of transitioning the CEO role to Tom Milburn. As my term comes to an end, I want to reiterate how proud I have been to lead YHB over the last several years. I am also thankful for how our community has grown and triumphed in the face of adversity during this time. It has truly been an honor, and I look forward to this transition period.

While Tom won't officially take the reins as CEO until September of 2023, we believe it is important to be transparent with any changes like this. I will continue working with clients and hold various leadership roles at YHB after this transition. I look forward to supporting Tom during his term and am confident he will lead YHB well.



Tom began his professional career at YHB in 1997 after graduating from Virginia Tech. Since then, he has dedicated his practice to providing solutions to Financial Institutions around the region. Internally, Tom has served on YHB's IT Steering Committee, Human Resources Committee, and on the Board of Directors.

I've asked Tom to share a few thoughts as we begin this transition. I do want to wish you a wonderful 2023! Thank you for allowing YHB to be part of your story.



Sincerely,

A handwritten signature in black ink, appearing to read "Scott Moulden".

Scott Moulden, CPA
CEO

I am excited and honored to serve as YHB's next CEO. We are grateful for Scott's leadership, hard work, and care during his term. He has been an example of devotion and resilience during a unique time of growth and change in our history.

As we begin the new year with new challenges and opportunities, I promise that all of us at YHB remain dedicated to elevating and empowering our community and team. Regardless of what lies ahead, we are resolute in our commitment to you and our team.

I am excited to have the privilege of sharing this newsletter with you. Throughout the year, our team members are doing amazing things in the communities we serve. This is our opportunity to share some of these moments with you and celebrate the people who make YHB such a special place.

I look forward to serving you, YHB, and the community in this role. We are thankful for you.

Sincerely,

A handwritten signature in black ink, appearing to read "Thomas L. Milburn".

Tom Milburn, CPA
CEO Elect



2022 by the numbers

Being a community partner is more than just a tagline. It means we take our responsibility to providing you the latest information and leading strategies seriously. Below is our report card on a few of the ways we've done that this year.



Principal Matthew Smith spoke at our Annual Construction Symposium, providing insight on the new Lease Standards.

160
articles posted to
the YHB website

18k+
friends of YHB
read our e-mailed
newsletters

13
YHB hosted seminars
and webinars

73
breaking news
and update
e-mails sent

28k+
community
members read our
blogs

1,300+
guests attended YHB
hosted events during
the year

100+
new employees joined
the YHB team



Principal Kirstine Fors speaking at a Women in Technology event in Arlington this past summer on accounting strategies.



In honor of our 75th Anniversary this past year, our team went into overdrive to say “thanks.” We consider it a privilege to serve our clients and be part of each community. Both as an organization and individually, we were proud to play a small part in making our region a better place. We are pleased to share a few of those stories with you.

elevating our communities



Service Days

As part of our 75th Anniversary mission to give back, several of our offices took part in volunteer opportunities we called “Service Days.” Our Falls Church team volunteered (pictured left) at Food for Others, a not-for-profit organization that provides food to neighbors in need. Our Richmond office served pizza to kids at the School of Richmond Ballet Youth Ensemble and the Minds in Motion Ambassadors following their performance at the Richmond Ballet (pictured above).

Winchester Day of Caring – United Way

Our Winchester team had the privilege of participating in the United Way of Northern Shenandoah Valley’s Day of Caring, where they worked on a repair/aging-in-place project in the City of Winchester.



Raising Awareness for Breast Cancer Research

For Breast Cancer Awareness Month, YHB ran a campaign to raise awareness and remember our colleague, Rose Wagner. YHB shared educational resources and sold pink clothing items in our internal store. 66 pink items were sold and YHB matched the total amount with a donation to the Susan G. Komen Foundation.



Supporting our Local Schools

YHB initiated a firm-wide school supply drive and many of our offices took part in their own, unique way. A couple examples include our Richmond office volunteering their time to pack book bags for Bright Beginnings, our Winchester team participating in the Stuff-the-Bus event (hosted by Bright Futures-Frederick/Winchester) that provides school supplies to local students, and our Fredericksburg office collected snack donations for the *Bigs in Schools* program.



Windy Hill Foundation

Sandy Long

Sandy Long is a prime example of someone who loves to be involved in her local community, as she is a part of several programs in the Middleburg area. One of her favorite programs is Donna's Feast, through Windy Hill Foundation, which is a meal delivery program that aims to provide older residents from a local apartment community with healthy, home-prepared meals every Friday. Sandy loves seeing the residents get so excited about what meals have been prepared for them. That, along with the appreciation the residents show for the meals, makes all the hard work worth it for her. She also helps decorate for Windy Hill Foundation's Annual Gala every year.



Celebrating & Honoring Juneteenth

In honor of Juneteenth, YHB's Network of Black Accountants hosted a Lunch and Learn where our offices were able to take a deep dive into the History of Juneteenth and learn insightful information that is relevant today.



Loudoun County Chamber of Commerce

Brian Kling

YHB Principal, Brian Kling, is proud of where he is from and displays that pride by giving back to his local community. Brian has called Loudoun County home his entire life, so he relishes the opportunity to give back to the place he was raised, educated, lives, and works in.

Brian has served with the Loudoun County Chamber of Commerce in various roles since his earliest days at YHB. He currently serves as Treasurer/VP of Finance. Having the opportunity to connect with people is another aspect that Brian enjoys about his position on the board. We are proud to have members of our leadership team that are passionate about giving back to the community that has helped guide them professionally and personally.

Encouraging Men's Health in Movember

YHB ran a No-Shave-November or *Movember* campaign for Men's Health Awareness Month. This campaign was also an opportunity to remember and honor our colleague, Dan Karpac. YHB shared educational resources and different ways to support men's health projects globally. YHB also matched the sales of any hats sold from our internal clothing store with a donation to the Movember Foundation.



Career Partners Inc & Culpeper Business Women

Megan Furlong

YHB Principal, Megan Furlong, is actively involved in giving back to her hometown of Culpeper, Virginia. As Treasurer of Career Partners, Inc and President of Culpeper Business Women, she is able to serve many members of the Culpeper community, working specifically with students and fellow businesswomen.

Megan has been a member of the Culpeper Business Women group for 14 years, which aims to empower women in the workplace and in the home through support, scholarships, and information. She enjoys the aspect of "women supporting women" and reading the scholarship applications that come in each year from girls in the community.



a year in review



March Culpeper Office Wins Best Tax Prep

A bright spot in our year was our Culpeper team being voted Best Tax Preparation Services by the Culpeper Star-Exponent. Our Culpeper team continues to set the bar high with their service to the community.

Regional Leader 2022
by accountingTODAY

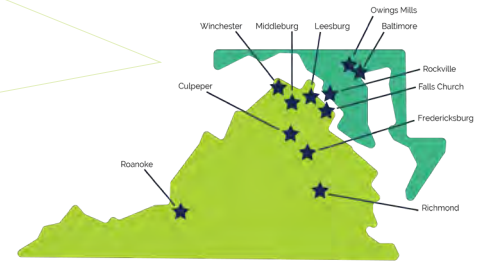
Firm to Watch 2022
by accountingTODAY

March YHB Advances on 2022 Firms to Watch & Regional Leader Lists

YHB was named on Accounting Today's 2022 Top 100 Accounting Firms annual publication Firms to Watch list for the third year in a row, as well as listed as one of the top regional leaders in the Capital Region. YHB advanced from the 8th to the 6th largest accounting firm headquartered in the region.

July "Firm Day" Makes a Come Back

For the first time in three years, we were able to have our in-person firm wide field day, Firm Day! This is a day full of games, awards, and networking with our over 300 team members!



July Expanded Maryland Presence

This summer we welcomed 50 team members to YHB from Glass Jacobson Financial Group. As a result of the acquisition, we added two new office locations in Maryland, Owings Mills and Rockville, raising the YHB office count to 11 throughout the region.



July Bryan Newlin Honored by Shepherd University

YHB Principal, Bryan Newlin, was listed as one of Shepherd University's Finest Under 40. The Shepherd University Alumni Association recognizes young alumni who are leading the way in business, research, leadership, and community endeavors. The alumni are chosen by a selection committee based on their professional expertise and achievements, as well as dedication to charitable and community projects.

July

20 Students Intern with YHB

This past summer, 20 students from around the country spent eight weeks experiencing what public accounting is all about with YHB. Students became part of the YHB Team and got hands on with accounting.



August

Matthew Smith Listed as Rising Star from CFMA

Principal Matthew Smith was listed as one of the Construction Financial Management Association's Rising Stars of the year. These leaders under 40 years old are honored for positively impacting their companies and the construction industry.



August

Named in the 2022 IPA Top 200 Firms

YHB was named in INSIDE Public Accounting's 32nd annual ranking of the largest accounting firms in the nation. For the 2022 year, YHB has moved up 6 spots compared to the 2021 survey, landing us at spot 121. IPA firms are ranked by U.S. net revenues and are compiled by analyzing the more than 600 responses received.



August

Scott Moulden named to Virginia 500

Scott Moulden was named to the Virginia 500 Power List by Virginia Business in August of 2022. This list is a compilation of Virginia's most powerful and influential leaders in business, government, politics, and education.



August

Internal Development Program Launches

In August YHB's Marketing Team rolled out a new Business Development program for our Managers and Supervisors. The program helps team members learn from those around them, share ideas, and gain support from their peers. In this first year, we have over 40 staff participating.

August

Named in The Top 50 Construction Accounting Firms

YHB was named in Construction Executive's The Top 50 Construction Accounting Firms™ 2022 rankings. Firms are ranked by U.S. net revenues and are compiled by analyzing hundreds of responses received for CE's Survey and Analysis of Firms.



December

Named in the 2023 America's Best Tax & Accounting Firms

YHB was named in Forbes' annual rankings of the best tax and accounting firms in America. For the third year, Forbes partnered with market research company Statista to create a list of the most recommended firms for tax and accounting services in the U.S. In total, 200 companies were awarded the title of America's Best Tax Firms 2023 and 200 companies were awarded the title of America's Best Accounting Firms 2023; YHB was awarded both.





a lasting partnership



GLASS JACOBSON
WEALTH ADVISORS

In October of 2022, YHB formed a partnership with Glass Jacobson Wealth Advisors to provide financial planning and wealth management solutions to our clients. Through this we were able to roll our existing wealth division into Glass Jacobson. This partnership gives our clients access to premier financial solutions from a team of experienced professionals who share the same values as YHB.

YHB and Glass Jacobson Wealth Advisors' relationship goes beyond typical accounting and wealth management referrals. Our teams are integrated into each other's offices, communication tools, and culture. This means we share spaces and experts to create a seamless client experience. We are one team of professionals focused on helping you build lasting wealth.



Partner with our Investment Advisors and Certified Financial Planners to create a comprehensive, customized wealth management strategy.



Retirement plans play a big role in a company's long-term success. Our advisors work with plan sponsors to help them choose the right plan.



Our holistic approach empowers clients with an understandable and customized plan. Much like a road map, the plan serves as a guide to reach your goals.



Randy Beeman (left) helped found YHB's Wealth division and is now working with the same clients under the Glass Jacobson Wealth Advisors name. Zubair Khan (right) recently joined the team as a Director of Wealth Advisory Services. Both are located in YHB's Winchester office.



a new outlook

In 2022, along with celebrating our 75th anniversary, we concluded our previous strategic plan. This meant a large part of the year was dedicated to planning, strategizing, and collaborating on our next five-year plan. At the center of this process was our commitment to holding onto our core principals that have guided us over the past 75 years.

While YHB has grown to be one of the largest firms headquartered in the DC Metro region, we are still tied to our local roots. That is why you see us so involved in the community.

This is also why we felt like it was time to share our new Mission and Vision for YHB. It should be no surprise that the focus of both are all about our team members and you. Additionally, we are pleased to share what we are calling our "pillars." Everything we do going forward is tied to helping us live these pillars out.

We are confident this next period of focused growth and innovation at YHB will continue to allow us to serve you well into the future.



Mission

Empower our team and clients while working towards the collective success and growth of each other

Vision

To be a people-first firm elevating our communities through connection and innovation



Become a leading workplace with a **team-first culture**, making YHB the destination for professionals



Go **all in on our clients** by providing industry leading expertise and experiences



Embrace **leading technology solutions** for staff and clients



Live socially and sustainably responsible by practicing and openly communicating our environmental, social, and governance (ESG) commitments





50 South Cameron St,
Winchester, VA 22601

PRSR STD
U.S. POSTAGE
PAID
PERMIT #78
ROANOKE, VA

stay
cōnnectēd

