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including firm culture and partnership opportunity, the MOVE Project has released its fifth annual rankings of the best firms for female professionals. The MOVE Project is sponsored by the Accounting & Financial Women's Alliance.

**Isaac M. O'Bannon** • Jul. 02, 2014



After evaluating accounting firms across the country on a variety of aspects including firm culture and partnership opportunity, the MOVE Project has released its fifth annual rankings of the best firms for female professionals. The MOVE Project is sponsored by the [Accounting & Financial Women's Alliance](#).

The following ten firms were listed as this year's "2014 Best Public Accounting Firms for Women":

*(Firms with at least 40 employees, where women comprise about 38% of top leaders. Firms listed in alphabetical order.)*

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**The Bonadio Group**, Pittsford, NY: For those women at The Bonadio Group who are on a partner track, the firm makes a clear distinction on how flexible work arrangements, common at many firms and certainly at Bonadio, will relate to their advancement potential and timeframe. The firm's pre-partner track provides a way for women to pace their pursuit of partnership in an intentional, clear mode. This year, 29% of Bonadio's partners and principals are women.

**Clark Nuber**, Bellevue, WA: Clark Nuber's clearly spelled out performance and leadership qualification goals are especially effective at providing midlevel women with career milestones. Each partner is either a mentor or a performance manager, and in some cases both, to at least a few rising leaders, providing incremental feedback that enables women to see precisely how they are advancing. It's working; this year, 31% of the firm's partners and principals are women.

**CohnReznick LLP**, New York, NY: Proof that the combining of two firms can create new common ground for advancing women, CohnReznick used the launch of its initiative, WomenCAN, to create new relationships across the blended organization. Detailed analysis revealed organic strengths in a few offices that the firm is cultivating for cross-pollination.

**Lurie Besikof Lapidus & Company, LLP**, Minneapolis, MN: With Beth Kieffer Leonard as managing partner and Kimpa Moss as partner for operations and administration, rising women have two strong models for career destination and leadership style. Women comprise a healthy 27% of partners and principals overall.

**Moss Adams LLP**, Seattle, WA: Women now account for 24% of partners at Moss Adams, as the firm drives accountability and responsibility for advancing women to practice and office leaders. Context is key: leaders receive insight into their scorecard results and guidance on next steps from firm leaders. Moss Adams is also winning

new clients with results-driven networking partnerships designed to help women

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women, ensuring that none escape the chance for stretch and high-profile assignments. Now, Rehmann is developing detailed metrics that identify high-potential women early with the aim of equipping them with both general management skills and insight into next career steps.

**Rothstein Kass & Company**, Roseland, NJ: By staking out advocacy for women in its client industries, Rothstein Kass continues to lead the way as an innovator in business development. Its annual study, "Women in Alternative Investments," influences authority, expertise and referrals into its women's business development programs.

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### **Best Public Accounting Firms for Leadership Equity**

*These firms, in alphabetical order, are the 2014 Best Public Accounting Firms for Leadership Equity.*

Frazier & Deeter LLC, 34%

Hood & Strong LLP, 39%

Insero & Company CPAs, P.C., 52%

Johanson & Yau Accountancy Corporation, 45%

Kerkering, Barberio & Co., 58%

Mahoney, Ulbrich, Christiansen & Russ P.A., 38%

Marks Nelson Vohland Campbell Radetic LLC, 36%

Moody, Famiglietti & Andronico, LLP, 41%

Mountjoy Chilton Medley LLP, 38%

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