



2024

Growing Our Impact

Advisory | Audit | Tax | Managed Services | Private Client

Aprio[®] 



Richard Kopelman

Managing Partner and CEO

Letter from the CEO

I have immense pride and gratitude for the achievements and continued growth we experienced together in 2024. Our success is reflective of the hard work of our entire team, and the trust and support of our clients.

2024 has been a year of milestones for Aprio. We expanded our capabilities, added new markets, and deepened our commitment to delivering exceptional value and remaining a top employer of choice.

Looking ahead, we are excited to continue our journey of building the firm of the future. We are committed to leveraging leading-edge technologies and forward-thinking approaches to stay ahead.

Thank you for being an important part of our journey.

Here's to a future filled with endless possibilities for our clients, team, communities and profession.

Richard Kopelman

CEO Aprio, LLC

And now a word from our clients

Working with Aprio has been a game-changer for Anchor Point Management. From quarterly and annual tax compliance to strategic guidance on transactions and new partnerships, their holistic and responsive approach has ensured we stay forward-looking and compliant. As we've navigated significant growth over the past two years, Aprio has been instrumental in helping us consider the tax implications of our ventures, and their ability to bring in additional advisors has made our compliance and transaction work seamless. We couldn't have asked for a better partner in our journey.

Tom Cook,

CEO and Co-founder
Pacific Bells

Aprio's Korean Practice team is a true teammate and consultant to our company. They are always thinking proactively and suggesting the right solutions for the challenges and opportunities we face. They are partners who help us coordinate incorporation, tax incentives, audit, HR and finance system establishment seamlessly. Our experience with the firm has been fabulous.

Ki Suk Jang,

CFO, Lotte Aluminium Materials USA

The team at Aprio was incredibly supportive as we made the switch to Netsuite. Their experts invested time in developing a tailored approach to working with us that drove exceptional value for our organization.

Brad Medford,

CFO, RMG Erectors and Constructors

Aprio by the numbers

We are on a mission at Aprio! Continuing to grow our reach to serve our clients, team members, communities, and our profession are all part of our journey. In 2024, we ranked among the Top 25 accounting firms in the United States, with a rapidly growing reach that extends across the globe.

We expanded our presence by adding offices in Los Angeles, Chicago, and Baltimore and grew our presence in Denver and Austin. Aprio also boosted our cloud security and compliance capabilities with the addition of Securitybricks, a top-tier cybersecurity firm.

Investing in talent to serve growing businesses, entrepreneurs, founders, and individuals remains our priority, and in 2024, we continued to hire and promote top talent to strengthen our capabilities across industries and geographies.

Giving back and creating thriving communities where we live and work is important to Aprio's success, and in that spirit, we continued to join together in 2024 to make a meaningful impact.

As we look ahead, we remain committed to our mission and values. Together, we will continue to innovate, grow, and make a positive impact for our clients, communities, and team members.

350+
Team members promoted

25
Office locations

2,200+
Team members

42
Community Impact
Grants awarded



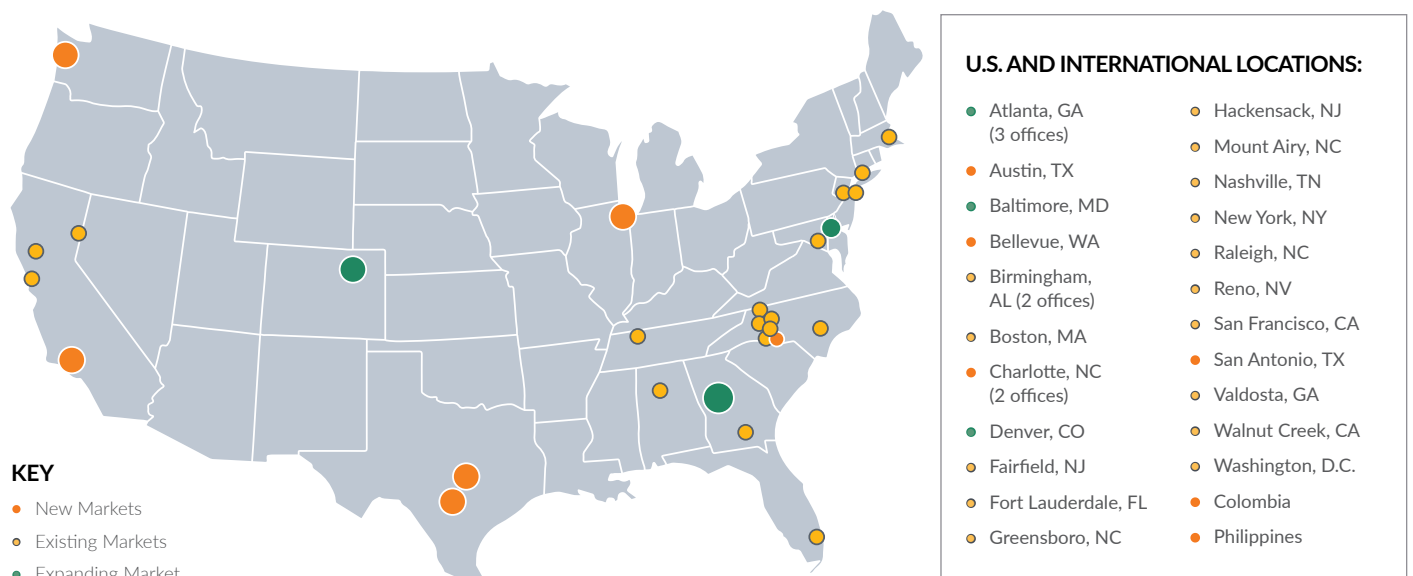
"Securitybricks brings unique, world-class security, compliance and technical capabilities that, together with Aprio, create a robust offering that will add meaningful value to clients and give them a strategic edge "

Brett Williams,

*Risk Advisory and Assurance Services Leader, Partner,
Information Assurance*

Growing our footprint

In 2024, Aprio continued to expand its footprint, which enabled us to broaden our service offerings, enter new markets, and strengthen our position as a leading firm in the profession.



Growing impact in the industries we serve



GOVERNMENT CONTRACTING

Aprio made investments in 2024 specifically to help Government Contractors address transformative opportunities and disruptions. One of the most significant compliance changes to impact Government Contractors in decades is the Cybersecurity Maturity Model Certification, which went into effect at the end of the year. In advance of this change, Aprio's GovCon team helped clients with readiness and audits so they would be prepared to achieve this certification. The addition of Securitybricks to our brand portfolio positions Aprio as a leading CMMC, FedRAMP, and StateRAMP service provider.

The Pentagon estimates more than 8,000 Department of Defense providers will be required to meet CMMC assessment requirements to keep being awarded contracts. Our team leverages automation to make achieving and maintaining compliance easier for DoD contractors and subcontractors.

Our team also expanded services and developed new solutions to support joint venture companies, offering risk mitigation strategies and lifecycle management for Mentor Protégé Joint Ventures (MPJVs).

Another major trend in the Government Contracting world is a wave of mergers and acquisitions. Our team was able to help support clients' transactions valued in excess of \$1 billion.



MANUFACTURING AND DISTRIBUTION

Aprio's Manufacturing and Distribution team has been on a mission to address clients' concerns driven by constantly evolving marketplace dynamics. In 2024 the team introduced a new Operational Excellence Service line to help clients become more efficient by identifying areas for productivity and process improvements, labor efficiencies, and quality management and loss reduction. Aprio's M&D team works with clients to apply proven methodologies to better manage key drivers of profitability, like supply chain and pursuit of business process improvement.

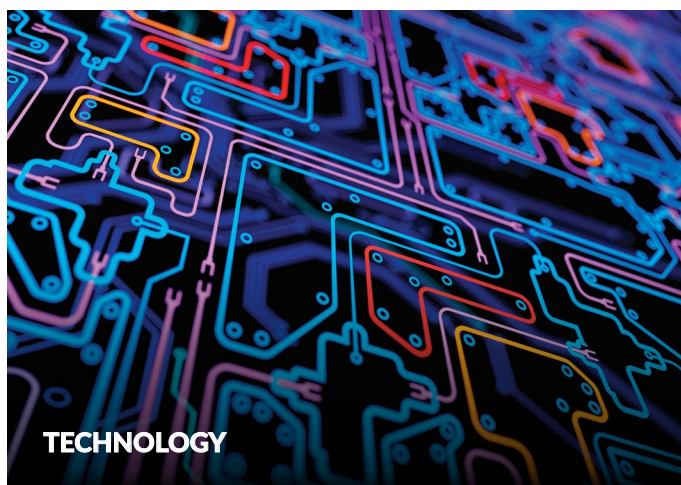
We also grew our customs and tariffs consulting practice as tariffs became a hot topic for manufacturers and builders.

The Manufacturing and Distribution team is looking forward to building on the success of the 2023 Manufacturing insights survey, with the new 2025 Aprio U.S. Manufacturing Survey expected to reveal new insights on industry trends and outlook.

Aprio is a wonderful partner for a tech entrepreneur. They were a huge help to my company as well as me personally as we built, grew, and exited my first business. I'd highly recommend Aprio to any founders looking for a great accounting and tax partner.

Eric Spett,

Founder, Terminus and Scalebound



The Technology team added a number of services in 2024 to support FinTech, HealthTech, and other SaaS clients in adapting to changes in the data security risk landscape. Our new offerings include Cybersecurity Maturity Model Certification and FedRAMP services for defense industry providers through our Securitybricks powered by Aprio acquisition.

Beyond our new services for the technology clients who serve the government, we also added an international standard for establishing, implementing, and improving an Artificial Intelligence Management System (AIMS). ISO 42001 will help our clients manage risks related to AI.

Compliance as a Service is another new service Aprio developed to help middle-market companies manage evolving IT compliance requirements. This service is especially valuable for SaaS companies facing a myriad of changing compliance requirements.

Our Tech Outlook 2025 Report was featured in Business Journals across several markets, offering insights into the future of the technology landscape.



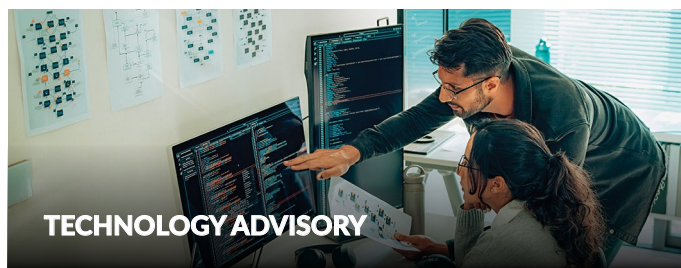
The Restaurant, Franchise and Hospitality team expanded services in 2024 with the growth of its Managed Services Division. This division now serves not only McDonald's clients but also other brands in the restaurant space and non-restaurant franchisees. Managed services help franchisees comply with brand reporting standards and manage daily financial operations.

To enhance operational efficiency and accuracy for clients, the RFH team partnered with a company to automate third-party revenue reconciliation from companies like DoorDash and Grubhub.

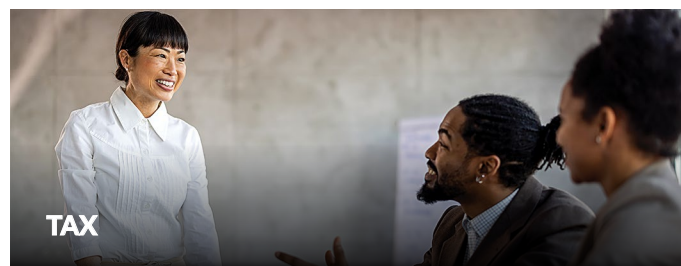
Entering its 4th season in 2024, the RFH podcast, Dana Delivers by Aprio, featured in-depth conversations with successful restaurateurs and industry leaders, solidifying Aprio's position as a trusted resource for the restaurant industry. In 2024, Dana Delivers touched on everything from Labor Relations to interviews with brands like KFC, Rao's and the Jose Andres Group.

Solutions Highlights

In 2024, Aprio delivered exceptional services across a diverse range of sectors. Guided by our Look Forward fundamental, we deepened our capabilities, expanded our talented teams, and elevated our client offerings to help our clients grow. This section celebrates a few milestones in each of our key service areas.



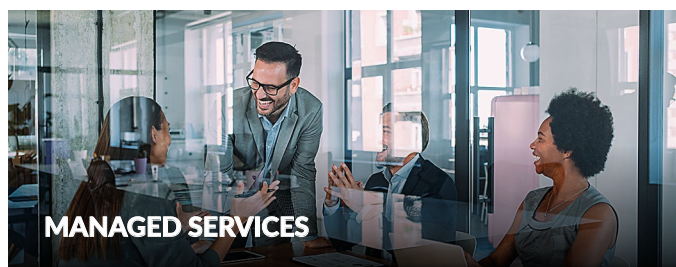
- + Introduced a new Tech Consulting practice to guide clients in selecting technology and enterprise reporting systems that work best for their businesses.
- + Launched the Aprio Advantage in alliance with NetSuite to serve a wider range of clients across industries.
- + Created dynamic partnerships with Government Contracting technology providers, Unanet and Deltek.
- + Partnered with Sage Intacct to provide next-level service to Restaurant, Franchise & Hospitality clients.
- + Expanded our data and analytics team, along with a new AI practice, to provide greater solutions for clients.



- + Developed a strategic alliance with CereTax and Harbor Compliance to expand offerings to clients.
- + With our people-first approach, we built custom training and professional development for our team members.
- + Continued development of national teams of specialized tax professionals to align with growing client needs.



- + Strengthened our Assurance team by 39% with offices in the Los Angeles, Chicago, and Seattle metropolitan areas to serve a growing client base.
- + Expanded both Security & Compliance Services and Risk as a Service (RaaS) to meet the evolving needs of our clients.
- + Leveraged advanced AI technology to enhance accounting research, providing superior service to clients.



- + Aligned Managed Services practice with Aprio's segments to scale and grow with our clients.
- + Implemented AI-driven solutions to deliver real-time financial insights for clients.
- + Strengthened our Restaurant, Franchise and Hospitality team to help restaurant owners maximize the amount of fees they retain from delivery orders and services.
- + Added new service offerings for Government Contracting clients, including outsourced contract administration and joint venture management.
- + Developed a strategic alliance with a fintech company, Rho to offer their banking platform to Aprio clients.
- + Launched enhanced financial visibility and decision-making tools for Construction industry clients through QBO Advanced.



Strategic Growth Highlights

Beyond the expansion of service offerings, Aprio Firm Alliance, Aprio Talent Solutions, and Aprio Wealth Management achieved remarkable milestones further solidifying our position as a leader in the profession. From fostering meaningful professional relationships and delivering top talent to managing wealth with precision, Aprio continues to set new standards of excellence.



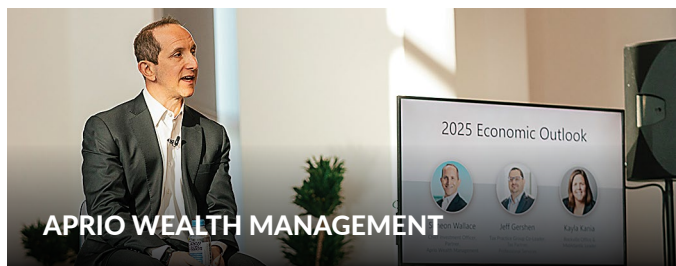
Aprio Firm Alliance provides firms with exclusive access to the professional connections, advice, and technical resources they need to overcome obstacles and seize opportunities. In 2024, the Aprio Firm Alliance added new member firms and:

- + Provided more than 11,000 continuing education hours to member firms.
- + Launched the inaugural Pryor Leadership Development cohort that includes 40 members.
- + Increased revenues from Aprio's referral partners by 37%.

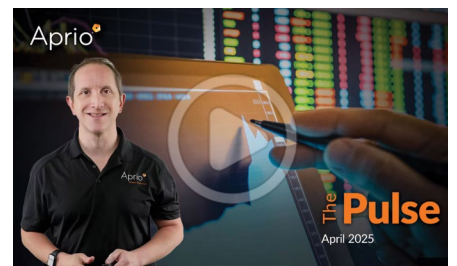


Aprio Talent Solutions connects high-performing accounting professionals and top candidates with premium job opportunities across the U.S., Canada, and Mexico. In 2024, ATS:

- + Placed nearly 100 consultants and new talent across multiple industries.
- + Implemented 24-48 hour service agreements to fill valuable positions.
- + Expanded CFO Services to include interim and fractional leaders in C-suite positions for our clients in transformation.



Aprio's Chief Investment Officer, Simeon Wallis, hosted 12 Pulse on the Economy and Capital Markets sessions, keeping clients informed of the latest trends in the financial markets.



[Catch Simeon's latest Pulse report](#)



Aprio in the Spotlight

Industry Recognition Spotlight

Aprio's commitment to excellence and innovation was recognized in 2024 by numerous prestigious awards and accolades. These honors reflect our dedication to providing outstanding services and our relentless pursuit of growth and improvement.

- + Lexy Kessler Named to Accounting Today's Top 100 Most Influential People in Accounting
- + Aprio's Dana Zukofsky Named to Crain's New York Business' Notable Leaders in Accounting, Consulting & Law List
- + Aprio CEO Richard Kopelman Named "Most Admired CEO" by Atlanta Business Chronicle
- + Forbes Names Aprio Leaders to 2024 Top 200 CPAs List
- + Aprio's Jeff Duncan Inducted into 100 Black Men of Atlanta, Inc. as Member of the Class of 2024
- + Aprio's General Counsel, Laura Walker, Recognized on GC Powerlist - The Legal 500
- + Aprio's Michele Blondheim Honored as Top Practitioner at 2024 Atlanta Business Chronicle Leaders in Corporate Citizenship Awards
- + Jim Fennel Named to Financier Worldwide's Power Players 2024 Exceptional Experts List
- + Jess Johannesen Named Among Georgia's 200 Most Influential in Creative Industries

New Partner Class of 2024 Celebrating Success

Aprio's Board of Directors elected a group of 11 inspiring new partners who have demonstrated their dedication to leading their teams to deliver excellent client service and growth.



Brian Bender
Government Contracting,
Advisory



William Donahue
Nonprofit, Audit



Jeff Duncan
Technical Accounting
Consulting, Advisory



Eric Neas
Manufacturing, Audit



Barry Rieger
Transaction Advisory



Jonathan Rudolph
Professional Services
(Legal), Tax



Aprio in the Media

In 2024, Aprio's thought leadership and industry experience were prominently featured in regional and national media outlets. Our leaders shared valuable insights on a wide range of topics, showcasing our commitment to staying at the forefront of industry trends and contributing to important conversations.

- + Richard Kopelman Talks 2025 Business Trends with Forbes at Nasdaq MarketSite
- + Thomas Scott Shares with CNET Common Tax Mistakes and How to Avoid Them
- + Vanessa Piedrahita Champions Growth of Hispanic and Latin-American Entrepreneurs in CPA Practice Advisor
- + Brent McDaniel Shares Insights with Accounting Today on the Evolution of AI in Accounting
- + Kayla Kania Named Aprio Mid-Atlantic Regional Leader
- + Adam Venokur Explores Strategies to Bridge the Generational Gap in Accounting with CPA Practice Advisor
- + Kelly Meadows Highlights Demand for Strategic CFOs in Washington Business Journal
- + Christopher Vasquez Discusses Internal Controls with Construction News for Stronger Financial Foundations
- + Leading with Kindness: Richard Kopelman Shares "The Aprio Way" with the Atlanta Business Chronicle
- + Inside Public Accounting Highlights Aprio's Remarkable Growth
- + Thomson Reuters Interviews John Rose on Potential TCJA Changes



Laila Gallagher
Government Contracting, Tax



Dave Hanson
R&D, Specialty Tax



Kevin Loiselle
International, Tax



Michael Saulnier
Retirement Services, Wealth Management



Mary Kathryn Williamson
Dental, Tax

Sharing Our Insights

Looking forward for our clients is the cornerstone of Aprio's commitment to service. In 2024, Aprio continued to share its thinking and insights through various whitepapers and surveys. These publications provided valuable financial, tax, and operational guidance tailored to different industries.

- + 2024 Year in Review Dental Economic Update
- + Case Study: Security to Grow for Four Eyes Financial
- + Case Study: NetSuite Rescue Engagement Enhanced Financial Reporting Data
- + Manufacturing Talks: The Latest Update on the State of Manufacturing from Simeon and Adam
- + Technology Outlook 2025: Pioneering the Next Wave of Digital Transformation
- + 2025 Economic Outlook
- + The Why, What and How of Custom Fiscal Periods
- + 2024 - End of Year Tax Update



L&D Highlights: Being Relentless About Improvement

Our people at Aprio are passionate about what they do and how they serve our clients. Aprio's investment in L&D continues to be 40% above the industry average. In 2024, we debuted the Aprio Leadership Suite, empowering the long-term career growth of Aprio team members by providing easy access to the robust technical and developmental opportunities Aprio provides.

20,500+
CPE credits through Aprio managed courses

533
Courses throughout the year

60
Leaders participated in Excelle, a custom-designed development conference

58
Professional Development Programs

Workplace Awards

In 2024, Aprio's dedication to creating an exceptional workplace environment was recognized through numerous prestigious awards and accolades.



Keeping It Fun



At Aprio, our people are at the heart of everything we do. In 2024, we continued to grow our culture of excellence, inclusivity, and continuous learning based on the 31 fundamental behaviors that drive daily life at Aprio. These principles underscore our commitment to delivering a best-in-class career experience and continue to garner Aprio's top workplace recognition.



People & Culture – The Aprio Way

1. Act with integrity
2. Do what's right for the client
3. Look forward
4. Be a fanatic about response time
5. Honor commitments
6. Be proactive
7. Be the expert advisor
8. Pay attention to the details
9. Provide a great client and team member experience
10. Value differences
11. Deliver results
12. Practice blameless problem-solving
13. Listen generously
14. Speak straight
15. Get clear on expectations
16. Be curious
17. Be relentless about improvement
18. "Bring it" every day
19. Think one Aprio
20. Work smart
21. Share information
22. Embrace change
23. Walk in your clients' shoes
24. Be kind
25. Make a difference
26. Build meaningful personal relationships
27. Think and act like an owner
28. Be a brand ambassador
29. Celebrate success
30. Respect confidentiality
31. Keep things fun

Corporate Social Responsibility Making a Difference

Giving back is a fundamental part of who we are, and making a difference is a cornerstone of Aprio's culture. Corporate Social Responsibility (CSR) is how we care for our people and the world around us. Our passion for what's next goes well beyond the work we do for our clients. We are passionate about establishing partnerships with community organizations that align with our strategic goals, create positive social impact, and enable team members to support causes that mean the most to them.

Operation Hope Update

2024 marked the third year of our 10-year commitment to Operation Hope and the 1-Million Black Businesses initiative. To date, our teams have completed 3,249 volunteer hours through finance forward webinars and leadership discussions in service of underserved minority entrepreneurs.

3,249
volunteer hours to date



Building Resilient Entrepreneurs

In 2024, Aprio's Black Business Forum partnered with the United Way of Greater Atlanta to launch Building Resilient Entrepreneurs, a pilot program designed to help small business owners build sustainable, scalable enterprises. As the official financial partner, Aprio led the fundamental financial workshop and provided funding to amplify the growth and scalability of the program.



In the Community 2024

At Aprio, we strive to make the communities where we live and work a better place, bringing to life one of the 31 Fundamentals that guide how we treat each other and the clients we proudly serve. One of these fundamentals, Make a Difference, emphasizes Aprio's belief that it is important to be an active part of our community—responding to the needs of the communities in which we live and work in.

500+
Team members
volunteered their time

~2,000
Volunteer hours by
Aprio team members



42
Community Impact Grants
awarded to
worthy nonprofits

115,000+
Meals provided to people
in need through the
Accounting Food Fight

What's Next

As we look forward, Aprio is on a mission! We are dedicated to building the firm of the future, providing founders, entrepreneurs, and business leaders with a competitive edge. Our commitment remains steadfast as we invest in new capabilities and markets, embrace cutting-edge technologies and digital-first solutions, fuel the growth of our talented professionals and empower our communities.

Our investments are driven by our focus on creating lasting value for our clients today and positioning them to grow and be future-ready. Together, we are shaping the future of accounting and advisory services and will continue making a meaningful impact in 2025.

Join us and **GROW**
with Aprio!

About Aprio

Since 1952, clients around the globe have trusted Aprio as a premier business advisory and accounting firm. Aprio delivers advisory, audit, tax, managed and private client services to build value, drive growth, manage risk and protect wealth. [Aprio.com](https://aprio.com)

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