

RK 2019 ANNUAL REVIEW







Welcome to RKL's **2019 Annual Review**

In today's rapidly accelerating business environment, there's always a new challenge around the bend. Some may find this pace of change daunting; at RKL, it's galvanizing.

Here, every day is a chance for us to get better and do more. But we're not just preparing for the future – we're actively working to make it brighter for our clients, our team and our communities.

Our 2019 Annual Review is the latest chapter in the RKL story. It's a chance to take stock, celebrate accomplishments and rally around the many ways we've made a difference over the past year. Inside, you'll find tales of team members who expanded their skillsets, the different ways we're helping clients (and our firm) get future-ready and a snapshot of our positive impact on the places we're proud to call home.

All of this adds up to the dynamic and positive experience of life at RKL, and it's one of the reasons we continue to earn accolades as an employer of choice and a nationally leading firm. None of this success would be possible without the ingenuity of our team, the trust of our clients and the spirit of our communities – so on behalf of RKL, thank you all.

Sincerely,

Ed Monborne
CEO/Partner, RKL LLP

What's next?

For RKL and our clients, this small question packs big meaning.

Understanding what the next level looks like for each client starts with a firm grasp on who they are and what they value. Some companies want to expand operations into new territories. Some need to develop a next generation of leaders. Others seek better metrics to gauge profitability. Conversations around current challenges and future plans open the door to new opportunities to help our clients maximize their products, processes and people in a rapidly accelerating business environment.

Everything we do at RKL – whether it's interpreting tax regulations, crafting an investment portfolio or installing a new ERP system – is designed to help our clients achieve their next-level goals. It's also what drives us to develop more solutions and services to address emerging issues.

This focus on getting our clients future-ready is a big reason why RKL was ranked among the nation's fastest-growing firms by industry publications Accounting Today and INSIDE Public Accounting. As our innovation continues to earn RKL growth and accolades, we'll never lose sight of what really matters: the trusted relationships we build with our clients.



In 2019,

RKL established a firm wide technology initiative that formalized efforts to track and explore new capabilities – like blockchain, artificial intelligence and predictive analytics – for ways to work smarter and deliver more value to our clients.

“When I think of what’s next, I’m thinking about succession planning and long-term growth. And I feel like RKL will continue to be a large part of that in the future, just like they have in the past.

– **Gregg Jenkins**, Owner & President
The Flinchbaugh Company”

Services

**Introduced/Expanded
in 2019:**



**TRANSACTION ADVISORY
SERVICES**



**FINANCIAL MANAGEMENT
SOLUTIONS**



COMPENSATION ANALYSIS



TRANSFER PRICING STUDIES



**TAX CONTROVERSY
RESOLUTION**



Real Results:

LB WATER

RKL helped waterworks infrastructure product distributor LB Water reduce costs through improved inventory management, deploying our operations consulting expertise to assess the supply chain, implement new systems, reconfigure delivery routes and measure success with real-time metrics.

PA TURNPIKE COMMISSION

RKL assessed the PA Turnpike Commission's policies and procedures relating to ethics, procurement, transparency and governance, as part of the Commission's ongoing effort to maintain the public trust.

HAIRDIRECT

RKL helped translate online retailer HairDirect's rapid success into durable profitability, with strengthened internal controls, proactive tax planning (including specialized credits) and a revamped warehouse layout for greater efficiency.

MORAVIAN MANOR

RKL facilitated a strategic planning process for Moravian Manor, expanding the client relationship beyond traditional financial reporting and analysis to help the senior living community develop strategic focus areas and a roadmap for its future in a changing industry.

No. **18** Fastest-Growing Firm,
Accounting Today

1,160 Leaders and Executives
Hosted at RKL Events

No. **61** Top 100 Firms,
*Accounting Today and
INSIDE Public Accounting*

No. **15** Largest Firm,
Mid-Atlantic Region



Developing Tomorrow's Advisors, Today.

Helping clients reach the next level requires specialized expertise and problem-solving instincts. As RKL evolved from a traditional accounting and tax firm to a professional services leader, so too has our approach to nurturing and developing the traits and talents of team members. From passing the CPA exam to honing soft skills to achieving new advisory credentials, RKL supports our team members along their unique professional journeys with a customized approach to learning and development. Robust learning and development options are a big part of what makes us one of the “Best Places to Work in PA” for three years running.

Gone are the days of the one-size-fits-all continuing education program; today's RKL team members have a wide menu of learning options and formats to meet their needs. Broadening the focus to include not only what team members are expected to know, but also what they are interested in learning leads to a more engaged and impactful experience. “We're always looking for new methods and different formats that support a variety of learning styles to help our team members develop into keener and more engaged business advisors,” notes Talent Development Manager Adam White.



We're committed to helping our team members hone their natural abilities and discover new professional passions that ultimately translate into real results for the firm and its clients.

– **Kathy Gutierrez**, *Director of Human Resources*



I was excited about the opportunity to earn the Chartered Alternative Investment Analyst designation and knew that the firm was behind me. The combination of my natural affinity and abilities, and how we can use my expanded knowledge base to serve clients and reach our firm goals was a win-win for me.

– **Brandon Adams**, RKL Wealth Management

727 courses/conferences completed in 2019

209 internal learning events provided



“It’s a good feeling to have the encouragement to continually refine my knowledge and know I’m contributing to an emerging service area for the firm by earning the Sage Intacct Implementation and Certification Specialist designations. Using these enhanced systems means I can better serve our clients.

– **Brynn Schafer**, Consulting Services Group”

Team Member Certifications

Brandon Adams

Chartered Alternative Investment Analyst

Danielle Bailey

Certified Associate in Project Management

Justina Brown

Bill.com Expert Certification

David Cieslak

Product Implementation Certification,
Sales Certification Program for Partner,
Adaptive Insights

Renee Chico

Certified Community Bank Internal Auditor

Adam Fegley

Customer Support Certification,
Adaptive Insights

Lanette Felsch

Sage 100 Certified Payroll Consultant

Dan Freedland

Sage X3 Certified Distribution and Certified
Financial Consultant

Bob Gaby

Smartsheet Certified User and Smartsheet
Project Management Solution Certification

Lisa Gillett

Sales and Customer Success certifications,
Adaptive Insights

Venessa Griffin

Sage 100 Distribution Certification

Marc Hall

Product Implementation and Customer
Support certifications, Adaptive Insights

Ed Halloran

Sage X3 Financials and Distribution
certifications

Debra Ivill

Sage X3 Distribution and Manufacturing
certifications

Jason Jones

Certified Community Bank Internal Auditor

Gia Lane

Sales, Customer Success and
Product Implementation
certifications, Adaptive Insights
Level 1 Sales Certified Partner, AvidXchange

Corinne Martin

Certified Fraud Examiner

Steven Matus

Certified Community Bank Risk Specialist

Amanda Miller

Bill.com Expert Certification

Lindsey Palladino

Level 1 Sales Certified Partner, AvidXchange

John Puttman

Administering a SQL Database
Infrastructure, Microsoft

Deborah Rock

Certified Cost Segregation Professional

Steven Roth

Product Implementation and Customer
Support certifications, Adaptive Insights

Brynn Schafer

Sage Intacct Implementation Specialist
Sage Intacct Certification Specialist

Haley Schwartz

Certified Financial Planner

Mark Severance

Product Sales Certification,
Adaptive Insights

Michael Share

Sales and Customer Success
certifications, Adaptive Insights
Level 1 Sales Certified Partner, AvidXchange

Brandon Siegfried

Mware cSphere 6.7 Foundations and Data
Center Virtualization Certified Professional

Passed the
CPA Exam/
Obtained
CPA License

Imraan Ayub

Quintin Blank

Abigail Fitz

Adam Fye

Ethan Ganse

Stephen Hart

Morgan Lowe

Ryan Schreiber

Adam Weaver

Kevin Wilcox

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The process of becoming a Certified Community Bank Risk Specialist gave me new insights that can benefit our clients and made me a better advisor. The support I received from start to finish makes me feel good about being at RKL and knowing that they care about my ongoing development.

– **Steven Matus**, Audit Services Group

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I've always had an interest in investigations and the criminal justice system. Achieving my Certified Fraud Examiner credential gives me a bridge to that world and allows me to use my financial knowledge to help companies root out and prevent fraud. From the start, I felt like RKL was on my side, helping me grow professionally.

– **Corinne Martin**, Consulting Services Group

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Team Member Awards

Lindsay Bixler

Central Penn Business Journal Forty Under 40

Emily Bomberger

PICPA Young Leaders

David Cieslak

Accounting Today Top 100 Most Influential People

Rachel (Horst) Sweigart

PICPA Young Leaders

Wendy Lakatosh

Central Penn Business Journal Women of Influence
PICPA Women to Watch

Laurie Peer

Girl Scouts of Eastern Pennsylvania Take the Lead Berks County

Joshua Weiss

Lehigh Valley Business Forty Under 40

Ruthann Woll

Lehigh Valley Business Women of Influence

Retiring Partners

(as of December 31, 2019)

John H.S. Craley

New Partners

Nicholas Boyer (July 1, 2019)

Carrie Booth (January 1, 2020)

Johnathon Heller (January 1, 2020)

Stephen Runyeon (January 1, 2020)

New Team Members in 2019

(14 referred by current RKL team members)

109



What's the best part of life at RKL?

BEST PLACES to work in **PA** 2019

Bosses who see me as a person, not a statistic.

Kyle Berthiaume, RKL eSolutions

There is a true sense of teamwork and collaboration in everything we do.

Aaron Ayala, Consulting Services Group

I like the new challenges every day.

Chuck Beck, IT Department

The ability to explore different service lines and find the career path that I really enjoy.

Victoria Pritchard, Consulting Services Group

I feel like I grow on a daily basis.

Brad Bowers, Finance Department

Building a Bright Future in Our Communities

On any given day, you'll find RKL team members weeding flower beds, packaging meal kits, giving blood, painting wooden storage crates for donated books, even rappelling down the side of a 12-story building – all for a good cause. Called by RKL's mission to enrich our communities, team members find creative and collective ways to express our gratitude and pride. As Audit Partner Hunter Mink notes, "We're here to invest back in the community with our time and resources to make it better than when we got here." Below are some highlights of another meaningful year of community engagement at RKL.

46 high heels worn by RKLers for Walk a Mile in Her Shoes events

48,000 school supplies collected, 2019 firm wide donation drive

9,511 hours volunteered

340 organizations financially supported

\$254,600 2019 United Way Firm Wide Contributions

303 gifts donated for children and seniors during 2019 holiday season

Servant Leadership in Action:

Nathan Babinsack

Leadership Harrisburg Graduate

Jeffrey Boland

Volunteer Service Award
PICPA South Central Chapter

Daniel Boyle and Shaunna Nesmith

Leadership York Training Program Graduates

Kathy Gutierrez and David Achey

Leadership Lancaster Graduates

Johnathon Heller

Leadership York Executive Connections
Graduate

Michael Koch

Leadership Berks Graduate

Eric Wenger

2019 Resource Development
Volunteer of the Year United Way of
Lancaster County

Community Engagement In Focus: JASCPA + RKL

It's that moment when the light bulb goes off in the heads of elementary and high school students that has kept Debra Willwert coming back as a Junior Achievement of South Central PA (JASCPA) volunteer for the past 20 years. "When it finally clicks and they 'get it', it's wonderful to see," says Deb, an Accounting Specialist in RKL's Tax Services Group.

JASCPA prepares young people for the real world by showing them how to generate wealth and effectively manage it, how to create jobs which make their communities more robust and how to apply entrepreneurial thinking to the workplace. For Nolan Myers, a Senior Associate in the Small Business Services Group, imparting financial literacy education is a way to pay his expertise forward. "Junior Achievement means a lot to me because I really care about giving back to our community, and I think it is important to prepare today's youth for what the real world has in store."

This strong interest and engagement with JASCPA programming ranks RKL fourth among the organization's leading corporate supporters. According to Allison Kierce, JASCPA Senior Vice President of Operations, RKL's support is essential to the success of its programs. "RKL volunteers always bring an amazing level of enthusiasm to the events and provide the students with important information about financial literacy and career readiness."



By the #s

(2018-2019 school year):

Total Volunteers: **54**

Total Hours: **502**

Schools Visited: **62**

Programs Facilitated: **103**

Students Reached: **7,104**

Firm Leadership

PARTNERS

January 1, 2020

Amy Gohn Anstine

Paula Barrett

Wade Becker | *Capital Region
Office Managing Partner*

W. Robert Berkebile*

Douglas Berman | *York Office
Managing Partner*

Jeffrey Boland*

Carrie Booth

Nicholas Boyer

Alan Carman

James Cassel III

Jonathan Clark

Michael DePaul, Jr.

Francis Donnelly

Michael Eby

Keith Eldredge

David Engle

Charles Fabian

Steven Fisher | *Audit Service
Line Leader, Reading Office
Managing Partner*

Robert Gantz*

Jill Gilbert

Robert Gratalo | *Tax Service
Line Leader*

Johnathon Heller

Allyson Hornbaker

Jeffrey Horst

Ryan Hurst

Stephanie Kessler

Scott Kimmel | *Chief Business
Development Officer*

Stefanie Knaub

Wendy Lakatosh

Wendy Lance*

Leonard Metkowski

D. Hunter Mink

Edward Monborne* | *CEO*

Duane Moyer

G. Scott Myers

Joe Noll | *President
RKL eSolutions*

Bethany Novis | *Consulting
Service Line Leader*

James Ostrowski | *Small
Business Service Line Leader*

Laurie Peer | *President
RKL Wealth Management*

Barry Pelagatti | *Exton Office
Managing Partner*

James Pruzinsky

George Reinoehl, Jr.

Clint Rider

Stephen Runyeon

Douglas Smith

John Stoner*

Steven Weidner

Eric Wenger* | *Lancaster Office
Managing Partner*

Ruthann Woll

Mark Zettlemoyer

**RKL Board of Directors*

PRINCIPALS & PRACTICE LEADERS

Marianne Drumm | *Principal, Risk Management*

Benjamin Fortner | *R&D Credit Practice Leader*

Michelle Gibbons | *Principal, Small Business*

Juliya Kofman Greenfield | *Principal, Risk Management*

Michael McAllister | *IT Audit Services Practice Leader*

Gretchen Naso | *Financial Management Solutions and Fair Value Services Practices Leader*

Rosemary Ondeck | *Principal, Risk Management*

Robert Pozesky | *Operations Consulting Practice Leader*

Jason Skrinak | *State & Local Tax Practice Leader*

RKL WEALTH MANAGEMENT

Laurie Peer | *Partner/President*

Nicholas Boyer | *Partner/Chief Investment Officer/Executive Vice President*

Sarah Young Fisher | *President Emeritus*

RKL eSOLUTIONS

Joe Noll | *Partner/President*

Bob Gaby | *Chief Operating Officer*

David Cieslak | *Chief Cloud Officer*

Tim Efinger | *Controller*

Walt Goodfield | *Executive Vice President, Sales & Marketing*

Bob Miller | *Vice President, Network Infrastructure Services*

Cliff Horst | *Vice President, Technical Services & Support*

Tom Tobias | *Vice President, Sage X3 Practice*

Russ Griffith | *Vice President, Sage 500 Practice*

Shannon Sadowsky | *Director, Sage 100 Practice*

Jason Blankenship | *Director, BI and Custom Development*

Pat Anson | *Director, Sage Intacct Practice*

FIRM ADMINISTRATION

Danielle Bailey | *Director of Business and Asset Management*

Michael De Stefano | *Chief Financial Officer*

Kathy Gutierrez | *Director of Human Resources*

Deanna Higgins | *Director of Administrative Services*

Pamela Mahoney | *Director of Information Technology*

Allison Schlegelmilch | *Director of Marketing*



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