

Final Thought

EKS&H IS DRIVEN BY A PASSION FOR ITS CULTURE, PEOPLE AND CLIENTS to help business owners and executives reach their goals by delivering proactive, innovative and comprehensive solutions. By giving EKS&H the opportunity to become your trusted business advisor, you'll gain the security of having a partner who can help manage your most challenging business issues.

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EKS&H
EHRHARDT • KEEFE
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CERTIFIED PUBLIC ACCOUNTANTS AND ADVISORS

Firm Overview

Trust. It's a simple word, but developing it in our fast-paced business world requires an ongoing commitment to integrity, high-quality service and open communication. At Ehrhardt Keefe Steiner & Hottman PC (EKS&H), we believe building trust with our clients is essential to providing them proactive, innovative and comprehensive solutions that help them reach their goals.

Since its founding in 1978, EKS&H has grown into the largest Colorado-based accounting and consulting firm. Over the last decade, we have been fortunate to have consistent growth at an unprecedented rate compared to other accounting and business consulting firms in the market. The depth of our Colorado resources (measured by the number of professionals) is unmatched among local firms, and exceeds the capacity of most of the national firms. The continued growth of our firm demonstrates we are trusted business advisors to our clients.

We provide more than the typical accounting firm by offering a variety of consulting services

that have been developed to specifically meet the needs of our clients. By customizing our approach to meet the unique needs of our clients, we strive to help organizations throughout their business life cycle.

We also offer an award-winning workplace, where we live our values and hire and retain quality people, allowing us to better serve our clients. Our client roster includes many of the most successful private and publicly owned companies in Colorado and the Rocky Mountain region. In a recent client feedback survey, we received a very high level of satisfaction in all 26 categories rated. We are committed to providing consistent quality service as trusted business advisors for our clients.

At EKS&H, we strive to meet and exceed our clients' expectations, demonstrating our value and commitment to their business as evidenced by our long-standing client relationships. The cornerstone of these lasting relationships is the trust we build with our clients.





team

Experience

By attracting and retaining a team of talented business advisors to our firm, EKS&H can provide locally accessible professionals who are engaged in our clients' businesses. Many of our professionals have worked for national accounting firms, and many hold advanced degrees. The mix of top recent graduates and seasoned professionals on our team means every solution we develop is driven by a combination of fresh perspectives and experienced know-how.

Senior-level team members are directly involved with every account, and we maintain a low ratio of partners to professionals. The continuity of people working on our clients' business is exceptionally strong, as evidenced by a staff turnover rate of less than 10 percent – an exceptionally low figure for

our profession. Clients are able to develop beneficial long-term relationships with our business advisors. Using a combination of practical and specialized experience, EKS&H provides enhanced services that smaller firms cannot offer while giving more hands-on attention than clients might receive from the national firms.

As a member firm of several international associations, EKS&H has access to a global network of resources and can research and resolve any business issue that arises. Together, these associations have more than 600 offices located in 140 countries, and all are committed to providing quality accounting and consulting services to companies with interests around the world.

Culture

Our passion for people and client service inspires an ongoing investment in creating an award-winning workplace, where people embrace trust and integrity and practice those values while working on every client project. On multiple occasions, we have been named “The Best Place to Work”, based on employee surveys. We are very proud of this acknowledgement and believe it is a strong indicator that we are living our mission.

Valuing community relationships is an important part of EKS&H’s culture, and our professionals are actively involved in the communities they serve. As a firm, we donate more than a quarter million dollars annually to multiple community and charitable organizations throughout Colorado.

We invest in our culture because we realize people and their talent directly influence our continued success. The result is that our clients not only stay with us, but grow with us.

EKS&H Core Values

Our team members fully embrace our values-driven workplace, which promotes individual professional development and achievement while providing quality service to our clients. EKS&H core values include:

- Integrity and ethical values
- Direct, open and honest communication
- Commitment to clients
- Product quality and reliability
- Continual self-improvement / self-renewal
- Having fun
- People are the source of our strength
- Team-orientation / Commitment to each other
- Creativity / Innovation / Risk-taking
- Strong work ethic



integrity

Industry Knowledge

At EKS&H, we don't just know your business. We've studied it, learned it, practiced it. Our professionals have specialized industry experience so we can provide the most knowledgeable and innovative solutions for every business situation our clients encounter.

We strive to help business owners and executives navigate the complexities of many of the top industries and companies in the Rocky Mountain region, including:

- ALTERNATIVE ENERGY
 - BIOSCIENCE
 - CONSTRUCTION
 - FINANCING / LEASING
 - FRANCHISING
 - GOV. CONTRACTING
 - HEALTH CARE
 - HIGH-TECH
 - HOSPITALITY
 - INFORMATION TECHNOLOGY
 - MANUFACTURING
 - MINING
 - NONPROFIT
 - OIL AND GAS
 - PROFESSIONAL SERVICES
 - REAL ESTATE
 - RETAIL
 - WHOLESALE DISTRIBUTION
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Business Consulting Services

EKS&H is more than a traditional accounting firm. While we do provide traditional audit and tax services, our portfolio of offerings also includes assisting our clients on a range of complex business issues, including:

BUSINESS PERFORMANCE IMPROVEMENT

STRATEGY

Strategic Planning, Growth & Profit Improvement, Business Transition/ Succession Planning

SYSTEMS & PROCESS

IT Strategy & Infrastructure, Business Intelligence & Reporting, Business Process Management

PEOPLE

Organization Design, Management Compensation, Executive Coaching

BUSINESS FINANCE & STRUCTURE

BUSINESS FINANCE

Balance Sheet & Cash Flow Management, Financial Modeling, Capital Restructuring

ACCOUNTING PERFORMANCE

Speed & Quality of Financial Reporting, Internal Controls, CFO Services, Recruiting of Financial Professionals

SPECIALTY TAX SERVICES

Cost Segregation, R&D Tax Credits, International Transfer Pricing, Income & Estate Tax Valuation

TRANSACTION SERVICES

BUSINESS VALUATION

Fair Value Measurement, Stock Grants, Options & Warrants

M&A DUE DILIGENCE

Quality of Earnings Evaluation, Post-Transaction Integration, Seller Preparedness

DEAL STRUCTURE

Purchase Agreement Support, Entity Tax Structuring



driven

EKS&H Mission Statement

EKS&H is driven by a passion for its culture, people and clients to help business owners and executives reach their goals by delivering proactive, innovative and comprehensive solutions. We as a firm are committed to the success of our clients and guarantee their satisfaction by providing:

- Services that exceed their expectations
- Timely service
- Service at the highest quality standard
- A team of experts who assist them by providing creative counsel
- Personalized services and products built on business relationships
- A networking base in the business community that serves their needs

We are dedicated to creating an environment where each member of the firm is committed to:

- A spirit of fun and cooperation
- The firm as a team member
- Developing a sense of ownership in the firm and the profession
- Quality and integrity within the firm and the profession

- Helping the firm's clients succeed
- Developing professionally and individually
- Open and honest communication
- Firm growth and profitability
- An awareness and sensitivity to the individual and firm needs

EKS&H Vision Statement

EKS&H is an ever-changing, growth-oriented professional service firm, dedicated to becoming trusted business advisors for our clients, and an employer of choice for our people. We are committed to creating an environment that will challenge our partners and staff to expand our services and to provide solutions to meet the ever-changing needs of our clients.

We will reach new heights and grow as long as each partner and staff constantly improves themselves while holding to our values, which are the core of our success and beliefs.