

## **RSM McGladrey Honored as One of *Working Mother's* "100 Best Companies" For the Second Year in a Row**

*Fifth largest accounting, tax and business services firm achieves major strides in its cultural transformation with its WorkLife strategy*

**Minneapolis, Minn. – September 25, 2007** – RSM McGladrey has been named to the "100 Best Companies" list by *Working Mother* magazine today. This marks the second year that the accounting, tax and business consulting firm was named to the prestigious list. In addition, RSM McGladrey has recently received the Working Family Resource Center's "Elaine McCormick Wray Award" for its dedication to providing employees with WorkLife education to help them successfully manage their personal and professional aspirations.

"It is an honor to make *Working Mother's* 100 Best Companies list again. Our people really are the key to the success of our business," says RSM McGladrey president Steve Tait. "National recognition of our WorkLife programs helps establish the firm as an employer of choice – for both women and men. This is an important distinction since talent acquisition and retention remain key challenges in our industry."

For the past four years, the company has made a concerted effort to integrate WorkLife initiatives into its culture. RSM McGladrey is one of the first companies to make WorkLife goal setting an important component of the employee performance management process.

RSM McGladrey's Flexible Work Environment provides all employees flexibility through options like compressed work weeks, telecommuting, job sharing, flextime, reduced work schedules, and Flexyear, which is similar to a teacher's contract. Flexcareer, another flexibility program, enables employees to take up to five years off for personal reasons and provides resources to keep participants connected with the organization and industry to help them return to employment at RSM McGladrey.

This year, RSM McGladrey has added two new programs to its WorkLife offerings:

- Coach-on-call – here employees can get free expert advice and support on work and life issues from a professional coach.
- New parent coaching – resources, support, and coaching to help new parents (mother, father, birth or adoptive) navigate through pregnancy, maternity leave and the transition back to work after leave.

"Commitment to WorkLife for our workforce starts at the top with our senior-level executives who encourage all employees to take advantage of these benefits and create the culture of flexibility we are striving for," said Teresa Hopke, RSM McGladrey's director of WorkLife strategy. "Being named to the *Working Mother* list in consecutive years is an honor, which further underscores the tremendous progress we have made as a company in executing our WorkLife strategy."

### **Methodology:**

RSM McGladrey was selected for the 2007 *Working Mother* 100 Best Companies based on an extensive application of 575 questions. The application included detailed questions about workforce, compensation, child-care and flexibility programs, leave policies and more. It also checked the usage, availability and tracking of programs, as well as the accountability of managers who oversee them. Seven areas were measured and scored: workforce profile, compensation, child care, flexibility, time off and leaves, family-friendly programs, and company

culture. For this year's 100 Best, particular weight was given to flexibility and family-friendly policies.

### **About Working Mother**

*Founded in 1979, Working Mother magazine reaches nearly 3 million readers and is the only national magazine for career mothers. Its 22-year signature initiative, Working Mother 100 Best Companies, is the most important benchmark for work/life practices in corporate America. The publication also releases the annual list of the Best Companies for Multicultural Women in the June issue. Working Mother is published by Working Mother Media (WMM), which also owns the National Association for Female Executives (NAFE), NAFE Magazine, the annual 100 Best Companies WorkLife Congress, as well as the Best Companies for Multicultural Women Conference and regional Town Halls. In 2006, WMM acquired Diversity Best Practices, the preeminent organization for diversity thought leaders.*

### **About RSM McGladrey**

*RSM McGladrey is a leading professional services firm providing accounting, tax and business consulting. RSM McGladrey operates in an alternative practice structure with McGladrey & Pullen LLP, a partner-owned CPA firm that delivers audit and attest services. Through separate and independent legal entities, they work together to serve clients' business needs. Together, the companies rank as the fifth largest U.S. provider of accounting, tax and business consulting services (source: Accounting Today), with 8,000 professionals and associates in nearly 100 offices. RSM McGladrey Inc. and McGladrey & Pullen LLP are member firms of RSM International, an affiliation of independent accounting and consulting firms. RSM McGladrey is the official accounting, tax and business consulting firm of The PGA of America.*