



community

2025 life at YHB

A Look Ahead: Evolving Together



Tom Milburn, YHB CEO, addresses team members in costume at 'Firm Day' in June 2024, held in Leesburg, VA. Nearly 300 YHB team members attended from across the country for this annual event, themed 'Camp YHB: We're Going on an Adventure.'



I always value the opportunity this annual letter provides to reflect on the past year and look ahead to the future we'll build together in 2025. First, I want to take a moment to express my deep appreciation for you, our clients and partners. You are the heartbeat of this region, and it's your hard work, vision, and dedication that inspire us every day. The impact you have made on our communities is nothing short of remarkable, and we're honored to play a role in supporting your growth and success. Your trust in YHB drives everything we do, and we are endlessly grateful for the opportunity to walk alongside you as your advisors.

Embracing the Future: Technology's Transformative Power

This past year, we've witnessed tremendous changes in our industry, with technology leading the way in transforming how we work. The rise of AI, automation, and other cutting-edge tools have allowed us to enhance the way we serve you, ensuring our processes are not only more efficient but also safer and more secure. At YHB, we are excited to be leveraging these advancements, not just for the sake of innovation, but to provide you with real, tangible benefits—whether it's offering quicker insights or helping you navigate increasingly complex financial landscapes with confidence. Our focus remains on how technology can deepen our relationship with you, making sure we continue to deliver the thoughtful, personalized service you've come to expect.

As we continue to leverage these technologies in 2025, we are intentionally shifting our focus even more toward advisory services. We recognize your needs are evolving, and you're seeking more than just compliance and financial reporting. You're looking for a trusted partner who can help you navigate the future with insight and foresight. Whether you're planning for growth, managing risk, or seizing new opportunities, our goal is to provide proactive guidance tailored to your unique journey. We're excited to stand by your side in this next chapter, offering expertise that goes beyond the numbers to help you make informed, impactful decisions.

New Spaces, New Possibilities

To better support this vision, we've relocated three of our offices this past year to spaces that reflect our commitment to both you and our team. These new offices are designed with accessibility and collaboration in mind—places where conversations flow, ideas spark new possibilities, and the energy is contagious. We've created these environments with the goal of fostering deeper connections, not only between our team members but also with you. We want these spaces to be a place where you feel welcomed and supported, and where together, we can explore new ways to help you and/or your business thrive. I'm excited to share more about this towards the end of this magazine.





There is Power in Pausing

Of course, none of this would be possible without the incredible dedication of our team members. Every day, they show up with a passion to serve, a commitment to excellence, and a true desire to make a difference. This year, we recognized that prioritizing their well-being is essential to sustaining that passion, which is why we introduced "The Power of Pause," our firm-wide wellness week where the entire Firm closed. This intentional break was designed to allow our entire team to fully rest and recharge. In an industry as fast paced as ours, stepping away can seem counterintuitive, but we know that true innovation and creativity come from moments of reflection and renewal. By giving our team the time to disconnect and focus on their well-being, we ensured they could return energized, ready to tackle new challenges with fresh perspectives. Their continued dedication, after this time of rejuvenation, is what enabled and continues to enable us to serve you better each and every day.

Our Guiding Pillars

This past year has been about more than just recharging; it's been about refocusing. We have reinvigorated our vision and mission with a fresh emphasis on People, Culture, Growth, and Innovation. These four pillars are not just words—they are at the heart of everything we do. Our focus on People means ensuring both our clients and team members feel valued and supported. Culture reflects our commitment to fostering a collaborative, inclusive environment where everyone can thrive. Growth isn't just about expanding our business, but about elevating our clients and communities alongside us. And Innovation drives us to constantly seek new and better ways to deliver value, whether through cutting-edge technology or re-imagining how we serve you.



People



Culture



Growth



Innovation

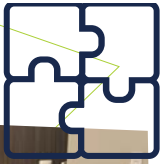
Our People. Your Potential.

As you can see, it has been a busy and transformative year at YHB. With so much happening, one thing remains constant—our deep commitment to you, our clients. As we continue into 2025, I want to personally thank you for your ongoing trust and partnership. It's a privilege to be part of your story, and together, I know the future holds exciting growth, shared purpose, and boundless possibilities.

At YHB, we believe in the power of collaboration, where our people are dedicated to unlocking your potential. Together, we'll continue to elevate each other and make an impact in the communities we serve.

Tom Milburn, CPA
CEO

Culture at the Core



At YHB, our culture is more than a set of values—it's the heart of who we are and how we thrive together. As part of our renewed mission, we've placed an even greater emphasis on fostering a collaborative, inclusive, and dynamic environment where our team members can connect, innovate, and grow. From the energy of Firm Day to the camaraderie of Office Olympics and other team events, these moments reflect our commitment to building a workplace where everyone feels valued and inspired to make an impact.



Fredericksburg Team members celebrated Thanksgiving with a game.



Winchester Team members enjoyed YHB's Summer Event with their families.



Our Admin Team from all offices united for learning and team building.



The Owings Mills office took a break to check out the Solar Eclipse.



The Rockville Team takes their Halloween competition very seriously.



Nearly all 300+ team members joined Firm Day 2024 in person!



Richmond Team members laced up for the Corporate Run.



Team members enjoyed a nautical-themed dinner break at the Principal Retreat.

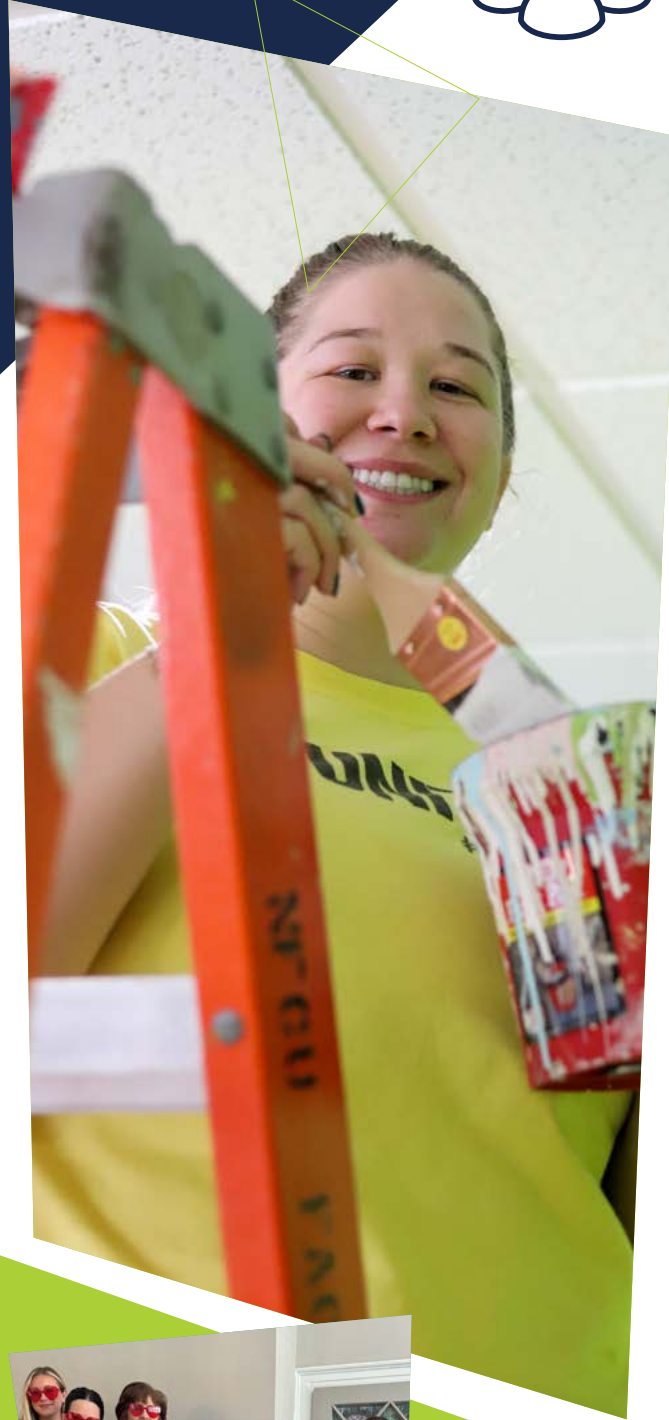


Leesburg Team connects with the community and enjoys a Chamber event.



Elevating Our Communities

At YHB, we are inspired by the transformative power of collaboration and connection. Guided by our pillars of People, Culture, Growth, and Innovation, we believe that the success we achieve together extends beyond the numbers—it creates meaningful impact in the communities we serve. This past year, our team has embraced opportunities to give back, strengthen relationships, and make a difference in the lives of those around us. With gratitude for our shared purpose, we're proud to share some of the ways YHB team members have worked to elevate and empower our region.





United Way Day of Caring

Our Winchester team members had the privilege of volunteering at the Youth Development Center (YDC) for the United Way of Northern Shenandoah Valley's Day of Caring. It was an incredible opportunity to give back and support the amazing work this organization does for our community.



NOBA Participates in a Juneteenth 5K to Support Racial Equality

This summer, YHB's NOBA (Network of Black Accountants) participated in a 5K event hosted in Owings Mills to celebrate Juneteenth. This community-focused event emphasized health, wellness and the celebration of freedom, with proceeds benefiting the NAACP Randallstown Youth Council and the DTD Sports Leadership Academy.



Hurricane Helene Relief

In the aftermath of Hurricane Helene, YHB's Sustainability Employee Resource Group (ERG) organized a donation drive to support those displaced by the storm. Employees contributed essential items such as bottled water, toiletries, bedding, first aid supplies, and non-perishable food, as well as financial donations. YHB partnered with local organizations that were able to deliver the supplies to affected areas in North Carolina and Virginia.

Sustainability in Action: Cleaning Up the Rappahannock River

YHB's Sustainability ERG held a volunteer cleanup along the Rappahannock River in Fredericksburg, VA. Volunteers picked up trash like plastic bottles, glass, clothing, and fishing gear to help protect wildlife and keep the river clean.



Mental Health Advocacy ERG

Co-Chairs, Colleen Breuning and Rena Hughes, led the Mental Health Advocacy ERG with the theme "Mental Health is a Journey, Not a Destination." This year, their membership almost doubled as they worked to connect with YHB team members and make mental health resources more accessible. They hosted webinars, stocked Quiet Rooms with wellness tools, shared digital resources, and organized a clothing drive for Loudoun Abused Women's Shelter.



Pet Supplies Drive

YHB's Sustainability ERG organized a pet supplies drive to support local animal shelters and rescues across our communities. Employees donated much-needed items such as gently used towels, blankets, pet food, toys, and cleaning supplies.

Making a Difference Through Service & Support

Grace Champion, Senior Tax Associate in our Falls Church office, knits hats and donates them through the Fairfax County Library to Shelter House, a not-for-profit organization that helps people experiencing homelessness and those affected by domestic violence.



Oberle Academy Golf Tournament

For the past decade, Pattie Fagan from YHB's Richmond office, has been volunteering at The Oberle Academy's annual golf tournament, a key fundraiser for the Fredericksburg-based not-for-profit school serving students with unique learning needs. This year, she assisted with registration and raffles, witnessing once again the incredible community spirit that makes the event so successful.



Honoring Veterans

Lori Lloyd, Assistant Firm Administrator in YHB's Winchester office, is an active supporter of Wreaths Across America, an organization dedicated to honoring veterans at national cemeteries across the United States. Lori participates as both a sponsor and a volunteer, helping to provide wreaths and personally placing them to honor fallen service members.



WREATHS
across
AMERICA

Looking Back



January

Krystal McCants named in the Top Financial Advisers List & VSCPA Board

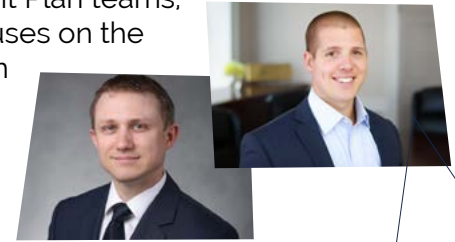
YHB Principal Krystal McCants was named to The Washingtonian's 2024 list of DC's Best Financial Advisers. The list is made up of those who received the strongest recommendations from industry experts and publications. In addition to this honor, Krystal serves as the Vice Chair of the Board of Directors for the Virginia Society of CPAs and is the Chair-Elect for 2025.



February

Two New Principals Join the Leadership Team

YHB's shareholders voted to admit Jacob Pendergraft and Dan Bost as Principals. Dan has been a key member of the firm's Assurance and Employee Benefit Plan teams, while Jacob focuses on the AEC and GovCon sectors.



April

Two YHB Principals Recognized on Forbes Top 200 CPAs List

Krystal McCants and Scott Moulden were named to Forbes' 2024 America's Top 200 CPAs list, recognizing their excellence in the accounting field. The list evaluated top CPAs nationwide based on a comprehensive set of criteria.



March

YHB Named a Top 100 Firm in the US

YHB earned a spot in Accounting Today's annual rankings as a Top 100 Firm, the 5th largest in the Capital Region, and the 23rd fastest growing in the U.S. These accolades celebrate our team's dedication and the trust of our valued clients, highlighting our leadership and growth in the accounting industry.



May

Annual AEC Symposium

YHB's Annual AEC Symposium took place at the Fredericksburg Convention Center, offering attendees insights into current trends and news in the architecture, engineering, and construction sectors. Attendees concluded the day with a networking event at a Fredericksburg Nationals baseball game.

May

Promotion of Claire Manspile to Principal

Assurance leader, Claire Manspile, was promoted to Principal. Based in our Winchester office, Claire has distinguished herself in providing assurance services to not-for-profit and privately held organizations.



August
Recognized as a Top Workplace in Accounting & Maryland

YHB was named one of Accounting Today's 2024 Best Accounting Firms to Work For and one of Maryland's Best Companies to Work For by The Daily Record.



August
Virginia Business Names Thomas Milburn Among Top Leaders

YHB CEO, Thomas Milburn, was named to Virginia Business's 2024-25 Power List, part of the fifth annual Virginia 500, recognizing the most powerful and influential leaders in business, government, politics, and education across the state.



August
Named in 2024 Top 50 Construction Accounting Firms

YHB was once again recognized as one of the Top 50 Construction Accounting Firms™ by Construction Executive.



July
Rise in IPA's Top 100 and Retain Fastest-Growing Status

YHB climbed to the 91st spot in the 2024 INSIDE Public Accounting Top 100 Firms, marking a new milestone in our growth. We were also once again honored as one of the IPA 100 Fastest-Growing firms in the United States.



May
Glen Carmichael Honored as AAM Rookie of the Year

Marketing Operations Manager, Glen Carmichael, was named the Association for Accounting Marketing's 2024 Rookie of the Year.



June
Annual Not-for-Profit Symposium

YHB's annual Not-for-Profit Symposium took place at the Barns of Rose Hill in Berryville, VA, with both in-person and live webinar options. Topics included Mastering the Statement of Functional Expenses, embracing digital tools, enhancing organizational culture, and strategic recovery from the pandemic.



June
YHB Sets Out on an Adventure for Firm Day 2024

Over 270 YHB team members gathered at The National Conference Center in Leesburg for our annual Firm Day, themed "Camp YHB." The event celebrated our people and culture, offering a unique opportunity for all of our staff to connect face-to-face. Comedian Mike Goodwin kicked off the day with humor and inspiration. Throughout the day, staff enjoyed classic camp activities. Leading up to Firm Day, teams of staff members played virtual games, with the top four teams competing in on-site championship challenges. The day included the presentation of our ELITE (Exceptional Leadership in Trust and Excellence) awards and wrapped up with happy hour.





Expanding Spaces Expanding Opportunities



This past year marked a significant milestone for YHB as we relocated three of our key offices in Winchester, Fredericksburg, and Owings Mills. These moves were not just logistical decisions, but strategic ones, reflecting our commitment to creating spaces that foster collaboration, energy, and growth—for both our team members and our clients.



Winchester, VA

Our Winchester headquarters relocation was particularly meaningful, bringing together two offices that had operated separately for nearly two decades. By uniting our team under one roof, we have created a central hub that reflects YHB's core values of teamwork and connection. The new headquarters is designed with modern amenities and state-of-the-art technology, ensuring that we are equipped to support our clients and communities for years to come. With enhanced accessibility and thoughtfully designed collaborative spaces, we are excited for the opportunities this new facility brings for deeper engagement and innovative solutions.



Fredericksburg, VA

In Fredericksburg, our move to a larger, more contemporary space positions us to meet the growing needs of our clients and team members. The new office was designed with future expansion in mind. It offers improved amenities and multiple collaboration zones to enhance interactions. This move reinforces our dedication to creating environments that align with our company culture—spaces that encourage innovation and teamwork while remaining easily accessible to our clients.



Owings Mills, MD

Similarly, our Owings Mills office underwent a transformation as we brought together two locations—Owings Mills and White Marsh—into one space. The new office is not only more expansive but also offers a range of modern amenities, including a complimentary gym and proximity to a variety of dining options. This relocation strengthens our ability to provide seamless, client-centered service while fostering a vibrant and collaborative workplace for our team.



By the Numbers

We are dedicated to your empowerment. Our team goes above and beyond, investing countless hours to equip you with the knowledge to truly thrive. Whether it's through engaging newsletters, impactful webinars, or recruiting passionate individuals committed to serving you, we're excited to showcase the incredible impact we've made together last year.

62k+

FRIENDS OF YHB
READ OUR E-MAILED
NEWSLETTER

19

YHB HOSTED SEMINARS
& WEBINARS

2,050+

GUESTS ATTENDED YHB
HOSTED EVENTS

115

ARTICLES
POSTED TO THE
YHB WEBSITE

49k+

COMMUNITY MEMBERS
READ OUR BLOGS

60

NEW EMPLOYEES
JOINED THE YHB
TEAM

167

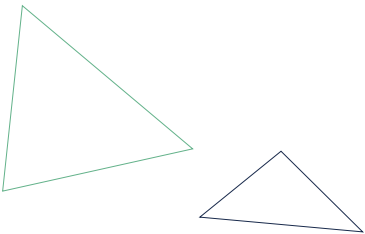
BREAKING NEWS & UPDATE
EMAILS SENT

30

FUTURE EMPLOYEES EXPERIENCED YHB'S INTERNSHIP

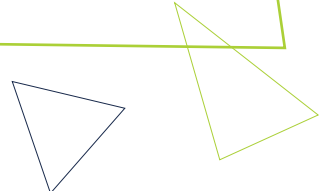


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Our People. Your Potential.

You are at the heart of everything we do. Your vision, hard work, and passion inspire us to go beyond the numbers to deliver insights and solutions that truly make a difference. Whether you're growing your business, navigating challenges, or seizing new opportunities, our entire team is here to support you—every step of the way. Together, we're not just achieving success; we're building something greater for you, your business, and our communities. Thank you for allowing us to be part of your journey. We hope you enjoy this glimpse into the stories that define YHB and the impact we're making together.



Stay Connected