MOWERY & SCHOENFELD

The Power of Connection

2024 ANNUAL REPORT

The Power of Connection

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Clients & Friends,

This year, I have spent time reflecting on the power of **connection.** Connections are at the heart of everything we do. Whether it's the relationships we've built with our clients, the bonds that strengthen our teams, or the ways we collaborate to achieve shared success, our connections are the foundation of our Firm's success.

We hired our 200th employee this year—a huge milestone for a firm that started out with just a handful of people in a cramped office in Vernon Hills. We also reached #151 on Inside Public Accounting's Top Firms list, drawing us ever closer to our goal of becoming a Top 100 firm.

This growth is a direct result of the personal and professional connections we have developed over the past 29 years. Acting always as a **trusted advisor** to our clients continues to be our guiding principle.

With our growth in size, Mowery & Schoenfeld also grew in service, building on the connections we have fostered through our Transaction Advisory Services. We are launching Lincolnshire Capital Advisors, a new arm that collaborates with middle-market companies and their owners to offer financial guidance and support during the M&A process.

Internally, we must be mindful of what rapid growth means for our team's ability to maintain client service and a great work culture. We are building connections across our practice areas through client-based teams. This approach provides our staff with opportunities to develop new skills through a more holistic view of our clients' needs. For our clients, this means their accounting team has a deeper understanding of their business strategy or personal goals. For our team, this has resulted in a greater sense of ownership, pride, and connection both internally among our teams, but also externally with our clients.

To those who work at Mowery & Schoenfeld, your dedication fuels our success and ensures we remain a trusted partner in our community. And to our clients both silver and gold, thank you for trusting us to be part of your journey. These connections are our greatest strength, and they will continue to guide us as we adapt, grow, and serve.

Here's to another year!

Sincerely,

Jeffery L. Mowery

Jeffery L. Mowery,
Managing Partner and
Co-Founder

+24%

Revenue Growth

#151

M&S moved up **22 spots** in Inside Public Accounting's Top Firms.

+17%

We've increased our team member count nearly 17%.

INSIDE public accounting fastest GROWING FIRMS 2024

Volunteered like a Pro

Employees volunteered over 800 hours (more than 1.5x a full baseball season).

20

The Firm and leadership received a record 20 industry awards.

New Wealth Office

Wealth Management moved into a new home in Lake Forest, Illinois to be closer to our clients.

Connecting TO OUR VALUES

At our Firm, connection is the cornerstone of everything we do. Whether it's fostering relationships with clients, colleagues, or the industry at large, we understand that growth, trust, and innovation stem from the strength of these connections.

Growth
CONNECTING THROUGH INSIGHT & OPPORTUNITY

Growth is not only measured in numbers, but in the strength of the connections we foster with our clients, colleagues, and the broader industry. The connections we forge through partner expertise, learning institutions, industry relationships, and client expertise are central to our growth.

Clients
CONNECTING THROUGH TRUST & EXCELLENCE

Our client relationships are at the heart of everything we do. We believe true success comes from building deep, lasting connections with our clients, understanding their unique needs, and aligning our services to their goals to offer personalized solutions that drive real value.

People
CONNECTING THROUGH COLLABORATION & COMMUNITY

The strength of our Firm lies in the people who make up our team. The connections we make through mentorship, open communication, Firm wide goals, and our employees help shape the Firm's success.

Adaptability
CONNECTING THROUGH INNOVATION & VISION

Building strong yet flexible connections enables us to quickly adjust our strategies and cultivate a dynamic mindset that allows our Firm to remain adaptable to our clients and the broader economy.

PARTNERS IN OUR *Growth*

Mowery & Schoenfeld, LLC offers a wide range of services across accounting, advisory, and information technology. We focus on helping clients solve problems each day. While we strive to maintain our personal touch and entrepreneurial spirit, our services must be diverse and specialized to meet the needs of our clients. Our offices are divided into the following service areas, each designed to meet clients where they are and help them achieve financial success in the future.

OUR SERVICES

BUSINESS TAX
Strategic and complex tax planning and preparation services designed to minimize liabilities and maximize savings for businesses of all sizes.

ASSURANCE
Audit and assurance services to provide confidence and insight in your organization's financial statements while ensuring regulatory compliance.

INDIVIDUAL TAX
Proactive tax preparation and personalized planning to help individuals develop and implement the best tax minimization strategies for their situation.

CLIENT ADVISORY
Comprehensive accounting and outsourced CFO services offering financial strategy, forecasting, and management to help clients make informed business decisions.

TRANSACTION ADVISORY
Expert guidance on every aspect of the transaction process, from initial strategy to post-deal integration, to set the foundation for long-term success.

INTERNATIONAL
Global tax planning, compliance, and advisory services designed to support companies and individuals engaged in cross-border operations.

OUR ORGANIZATIONAL FAMILY

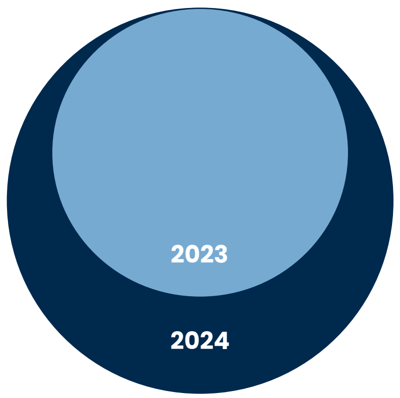
MOWERY & SCHOENFELD
Accounting & Advisory

M&S | WEALTH
Wealth Management

xamin
Technology Services

LINCOLNSHIRE CAPITAL ADVISORS
Investment Management

ACCELERATING GROWTH THROUGH *connection*



24%
GROWTH

This year, the Firm experienced growth of over 24%. This was due to impressive organic growth across our individual tax, client advisory services, and transaction advisory services departments; in addition to our acquisition of Hochfelder & Weber, an established individual tax practice.

IN DEMAND SERVICES

With continued expansion in these areas, we're prepared to deliver the expertise you need.

Transaction Advisory Services

Wealth Management

Business & International Tax

SERVICE GROWTH

Business Tax Services
Business tax saw the largest gains with 43% YOY growth driven by tax diligence work, complex entity returns, and international tax and advisory services.

Individual Tax Services
This area of the Firm saw double-digit growth of 54% with acquisition of Hochfelder & Weber in February 2024.

Assurance Services
Making up 15% of Firm revenue, our Audit and Attest services work closely with business partners to provide compliance support.

Transaction Advisory Services
Transaction Advisory grew nearly 13% this year, supporting buy- and sell-side deals with a focus in healthcare, technology, and professional service deals.

Client Advisory Services
Contributing 9.5% growth, this area of the Firm supports the accounting teams of our small business partners with outsourced CFO, bookkeeping, and advisory support.

INDUSTRY *growth*

PRIVATE CLIENT

This year, the Firm experienced **35% growth** in services provided to individual tax clients. Much of this growth was driven by the acquisition of Hochfelder & Weber and accounted for **36% of overall Firm growth.**

SEARCH FUNDS

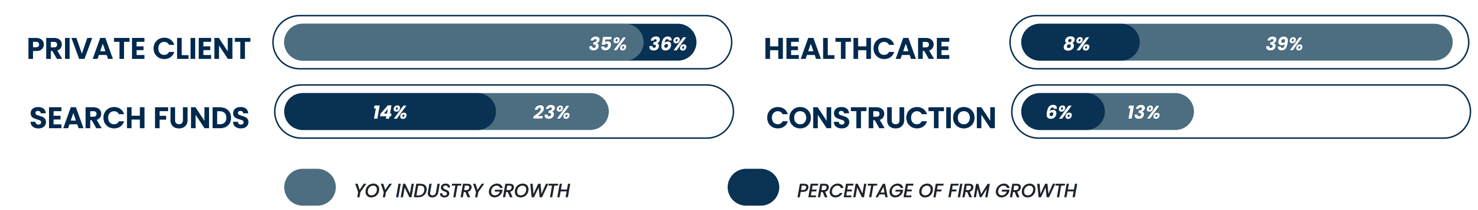
Growth in the Search Fund industry continues to be a focus. Our work helping entrepreneurs buy and sell businesses led to **23% growth** in the industry, which accounted for **14% of the Firm's overall growth.**

HEALTH CARE

We saw a significant increase of **39% growth** in the Healthcare industry this year. Primary services include transaction support and tax diligence work. This growing sector currently accounts for **8% of overall Firm growth.**

CONSTRUCTION CONTRACTORS

M&S has a years-long partnership with many Construction Contractors, one of our key areas of focus. We continue to focus on growth with **revenue increases of 13%** this year, accounting for **6% of the Firm's overall growth.**



OUR 2024 AWARD LINEUP

Inside Public Accounting
- Top 200 Firms, #151
- Fastest Growing Firms

CRAIN'S Chicago Business
- Largest Accounting Firms in Chicago
- Largest Privately Held Companies in Chicago

Accounting Today
- Best Accounting Firms to Work For
- 10 Fastest Growing Firms in America
- Great Lakes Regional Leader
- Top Firms by AUM

Inc. Magazine
- America's Best Workplaces
- 5000 Fastest Growing Private Companies in America

Newsweek
- Top Financial Advisory Firms

Chicago Sun-Times
- Best Workplaces in Chicago

Vault
- Top Ranked Internships for Compensation and Quality of Life

American Business Awards
- Best New Product or Service of the Year (Wealth)
- Thought Leadership Campaign of the Year (International Tax)

Business Intelligence Group
- Fortress CyberSecurity Organization of the Year

Best Companies Group
- Best Hybrid/Remote Employers

Clearly Rated
- Best of Accounting Client Satisfaction

Introducing...

LINCOLNSHIRE
CAPITAL ADVISORS

We are excited to announce the launch of Lincolnshire Capital Advisors, a new entity designed to provide investment advisory and support in mergers and acquisition and capital planning. At Lincolnshire Capital, we combine deep market knowledge with disciplined transaction experience to help connect the right buyers and sellers, backed by our team's strong negotiating skills and proven track record.

Our team brings a wealth of experience beyond financial expertise. With backgrounds in entrepreneurship, operations, and management, we understand businesses from a practical, real-world perspective. This hands-on experience, combined with our leadership roles in global private equity and corporate development, allows us to offer tailored solutions that address our clients' unique opportunities and challenges.

We understand that successful deals are built not just on numbers, but on the strength of relationships—connections that drive trust, collaboration, and long-term value. At Lincolnshire Capital, we are dedicated to fostering those connections at every step.

Michael Kidd,
Managing Director

Judd Appel,
Managing Director

SERVICES

Lincolnshire Capital Advisors offers a full range of services designed to align with your specific objectives. By leveraging our global network and industry insights, we identify opportunities, mitigate risks, and ultimately maximize the value you receive from every deal. Our commitment is to exceed your expectations and deliver results that drive long-term growth and success for your business.

M&A ADVISORY

We specialize in sell-side and buy-side advisory, guiding clients through M&A transactions with expert insight and precision, ensuring value and alignment with long-term goals.

STRATEGIC ADVISORY

Our strategic consulting services help businesses navigate challenges, improve performance, and achieve growth through long-term objectives.

CAPITAL PLANNING

We guide businesses in preparing for capital raises or growth opportunities, ensuring key business fundamentals are in place for success.

Learn more at www.lcallc.com

MOWERY & SCHOENFELD
WEALTH MANAGEMENT

Mowery & Schoenfeld Wealth's mission is to provide a holistic wealth management experience that connects financial advisory services with the Firm's strong tax and estate planning expertise. Leveraging this connection allows us to provide comprehensive solutions under one roof that make a meaningful difference in our clients' lives. Our emphasis on communication, education, and client service has kept us focused, adaptable, and collaborative in our approach to serving you.

We have recently been honored to join the ranks of Newsweek's 2025 Top Financial Advisory Firms, independently ranked based solely on SEC and public filings to identify firms that stand out because of their fiduciary responsibility, client-first approach, and financial expertise. This year I have been featured in the Forbes Top Women Wealth Advisors list, ranking number 26 in Illinois. Forbes, in partnership with SHOOK Research, compiles this annual list to honor the top women wealth advisors across the United States, with rankings determined by factors including service models, investment strategies, compliance records, and innovation.

In 2024, our efforts were recognized with the Gold Stevie® Award in the Wealth Management New Financial Services of the Year category at the 22nd Annual American Business Awards®. The judges commended our commitment to providing holistic financial services and our proactive, client-focused approach. It was a proud moment for our team, made even more meaningful because it reflects the trust you've placed in us.

Another highlight of 2024 was placing #103 in Accounting Today's Top Firms by AUM. This is our second consecutive year making the list, a trend we plan to continue, and we are a hair away from breaking the Top 100 Firms by AUM.

This recognition, based on rigorous evaluations of performance, client satisfaction, and expertise, is a testament to the partnerships we've built together. Being counted among the nation's best inspires us to continue striving for excellence.

As we celebrate these milestones, we remain focused on growing and evolving to better serve you. Last year, we took an exciting step by opening our own office in Lake Forest, creating a space dedicated to your needs. We are continuously expanding the tools and resources we offer to help you achieve your financial goals.

At M&S Wealth, we believe that investment management and financial planning are about understanding the connections between today's decisions and tomorrow's outcomes. Thank you for trusting us to be part of your journey. Together, we'll navigate the road ahead with confidence and purpose.

With gratitude,

Kristy McCullough

Kristy McCullough,
Wealth Partner, Director

SERVICES

INVESTMENT MANAGEMENT

Tailored strategies designed to grow and preserve your wealth through diversified portfolios, balancing risk and return to meet your financial goals.

FINANCIAL PLANNING

Comprehensive guidance to help you achieve your financial objectives by assessing income, expenses, savings, and long-term goals.

INSURANCE CONSULTING

Expert advice on selecting the right insurance products to protect your assets, income, and family from unexpected events.

ESTATE PLANNING

Strategizing the transfer of wealth and assets to heirs, minimizing taxes, and ensuring your legacy is protected according to your wishes.

RETIREMENT ADVISORY

Customized strategies for preparing for a financially secure retirement, including savings, investment, and income distribution plans.

Learn more at www.msllcwealth.com

AMERICA'S TOP FINANCIAL ADVISORY FIRMS 2025 Newsweek PLANT-A INSIGHTS GROUP

The America's Top Financial Advisory Firms for 2025 ranking was provided by Newsweek in partnership with Plant-A Insight Group. The ranking was provided on November 19, 2024. Mowery & Schoenfeld Wealth did not pay any compensation to be considered for this award, but did pay compensation to be able to advertise and display it. Methodology and licensing information can be found at https://www.newsweek.com/rankings/americas-top-financial-advisory-firms-2025.

accountingTODAY 2024 Top Firms by AUM

The 2024 Top Firms by AUM ranking was provided by Accounting Today. The ranking was provided in June 2024. Mowery & Schoenfeld Wealth did not pay any compensation to be considered for this award, but did pay compensation to be able to advertise and display it. Methodology and licensing information can be found at https://www.accountingtoday.com/top-firms-by-aum.

Forbes BEST-IN-STATE TOP WOMEN WEALTH ADVISORS SHOOK RESEARCH 2025

The 2025 Top Women Wealth Advisors ranking was provided by Forbes in partnership with SHOOK Research. The ranking was provided on February 12, 2025. Mowery & Schoenfeld Wealth did not pay any compensation to be considered for this award, but did pay compensation to be able to advertise and display it. Methodology and licensing information can be found at https://www.forbes.com/sites/rjshook/2025/02/11/methodology-americas-top-women-wealth-advisors-2025/.

Xamin made great strides in key areas over the past year while maintaining the high service levels our clients expect and rely upon for thorough and vigilant IT and cybersecurity managed services.

The Leadership Team was reorganized and expanded to best leverage the experiences and strengths of its members. We are pleased to add Jeremy Baumruk, Ben Fishbune, Brett Mazurek with their years of experience in service delivery, organizational acumen, and compliance to the team.

The Business Development Team re-crafted its go-to-market strategy by emphasizing its unique ability to deliver industry-leading service levels into the complex world of financial organizations regulated by the FDIC, SEC, OCC, and other agencies. As a result, the company's business development pipeline and growth forecast is the most robust it's been in years.

The Technical Operations Team continued to expand their proficiencies and support offering to keep up with the rapidly changing world of IT networking and cybersecurity. Additionally, Xamin is in the process of supplementing its local support team with offshore-based resources. The anticipated benefits include supporting a broader base of technologies, client-savings for fundamental support tasks, and faster response times 24/7/365.

The whole Xamin team is looking forward to continuing to grow in 2025 in collaboration with the staff, clients, and partners at M&S!

Jeff Brandt
CEO of Xamin

SERVICES

ADVISORY & OUTSOURCED CISO

Providing strategic cybersecurity leadership and guidance through outsourced Chief Information Security Officer (CISO) services to protect your organization's digital assets.

MANAGED GOVERNANCE, RISK, AND COMPLIANCE

Comprehensive management of your organization's governance, risk, and compliance (GRC) processes to ensure regulatory adherence and reduce vulnerabilities.

CLOUD SERVICES

Scalable and secure cloud solutions designed to enhance flexibility, performance, and cost-efficiency while ensuring data safety and accessibility.

CYBERSECURITY CONSULTING

Expert advisory services to assess, design, and implement robust cybersecurity strategies to protect against evolving threats and vulnerabilities.

MANAGED IT

Full-service IT management, including network monitoring, maintenance, and support, to ensure smooth operations and minimize downtime.

RISK CONSULTING

Specialized guidance to identify, assess, and mitigate business risks, helping you protect your assets and ensure operational continuity.

CYBERSECURITY

Advanced protection against cyber threats with proactive monitoring, threat detection, and response to safeguard your organization's data and infrastructure.

Learn more at www.xamin.com

CONNECTIONS THAT *drive success*

Below is the journey of one Mowery & Schoenfeld client relationship over the past decade. *We take pride in earning our clients' trust by providing tailored solutions that help our clients solve problems and achieve their goals. With our support, this client navigated international tax laws, a pandemic, growth, a sale, and prepared for future success. It is strong, long-term relationships like these that inspire us to continuously innovate and find better ways to connect our clients with the best solutions.*

A RELATIONSHIP BEGINS

We began work with this mid-sized manufacturing client in 2015, based on a referral from one of our existing relationships. Our first engagement with this client was to complete a complex entity return.

OUTSOURCED SUPPORT

As the business grew, this client was struggling to balance the additional needs in their accounting department with staffing costs. After collaborating with their Client Relationship Partner, the Firm recommended talking with our Client Advisory Services team to provide monthly bookkeeping support as well as occasional outsourced CFO guidance.

CRITICAL BUSINESS CHALLENGES

When the pandemic hit, the Firm created a task force to help clients address the complex and unique challenges of this time. We helped this client prepare financial models, review contracts, and navigate the opportunities and compliance of the CARES Act and PPP loans. We worked together through this unprecedented time to ensure the client emerged in a strong financial position.

EMBRACING EXPANSION

Our State, Local, and International tax teams collaborated as the client expanded into new regions. From navigating complex tax regulations to identifying savings opportunities, we ensured the company remained compliant while optimizing its tax strategy for growth.

SELLING THE BUSINESS

When the time came, our Transaction Advisory team was there to prepare the company for sale—completing due diligence, acting as an advisory through the negotiation process, and facilitating communication with key stakeholders. We helped structure a deal that was fair and profitable for our client.

WEALTH MANAGEMENT

After the business was sold, the owners wished to invest their proceeds more thoughtfully. Our Wealth Management team connected with the client to create a personal wealth plan. We continue this relationship today both as an active client and an advocate for our Firm.

OUR *leadership*

Jeffery Mowery
Managing Partner, Co-Founder

Keith Schoenfeld
Wealth Partner, Co-Founder

Anthony Culotta
Assurance Partner

Mike Deering
Tax Partner, Tax Services Leader

Tom Keenan
Assurance Partner

Michael Kidd
Advisory Partner, Transaction Advisory Services Leader

OUR RECENTLY PROMOTED LEADERS

Judd Appel
Transaction Advisory Services Partner

Judd joined the Firm this year to support the growth in Transaction Advisory Services, bringing over 20 years of experience in investment banking and specializing in sell-side transactions.

Andy Coutts
Assurance Partner, Director of Quality Management

Promoted to Partner in 2024 after three years as Director of Quality Management, Andy leverages his extensive background as an auditor to ensure accuracy and compliance.

Kristy McCullough
Wealth Partner, Director of Wealth

Kristy, who joined the firm in 2022 to lead the Wealth Management practice, was promoted to partner in 2024. She collaborates with the tax team to provide financial planning that builds and protects clients' wealth.

Bob Olson
Tax Partner

Bob joined our team as a Tax Partner as part of the recent acquisition. He specializes in tax planning and the compliance needs of high-net-worth individuals and families.

Jed Ang
Tax Partner, International Operations Leader

Ricardo Aramburo Williams
International Tax Principal, International Markets Leader

Stefan Beal
Assurance Partner, Assurance Leader

Jeff Brandt
CEO of Xamin

Colleen Chandler
Chief Investment Strategist

Emo Dellanina
Client Advisory Services Partner

Brian Figenholtz
Tax Partner

Gary Hart
Tax Partner

Nicole Lindley
Tax Partner

Fernando Lopez
International Tax Services Partner

Brandon Potocki
Tax Partner

Matt Schoenfeld
Partner, Administrative Leader

Matt Schoenholtz
Client Advisory Services Partner, CAS Leader

Matt Smith
Tax Partner

2024 AWARD WINNERS

Jeffery Mowery
Titan 100
CRAIN'S Notable Leaders in Accounting
Forbes Top 200 CPAs in America

Michael Kidd
CRAIN'S Notable Leaders in Accounting

Nicole Lindley
American Business Awards Bronze - Mentor/ Coach of the Year (Business Services)

Kristy McCullough
Forbes Best-In-State Top Women Wealth Advisors 2025

CELEBRATING *talent*

DRIVING OUR SUCCESS FORWARD

This year, we welcome new colleagues who bring new ideas and perspectives, fueling our growth and inspiring us all. We also celebrate the dedication and hard work of our promoted employees, whose leadership and expertise continue to shape our bright future. Together, they make us stronger, smarter, and better equipped to serve our clients.

Promotions

Maxx Carpenter
Senior CAS Associate

Matt DiMillo
Senior Tax Associate

Jason Eick
CAS Manager

Justin Goetz
Tax Director

Kasia Gorecka
Senior Tax Manager

Mark Hallgren
TAS Director

Will Katranis
Senior TAS Associate

Lucas Lemberg
Senior Tax Associate

Tyler Lohrmann
Senior CAS Manager

Eder Martinez
Assurance Manager

Adam Mowery
Senior TAS Manager

James Odegard
Tax Director

Ryan Olliges
A&A Director

Jeff Pechan
CAS Director

Ryan Pomeroy
Senior Tax Associate

Iryna Prokhorov
Controller

Cameron Richey
CAS Director

Tyler Starzec
Senior Tax Associate

Brianna Stoner
Admin Manager

Michael Szwec
Tax Director

Nicole Zambetti
CAS Director

FROM LEARNING TO LEADING, FORMER INTERNS SHAPING THE FUTURE:

“When I started my internship and even as a first-year associate, I was incredibly nervous. I was fortunate to have good people in my corner at M&S to answer all of my questions and put my mind at ease. Now that I'm on the other side of the recruiting table, I love giving all of that kindness and support back to the students and helping them through the entire process.”

Jessica Howland,
Tax Manager

“Since starting my career as an intern at M&S, the mentorship program has been a huge help in my development at the firm. Every mentor I have had has helped me establish my career goals, grow as a professional, and gain confidence in myself. I hope to do the same for the next generation of staff.”

Marti Wind,
Assurance Associate

M&S cares

GLOW

We call the Chicagoland area home, and one of our corporate priorities is to make a positive impact on our community. Each year, our team donates over 800 service hours, focusing on charities that help children and promote financial literacy. Team members can participate throughout the summer months during weekly volunteer opportunities during the day, as well as occasional charity events on weekends and evenings. We also host a number of drives and opportunities to give back.

Our Women's Initiative—GLOW or Growth and Learning Opportunities for Women—is designed to strengthen the Firm through group events and partnership, this initiative strives to ensure an environment of honesty, where members of the firm can collaborate and communicate to have fun, help solve problems, and mentor younger members to achieve their goals, with a focus on accomplishments and celebrating one another.

Q1

We hosted our annual diaper drive for Keeping Families Covered. This year we collected almost 5,500 diapers and 1,064 wipes.

As part of our annual job shadow program, we welcomed college freshmen and sophomores to join the Firm for the day and engage with each of our departments. During the afternoon, the group worked with our team members to sticker and prepare 1,000 books Mowery & Schoenfeld purchased for Bernie's Book Bank.

Q2

We packed supply kits with our interns this summer for Keeping Families Covered, donating over 1,000 kits for local women and girls suffering from period poverty.

Each year we invite our team and their families to Benie's Book Bank for an afternoon of volunteering followed by a lunch. This year, they debuted our new M&S Cares shirts with over 50 team members attending.

Q3

This year for Arden Shore, we helped send 40 kids off to school. M&S Cares bought 40 backpacks, and our team donated school supplies. We spent an afternoon packing the back packs for Arden Shore to deliver.

In honor of the ICPAS Day of Service, our team compiled a list of child-focused charities and voted for five to receive additional donations from M&S including: Lurie Children's Hospital, The Children's Heart Foundation, Ronald McDonald House, Special Olympics, and Autism Speaks.

Q4

We hosted over 75 middle and high school aged girl scouts for a Business Badge Bash, where members of our team partnered with community experts to teach the girls about Online Safety and Cybersecurity.

In December when our remote new hires came in for in-person training and festivities, we took a trip to Feed My Starving Children where everyone volunteered together.

OUR PARTNER ORGANIZATIONS

ARDEN SHORE CHILD AND FAMILY SERVICES
Rebuilding Children's Lives Since 1898

Bernie's BOOK BANK
Transforming children's stories

FEED MY STARVING CHILDREN

Keeping Families Covered

girl scouts of northern illinois

“I have a great connection with my team members. If I am ever struggling there is always someone available to help me solve the problem.”

Ryan Pomeroy,
Senior Tax Associate

“I love that I get to connect with aspiring accountants through our campus recruiting, job shadow, and internship programs.”

Jessica Curran,
Director of Campus Recruiting

“The relationships I have at M&S are what truly make me feel connected to the company. I’ve made lifelong friends here and even met my wife at this Firm.”

Ian Hanke,
Senior Tax Manager

“Over the years, I have had the privilege to help many clients grow by connecting them with knowledge and resources.”

Ryan Olliges,
Assurance Director

“I met M&S on campus at NIU and have grown up here–my connection to the Firm has strengthened with each milestone they have supported me through.”

Amanda Ehret,
Firm Marketing

2025 GOALS

OUR FOUR CORE VALUES HELP DEFINE WHAT SUCCESS LOOKS LIKE AS WE CONTINUE TO MOVE FORWARD.

Growth: HIT 150

In 2025, we are poised to hit a major milestone for our organization-ranking in the top 150 firms by revenue in the United States on the Inside Public Accounting Top Firm’s list. In order to hit this milestone, we need to achieve our target of 15% organic revenue growth for the year.

Clients: PERSONALIZED & SPECIALIZED SERVICE

We are excited to bring our team and clients together more frequently in 2025 to continue to build these foundational relationships. We anticipate expanding our service offering by building expertise and specialized knowledge to help our clients grow and succeed.

People: TRAINING & DEVELOPMENT

Mowery & Schoenfeld has always been dedicated to providing team members with the tools and support necessary to build a career with the Firm. This year, we are revamping our training and development programs fondly referred to as “M&S University” to support core capabilities, as well as new services and innovative technologies.

Adaptability: LINCOLNSHIRE CAPITAL LAUNCH

As you read earlier in the report, we are thrilled to launch a entity in 2025—Lincolnshire Capital Advisors. Lincolnshire Capital will be focused on fostering connection and creating value for clients looking to sell or buy a middle-market business. The Firm is committed to a successful first year for our newest endeavor.

Connecting to...
OUR FUTURE

As we look to the future, we believe the strength of our connections will be our greatest asset. The world is constantly changing, and with these changes come new challenges—but also new opportunities. By staying connected to emerging trends, evolving compliance changes, and client needs, we believe we can shape our path forward to become a stronger Firm every year.

Mowery & Schoenfeld, LLC
475 Half Day Road
Suite 500
Lincolnshire, Illinois 60069

475 Half Day Rd., Ste. 500 | Lincolnshire, IL 60069
311 S. Wacker Dr., Ste. 2650 | Chicago, IL 60606
550 Oakwood Ave. | Lake Forest, IL 60045
1111 Brickell Ave., 10th Fl. | Miami, FL 33131
P: 847-247-8959 | F: 847-883-8704