


Joining the UHY Hacker Young Group



Working together to help
our clients, teams and our
firms prosper.

your growth

Helping you prosper

Helping you prosper

We are actively looking to find strong, growth-focused firms to represent UHY Hacker Young in a number of geographic areas across the UK, as part of our strategy to build and enhance our network.

UHY Hacker Young is one of the UK's leading accountancy groups, and one of the very few who are truly purpose-led. With 24 offices in the UK, the group is comprised of 13 independent member firms, all of whom operate as a national network under a national brand and sharing a common purpose and common strategic goals.

At the core of our national strategy is our purpose: helping you prosper. All member firms within our Group have committed to embedding this purpose and, as a result, it drives all that we do for our clients, our teams and our communities.

Firms joining UHY retain complete independence, but benefit from access to vibrant and growing national and international networks of likeminded partners, a dedicated team of marketing, business development and PR professionals who support nationwide programmes, technical and regulatory support and guidance, advice from leading tax, insolvency, corporate finance and other specialists and independent reviews of quality standards.

We have summarised some of the benefits of joining UHY in this brochure and I hope it demonstrates how we work together with our member firms to help our clients, people and our firms prosper.



Colin Wright
Chairman of the UHY
Hacker Young Group
c.wright@uhy-uk.com



Zoë Paradine
National Executive Director
and Marketing & BD Partner
z.paradine@uhy-uk.com

A purpose-led UK
accounting group

96
partners

24
offices across the UK

720
professionals

Ranked: *

18th

by number of
AIM listed audit
clients

UHY

Founder member of
UHY, our international
network

more than **340** offices
in **100** countries

* Latest Corporate Advisers Rankings Guide



Case study: our London office

- Established in 1925
- Opened offices in Nottingham and Manchester in the mid '60s to facilitate audits for Great Universal Stores Group – the start of the UK Group
- Founded UHY International with US colleagues, Urbach Kahn & Werlin in 1986
- Now UHY Hacker Young with 22 partners and 230 staff (30 partners and 290 staff including Nottingham office)
- Fee income: £26 million (including Nottingham office)
- Client base includes large corporate groups, publicly listed companies, international businesses, NFPs, academies, professional practices, owner managed businesses, private clients, sole traders
- Specialist services include turnaround & recovery, corporate finance, tax investigations, corporate tax & VAT, personal tax, trusts and probate, FCA compliance, forensic accounting, litigation support, internationalisation services and capital markets



Case study: our Newport office

- Established in the 1930s, rebranding to Peacheys in 1973
- Joined the UHY Hacker Young Group in April 2009 as a 3 partner firm with a £1.7 million income and two offices in Newport and Abergavenny
- Rebranded to UHY Peacheys on joining the Group
- In April 2011, the firm opened a new office in Bristol under the UHY Hacker Young brand. The Newport and Abergavenny offices follow suit, also rebranding to UHY Hacker Young in 2013
- Now UHY Hacker Young with offices in 3 locations, 4 partners and a 60 strong team
- Fee income: £3.7 million
- Growing client base ranging from private clients through to companies with turnovers of up to £270m
- Main sector strengths include hospitality, opticians, coal mining, construction, sports and professional practices

Our UK Group national strategy

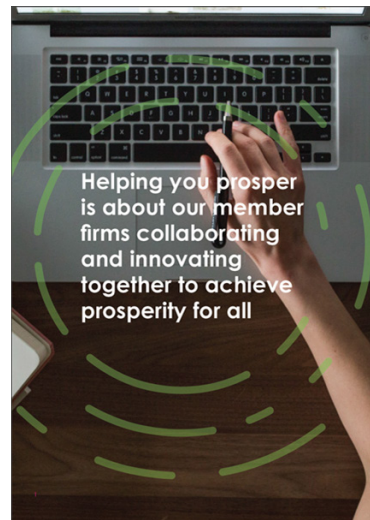
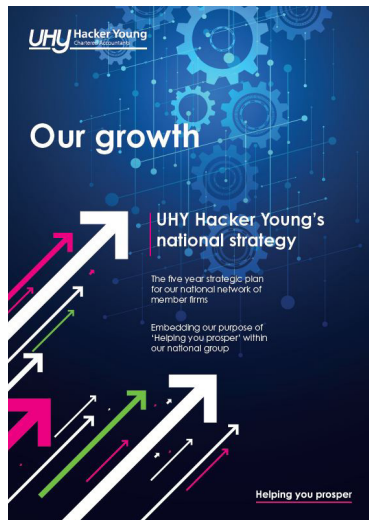
The UHY Hacker Young Group and its member firms is an ambitious and growing network of firms in the UK, as well as a founding member of our international network. We have worked hard together to make UHY the strong and prominent force that it is within the UK accountancy market today. But we want it to be even more. More for our firms, for our teams, for our clients and for our local communities.

A strategy built on a common purpose

The UHY UK National Board worked together through 2022 to map out a future for the UK Group that embraces deep collaboration and ambitious plans to ensure UHY is a group we can all be proud to be part of.

At the core of our future is our purpose, **helping you prosper**. All firms are committed to living our purpose and ensuring it drives all that we do for our clients, our teams and our local communities. We are also committed to collaborating and innovating together to ensure that our UK Group is greater than the sum of its parts. Our strategy will ensure our member firms are supported to grow, evolve and provide a thriving workplace for every firm's teams.

Our national strategy was developed to bring focus on what our UK Group will look and feel like in five years. As such, we have developed three headline goals which provide ambitious targets that will ensure we have a growing and prosperous national group which provides an environment for our clients and teams which enables them to prosper.



The five-year strategic vision for our UK Group:

1. The UK group and all firms lead with 'Helping you prosper'
 - a. Equipping, empowering and enabling the prosperity of firms/team/clients/community across all settings (appraisals; team meetings; board meetings; networking; client and prospect meetings; etc)
 - b. Building a library of prosperity stories about all stakeholders across all firms to build 'reason to believe'
 - c. Prosperity Index used by every firm and referenced by national media to build 'reason to believe' and 'dramatically different'
 - d. A national group which positively and proactively embraces ESG
2. Highly appealing employer brand reputation across all firms
 - a. Recognised and measurable team engagement scores (eg. Gallup Q12 Survey)
 - b. Leadership academy programme helps the leaders across all firms grow, collaborate and innovate together
 - c. All member firms living to their agreed set of values and behaviours which support our purpose
3. £100M in fees for the Group and UK Top 20 status
 - a. Recruiting firms committed to 'Helping you prosper' and a values focus
 - b. Attracting and retaining clients through our developed and renowned sector focus

Ultimately, the achievement of these goals will provide us in five years with an ambitious and successful Top 20 UK Group, renowned for its strong culture and employer brand, with all firms driven by our purpose of helping you prosper.

We will be a Group who treat the intangible benefits of being a member firm just as seriously, if not more so, as the tangible benefits. After all, the social ties that accompany genuine belonging are a protective factor against the loneliness, fears and insecurity that can plague even the strongest aspirational accountants. A sense of belonging reduces stress and fosters relationships with like-minded professionals who are facing and tackling similar challenges together.

A strong national sector focus

For each of the sectors below we have an active national group, led by a partner with genuine expertise and a real personal interest in supporting the sector. Our sector heads share the benefit of their expertise and insights with other specialists across the Group in order to enhance our offering for clients.



Academy schools and education



Automotive



Charities and not-for-profit



Drinks and hospitality



Property



Sports



Technology

Case study: academies

Our national academy schools sector group met for the first time in early 2011, with just three academy school clients between the group's members.

Led by a fantastic sector head, the group worked hard to develop a name for UHY within the sector, undertaking numerous targeting and networking exercises, as well as developing various updates and publications highlighting issues affecting the sector.

By mid 2012, the total number of clients had risen to almost 50 academy schools and today we act for over 500 schools across the UK, with a fee income in excess of £2.2m.

We act for over 500 academy schools across the UK

Case study: automotive

Our national automotive sector group was launched in 2013 by two partners who joined UHY from a specialist automotive accounting firm.

Following various profile raise and targeting activities, and with support from UHY's offices across the UK, our offering to the sector has grown from strength to strength.

UHY are now well regarded as specialists in this sector. We are at the forefront of the M&A activity and have been involved in more than 35% of the transactions within the automotive retail market over the last five years. We have also worked with most 'household name' franchised dealer groups in the UK and have been appointed as auditor to a number of the largest automotive retail groups in the UK.

We have been involved in more than 35% of transactions within the automotive retail market over the last five years

Support from national working groups

Members of our national working groups meet regularly, either face to face, via telcon or webinar, to discuss experiences, technical issues, service issues and to identify improvements and solutions for clients.



Corporate finance



Technical group



Tax



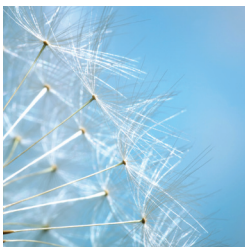
Cloud accounting



Marketing & BD



Talent management



Probate



Technology

Case study: cloud accounting

Cloud is high up on the agenda for UHY. Our agreed national strategy is to strive to demonstrate a good understanding of all the main cloud systems to enable us to support clients during the process of choosing a package that is right for their business needs.

To ensure we are up to date with all of the latest developments, each of our UK offices has at least one 'cloud guru'. These gurus meet regularly, via monthly telcons, national events and biannual away days (hosted by external providers including Xero, Sage and Intuit Quickbooks) to discuss member firms' experiences, preferred packages, newly developed apps, marketing campaigns and group purchasing arrangements. Due to the efforts of the working group, our offices across the UK have been able to quickly develop their cloud offering to ensure UHY leads the way with regard to cloud accounting services and a number of offices have already achieved Platinum Partner status with both Xero and Quickbooks.



Platinum Certified ProAdvisor

"I love being able to share cloud best practices and our experiences across the group to make us stronger together. The progress each office has made with cloud accounting in the last three years has been phenomenal, going from nothing to platinum Xero and QBO partners is a huge achievement and I'm very proud to have been a part of that."



Rebecca Roberts
National Head of Cloud Accounting
r.roberts@uhy-uk.com



20th*
largest global
network by fee
income

Annual turnover
USD813
million

340 offices in
100 countries

UK ranked
2nd in UHYI
for receiving
referrals

UK ranked
2nd in UHYI
for referring
work to other
members

* Latest International Accounting Bulletin league tables

Truly global representation

We are proud to be a founding member of UHY International, which was formed over 35 years ago in partnership with a firm in New York and now covers 340 business centres in 100 countries worldwide.

Our independent member firms are all highly regarded, professional and reputable in their own local markets and know each other well through meeting and working together regularly.

We achieve sustainable success that generates long-term and loyal client relationships. Our drive for professionalism, quality, integrity and innovation combined with this global reach have realised substantial growth in our 35 year history for both clients and member firms.

- Founder member of UHY International
- A business-driven network
- Helping clients with overseas interests
- Strong presence in Europe, the US and China
- Annual regional and global conferences, connecting you with fellow business leaders with shared interests
- Annual international management/leadership training course
- PR agency support



Our independent member
firms are all highly regarded,
professional and reputable in
their own local markets

What are the benefits of joining UHY?

For partners

- No overlap or conflict between member firms
- Local independence and financial autonomy
- Economical national presence
- Independent external review programme
- Internal KPI benchmarking
- Attract and retain larger clients
- National tendering situations
- Practice management advice and support
- Referrals from UK and overseas offices
- Annual Managing Partners' Forum

For teams

- Training courses – trainee and post qualified
- Secondments – UK and overseas offices
- Reputation of a national firm on CV
- Exposure to national technical standards and systems
- UHY International Leadership Forum for senior team members

For clients

- Local advice and assistance with national specialist support
- A name recognised and respected by lending institutions
- Support with global business issues and expansion plans
- Regular technical and UHY insight communications
- Useful digital media platforms; various websites and social media accounts

Technical support

- National arrangement with Mercia Group for external review programme and reduced rates for technical advice, training and support
- National technical support group for technical queries and knowledge sharing
- Explanatory bulletins on regulatory and legislative changes

National networking and training opportunities

- Annual partners and managers conference held in Central England
- Access to national technical groups and regular virtual meetings sharing technical updates
- National cloud accounting away days hosted by software companies

IT and data support

- National webinar facilities
- GDPR support
- Commitment to Cyber Essentials
- National technology working group



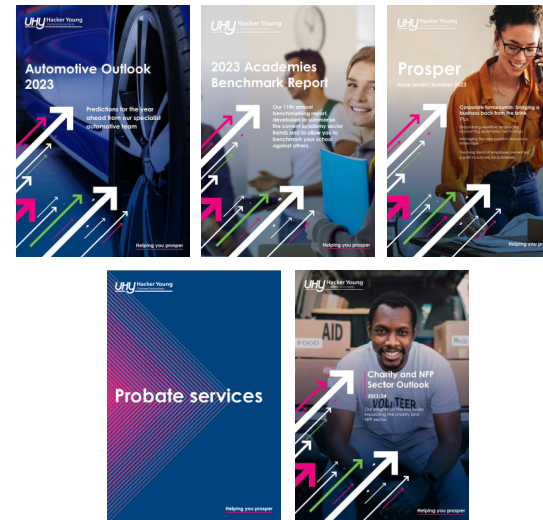
Support from the national marketing and BD team

- **Business development:** targeting national and local opportunities
- **Organising events:** webinars, seminars, conferences
- **Client care:** including client satisfaction surveys and key client management
- **External communications:** including all digital media (website, social media, email marketing), client updates, newsletters, annual Outlooks and other thought leadership pieces, factsheets, advertising etc
- **Developing and managing email marketing campaigns:** through Campaign Master, with support for member firms
- **Internal communications:** including Group newsletters, e-comms, intranet – UHY Exchange
- **Branding:** brand maintenance, development and promotion (internal & external)
- **Proposals support:** guidance to partners pre-tender, production of pitch documents and presentations, coaching of partners/directors/managers
- **Service line targeting and promotion:** eg. AIM listings, Pre-IPOs, specialist tax work
- **Production of promotional goods:** branded items for teams, clients, events, meetings.

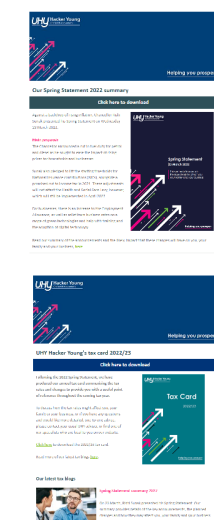
Social media



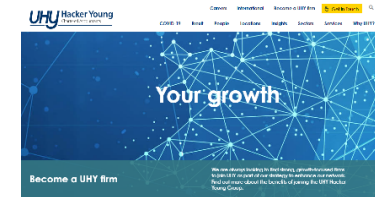
Publications



Email marketing

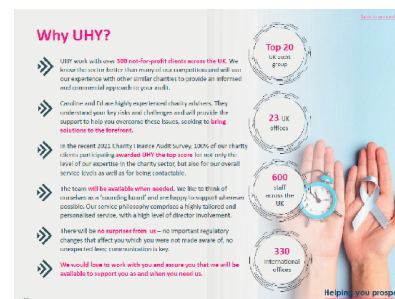


Website



The UHY Hacker Young Group is a Top 20 UK network of chartered accountants with 23 offices spanning England, Wales and Northern Ireland. Our service philosophy is based on the principle of 'helping you prosper' and this applies across all that we do, not only for our clients but also for our people and our wider communities.

Proposals and presentations



Testimonials from current member firms

“Our Manchester office has grown considerably since joining the UHY HY Group in 1987 and we attribute a large proportion of this to the fact we are part of a cohesive Top 20 national network with a strong international offering. Being a member of UHY has opened up many national and international opportunities for us and means we are genuinely able to provide our clients with full service support across borders. We also see real benefits from being able to access the very supportive central marketing team and through having national websites, which we can adapt for our local needs.”



Mark Robertson
Manchester office
Partner

“We joined the Group in 2009 because we felt we needed a better UK and global brand in order to grow by targeting larger clients that were not interested in a small regional brand. Locally we now compete with the Big 4 in the audit world and have a very good record in this space.”



Paul Byett
Newport, Abergavenny and Bristol offices
Managing partner

“The network is really friendly and supportive. Since joining in 2021, we have been able to tender for audits that we would potentially not have been invited to do before and we have also won more of those tenders. Being able to refer work to UHY International is a great advantage and we have already been able to do this on numerous occasions. The shared use of resources within the UK is also really useful. We have been provided with valuable technical documentation and pro-formas together with ad-hoc technical help, and the marketing team have been really supportive of us in our first year, assisting us with tender documents and guiding us where needed. This has been invaluable and the presentation of all the documents has been a really good standard.”



Emily Ness
UHY Ross Brooke
Managing partner



Firms joining **UHY** retain complete **independence**, but **benefit** from access to vibrant and growing national and **international networks**

Want to know more?

We'd love to hear from you.

We can arrange a telcon or a meeting with partners at your firm's office, or at a location that is convenient for you.

You are also welcome to visit us at our London office or the offices of another member firm.

For all our latest news and insights, visit our website at www.uhy-uk.com



Zoë Paradine
+44 20 7216 4643
+44 7932 826 454
z.paradine@uhy-uk.com

Follow us on Twitter
[@UHYHackerYoung](https://twitter.com/UHYHackerYoung)

Add us
www.facebook.com/UHYUK/

Connect with us
www.linkedin.com/company/uhy-hacker-young

UHY Hacker Young Associates is a UK company which is the organising body of the UHY Hacker Young Group, a group of independent UK accounting and consultancy firms. Any services described herein are provided by the member firms and not by UHY Hacker Young Associates Limited. Each of the member firms is a separate and independent firm, a list of which is available on our website. Neither UHY Hacker Young Associates Limited nor any of its member firms has any liability for services provided by other members.

UHY Hacker Young (the "Firm") is a member of Urbach Hacker Young International Limited, a UK company, and forms part of the international UHY network of legally independent accounting and consulting firms. UHY is the brand name for the UHY international network. The services described here in are provided by the Firm and not by UHY or any other member firm of UHY. Neither UHY nor any member of UHY has any liability for services provided by other members.



This publication is intended for general guidance only. No responsibility is accepted for loss occasioned to any person acting or refraining from actions as a result of any material in this publication.

© UHY Hacker Young 2024

www.uhy-uk.com

Helping you prosper
