

DeWinter

2025 Annual Report



About DeWinter

DeWinter provides world-class accounting, finance, and technology recruiting services.

Our **Direct Hire** team has set the standard for connecting finance and accounting professionals with top companies on an executive search basis.

Our **Consulting** team helps bridge resource gaps with contract and contract-to-hire talent.

Our **Retained Search** division teams with growth-stage and venture-backed companies to find the right professionals to move them forward.

Our **Technology** team powers top companies with exceptional technology talent and project delivery services.

Since our founding in 2000, DeWinter has been the first choice for companies looking for the highest standard of care and a trustworthy firm that understands and exceeds their needs.

We build our network one relationship at a time.

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A Message From Our CEO

I am incredibly grateful to share our 2025 Annual Report, a look back at a milestone year for DeWinter. As we close the chapter on our 25th anniversary, I am struck by how far we have come. Reaching this anniversary was a powerful moment to reflect on our evolution from a small team in 2000 to a firm with nationwide reach. While the market currently feels defined by rapid transformation and a "wait-and-see" sentiment, DeWinter has spent a quarter-century learning how to see past the noise.

Our determination to succeed in the next 25 years is fueled by a team that is stronger and more resilient than ever. As the market evolves, so does our approach. By equipping our team with the latest AI and streamlined systems, we're leveraging tools designed to enhance our human expertise, allowing us to be the best possible partner to our clients and candidates in a technology-first world.

Even as we innovate, our Core Values remain our North Star. We are committed to helping our team grow as both professionals and people while continuing to strengthen the communities we call home. Thank you for being part of our story so far. I couldn't be more excited for what we will build together next.



Derek DeWinter

Chief Executive Officer & Founder



Leading the Next Era of Market Evolution

As we enter 2026, the global marketplace remains defined by rapid transformation and a "wait-and-see" economic sentiment. While uncertainty and constant change can feel like the new baseline, they also create a unique opening for organizations that act with intentionality.

At DeWinter, we meet this complexity with a distinct advantage: a quarter of a century of specialized expertise combined with a proven, technology-forward process. Having navigated multiple economic cycles over the last 25 years, our team possesses the perspective and data-driven agility required to help our clients see past the noise. We don't just help you stay the course; we leverage our deep network to identify the great opportunities that others might overlook in a shifting landscape.



Navigating 2026

Market Insights & Economic Outlook

Positive GDP, Slower Labor Market

The U.S. economy is finding its stride in a more sustainable "steady state," trading post-pandemic volatility for predictable, long-term health. Indeed Hiring Lab predicts job openings will anchor between 6.8 million and 7.4 million this year. This shift could mark the end of frantic hiring cycles and the beginning of a more balanced, reliable market for both employers and talent.



The Talent Divide: "AI-Augmented" vs. "AI-Replaced"

2026 is seeing a widening gap between high-skilled workers using AI and roles where AI is a direct substitute. Indeed notes that job postings referencing AI are climbing, but they are increasingly polarized. High-skilled and creative roles are using AI to increase output, whereas roles with repetitive administrative tasks are seeing a decline in demand, creating a two-tiered workforce that requires urgent national upskilling initiatives.



Employers Shift to Targeted Pay Hikes for 2026

U.S. employers expect 2026 salary increases to hold steady at 3.4%, matching 2025 levels as inflation and labor markets stabilize. While 62% of companies are maintaining their budgets, many are moving away from broad raises to favor targeted rewards for high-performers and specialized skills. This shift comes as voluntary turnover drops to 10.1%, allowing firms to prioritize strategic reinvestment over reactive pay hikes.



Celebrating 25 Years: A Milestone of Unity and Vision

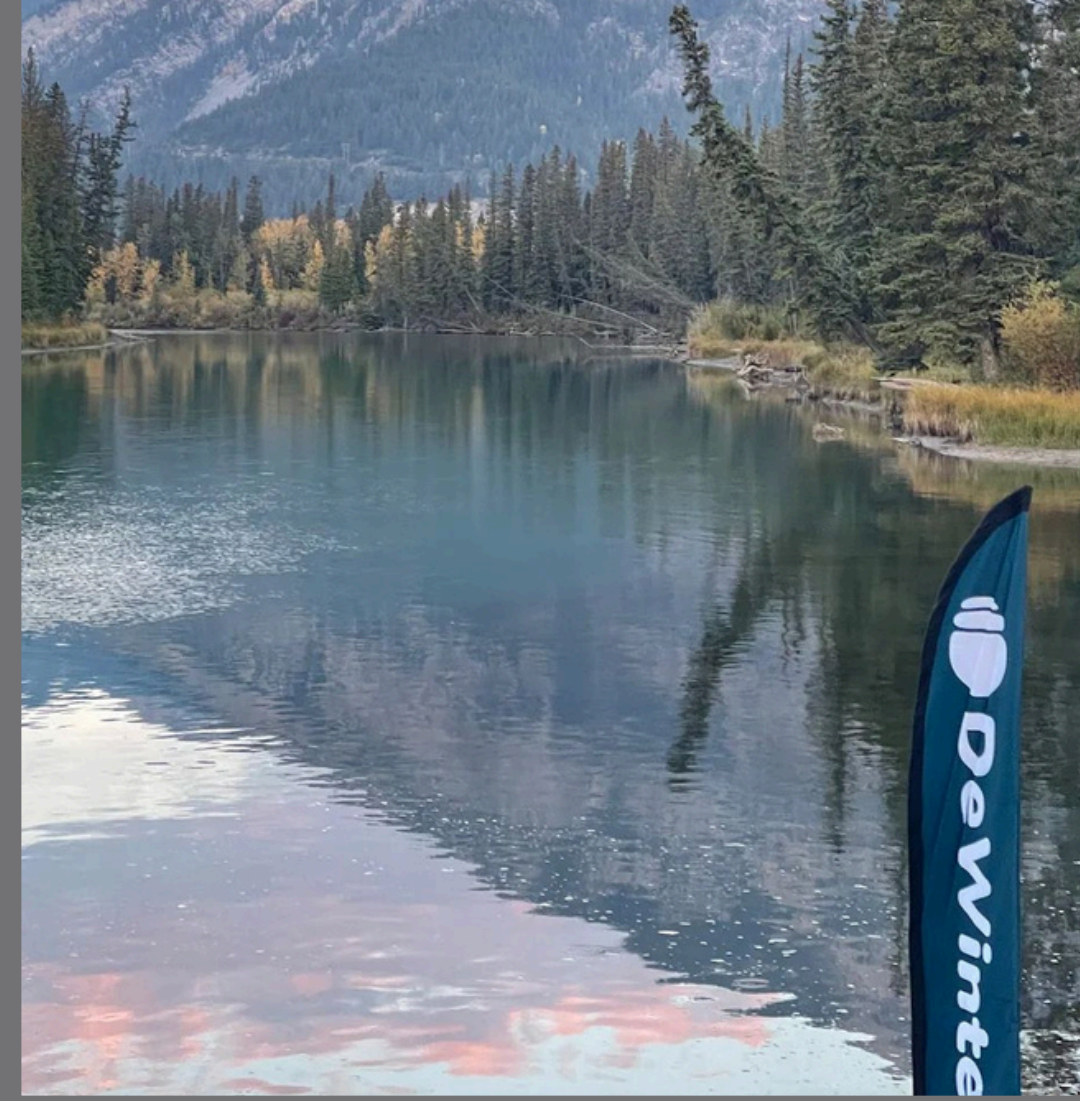
Reaching our 25th anniversary in 2025 was a powerful moment of reflection, marking our evolution from a small team with a big dream in 2000 to a leading recruitment firm with nationwide reach. This milestone was more than a celebration of longevity; it represented a strategic "homecoming" to our core values. By reuniting our technology division, formerly Maris Consulting Group, under the unified DeWinter name, we have simplified our identity to better serve our partners with a seamless, singular experience. This rebranding honors our past while providing the modern, cohesive platform necessary to lead the industry for the next quarter-century.

In September, DeWinter hosted its first-ever company retreat to Banff, Canada to celebrate the anniversary with our team. We couldn't have asked for a better adventure to kick off our next chapter and we've never been better prepared to continue evolving, innovating, and delivering even better solutions for our clients and candidates.

This milestone serves as a reaffirmation of our commitment to being a partner in your success. Over the last two and a half decades, we have built our reputation one relationship at a time, staying true to our principles of unwavering integrity and fierce determination. As we look toward the future, this milestone fuels our "Intentional Growth" strategy, ensuring that as we innovate with data-driven insights and expanded technology solutions, the human connection remains the cornerstone of everything we do. We are immensely grateful to the clients, candidates, and team members who have been part of our continuing story.



2025 Our Team. Our Year.



Our first all-company retreat in Banff was more than just a getaway; it was a chance to trade screen time for trail time and strengthen the bonds that fuel our daily work.



From the ribbon-cutting at our new Boston headquarters to hands-on volunteering in our local communities, this year was about honoring our roots and giving back.

Whether we were celebrating office wins or serving our local community, these moments capture the energy and heart of our growing, bi-coastal team.



Our Core Values

Our core values serve as the unchanging bedrock of our organization, guiding our team through every evolution of the business and the shifting complexities of the labor market.

While technology and hiring trends fluctuate, these principles remain our North Star, ensuring that as we scale and adapt, we never lose sight of the culture that defines us.



Unwavering Integrity

By definition, integrity means being honest and having strong moral principles. It should be that simple but in life and business there are circumstances that test us all.

We believe that our business is simpler and more successful when we communicate with honesty and authenticity, and stay true to our moral principles in every situation thrown our way.



Great Relationships

We have always believed that a great relationship starts with respect and an authentic approach to understanding one another. In a people business where literally thousands of conversations occur on a daily basis, there are countless ways to stray, which is why building and maintaining great relationships is hard and takes effort.

Our philosophy is that we consistently look out for the best interest of our clients, candidates, and of course one another. We have always and will always believe in building our network one relationship at a time.



Fierce Determination

What we do is hard....sometimes it's really hard. We do not put square pegs in square holes and round pegs in round holes. We find skilled professionals to do important work for incredible companies.

There will be occasions when things will not go according to plan and that's where determination and a desire to get things right will be at a premium. That is when we show you the best version of ourselves.



Equity and Belonging

We are far more similar than different, in almost every way conceivable. So, it's our differences that are most interesting, worth talking about, celebrating, and should never impact our sense of belonging.

We celebrate diversity, continue to build and foster an inclusive environment internally, and are committed to examining and amending relationships we learn are incompatible with our core values and beliefs.



Fun

We don't take for granted how lucky we are to work together and we appreciate the opportunity we have working with you.

We love what we do, love who we work with, and find joy in our daily interactions. Work with us and you'll see!

Summary of Accomplishments and Impact



ENVIRONMENTAL

At DeWinter, we recognize the critical importance of environmental accountability. We are steadfast in our commitment to minimizing our footprint and driving sustainability through policies that reduce emissions, conserve water, and limit waste.

As an organization, we are proud to continue our reforestation efforts; in 2025, we donated 720 trees to high-need areas. This brings our all-time total to over 2,000 trees planted through our partnership with One Tree Planted.



+720 TREES PLANTED

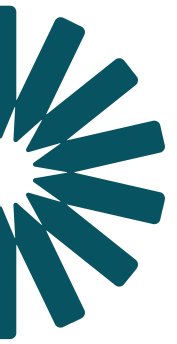
COMMUNITY

At DeWinter, we believe in being more than just a business; we are dedicated neighbors and active members of our communities in the Bay Area and Boston. This holiday season, we were moved by the incredible generosity of our clients—over half chose to donate to local food banks in lieu of receiving a holiday gift.

Inspired by their spirit, DeWinter proudly matched each contribution to Second Harvest of Silicon Valley and The Greater Boston Food Bank. Together, we raised over \$23,000, providing thousands of meals to those in need. Seeing our community unite to fight food insecurity is the most meaningful milestone we achieved this year.



\$23,000 DONATED TO FOOD BANKS



Summary of Accomplishments and Impact

SOCIAL

Good, inclusive relationships are part of DeWinter's founding principles and remain at the heart of everything we do. This year, our team turned those values into action across the Bay Area and Boston. We were honored to support our neighbors through hands-on service with Second Harvest of Silicon Valley, the Bill Wilson Center Adopt A Family program, and the Humane Society of Silicon Valley.

On the East Coast, our team partnered with the Massachusetts Department of Children & Families, volunteered at Haley House, and hosted a life-saving blood drive with Boston Children's Hospital. By prioritizing the growth of our team and the well-being of our communities, we continue to build a lasting impact that reflects our deepest commitment to being a dedicated partner and neighbor.



GOVERNANCE

Strong governance is the cornerstone of DeWinter's operations. In 2025, we continued to rely on a Board of Directors whose diverse expertise provides a balanced and insightful perspective for our strategic decision-making.

We maintain a rigorous framework of policies designed to ensure transparency, accountability, and the highest ethical standards across all levels of the organization. Through consistent internal assessments and compliance audits, we verify that our practices not only meet regulatory requirements but set a benchmark for excellence. By prioritizing these governance standards, we protect the long-term sustainability of our business and maintain the trust our stakeholders place in us.





Our Commitments in 2026

As we move into 2026, our momentum has never been greater. Having celebrated a quarter-century of success, we are officially embarking on our next 25 years of excellence with a team that is stronger, more resilient, and more prepared than ever to navigate an evolving market.

To ensure we remain the premier partner for our clients and candidates, we have equipped our people with cutting-edge technology—integrating advanced AI, streamlined systems, and modern tools that enhance our human expertise rather than replace it. These investments allow us to work smarter and faster, providing the high-touch service DeWinter is known for in a technology-first world.

Our commitment for the future is twofold: we will continue to strengthen the communities we call home and relentlessly invest in our team's growth. By supporting our people as both professionals and individuals, we ensure that DeWinter remains a place where excellence thrives and relationships matter most.