



ANNUAL BENEFIT REPORT 2021



Letter from the President

As we look back over the events of 2021, touting the successes of one company's social impact seems absurd. The pandemic persisted, the world still struggles to effectively combat climate change, and the United States is reckoning with systemic racism and a loss of faith in our political and social institutions. In this context, the efforts of a small government contractor don't seem worth talking about.

B Corp means we can't just think about the world from one perspective, though. We're part of a network of businesses dedicated to the same principles. In other words, we're not alone. One business has limited impact; thousands of businesses can start to make an actual difference. Thinking about the world in this light can help fight the threat of despair, which can lead to inaction and paralysis.

We're proud of our status and work as a Public Benefit corporation and Certified B Corp because of the impact we have on our community, employees, and, through our work with government agencies, the country and the world. We're also proud to be part of something bigger than ourselves.

In 2021, TCG looked to improve policies around diversity, equity and inclusion, continue to reduce and mitigate our carbon footprint, and support the fight against food insecurity in the Washington D.C. metro area.

We've had our successes this year:

- Named Washington Post **Top Workplace** for 7th time
- Named **Most Loved Workplace** by Newsweek for the first time
- Received the **Real Leaders Impact Award** for the first time
- Averaged a **rating of Excellent** in reviews from our clients

These successes suggest that TCG continues to move in the right direction, but we can't be satisfied. We'll also be undergoing recertification for our B Corp status. This process gives us an important opportunity to objectively assess where we are and what we can do better for our employees, customers, community, and world.

Again, it's not just about the impact we have as a single business but what we do as part of a community of businesses, so TCG will also look to establish connections between and increase awareness about B Corps in our industry.

- Daniel Turner,
President



In 2022 TCG will prioritize



Ethics and Governance



Anti Corruption Practices



Impact Reporting



Worker Wellbeing



Number of Paid Days Off



Changes to Improve Benefits



Environment



Monitoring and Reporting Non-Hazardous Waste



Chemical Reduction Methods



Community



Measurement of Diversity

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2021 Highlights

ACHIEVEMENTS



\$10,000+

Donated to
Fight Food Insecurity



\$9,500

Student Loan
Repayment Assistance



63,695.45

Gallons of Gas Saved



21%

Revenue Increase



Excellent

Average CPARS Score



\$59m

New Contract Awards



Best and Brightest
in Wellness



Real Leaders
Impact Award



Great Place to
Work Certified



ICIC Inner City 100
11x Award Recipient

About TCG

TCG is an IT and management solutions provider to the Federal Government. Our mission is to develop efficient, transparent, and ethical government.

Certified



IMPACT
SCORES

Governance: 19

Workers: 30.9

Community: 20.7

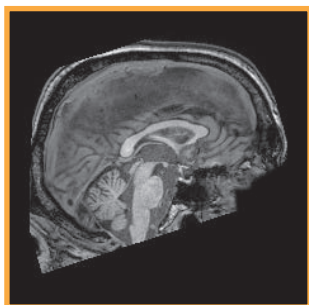
Environment: 11.9

Customers: 12.9

Overall
B Impact Score: 95.6

Developing Efficient, Transparent, and Ethical Government

TCG supports Federal agencies by providing IT and management expertise. As this description suggests, it's not glamorous, but it is essential because the agencies we work for need the right tools for everything from providing international aid in developing economies to ensuring financial transparency in political appointments to government positions. Glamorous, no. Essential, yes. Here's some of the work we supported.



■ National Institute of Health (NIH) and University of Massachusetts Medical School

NIH funds the Neuroimaging Tools & Resources Collaboratory (NITRC), a project led by the University of Massachusetts Medical School. NITRC is an award-winning, free, web-based resource that offers comprehensive information on an ever expanding scope of neuroinformatics software and data. Since debuting in 2007, NITRC has helped the international neuroscience

community make further discoveries using software and data produced from research that used to end up lost or disregarded. TCG has supported NITRC since 2006, and in 2021 we helped increase the efficiency, performance, and security of the system by supporting migration from a traditional data center to the cloud.

NITRC is the only comprehensive repository of neuroimaging software and tools to aid neuroscience research.

12.3 million
total downloads



12,200+
citations in
research studies



■ Millennium Challenge Corporation (MCC)

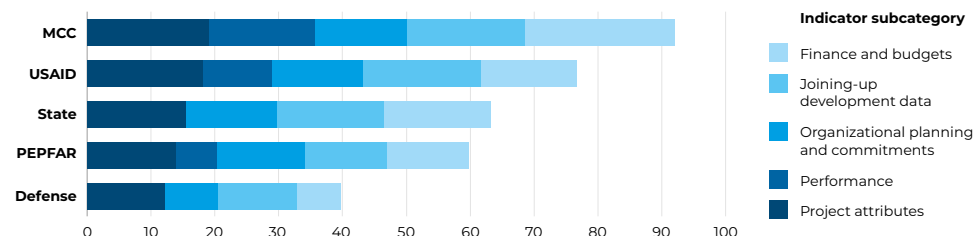
MCC is an independent U.S. Government foreign aid agency that provides financial assistance to countries to promote their economic growth, reduce poverty, and strengthen their social service institutions. TCG has supported the MCC by developing modern, efficient, and automated software to collect, aggregate, and analyze data which help MCC staff make fact-based decisions on aid. Government leaders from many countries use MCC's analysis to help pinpoint where they should make improvements in their policies and governance.

The increased process automation provides MCC with the metrics they need to manage their grants, leading to MCC being named the most transparent government aid agency in the United States and the second-most transparent aid agency in the world.

Building on nine years of success supporting international development with Agile development, DevSecOps, data analytics and transparency, platform administration, and IT modernization services, in 2021 MCC selected TCG to continue to support their mission of reducing global poverty for another six years.



Performance of US Agencies in the 2020 Index





■ Federal Communications Commission (FCC)

The FCC regulates interstate and international communications by radio, television, wire, satellite, and cable in all 50 states, and is responsible for implementing and enforcing America's communications law and regulations. To ensure the public has a voice in these regulations, the FCC solicits public comments through the

Electronic Comment Filing System (ECFS). In 2021, TCG began supporting the FCC in modernizing this system, making sending, receiving, and analyzing this information easier, accessible, and more secure.

■ U.S. Office of Government Ethics (OGE)

The Office of Government Ethics (OGE) provides overall direction, oversight, and accountability of Executive Branch policies designed to prevent and resolve conflicts of interest. OGE worked with TCG to develop Integrity.gov. Integrity.gov is an electronic financial disclosure system used to resolve financial conflicts of interest among presidential appointees, legislators, and senior government executives.

Integrity.gov enhances oversight of government ethics, increases the uniformity of public financial disclosure, promotes transparency in the financial disclosure process, and increases the overall satisfaction of financial disclosure filers and ethics reviewers across the Federal Government.

Thinking and Acting Locally

While TCG works with Federal agencies that serve the nation, we are a Washington D.C.-based company with most TCGers living throughout the D.C. metro area. The area is our home and like every other business here, we have a responsibility to it.

■ Fighting Food Insecurity

While a serious issue in the best of times, food insecurity has been exacerbated during the pandemic. TCGers voted to address this issue as the company's annual social cause for the last two years. This meant:

Donations: In 2021, TCG donated 1% of its profits to fight food insecurity. These donations included:

\$3,500

Bread for the City

\$2,500

DC Greens

\$3,500

Capital Area Food Bank

Employee Appreciation Donations: TCG also sets aside a certain amount for employees to donate to approved organizations that they support, and the company matched their donations.. In 2021, these donations included:

\$1,333

Tahirih Justice Center

\$1,432

World Central Kitchen

\$1,372

Thrive DC

Volunteer Events: For the first time since the pandemic began, TCG held in-person volunteer events at the Capital Area Food Bank to help sort and pack food donations. TCGers and their friends sorted thousands of pounds of food from donation drives across the area into categorized boxes.



Employee Volunteer Program

In addition to being a D.C. company, TCG is an IT company. Historically, this industry has been challenged in creating dynamic, diverse workplaces. The Employee Volunteer Program at TCG seeks to foster diversity and inclusion within computer science and technology industries. TCG provides paid leave to employees interested in volunteering with organizations that provide minority groups a pathway to pursue a career in IT.

Organizations include Code for Baltimore, Code for DC, The Black Code Collective, CodePath, and Girls who Code.

In addition to volunteering in the IT sector, TCG supports volunteer work at Jubilee Jobs. Jubilee Jobs is a long-standing nonprofit in D.C. that provides job

placement and retention services for eager work applicants, many of whom have not graduated from high school. Volunteers meet virtually with applicants to provide one-on-one support for those requesting:

- resume development and online job applications assistance
- a mock-interview to help an applicant prepare for a job interview.

Green Spaces

In 2021, TCG adopted its second park in Washington D.C., Petworth Meditation Garden. Green spaces have a positive impact on both the environment and the mental and physical health of community members. In adopting these parks, TCG is helping keep them clean and well maintained for use by the community.

Reducing Our Carbon Footprint

TCG has set a greenhouse gas emissions reduction goal of a 10% emissions intensity (2% per year) per Full Time Equivalent (FTE) employee by 2025. TCG's office in Washington D.C. generated 2.3 mtCO₂e of greenhouse gas emissions for the 2019 calendar year and 1.5 mtCO₂e of greenhouse gas emissions for the 2021 calendar year. This represents a 34.5% reduction from 2019 when we began tracking emissions.

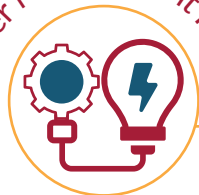
2021 Efforts

Carbon Offsets



The company purchased 625 Metric Tons of carbon offsets from TerraPass. Offsets from Terrapass support forestry, renewable energy, the capture of gasses from landfills and abandoned mines, and other efforts.

Power Management Policy



TCG created a Power Management Policy to help employees reduce the impact of electronic equipment used for work such as computers, monitors, scanners, and printers.

Telecommuting



TCGer saved 1,401,300 vehicle miles and 63,695.45 gallons of gas by telecommuting

Solar Panels and other measures continued to make TCG headquarters energy efficient

Solar Panels



Holding Ourselves to a Higher Standard (Governance)

Diversity, Justice, Equity, and Inclusion Training

In 2020, our goal was to develop employee DEI training to promote better cultural awareness, competence, empathy, and emotional intelligence around diversity, equity, and inclusion. TCG appointed a Director of Diversity, Justice, Equity, and Inclusion (DJEI). The Director will lead the DJEI Program at TCG.

Inclusive Hiring Practices

We also had a goal for 2021 to identify implicit bias specifically related to gender in job descriptions. Since this is not fully integrated this will remain a goal for 2022. In addition to ensuring job descriptions are free of unconscious bias, TCG partners with Circa to help ensure our jobs are shared with organizations that serve individuals from underrepresented populations.

Outplacement Services

Since the company was founded more than 25 years ago, TCG has always looked at employees as more than just resources for our business. Everything from our core values to our benefits and perks are intended to support TCGers as human

beings, not just employees. However, TCG operates in an industry – government contracting – in which change is the norm. Sometimes government funding priorities change or contracts end, causing staffing levels on projects to decrease. TCG makes every effort to find open positions on existing projects when staffing needs shift, but this isn't always possible. For that reason, the Employee Happiness team developed an Outplacement Services Program to ensure that TCGers leaving the company have support, offering financial counseling and help developing their resumes. We also share resumes with partners and subcontractors, using our business network to locate possible opportunities for outgoing TCGers.



Looking Ahead

In the coming year, TCGers will vote on a new social cause to support for 2022, continue to assess and make improvements around diversity, justice, equity, and inclusion, and find new ways to address our impact on the climate. 2022 is also the year that we recertify our status as a B Corp, so it will be a time for assessing where we are and where we need to improve.





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