



# 2022 BENEFIT REPORT

**TCO**  
POSITIVELY  
DISTINCT®

# LETTER FROM THE PRESIDENT



TCG has grown 7-fold over the last decade, and growth changes organizations. We need to make sure that our foundational values don't change. TCG must continue to provide a positive place to work for our employees, services that enable our clients in the Federal government to better serve U.S. citizens, meaningful support to our communities, and policies that reduce our impact on the environment. That's why we became a **Certified B Corp in 2019** and, we're proud to say, **recertified in 2022**.

Recertifying wasn't easy. Our auditor was comprehensive in measuring TCG's impact on the environment, communities, customers, and employees. Our final score was up from our initial certification, which suggests that TCG continues to move in the right direction. However, we still have room and desire for greater improvements.

Over 2022, we improved our anti-corruption training, offered more paid days off for vacation and parental leave, continued to reduce and mitigate our carbon footprint, and supported the causes dedicated to providing basic necessities to the Washington D.C. community.

This is all very exciting! But we aren't satisfied. TCG will continue to grow and change, and our B Corp status is an essential component of that growth, ensuring that our core values remain core.

- Daniel Turner,  
President

## IN 2023 TCG WILL PRIORITIZE

New employee and manager training on social and environmental performance principles and practices.

Integration of impact and financial reporting.

Socially-responsible investing options.

Explicit coverage of transgender-inclusive healthcare.



# TABLE OF CONTENTS

<b>Developing Efficient, Transparent, and Ethical Government</b> . . . . .	5
Department of Transportation (DOT) . . . . .	5
United States International Trade Commission (USITC) . . . . .	5
Millennium Challenge Corporation (MCC) . . . . .	5
Federal Communications Commission (FCC) . . . . .	6
<b>Thinking and Acting Locally</b> . . . . .	6
Living With Dignity . . . . .	6
Employee Volunteer Program . . . . .	7
Green Spaces . . . . .	7
<b>Reducing Our Carbon Footprint</b> . . . . .	8
<b>Holding Ourselves to a Higher Standard (Governance)</b> . . . . .	8
Diversity, Justice, Equity, and Inclusion Training . . . . .	8
Inclusive Hiring Practices . . . . .	9
Outplacement Services . . . . .	9
<b>Looking Ahead</b> . . . . .	9



## ACHIEVEMENTS



**\$8,000+**

Donated to Living with Dignity causes



**\$9K**

Student Loan Repayment Assistance



**6,095**

Trees planted in US National Parks



**50%**

Increase in base vacation hours



**Excellent**

Average CPARS Score



**40+**

Volunteer hours



**\$7.7m**

New Contract Awards

## About TCG

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



**IMPACT SCORES**

GOVERNANCE	18.8
WORKERS	35.0
COMMUNITY	21.6
ENVIRONMENT	16.0
CUSTOMERS	7.1
<b>OVERALL B IMPACT SCORE</b>	<b>98.5</b>

## AWARDS



Top Workplace USA



Best and Brightest for Fifth Consecutive Year



Top Workplace Leadership Award



Washington Post Top Workplace for Eighth Consecutive Year



ICIC Inner City 100 for 13 Years

# DEVELOPING EFFICIENT, TRANSPARENT, AND ETHICAL GOVERNMENT

TCG delivers Agile and open IT solutions for government agencies' high-stakes projects. As this description suggests, it's not glamorous, but it is essential because the agencies we work for need the right tools for reducing fatalities on our highways, increasing transparency around violations of international trade law, providing international aid in developing economies, and much, much more. Glamorous, no. Essential, yes. Here's some of the work we supported.

## ■ Department of Transportation (DOT)



DOT's Federal Motor Carrier Safety Administration (FMCSA) is the lead Federal agency responsible for regulating and providing safety oversight of commercial motor vehicles. To serve FMCSA's mission to reduce crashes, injuries, and fatalities involving large trucks and buses, TCG supports the Performance and Registration

Information Systems Management (PRISM) program. PRISM is a partnership with State International Registration Plan (IRP) offices and Law Enforcement that improves highway safety by identifying and immobilizing commercial motor carriers that are prohibited from operating due to a Federal Out-of-Service (OOS) Order.

In December 2015, the Fixing America's Surface Transportation (FAST) Act made participation in the PRISM program a requirement of the Motor Carrier Safety Assistance Program (MCSAP). TCG assists with the data flow, training, and compliance of PRISM. More recently, FMCSA launched a Level-Up campaign to encourage states to implement these regulations for lower weight trucks, which populate about 25% of all trucks on the roads. In the last year, PRISM has seen a 9.8% reduction in fatalities involving all commercial vehicle crashes and a 20.4% reduction in all commercial vehicle crashes.

## ■ United States International Trade Commission (USITC)



USITC is an independent, nonpartisan, quasi-judicial federal agency that fulfills a range of trade-related mandates. They provide analysis of international trade issues to the President and the Congress by investigating and making determinations in proceedings involving imports claimed to injure a domestic industry or violate U.S. intellectual property rights; provide independent analysis and information on tariffs, trade, and competitiveness; and maintain the U.S. tariff schedule.

The Investigations Database System (IDS) is a data management tool for USITC's investigation-related data. TCG began building the system in 2021, and the system went live in 2022. Previously, the data made available through IDS was accessed via several different internal and external applications. IDS replaced these applications and consolidated their data into one system. The public now has transparent access to all of the general investigation data, while the internal users have role-based permissions with additional messaging and action items available for proprietary data.

## ■ Millennium Challenge Corporation (MCC)



PHOTO CREDIT: Jake Lyell for 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 supports the MCC by developing modern, efficient, and automated software to collect, aggregate, and analyze data that 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 fifth-most transparent aid agency in the world.

## 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 in the D.C. metro area. The area is our home and, like every other business here, we have a responsibility to it.

### Supporting Food-insecure Families

\$1,000	Maryland Food Bank
\$1,000	Bread for the City (DC)
\$1,000	Manna Food Center (MD)
\$1,000	World Central Kitchen
\$572	Community Food Bank of New Jersey
\$2,500	Capital Area Food Bank
\$2,500	Maryland Food Bank
\$2,500	World Central Kitchen

### 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 modernizing this system to make this information more accessible and more secure. TCG's new architecture significantly improved the vulnerability remediation process, and the ECFS is infinitely scalable to meet the demand. In fall of 2022, the FCC released updated versions that increased efficiency and transparency.

### Living With Dignity

There are people across our region who lack access to some of the most basic goods and services including everything from clothing to toiletries to shelter. These are things that many of us take for granted. TCGers voted to address this issue as the company's annual social cause for 2022.

**Donations:** In 2022, TCG donated 1% of its profits to organizations supporting this cause. These donations included:



**\$2,500**

Seabury Resources  
for Aging



**\$2,500**

Greater DC  
Diaper Bank



**\$2,500**

Mobile Hope



## THINKING AND ACTING LOCALLY *(continued)*

### ■ Donations Made on Behalf of Employees

TCG also sets aside a certain amount for employees to donate to approved organizations that they support. In 2022, these donations included:

\$201	I Support The Girls
\$221	Mobile Hope
\$151	Seabury Resources for Aging
\$136	Be More Caring
\$161	Greater DC Diaper Bank
\$1,000	International Rescue Committee
\$1,125	In matched donations divided between International Rescue Committee, Direct Relief, and World Central Kitchen
\$6,095	OneTreePlanted
\$8,024	Terrapass Carbon Offsets

### ■ 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 application assistance
- a mock-interview to Help an applicant prepare for a job interview.

### ■ Volunteer Events

TCGers contributed over 40 volunteer hours to Seabury Resources for Aging, Greater DC Diaper Bank, and Mobile Hope.

### ■ Green Spaces

TCG has adopted two parks in Washington D.C., Petworth Meditation Garden and Marvin Caplan Park. Green spaces have a positive impact on both the environment and the mental and physical health of community members. TCG is helping keep them clean and well maintained for use by the community.

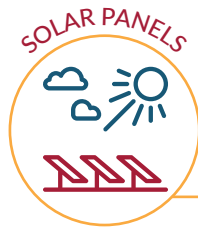


## REDUCING OUR CARBON FOOTPRINT

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 mtCO<sub>2</sub>e of greenhouse gas emissions for the 2019 calendar year and 1.4 mtCO<sub>2</sub>e of greenhouse gas emissions for the 2022 calendar year. This represents a 39.1% reduction from 2019 when we began tracking emissions and a 5% reduction from 2021.

### ■ 2022 Efforts



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

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.



The company purchased 748 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.



## HOLDING OURSELVES TO A HIGHER STANDARD (GOVERNANCE)

### ■ Diversity, Justice, Equity, and Inclusion Training (DJE&I)

In 2020 our goal was to develop employee DJE&I training to promote better cultural awareness, competence, empathy, and emotional intelligence around diversity, equity, and inclusion.

### ■ DJE&I Programs

The most essential element in developing and implementing an effective program is the participation of the TCG community. That sounds simple enough, but the movement towards DJE&I is continuous and dynamic because the challenges are formidable. Some of the programs that were implemented in 2022 include:



## HOLDING OURSELVES TO A HIGHER STANDARD (GOVERNANCE) *(continued)*

### ■ Bi-monthly Newsletter

The DJE&I Director shares news about TCG's work including training, guest speakers, recent events, hiring, and other topics.

### ■ Faces in the Crowd

Stories about people who have made and are making a difference in the DJE&I movement are featured in our Newsletter.

### ■ The Speaker Series

Guest speakers share their thoughts and experiences on specific topics.

### ■ Inclusive Hiring Practices

TCG has implemented processes to ensure job descriptions are free of implicit bias. We also partner 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 2023, continue to assess and make improvements around diversity, justice, equity, and inclusion, and find new ways to address our impact on the climate.





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