



TCO POSITIVELY
DISTINCT®

2024 Benefit Report

Certified



Corporation



INTRODUCTION

We are an IT and management solutions provider

TCG serves the Federal Government with a mission to develop efficient, transparent, and ethical government. As a Certified B Corp, we are dedicated to our foundational values and having a positive impact on communities, employees, partners, and clients. The B Corp certification serves as a codification of this commitment and a motivator for continuous improvement.

This report lays out the initiatives and achievements from the past year, 2024, demonstrating our commitment to being a business as a force for good. Throughout 2024, we have focused on strengthening our positive impact across various areas, including supporting our employees, delivering valuable services to federal agencies, and engaging with the community and environment. This report details these efforts and highlights the progress made towards our goals, continuing our journey as a B Corp.

LETTER FROM THE **PRESIDENT**

This year, TCG will once again undergo the rigorous process to maintain our status as a Certified B Corp. Given the timing, I went back and reviewed our Annual Benefit Reports since we were first certified in 2019. During that time I think we've met "the highest standards of verified social and environmental performance, public transparency, and legal accountability" through our financial donations, support of volunteerism, programs to support our employees and the community, and green policies. This is no small accomplishment, and I'd like to thank all the TCGers for supporting this effort in numerous ways.

More than just our work in the community and support for our employees, I was struck by how our work with our partners in the Federal government created a public benefit. As one of the handful of Federal government contractors that is a certified B Corp, we are in a unique position to prove that government programs have a positive impact on U.S. citizens and people throughout the world.

As you will read below, our work with agencies like the Department of Transportation, United States International Trade Corporation, and Millennium Challenge Corporation has helped make our roadways safer, support economic and infrastructure development throughout the world, and ensure fair trade. We believe in the missions of these agencies and others in the Federal government, and we are proud to support them.

— Daniel Turner, President





WORKERS

35.0

COMMUNITY

21.6

TOTAL

98.5

B Corp certification demands
a **minimum of 80 points**
across all impact categories
to achieve accreditation



GOVERNANCE

18.8

CUSTOMERS

7.1

ENVIRONMENT

16.0

IMPACT SCORE BREAKDOWN

B Corporation certification is a comprehensive third-party designation that demonstrates a company's commitment to social and environmental responsibility.

HIGHLIGHTS



EXCELLENT

Average CPARS Score



\$9.1 MILLION

New Contract Awards



\$15,011

Donated to Environmental Causes



\$12,958

Student Loan Repayment Assistance



7,077

Trees Planted in US National Parks

AWARDS

10th consecutive year as Washington Post Top Workplace

12th out of top 100 medium-sized businesses

29 years in business with remote-work-first policy



2024 Key Achievements



For the tenth time, TCG is ranked 38th out of 100



Among the most successful Federal IT & Consulting firms



Recognized for higher levels of employee and customer engagement and loyalty



Momentum 100 Top Impact Company





EFFICIENT, TRANSPARENT, & ETHICAL GOVERNMENT

Our fundamental mission is to develop efficient, transparent, and ethical government

This section shines a light on our partnerships with Federal government agencies, showcasing key projects that embody this mission and help them better serve U.S. citizens. We highlight our work supporting agencies like the Department of Transportation (DOT) Federal Motor

Carrier Safety Administration (FMCSA) on programs like PRISM to enhance safety, our collaboration with the Millennium Challenge Corporation (MCC) to improve transparency and aid effectiveness, and our efforts with the United States International Trade Commission (USITC) to streamline processes and enhance oversight.

Through these projects, we demonstrate how our innovative IT and management solutions contribute to a government that is more effective, open, and trustworthy.

United States International Trade Commission (USITC)

USITC's mission: propriety and fairness in global trade activities

TCG transformed how the United States International Trade Commission (USITC) manages and accesses critical investigation data through the development of the Investigation Database System (IDS), now recognized as the benchmark standard for USITC systems.

TCG built IDS from the ground up as an innovative "one-stop shop" that consolidates investigation data across Section 337, import injury, and fact-finding cases into a single, sophisticated platform. The system features an advanced search capability that allows users to input multi-dimensional data and create visual queries through expandable sections, delivering in-depth results and value-added insights that were previously impossible to achieve.

TCG's deep institutional knowledge of USITC operations, combined with cutting-edge technical expertise, enables federal agencies to serve the American public more effectively.

Millennium Challenge Corporation (MCC)

MCC's mission: to reduce poverty and stimulate economic growth

TCG supports the Millennium Challenge Corporation (MCC) in tackling some of the most fundamental challenges facing developing nations—from lack of access to clean water and reliable electricity to inadequate transportation networks and educational infrastructure.

Through our ongoing collaboration, TCG enables MCC to focus on what it does best: delivering measurable results that reduce poverty and promote economic growth, while we handle the complex technological infrastructure that makes it all possible.

TCG's platforms support the agency's commitment to open data sharing and public accountability, helping MCC maintain its position as a leader in aid transparency.



Department of Transportation (DOT) VOLPE

VOLPE's mission: zero roadway fatalities

TCG partners with the Federal Motor Carrier Safety Administration (FMCSA) to advance one of the DOT's most critical safety initiatives—preventing commercial motor vehicle-related fatalities and injuries on America's highways.

We support on the Performance and Registration Information Systems Management (PRISM) program, which works by systematically identifying commercial motor carriers that have been prohibited from operating due to federal safety violations, then coordinating with state partners to deny or suspend their registrations.

TCG provides the technical expertise and program management support that makes this complex, multi-state coordination possible.



A photograph showing a person in a red TCG shirt packing food into a red bag. The bag has the text "HUNGER IS CLOSER THAN YOU" and "WWW.FOODFORNEIGHBORS.ORG". The person is standing at a wooden table, and another person in a red shirt is visible in the background. The floor is checkered.

CHARITY FOCUS: FOOD INSECURITY

TCG has maintained a commitment to combating food insecurity across our regional communities

Recognizing that access to nutritious food is fundamental to human dignity and community wellbeing, we strategically partnered with established food banks and hunger relief organizations spanning Maryland, Virginia, Washington D.C., New Jersey, and Pennsylvania.

Our approach emphasized supporting both emergency food distribution and innovative programs that address the root causes of hunger, including culinary training initiatives and effective school-based nutrition programs.

By partnering with respected organizations like World Central Kitchen, DC Central Kitchen, and other regional food banks, we ensured our contributions directly supported families facing food insecurity in the communities where our employees live and work.

2024 DONATIONS

Central Pennsylvania
Food Bank
\$190

Maryland
Food Bank
\$320

Food for Others
\$310

DC Food Project
\$2,100

Slice of Life
\$2,520

Red Bag
\$1,000

Capital Area
Food Bank
\$1,890

World Central
Kitchen
\$1,980

Hunger Action
Counsel
\$1,500

DC Central
Kitchen
\$1,500

ENVIRONMENT

We are dedicated to actively shrinking our environmental footprint.

We rigorously measure and track our greenhouse gas (GHG) emissions for our headquarters in Washington D.C., a process expertly handled by Sodali & Co. using the EPA's ENERGY STAR® Portfolio Manager tool. All of the building's GHG emissions are classified as indirect (Scope 2) GHG emissions, as the facility solely uses electricity for heating, cooling, and power.

TCG has made significant progress towards its goal of reducing GHG emissions. Our company office generated 0.9 mtCO₂e of greenhouse gas emissions for the 2024 calendar year. This reduction represents approximately a 61% decrease from the 2.3 mtCO₂e generated in the 2019 calendar year, which serves as the baseline.

TCG continues to aim for a 10% emissions intensity reduction (equivalent to 2% per year) per Full Time Equivalent (FTE) employee by 2025, while continuing to use the 2019 calendar year as its baseline.

MARCH 2024 - FEBRUARY 2025



Invoices



Paychecks



Trees
Purchased

MAR	220	357	577
APR	220	356	576
MAY	200	358	558
JUN	220	358	578
JUL	220	364	584
AUG	230	369	599
SEP	210	365	575
OCT	190	374	564
NOV	200	365	565
DEC	220	368	588
JAN	240	370	610
FEB	210	374	584
BONUSLY #TREEGIVING EVENT			450

PURCHASE OF TREES

Since Earth Day 2022, TCG has maintained a systematic tree planting commitment. All purchases are tracked through One Tree Planted—a 501(c)(3) environmental nonprofit focused on global reforestation—for full transparency and verification. Our initiative directly ties environmental impact to business operations through a simple formula: 10 trees purchased for every invoice processed and 1 tree for every employee paycheck issued.

From March 2024 to February 2025, we purchased \$7,408 worth of trees to be planted in U.S. National Parks through the National Forest Foundation, representing 2,580 invoices and 4,378 paychecks processed. For the holiday card campaign, TCG offered to plant trees on behalf of employees through Bonusly, with a maximum of 1,000 trees. 45 trees were linked to this initiative, totaling \$450.00.

We are committed to embedding environmental responsibility in core business operations, ensuring that every business transaction and employee compensation contributes to native habitat restoration, carbon sequestration, and biodiversity conservation.

\$7,408

Total Trees Purchased

4,378

Total Paychecks

2,580

Total Invoices



CONCLUSION

Our foundational values revolve around people—our employees, clients, and community

TCG's identity as an IT provider for the Federal Government aligns with our mission for ethical governance. Our Certified B Corp status was first achieved in 2019 and proudly re-certified in 2022 with an improved score of 98.5 (up from 95.6). This certification serves as a vital framework, ensuring that our core values

remain central to every aspect of our growth and operations.

We aim to make a positive impact, prioritizing employee well-being with benefits like paid vacation, parental leave, and loan assistance.

As we look forward to our next B Corp recertification in 2026, we are determined to achieve an even higher score, continuously expanding our efforts in justice, equity, and transparency, and further addressing our climate impact, always aiming to be a force for good.