



TCG, INC.
WASHINGTON, DC
CERTIFIED B CORPORATION

2025

Benefit
Report
*Business as a
force for good.*

POSITIVELY DISTINCT®

Our impact on community, clients,
employees & the environment

A commitment, codified.

TCG's mission is to develop efficient, transparent, and ethical government — and to be a business that is a force for good.

TCG is an IT and management solutions provider to the Federal Government. As a Certified B Corp, we are dedicated to our foundational values and to 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. It holds us accountable to the standards we set for ourselves.

This report lays out the initiatives and achievements from 2025, demonstrating our commitment to being a business as a force for good — supporting our employees, delivering valuable services to federal agencies, and engaging with our community.

**As a certified B Corporation,
we measure success by more
than business growth.**

*"Progress only matters when it
serves people."*

Daniel Turner

CEO, TCG

TCG provides software development services to the federal government, so like others in our industry, we are working quickly to understand how artificial intelligence can better support agency missions. But as a certified B Corporation, we measure success by more than speed, scale, or business growth. We are committed to growing in a way that benefits our employees, clients, communities, and the public institutions we serve.

That commitment shapes how we approach AI. We believe AI can help federal agencies move faster and deliver better outcomes, but only if people remain central to the process. That is the foundation of **TCG Glass Box AI**, our approach to software development that combines the speed of AI with strict human oversight. We use AI as a tool to improve how software is developed while ensuring the purpose, process, and outcomes remain aligned with our values, mission, and B Corp commitments.

The same standard guides how we show up beyond our client work. In 2025, TCGers chose **food insecurity** as our annual charity priority, and we directed 70% of our cash contributions to food-focused nonprofit organizations serving people across our region. The remainder (i.e., 30%, to save you the calculator work) went to the National Forest Foundation. In total, our giving met our pledge of donating 1% of corporate profits.

Whether we are building software, adopting new technology, supporting employees, or investing in our communities, our goal is the same: to make progress in ways that serve people. We invite you to read more about how TCG is putting that belief into action.

The year, by the numbers.

1% Of corporate profits donated To charitable causes	\$3,151 Student loan repayment assistance Paid directly to employees	9 Organizations supported Across food security and environmental stewardship	Excellent Average CPARS rating Across federal contracts
--	--	--	--

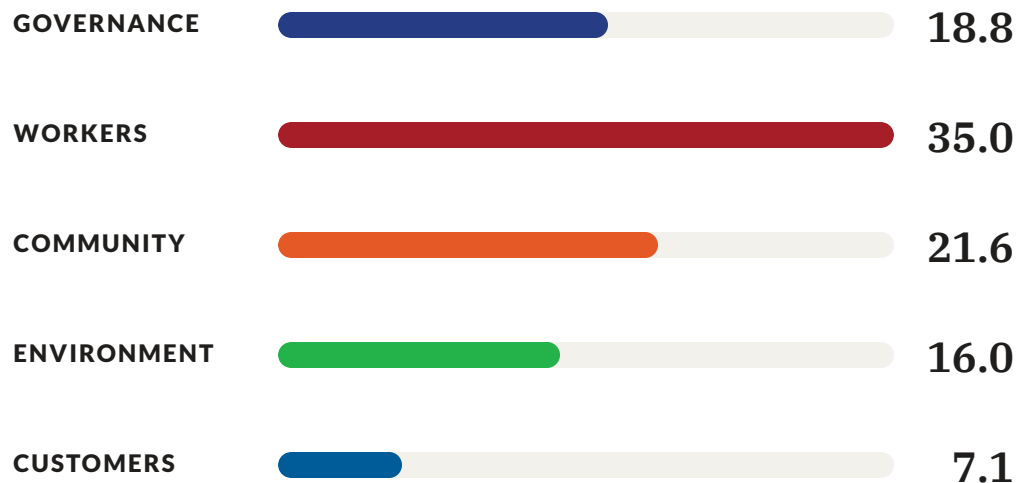
Recognition

A year of external validation for the way
we work — and how long we've kept at it.

 Washington, D.C. Top Workplace 11TH CONSECUTIVE YEAR	 Top Impact Company REAL LEADERS, 2025	 Adoption-Friendly Workplace DAVE THOMAS FDN., 2025	 Inner City 100 AWARDED BY ICIC, 2025	33 YEARS In Business REMOTE-WORK-FIRST
--	--	---	---	---

B Corp Impact Scores

B Corp certification demands a minimum of 80 points across all impact categories. TCG's verified 2025 score sits well above that threshold.





04 OUR WORK

Developing efficient, transparent & ethical government.

TCG • 2025 BENEFIT REPORT

U.S.
INTERNATIONAL
TRADE
COMMISSION

USITC

A single source of truth

TCG transformed how the USITC manages investigation data through the Investigation Database System (IDS) — now the benchmark standard for USITC systems, consolidating Section 337, import-injury, and fact-finding cases into one searchable platform. TCG also built COINS, so staff log conflicts of interest once per triggering event rather than completing duplicative forms each year.

MILLENNIUM
CHALLENGE CORP.

MCC

Fact-based decisions on foreign aid

TCG builds modern, automated software to collect, aggregate, and analyze the data behind MCC's fact-based aid decisions — work that contributed to MCC being named **the most transparent government aid agency in the United States** and fifth-most transparent in the world.

DOT • VOLPE
CENTER

FMCSA

Safer highways through better data

Through the PRISM program, TCG helps FMCSA identify and immobilize commercial carriers prohibited from operating due to safety violations. With our support, **all fifty states are now compliant** with the first six mandatory PRISM requirements.



— 05 COMMUNITY

Thinking and acting locally.

In October 2025, TCGers volunteered at the Food for Neighbors Red Bag Event, sorting donated food for local students and families facing food insecurity.

2025–2026 Focus: Food Insecurity

Each year, TCGers vote on the cause that matters most to them. In 2025 they chose hunger — and TCG directed the majority of its charitable giving to food-focused organizations, supplemented by personal Bonusly donations from individual TCGers.

Capital Area Food Bank



World Central Kitchen



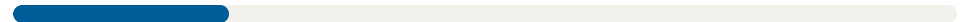
Food for Neighbors



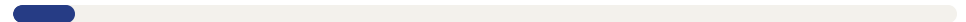
Food for Others



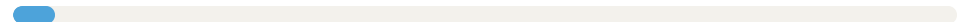
DC Hunger Solutions



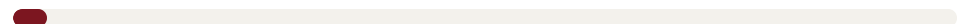
Maryland Food Bank



N. Virginia Food Rescue



Community Food Bank of NJ



More ways we invest in our people

Getaway & Vacation Properties

TCG employees can reserve two vacation properties for a family getaway, long weekend, or well-deserved break — paying only the cleaning fee. A unique, affordable way to relax, recharge, and spend time with family or friends.

Adoption & Foster Care Benefits

One of TCG's core values is "We value our families," and our adoption and foster care benefits put it into action — reimbursing eligible adoption-related expenses up to \$20,000 per adopted child. Most expenses directly connected to the adoption process are covered, helping employees grow their families with meaningful financial support.

Student Loan Repayment **\$3,151**

Repayment assistance provided directly to employees in 2025.

Socially Responsible Investing

An SRI option available within the company retirement plan.

Outplacement Services

Counseling, résumé support, and network connections for transitioning employees.

Whole people, not just workers.

SABBATICAL

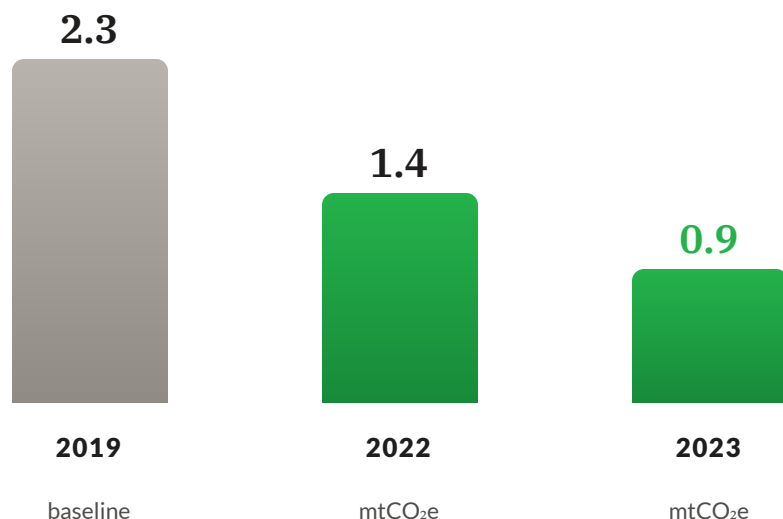
Craig Gusmann

Craig used his four-month sabbatical to pursue creative work he'd deferred for years — revising a novel, writing his first screenplay in eight years, and completing four flash-fiction pieces. He also spent nearly every Friday volunteering at his local food bank (PACS), deepening his commitment to food security.

"We should all strive to be fully ourselves as often as possible."



Reducing our carbon footprint.



TCG's Washington, D.C. office emissions, in metric tons of CO₂ equivalent.

Supporting our forests and wilderness spaces.

NATIONAL FOREST FOUNDATION

2025

In 2025, TCG donated to the National Forest Foundation, supporting reforestation and stewardship of America's public lands.

TCG set a goal of a 10% emissions-intensity reduction (2% per year) per FTE by 2025 — investing in solar panels, a Power Management Policy, and carbon offsets.

By 2023, our D.C. office had cut emissions to **0.9 mtCO₂e** — a 61% reduction from our 2019 baseline. We remain committed to driving that figure lower through renewable energy, a company-wide Power Management Policy, and verified carbon offsets.

EMISSIONS INTENSITY
PER FTE, D.C. OFFICE

↓ **61%**
since 2019 (baseline)

↓ **36%**
since 2022

Being a B Corporation is a marathon, not a sprint.

We are committed to improving our score and meeting the evolving standards of certification — not as a compliance exercise, but because it is who we are.

TCGers will continue voting on the causes that matter most to them, volunteering their time, taking sabbaticals, and building software that makes government more efficient, transparent, and ethical. We're in it for the long run.